

Lincoln Academy Board of Directors

2024-2025 Regular Meeting Minutes

February 18, 2025 | Lincoln Academy | 7180 Oak Street | Arvada, CO 80004

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.
- The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge® education.

Teams Meeting Recording

- A recording of the February 18, 2025 Regular Board Meeting may be accessed at ([click here](#)) for 90 days following the board meeting.

Minutes

- I. Preliminaries (6:35-6:37 p.m.)
 - a. President Gilbreath called the meeting to order at 6:35 p.m. and welcomed all in person and online guest.
 - b. All board members were present, including Amanda Corrion, Micah Gilbreath, Travis Harrison, Katie Lehr, Rob McCready, and Kyle Pethe.
 - c. Travis Harrison read the Mission and Vision, shown below.
 1. 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.
 2. The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge® education.
 - d. President Gilbreath welcomed guests Operations Director Lori Woods and Principal Paul Hurst.
 - e. No individuals provided public comment.
- II. Consent Agenda (6:37-6:37 p.m.)
 - a. The consent agenda, including the previous month's meeting minutes (January 21, 2025), special meeting minutes (February 5, 2025) and the meeting agenda (February 18, 2025) were approved.
- III. Each of the Heads of School presented their reports. (6:38 – 8:29 p.m.)
 - a. The Principal Paul Hurst began the Heads of School Report. The Heads of School report included presentations on the items below – split between Principal Hurst and Operations Director Lori Woods. The individual who led each part of the presentation is listed in parentheses. More information can be found in the attached appendix under the Heads of School Report.
 1. Staff Presentation by Trauma Informed Practice Team (Paul Hurst, 6:39 p.m.)
 2. Enrollment Update (Lori Woods, 7:03 p.m.)

3. Round 2 Board of Directors classroom visits March 7, 2025 (Paul Hurst, 7:14 p.m.)
4. Fifth Grade Structure Considerations (Paul Hurst, 7:17 p.m.)
5. 2025/2026 Academic Calendar (Lori Woods, 7:21 p.m.)
6. Staff Celebrations (Paul Hurst, 7:29 p.m.)

IV. Committee Reports (7:33 p.m.)

The following committees provided verbal and/written reports. The board member(s) providing the reports are found in the parentheses directly following the report name. Key items discussed are listed below each report. The appendix contains all written reports.

a. Executive Team (President Micah Gilbreath and Vice President Katie Lehr, 7:33 p.m.).

1. Governance Update
 - i. Policy 2.1.1 Treatment of Parents
2. Monthly Meeting Web Posting
 - i. Motion 13-02-18 Motion to approve the Board of Directors monthly meetings on the Lincoln Academy Board of Directors webpage: www.lincolnacademy.net.

Motion made by President Gilbreath; seconded by Rob McCready.
Passed unanimously.

3. Executive Director Evaluations
 - i. Motion 14-02-18 Motion to approve the Executive Director performance evaluation matrix for the Executive Director of Operations.

Motion made by President Gilbreath; seconded by Rob McCready.
Passed unanimously.

- ii. Motion 15-02-18 Motion to approve the Executive Director performance evaluation matrix for the Executive Director of Academics.

Motion made by President Gilbreath; seconded by Kyle Pethe. Passed unanimously.

4. Structure Working Session
 - i. Motion 16-02-18 Motion to approve a co-leadership structure with two employees serving the Lincoln Academy Board of Directors; an Executive Director (Academics) and Executive Director (Operations).

Motion made by President Gilbreath; seconded by Travis Harrison.
Passed unanimously.

5. Strategic Plan Working Session
6. Fundraising Policy
7. Board Member Website Access
8. SAC Survey Feedback

b. School Accountability (Rob McCready 7:53 p.m.)

1. No February Meeting
2. Family Survey Update
 - a. Motion 17-02-18: Move to take motion 12-02-05 from the table.

Motion made by Katie Lehr; seconded by Micah Gilbreath. Passed unanimously.

- b. Motion 18-02-18: Motion to approve 2024/2025 family survey questions and open the survey to parent responses.

Motion made by Rob McCready; seconded by Micah Gilbreath. Passed unanimously.

- c. Finance (Travis Harrison, 8:04 p.m.)
 - 1. Financial Review
 - 2. Working Budget Update
- d. Development (Katie Lehr, 8:20 p.m.)
 - 1. Meeting with Executive Director to review engineers with grant background
 - 2. Marketing documentation and charter funding explanation for community
- V. Old Business (8:22 p.m.)
 - a. Board Blast
- VI. New Business (8:22 p.m.)
 - a. PTO meeting February 25, 2025 @ 6:30 PM – Kyle Pethe to attend
- VII. Announcements
 - PTO Silent Auction coming soon
 - The next board meeting will be held on Tuesday, March 11th at 6:30 p.m.
- VIII. Adjournment
 - President Gilbreath adjourned the meeting at 8:24 p.m.