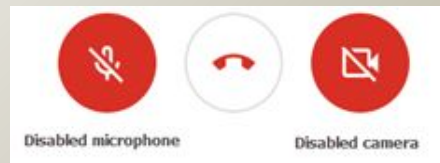




Welcome to the Free Horizon Montessori Annual State of the School Address

We will begin momentarily!

Please **mute** yourself during the presentation.



Please use the **Chat** feature if you would like to ask a question.

Free Horizon Montessori



Annual State
of the School
Address





Free Horizon Montessori Guiding Principles

FHM Mission

Free Horizon Montessori School provides a rigorous education grounded in Montessori Philosophy. We nurture and inspire students through a dynamic and inclusive environment that fosters curiosity, creativity, and confidence.

FHM Vision

To cultivate a modern Montessori educational experience that inspires students to lead their communities with grace, excellence, and respect for others, self, and the environment.

FHM Motto

Montessori for the 21st Century: A Place to Learn, A Place to Belong





Agenda

- Board of Directors
- Principal
- Finance Committee
- Facilities Committee
- School Accountability Committee
- Community Support Network
- Governance Committee



Free Horizon Montessori PK-8

Free Horizon Montessori Foundation

Board of Directors

Administration

School Accountability Committee

Community Support Network

VOLUNTEER

STAFF

STAFF & VOLUNTEER

VOLUNTEER

If it's "strategic" it belongs to the BOD

Sets School Policy

Hiring, Supervision & Evaluation of the Principal

Current Committees:

- School Accountability Committee
- Governance Committee
- Finance Committee
- Facilities Committee

If it's "operational" it belongs to the Principal

Oversees all aspects of everyday school operations

Hiring, Supervision & Evaluation of All Other Staff

Implementation of the School's Mission, Vision & Values

Legislated Standing Committee of the Board of Directors

Comprised of Parents & Staff

Creates, Administers & Analyzes Results from State, District, and School Surveys

Assists in Developing the annual Unified Improvement Plan & Monitors Progress Toward Goals

The FHM Foundation/CSN is a registered 501 (c) 3 private foundation that exists to serve as the charitable fundraising arm of the school.

All Fundraising Efforts Support FHM's Fundamental Objectives of Providing Every Student: Individualized Instruction
Engaging Curriculum
Strong Community

As a separate entity, the CSN has its own governing Board of Directors, by-laws, and policy and procedure manual.



Board of Directors



John Frost, Board President





The Board of Directors is responsible to ensuring the long term success of Free Horizon Montessori through alignment of our mission and vision with the needs of students, staff, and the FHM community.

| Key Responsibilities:

- Guides the direction of the school by selecting our principal and setting strategic priorities.
- Provides oversight to ensure that FHM continues to provide a rigorous Montessori education.
- Monitors requirements under our Jeffco innovation plan and submits renewals and revisions as needed.





| 2024-2025 Board Focus Areas

- *Submission of FHM Charter Application*
- *Increasing Staff Salaries*
- *Creation of FHM long-term strategic plan and update of Mission, Vision, and Motto*
- *Review of FHM policy documents.*

| Looking Forward to 2025-2026

- *Negotiation of Jeffco Charter Contract and associated services*
- *Utilizing Charter status to build new funding streams*
- *Strengthening Connections with the FHM Community*





| Current Board Members & Terms:

- **President:** John Frost, Liaison to the Community Support Network
 - 6th year on the Board
- **Vice President:** Kristy Kibler, Liaison to the Governance Committee
 - 3rd year of term
- **Secretary: Lisa Smith, Liaison to the Facility Committee**
 - 2nd year of term
- **Treasurer: Josh Camp, Liaison to Finance Committee**
 - 1st year of term
- **Members at Large:**
 - Matt Muhm - 2nd year, Chair of Finance, Backup to the Secretary
 - Rae Lyon- 1st year, Liaison to Facilities Committee
 - Erin McGrath- 2nd year, Liaison to the CSN
- **Ex-Officio Member:** Donnetta MacDonald, FHM Principal





| Board Election: 2025 - 2028 Term

- 2 candidates with 2 open positions
- Voting open until ~6:00 pm today
- Thank you for participating in our election this year!

