

LINCOLN *Academy*



Executive Directors Report
January 21st, 2025

LINCOLN ACADEMY MISSION AND VISION

The **Mission** of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.

Our **Vision** is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge Education.

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STARGAZING AT LINCOLN

At Lincoln Academy, we are committed to partnering with organizations that align with our mission and vision, and our recent stargazing event on January 13th is a perfect example of this collaboration in action. We partnered with [Standley Lake Stargazing](#), a local organization known for hosting incredible astronomy events, to provide a free and engaging evening for our community. The organization brought multiple powerful telescopes to our football field, giving attendees breathtaking views of planets and the night sky. We are especially grateful to one of our parents, who is part of their team and played an instrumental role in making this event possible. Fortunately, the weather cooperated—despite the event being scheduled months in advance—and we were treated to clear skies.

Approximately 50 students, staff, and family members braved the chilly, windy evening to participate. The reward was unforgettable: stunning views of Venus, Saturn, Jupiter, Mars, and the Moon. Those who stayed until the end even had the opportunity to use professional lenses for an even closer look.

Events like this exemplify how we bring a content-rich educational experience to life for our community. Astronomy is a significant topic across our grade levels, and the timing of this event was ideal, as our 5th graders are just beginning their astronomy unit. Providing students the chance to see Jupiter's bands or Saturn's rings firsthand—rather than only reading about them—is a powerful and inspiring experience.

We are thrilled to have established this connection with Standley Lake Stargazing and have already made plans to bring this event back to Lincoln Academy in the future. We look forward to welcoming even more members of our community next time and continuing to create meaningful, educational opportunities for our students and families.



OPEN ENROLLMENT PROCESS UPDATE

Prospective Informational Updates

As presented in December, the Prospective Parent Night on November 14th had a great turnout. We will continue to schedule future Prospective Parent Nights before Round One Enrollment opens and avoid conflicts with neighboring or competing schools to maximize attendance.

Flyers highlighting Lincoln Academy and our Prospective Parent Tours were distributed to 15 local preschools, and the information was also posted online and shared through our social media channels. Since then, we've conducted five scheduled family tours on the following dates: November 20, December 5, December 10, January 9, and January 13. Our front office continues to welcome walk-ins and schedule follow up discussions as requested.

During the tours, families who were unable to attend Prospective Parent Night are encouraged to watch the recorded session. Additionally, they meet our administration team and instructional coaches, get an overview of Lincoln Academy and the Core Knowledge curriculum, and participate in a tour of the school.

We emphasize that at Lincoln Academy, we are looking for families who are committed to being actively involved in their child's education. We value parent partnerships that align with our core values and contribute to creating a positive and collaborative environment for all students.

We've had a total of 80 families sign up for tours so far, an increase from 64 last year. Tours will continue to be available upon request. Prospective families can find information about visiting Lincoln on our website and social media channels.

Enrollment Timeline

- **First Round Enrollment:** The first round closed on January 17th at midnight. The lottery results will be sent to families by Jeffco on the morning of January 28th. A report on the results will be provided at the February Board meeting.
- **Round Two Enrollment:** Round Two opens on January 23rd. Students will be placed on the waitlist in the order in which their applications are received.

Waitlist Priority Groups

As a reminder, Enroll Jeffco uses an automated process to assign students to the waitlist based on priority groups. These groups are as follows:

1. Lincoln staff children
2. Siblings of current Lincoln students
3. Current Lincoln Academy PreK students
4. In-district applicants
5. Out-of-district applicants

SCHOOL CHOICE WEEK

The state of Colorado continues to be a national leader in supporting school choice and charter schools. As of last year, over 15% of Colorado students attended charter schools ([Link to Article](#)) highlighting the state's commitment to providing diverse educational opportunities for families. While work remains to achieve equitable financial support for both charter and neighborhood schools, we are deeply grateful for the partnerships within our district and beyond that help us advance this important mission.

National School Choice Week provides a powerful opportunity to celebrate the fundamental right of parents to choose the best educational path for their children. At Lincoln Academy, we wholeheartedly support this right and remain steadfast in our advocacy for school choice as a cornerstone of what is best for families.

This year, School Choice Week takes place from January 26th to February 1st. Lincoln Academy will participate by sharing messages on social media, engaging with families, and collaborating with staff to underscore the importance of school choice. We are proud to join in this celebration and look forward to many more years of championing this essential right for families.

WINTER24 MAP DATA

Overall Discussion

At the beginning of December, our students completed their midyear MAP assessments. These tests are a vital tool for evaluating the progress of our initiatives from the first half of the year and identifying areas where additional support is needed to ensure a strong finish to the school year. We are always proud of our students' hard work and view these assessments as an opportunity to measure progress, gain insights, and refine our approach to instruction.