| The Candidates

- Kristy Kibler
- Rebekkah Robbins





Principal Update



Donnetta MacDonald, Principal



JEFFCO PUBLIC SCHOOLS



Moved to the Pleasant View location August 2018 as Jeffco's first option school of innovation

- Dr. Jason Glass, former superintendent, had a desire to build an innovation School portfolio including Montessori
- Larger building/paid for by district (charters fund their own buildings)
- Large playground and outdoor access
- Gymnasium and cafeteria with commercial kitchen





Returning to Charter

2025-2026 Year 0

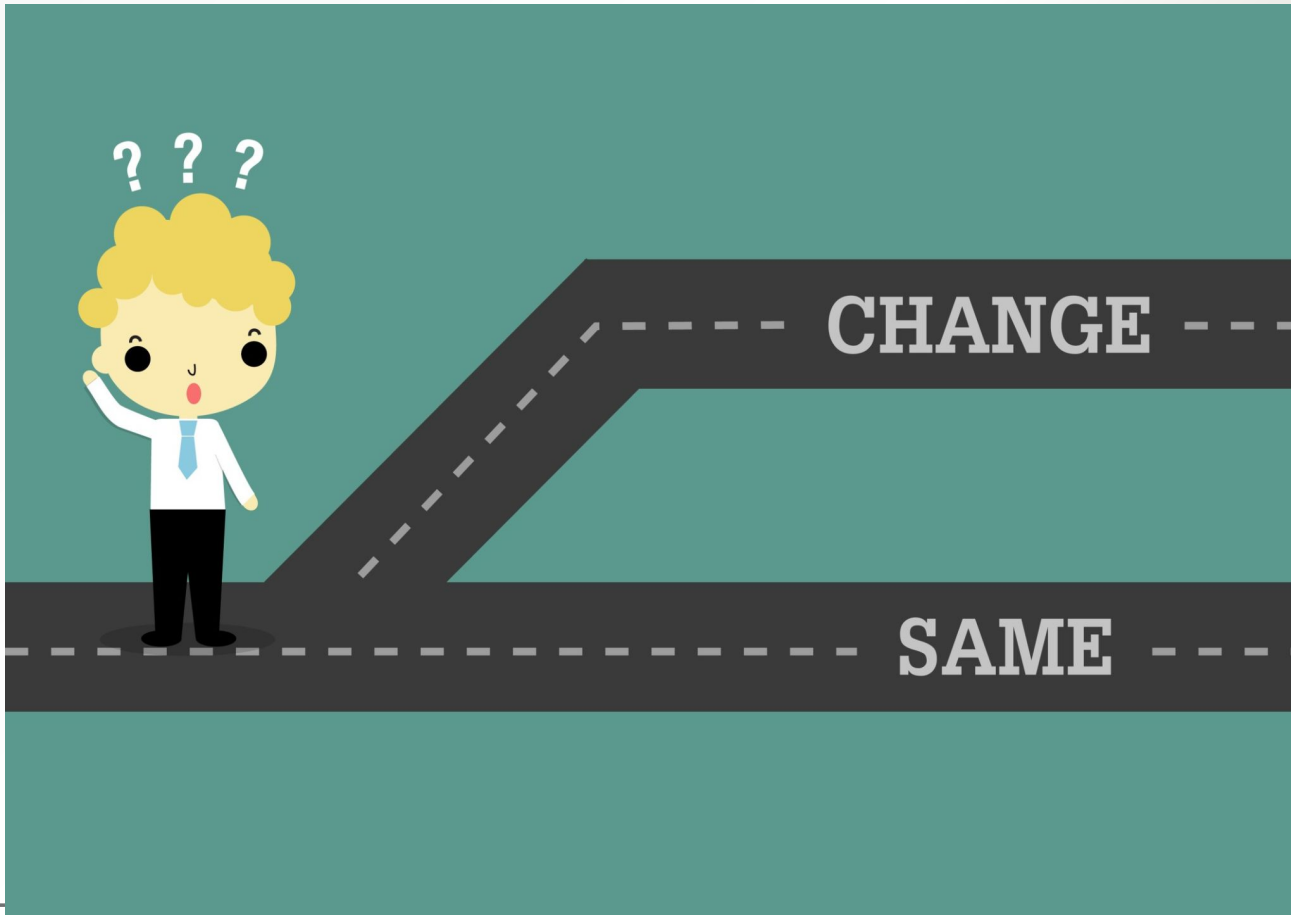
2026-2027 Year 1

In order to remain an option school, Jeffco required we relinquish our childcare license to the district. As a charter school, we retain full ownership and oversight of our childcare license, which governs our pre-K and early childhood education programs. By returning to charter status, we are able to preserve control of our early learning programs, ensuring they remain aligned with our school's mission, Montessori instructional model, and staffing priorities.





This will have minimal to zero impact on our families and, most importantly, our students





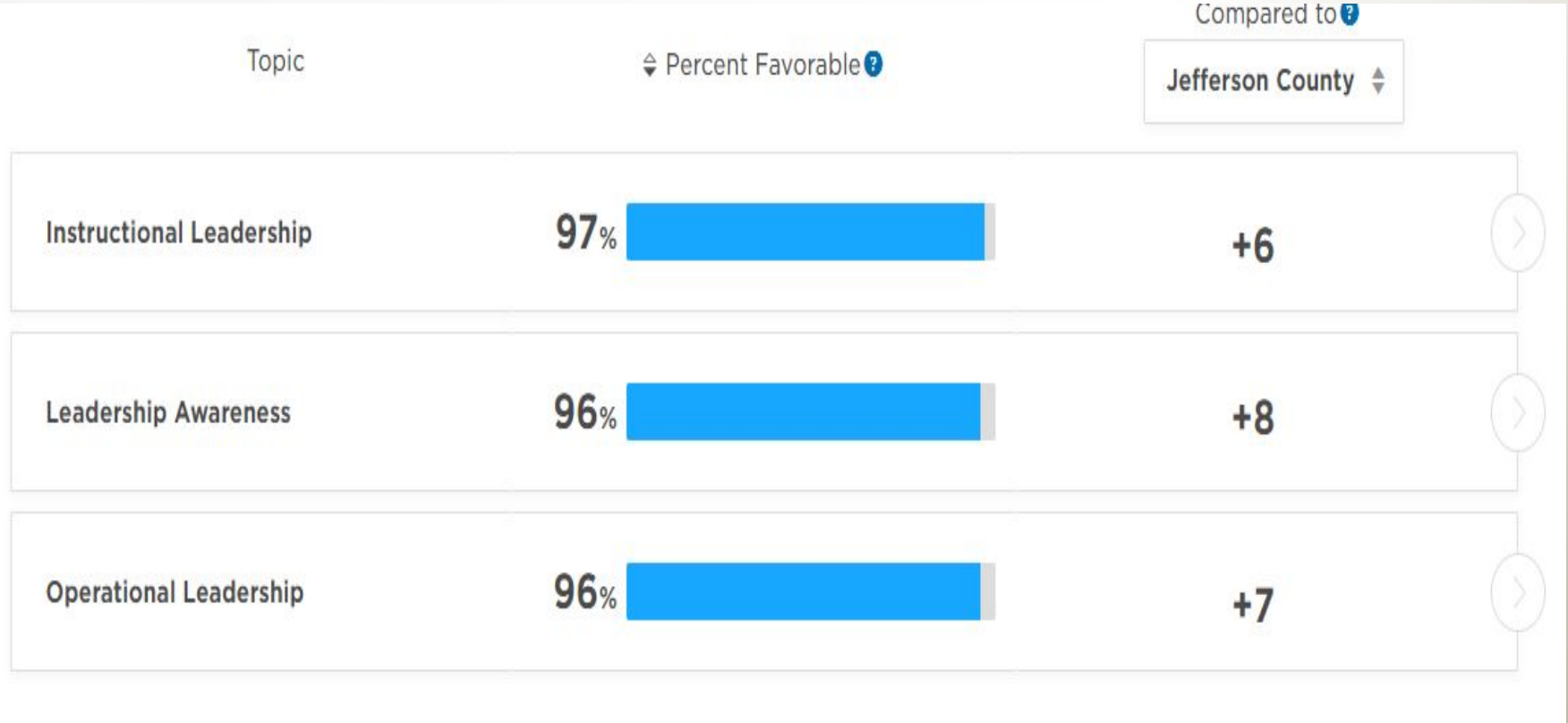
Principal Survey Data

- 48 Staff Participants
- Anonymous Survey conducted by the district
- Only 2 charter schools who ask their staff to participate in this survey
- Data compared to all other district public schools