While we are encouraged by some aspects of the results, these outcomes did not fully reflect the goals we have been striving toward. We know our students are capable of exceptional performance, and we do not believe these scores accurately represent their true potential. Despite the school's "High Performance" rating in both ELA and math, we believe there is room for greater growth. We are confident that with the targeted interventions outlined below, combined with the time and focus for our teachers to implement these strategies, we will see significant improvement by the end of the year.

Our commitment remains steadfast in supporting students to achieve their best and ensuring they have the tools they need to thrive academically.

Definitions:

ELA: The abbreviation for English Language Arts. This is the assessment that measures both reading and writing ability

Growth Percentile: A percentile ranking based on MAP Growth Norms for observed growth between two testing terms.

Median Percentile: The middle percentile value when a group of percentiles are ordered from lowest to highest.

Data

Math Summary: Our students showed high achievement, but also demonstrated a significant lack of growth in certain areas. As you can see, two grade levels significantly underperformed and all other grade levels can continue to improve.

Math Performance (Achievement)								
	2nd	3rd	4th	5th	6th	7th	8th	Average
<i>Lincoln</i>	50	58	53	41	56	57	66	56

Historical Context - Fall to Winter Median Growth Percentile								
	2nd	3rd	4th	5th	6th	7th	8th	Average
<i>2021-22</i>	45	71	47	54	73	62	65	59.6
<i>2022-23</i>	37	73	32	53	56	44	56	50.1
<i>2023-24</i>	31	52	25	46	37	53	51	42.1
<i>2024-25</i>	30	49	27	41	44	53	47	41.6

Math Median Growth Percentile								
	2nd	3rd	4th	5th	6th	7th	8th	Average
<i>District</i>	42	45	45	39	41	43	51	43.7
<i>Lincoln</i>	30	49	27	41	44	53	47	41.6
<i>Dif (Lincoln and District)</i>	-12	4	-18	2	3	10	-4	-2.1

ELA Summary: Our students showed both high achievement and high growth. This continues to be the theme for our students and we will continue to build on this success. These scores continue to demonstrate the high effectiveness of our teachers, curriculum, instructional coaches, and administrative team.

ELA Performance (Achievement)									
	1st	2nd	3rd	4th	5th	6th	7th	8th	Average
Lincoln	65	55	69	70	60	58	69	61	63

Historical Context - Fall to Winter Median Growth Percentile									
	1st	2nd	3rd	4th	5th	6th	7th	8th	Average
2021-22		55	38	54	45	67	58	78	56.4
2022-23	43	44	65	40	53	66	57	57	53.1
2023-24	56	46	54	52	39	47	52	45	48.9
2024-25	54	41	55	52	50	38	62	40	49.0

ELA Median Growth Percentile									
	1st	2nd	3rd	4th	5th	6th	7th	8th	Average
District	47	55	49	48	46	44	44	50	47.9
Lincoln	54	41	55	52	50	38	62	40	49.0
Dif (Lincoln and District)	7	-14	6	4	4	-6	18	-10	1.1

Next Steps

After reviewing the midyear MAP assessment data, the administrative and coaching teams met immediately following winter break to analyze the results and, more importantly, plan actionable steps to address the concerns identified. While most grade levels performed as expected, two significantly underperformed. Below is our plan to address these challenges:

1. **Strengthening Implementation of Learning Outcomes and Success Criteria** - The continued focus on Learning Outcomes and Success Criteria is critical to improving student performance. Helping staff improve in sensemaking will have the greatest impact on these scores. As of November, all new information has been shared with staff, and the ILT, administration, and instructional coaching teams are now focused on supporting teachers with implementation.
2. **Targeted Support for Newer Teachers** - Several of the teachers in the underperforming grade levels are newer to the profession. During the most recent LA101 session—a required class for all new-to-Lincoln staff—our instructional coaches dedicated significant time to helping these teachers unpack and analyze the data. This work will continue, ensuring all staff understand how to use data effectively to inform instruction.
3. **Goal-Setting and Coaching for Underperforming Teams** - Administrators and instructional coaches have already met with the underperforming teams to discuss the

lack of growth. These teams are now setting specific goals and partnering with coaches to implement best practices consistently in their instruction.

4. **Student Goal-Setting for Spring MAP Assessments** - In March and April, all students will set personal MAP goals for the end-of-year assessments. This process will help students understand the importance of the MAP test, set achievable targets, and work toward those goals with purpose.
5. **Reevaluating Structural Changes** - The structural adjustments we made for the midyear MAP testing—intended to minimize disruptions to instructional time—did not yield the desired results. Based on this, we plan to return to our previous testing protocols for the spring assessments, which have been more effective in the past.