Principal Survey





Area of Celebration

48 Staff Completed the survey

98% of answers 90 or higher favorable

46% of those answers were 100% favorable

QUESTION	100 % responded favorably	
> My principal expects that my instruction results in critical thinking.		
QUESTION	100 % responded favorably	
> My principal expects that my classroom activities apply to real life.		
QUESTION	100 % responded favorably	
> My principal expects that I allow students voice and choice in their learning.		
QUESTION	100 % responded favorably	
> My principal ensures that school leaders provide timely feedback after observing my teaching.		



Area of Growth

QUESTION



My principal is an effective manager.

86 % 

responded
favorably



The One Minute Manager is a classic business and leadership book - It's super short, super readable, and super practical.

Leaders Eat Last - Focuses on trust, empathy, and creating a safe environment—very Montessori in its approach to human development and respect.

Why Montessori Leaders Might Love It

- It respects people's autonomy while still creating accountability—very Montessori in spirit.
- It's great for building trust with staff and giving timely, respectful feedback.
- Helps prevent burnout by keeping communication short and meaningful—especially important in a school setting.





Free Horizon's Retention Statistics

Lead teachers, administrators, Learning Resource Staff

- 24-25 60% Retention Rates (excluding retirements)
- 25-26 92.3% Retention Rates



AMERICAN MONTESSORI SOCIETY CONFERENCE - Denver, Colorado

We're excited to share that **Free Horizon Montessori** was proudly represented at **The Montessori Event** in **Denver, Colorado, March 13–16, 2025**, celebrating **65 years of the American Montessori Society!**

This informative and energizing event featured:

“A captivating **museum exhibit** showcasing the rich history of Montessori education”

“A dazzling **anniversary gala** honoring influential Montessori leaders”

Thanks to the incredible generosity of our **community support network**, **16 Free Horizon Montessori staff members** were able to attend this powerful gathering of Montessori educators and advocates. Their support helped make it possible for our team to learn, connect, and return with fresh inspiration, innovative ideas, and renewed passion for Montessori education.

AMERICAN MONTESSORI SOCIETY CONFERENCE - Denver, Colorado





*Hands on
Child - Centered
Collaborative
Safe Environment*





Commitment to Safety

Prioritizing Student Safety Every Day

At our school, student safety is our top priority. Here's how we keep our campus secure and welcoming:

- **Secure Entrance with Safety Vestibule**
All visitors enter through a single, monitored entrance to ensure safe access to the building.
- **CBI-Trained Staff**
On site staff are trained through Colorado Bureau of Investigation (CBI) protocols to ensure student safety and well-being.
- **Vetting of All Volunteers**
Every volunteer is thoroughly screened before interacting with students to ensure a safe and trusted environment.
- **Trained School Emergency Response Team**
Our team is fully trained to handle emergencies, including weather events, crisis situations, and overall campus safety concerns.
- **Raptor**
Every visitor is screened each entry by the Raptor Management system - an extra step our school takes to ensure your child's safety .

RAPTOR[®]
TECHNOLOGIES



Commitment to Community

- Back to School Night
- Trunk or Treat
- Frosty Friends
- Mystery History
- Community Picnics
- Honors and Awards Night
- Game Nights and Bake Sales
- Book Fairs
- Spring Fling AND MUCH MORE!



FUN!!!!



And Thank You to Our Board Members for Their Service

- John Frost- 6 Years of Service
 - Kristy Kibler - 3 Years of Service
 - Erin McGrath - 2 Years of Service
 - Matt Muhm - 2 Years of Service
 - Lisa Smith - 2 Years of Service
 - Rae Lyons - 1 Year of Service
 - Josh Camp - 1 Year of Service
-
- Julia Holsey - Staff Liaison 2 Years of Service
 - Elese Moran - Staff Liaison 1 Year of Service



Finance Committee



| Josh Camp, Committee Chair
| Mallory Hamilton, FHM Financial Coordinator





| Finance Committee Members

- Josh Camp - FHM Board of Directors Treasurer
- Matt Muhm - FHM Board of Directors Back Up to the Treasurer
- Heidi Wunsch - Community Member / Community Support Network (CSN) Treasurer
- Mallory Hamilton - Financial Coordinator
- Donnetta MacDonald - FHM Principal

| Meetings

- Typically held on 1st Wednesday of each month
- Additional meetings as necessary
 - Dates and times of meetings are posted in calendar on school website





| Responsibilities of the Finance Committee

- Create the annual budget for the school and present it to the Board of Directors for approval
- Monitor implementation of approved budget regularly
- Develop and recommend strategies to address financial overages or shortages to the Board when needed
- Develop and update long-range financial plan for the school
- Keep the FHM Mission and Vision at the center of all financial discussions

**FHM has financial autonomy from Jeffco School District and determines how to allocate revenues within the school*





The Three Funds of FHM Financials

	General Fund (92%)	Campus Activity Fund (1%)	Enterprise Fund (7%)
Purpose	School Operations	Direct Student Activities	Programs run by FHM outside school hours (e.g., Before/After Care)
Sources of Revenue	- Per Pupil Revenue (PPR) - Preschool Tuition - Universal PK	- Student Fees - CSN Donations	Program Tuition
Core Expense Categories	- Staff Salary & Benefits - Administration & - Office costs	- Student materials, supplies, and experiences - Projects paid for by CSN	- Staff Salary & Benefits - Costs of Programs



| Current Year - 2024-2025 - Financial Update

- Slight increase in enrollment paired with reduced administrative staff will increase the anticipated FY25 carryforward
- Allocated additional funds to provide supports for the charter transition
- CSN funding was used to provide professional development for our staff, including attending the American Montessori Society Conference as well as Orton-Gillingham training
- Enterprise Fund is showing positive growth thanks to increased student enrollment





| Future Years - 2025-2026 - Financial Update

2025-26 Budget: BOD approved budget on February 10, 2025

- All salary scales were updated, with the lead teacher scale seeing a 33% increase
- Did not budget for increased PPR, can finalize when the Colorado Legislature approves annual budget this Spring
- Preschool and Before and Aftercare tuition increased an average of 3%, adjusting to the average rate of inflation
- Universal Preschool funding for all 4 year olds will continue for FY26
- Approved additional funding, from the General Fund and grant opportunities, to support the charter transition





Facilities Committee



Rae Lyon, Committee Chair



JEFFCO PUBLIC SCHOOLS



| What is the Facilities Committee?

- Focuses on strategic facility improvements and use
- Leads long-term campus planning and development
- Supports the learning environment needs

| Who serves on the Facilities Committee?

- 1-2 BoD Members
- Community members
- CSN representative
- FHM Administration
- FHM Staff



| 2024-2025 Facilities Updates

- Jeffco allocated voter-approved bond funding to build the district mandated secured entryway and emergency system
- FHM funded other facilities repairs and improvements
 - extensive plumbing updates in all primary classrooms, including new sinks and toilets
 - Electrical wiring updates in the Primary wing
 - Updated sound system for student events and assemblies





| What's coming?

- The FHM BOD recently approved \$25,000 to add/repair blinds in all classrooms
- Following FHM's strategic and Facilities Master Plans, FHM is taking strategic steps towards several projects, including:
 - Outdoor learning spaces
 - Garden area
 - Indoor/outdoor sensory space





School Accountability Committee (SAC)



| Alison Kimble, Committee Chair



SAC Members

- Alison Kimble- Parent, SAC Chair
- Phillip Cantrick- Parent
- Matt Muhm- Parent, BoD Liaison
- Jesse Ornelis - Staff, Principal Designee
- Suzanne Diekman- Staff, Instructional Coach