We are confident that these strategies will lead to measurable improvement in student growth and achievement by the end of the year.

Summary

As mentioned above, we strive for our test scores to reflect the true capabilities of our students, and we do not believe these midyear results fully demonstrate their potential. In the past, we have encountered similar challenges and successfully used them as motivation to refine our processes and drive improvement. We are actively engaged in this work now and remain committed to growth in all areas. At Lincoln Academy, we firmly believe that every student deserves the best opportunities to succeed, and we will continue to focus on strategies that ensure they reach their full potential.

WE HAVE AN INCREDIBLE STAFF!

As we move through the year, we continue to be thankful for the effort of many who have stepped up in incredible ways. We would like to celebrate several Teams who have gone well above and beyond in everything that they have been asked to do, and we want to take a moment to thank them.

Our Facilities Team: Norm, Joe, and Alejandro consistently accomplish the work of a five- to six-person team with incredible skill and success. Maintaining a school property of this size is a monumental task, yet they rise to every challenge with dedication and expertise. Their work goes beyond simply ensuring that the campus looks good and functions well—they strive to make it safe and inviting for our entire community. We are incredibly grateful for their hard work, talent, and commitment to making Lincoln Academy a better place every day.

Our Technology Team: Melissa Courtney, Emily Kil, Debbie McNutt, and Marty Nishida are an outstanding group of professionals who continue to impress with their teamwork and expertise. Over winter break, several team members worked tirelessly to prepare and install six new Promethean boards for our 2nd- and 4th-grade classrooms. From keeping students safe online and maintaining Chromebooks to supporting staff with their technology needs and planning for future advancements, this team is essential to our success. Lincoln Academy is stronger and more innovative because of their incredible efforts.

Our Leopard Care Leader and Staff: Alysha Sidlar, who was hired this year to lead our before and after-school care program, has exceeded every expectation. Despite stepping into the role without knowing the full scope of the challenge, she has risen to the occasion time and time again. Her hard work and dedication have transformed Leopard Care into a program that fosters a safe, welcoming, and effective program that continues to grow and evolve. We are excited to provide a program that mirrors the core values of Lincoln Academy under her leadership. Mrs. Sidlar and her team are yet another reason Lincoln Academy is such an exceptional school.

Executive Committee Report January 2025

The executive committee is responsible for providing guidance, oversight, and, when appropriate, specialized expertise to the head(s) of school. The committee will determine the monthly agenda and support the head(s) of school on topics to present monthly per board policy. The executive committee is responsible for reporting to the board any concerning themes or information that pertains to governance of the school; these include but are not limited to legal, curriculum, and operational changes or concerns.

Executive committee meetings will typically occur every month two weeks prior to the regular Board of Directors meeting, except for July, when typically, no meetings occur for summer break.

Committee Members in attendance: Micah Gilbreath (Board President), Katie Lehr (Board Vice President), Paul Hurst (Principal) and Lori Woods (Operations)

1. Agenda Meeting

Discussed January deliverables per board policy to be presented by Mr. Hurst and Ms. Woods in their January reports to the board. These include:

- a. Open Enrollment Process Update Policy 2.1.5
- b. First Round Open Enrollment Application Numbers Policy 2.1.5
- c. School Choice Week Information Policy 2.1.5
- d. MAP Winter Data Policy 2.1.4

2.1.5 Organizational Health and Viability

With respect to the organizational health and viability of the school, the Executive Director shall not cause or allow conditions that will jeopardize the existence or renewal of the charter with the School District.

Accordingly, the Executive Director shall not:

- 1) Allow excessive student and staff attrition.
- 2) Fail to implement responsible efforts for staff and student recruitment.

1. Strategic Plan – Two working sessions: First at the end of Jan. Second in February.

Notes:

Proposed Motions: None.

School Accountability Committee Report – January 2025

School Accountability Committee meetings will typically occur on the first Tuesday of every month.

Next meeting Tuesday, February 4th at 6:30 PM.

Contact Rob McCready robmccready@lincolnacademy.net if you would like to join.

Attendance:

- Parents: Carrie Matter, Lori Pantano
- PTO: Maudra Pacheco Dickerson
- Faculty:
- Administration: Heather Frick
- Board Members: Rob McCready

Discussion Items

- 1) Touch up changes to Family Survey

Proposed Motions for discussion

Motion xx-xx-xx: Motion to approve 2024/25 Family Survey questions and to open the survey to parent responses