Purpose of the SAC

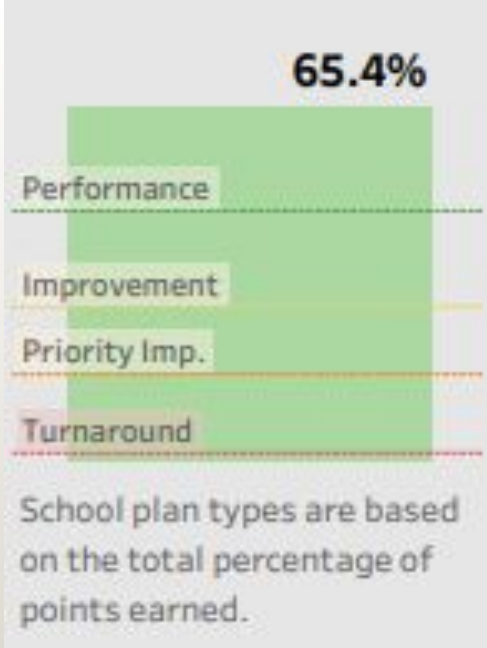
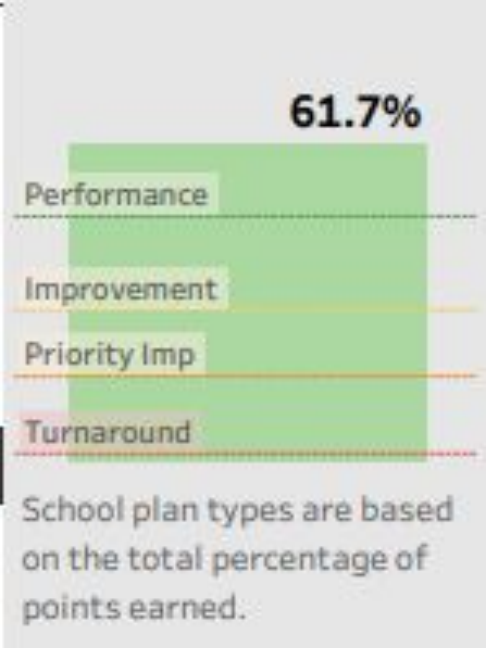
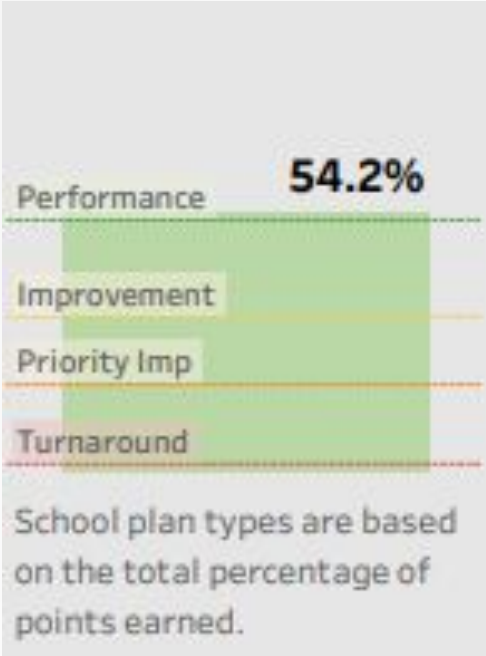
Provide a framework for community advisement to the
Administration/Board

- **Gather** data from students, parents and staff
- **Inform** community by disseminating results to leadership teams and community at large
- **Foster** an atmosphere of continual improvement





CMAS School Performance Framework results

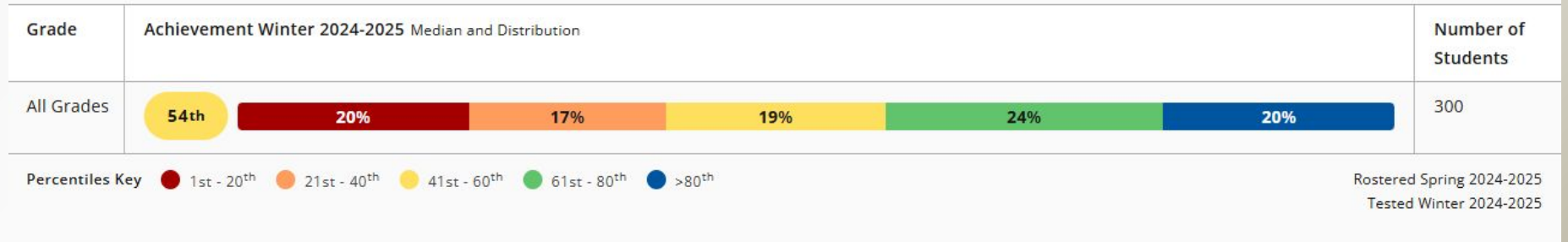


Mid-Year Reading Achievement- MAP

School Profile

Achievement Overview

Free Horizon Montessori | Reading



Mid-Year Mathematics Achievement- MAP

School Profile

Achievement Overview

Free Horizon Montessori | Math K-12

Grade	Achievement Winter 2024-2025 Median and Distribution	Number of Students
All Grades	47th 22% 21% 20% 19% 18%	301

Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Rostered Spring 2024-2025
Tested Winter 2024-2025



JEFFCO PUBLIC SCHOOLS

Mid-Year DIBELS Comparison

Grade K	Reference Data (Compare these results against a wider population)
Free Horizon Montessori	24-25 BOY  50 24-25 MOY  48
Grade 1	Reference Data (Compare these results against a wider population)
Free Horizon Montessori	24-25 BOY  44 24-25 MOY  43
Grade 2	Reference Data (Compare these results against a wider population)
Free Horizon Montessori	24-25 BOY  43 24-25 MOY  43
Grade 3	Reference Data (Compare these results against a wider population)
Free Horizon Montessori	24-25 BOY  41 24-25 MOY  41



Teacher & Staff Survey Results

School-Based Staff

30 responses | [show breakdown](#)

 **Save as PDF**

Compared to [?]

Jeffco K-8 Schools 

Change since Winter 2024 [?]

Belonging ⁱ

70% 

+7

 **17**
Greatest increase



Well-being ⁱ

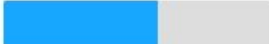
64% 

+4

 **5**



Jeffco Strategic Plan

57% 

+3

 **3**





Family Survey Results

Family Survey

77 responses | [show breakdown](#)

Save as PDF

Topic	Percent Favorable?	Compared to?	Change since Winter 2024?
		Jeffco K-8 Schools	
School Safety	82%	+3	▼ 3
School Climate	77%	+4	▲ 3
School Fit	68%	-1	▲ 4

Elementary Student Survey Results

Grades 3–5

113 responses | [show breakdown](#)

 **Save as PDF**

Topic

Percent Favorable 

Compared to 

Jeffco K-8 Schools 

Change since Winter 2024 

School Teacher–Student Relationships 



+11

 **8**
Greatest increase

School Rigorous Expectations 



–2

 **1**



JEFFCO PUBLIC SCHOOLS



Middle School Survey results

Students 6–12

48 responses | [show breakdown](#)

 **Save as PDF**

Topic

Percent Favorable 

Compared to 

Jeffco K–8 Schools 

Change since Winter 2024 

School Teacher–Student
Relationships 

70%



+18

 21

School Rigorous Expectations


66%



+3

 22
Greatest increase



JEFFCO PUBLIC SCHOOLS

School Unified Improvement Plan (UIP)

2024-25 Areas of Focus:

- Overall attendance improvement with emphasis on K and Pre-K
- Enhance MS belonging using 7 Mindsets curriculum
- Boost students meeting grade level multi-step word problems
- Conduct writing assessments consistently 4x a year, tracking progress
- Staff and teacher retention and Montessori Training

[Colorado Dept of Ed Website](#)



JEFFCO PUBLIC SCHOOLS





| Become a SAC Member

Good decisions come from good data.

- Community input is valued and important – thanks to all who participated!
- We invite new members - Application online in the SAC Section of the FHM website.



JEFFCO PUBLIC SCHOOLS

Email Jesse at
jornelis@jeffcoschool.us



Community Support Network (CSN)



| Amber Parham, CSN President





| What is the Community Support Network

- Free Horizon Montessori Foundation: Community Support Network (CSN): Fundraising and community building
- Established in 2002 as a 501(c)(3)

Every parent and guardian is a member of the CSN

| Our Mission:

The CSN exists to enrich the FHM Community by raising funds to support the school and by cultivating connection for our families and staff.





2024-2025 Highlights

Fundraising

- **Fox Trot Fun Run:** Almost \$17,000
- **Barnes and Noble Book Fair:** Over \$600
- **Colorado Gives Day:** Over \$3,000
- **Game Night Bake Sale:** Over \$600
- **The Eddy (Grub Club):** \$1,500
- **King Soopers:** Over \$2,000-\$4,000/year





More 2024-2025 Highlights

Community Building and Staff Support

- Helped pay for staff to attend the AMS Conference
- Helped pay for staff to participate in the IMSE Training.
- Back to School Picnic
- Trunk or Treat
- Game Night
- Barnes and Noble Book Fair
- Grub Club
- Staff Appreciation
 - Stock the Staff Lounge
 - Provided funds for Sunshine Club
 - Organized CMAS Snack Donations





Thank You To The CSN Board

Our AMAZING CSN Board and Members who made this happen!

- **President:** Amber Parham (Term ending)
- **Vice President:** Brittney Lazaro
- **Secretary:** Jamie White (Term ending)
- **Treasurer:** Heidi Wunsch (Term ending)
- **Communications:** Lauren Rickey
- **Bookkeeper:** Sara Spinks and Nicole Ryan
- **FHM Board Liaison:** Erin McGrath
- **Staff Liaison:** Crystal Christy





CSN Board Election for 2025-2026 School Year

- **Applying for Secretary:** Taylor Johnston
- Will be holding a special election for Treasurer at May 12 meeting.
- Moving into role of President: Brittney Lazaro
- Moving into role of Vice President: Lauren Rickey
- Still looking for a Fundraising Chair and Events & Volunteer Coordinator
- Additional information available on CSN website:
<https://www.fhmcsn.org/>

- Interested in getting involved?
Contact us: fhmcsn.info@gmail.com





Upcoming Events

- Election results for new board members will be announced April 17, 2025
- Grub Club at the Eddy: April 29 (All day)
- Specials Gala: April 29 (5:30-7:30pm)
- Honors and Awards Night: May 1 (6:15-7:30pm)
- Throughout May: Teacher and Staff Appreciation
- Spring Fling: May 4 (5:00-7:00pm)
- Scholastic Book Fair: May 5-8
- Family Welcome Picnic: Plant the Seeds Of Future Friendships: May 9 (3:00-6:00pm)
- Come to our **last meeting of the year May 12 from 6:30-8:30pm at Barrels & Bottles Brewery - Camp George West**, 1055 Orchard St, Golden, CO 80401





Governance Committee



| Jenna Layne, Committee Chair





| Responsibilities of Governance Committee

1. Help BoD implement vision and strategy of FHM by drafting and editing policy and procedures
2. Facilitate the yearly BoD self-evaluations
3. Follow policy to recruit and screen potential BoD candidates
4. Manage BoD election
5. Implement training procedures for new and existing BoD members

| 2024-25 Governance Committee Members

- Committee Chair: Jenna Layne
- Kristina Kibler- BOD Liaison Parent
- Alison Kimble- Parent
- Brian Stimson- Parent
- Lisa Kingston- Staff





| What have we been focusing on?

1. Continue to adapt and improve training for BoD
2. Improve BoD self-evaluation format
3. Brainstorm and implement new ways to recruit BoD candidates and sub-committee volunteers
4. Interview Candidates, Create Ballot, Supervise the election process
5. Update and Revise the BoD manual
6. Coordinate with Donnetta the state of the school address
7. Review Employee Handbook, Student Handbook, Parent and Family Handbook, The School Governance Agreement





| General Election

- The FHM community elects candidates to the BoD
- Results of election are announced at the end of today's meeting
- BoD Officers determined at May meeting
- BoD meets monthly (public meetings) - date and time determined by BoD members and posted on the FHM website

| 2025 Candidates

Kristy Kibler
Rebekkah Robbins

* If you have any interest in joining the Governance Committee for the 2025-2026 school year please reach out to Jenna at jennalayne345@gmail.com





Election Results



| Jenna Layne, Governance Committee





**Congratulations to our newly
elected BoD members!**

Kristy Kibler

Rebekkah Robbins





**Celebrating
22 YEARS
of Montessori
excellence.**

**Thank You for All You
Do to Support FHM!**



JEFFCO PUBLIC SCHOOLS