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The Academy
Board of Directors

Executive Work Session
Monday, April 28, 2025
6:00 – 6:55pm

Agenda

Monthly Board Communications Review *10 Minutes*
Expectation: Each month, Board members will acknowledge and discuss any community feedback or complaints that have been received since the last meeting.

Board Self-Evaluation Revisions *35 Minutes*
Expectation: Board members will discuss progress with updating their annual self-evaluation process.

Board Planning *10 Minutes*
Expectation: The Board will discuss plans to fill a vacancy for the 2025-26 school year as well as a draft agenda for the Summer Board Retreat.

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The Academy
Board of Directors

Board Meeting
Monday, April 28, 2025
7:00pm

Agenda

I. Open Meeting

The Academy's mission is to help all students grow into college ready, exemplary citizens by combining academic mastery with personal empowerment to drive lifelong success. We serve our full community by intentionally developing a school culture that embraces diversity, equity, and inclusion. With this in mind, the Board of Directors welcomes all members of our community to this meeting and invites each person to begin our time together in whatever way will help ground you for thoughtful and productive discussion - a few deep breaths, a prayer, a moment to organize your thoughts, or whatever meets your needs.

II. Consent Agenda

a. Approve Agenda
b. Approval of March 31, 2025, minutes

III. Public Comment

The chairperson will recognize anyone who signs the request form before the meeting time. Public comment and input shall be limited to fifteen minutes total, ten minutes per topic, and 2 minutes per speaker. Neither Board members nor Academy staff is obligated to respond to comments or input. The Board will provide written responses as deemed appropriate.

IV. Reports from Directors, Principals, and Committees

a. Executive Director Report – *Expectation: The Executive Director will update the Board on progress toward financial and operational strategic priorities.*
b. Chief Academic Officer Report - *Expectation: The CAO will update the Board on progress toward instructional and cultural strategic priorities.*
c. Committee Reports – *Expectation: Committee Chairs will update the Board on progress with each committee.*
    i. Finance – See meeting minutes.

ii. SACademic – See meeting minutes.
iii. PTO – See meeting minutes.

V. Presentation and Discussion
   a. Name Change Policy – *Expectation: The Board will discuss a long version and a short version for a new Name Change Policy.*
   b. Student Fees 25-26 – *Expectation: The Board will discuss a proposal for Student Fees for the 25-26 school year.*
   c. Executive Session C.R.S. §24-6-402(4) – *Expectation: As needed, the Board may call an executive session for one of the specific topics identified below via a 2/3 majority.*
      i. Discussions regarding buying or selling property;
      ii. Conferences with an attorney to receive legal advice;
      iii. Matters required to be kept confidential by state or federal law (e.g., student academic records);
      iv. Security arrangements or investigations;
      v. Determining contract negotiation strategies;
      vi. Personnel matters;
      vii. Consideration of documents protected from disclosure under the Open Records Act; or
      viii. Discussion of individual students where public discussion would adversely affect the student involved.
   d. Work Session Summary – *Expectation: The Board Chair will summarize the topics discussed during the work session prior to this formal meeting.*

VI. Executive Summary
   a. Health & Wellness Policy – *Expectation: The Board will vote to approve the new Health & Wellness Policy discussed at the March meeting.*
   b. Name Change Policy – *Expectation: The Board will vote to approve the long version or the short version of the new Name Change Policies discussed earlier in this meeting.*
   c. Student Fees 25-26 – *Expectation: The Board will vote to approve changes to Student Fees for the 25-26 school year.*

VII. Board Meeting Self-Scoring – *Expectation: The Board will self-score their performance for the meeting according to preset criteria.*

Scoring Rubric
Unsatisfactory
Satisfactory, looking for significant Improvement
Satisfactory, improving but still below expectations
Efficient meeting, meets expectations

VIII. Adjourn Meeting

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Board of Directors

Board Meeting Minutes

Monday, March 31, 2025

Board Members Present:		Also Present:	
Sarah Drewlow	Chairperson	Brent Reckman	Executive Director
Dan Klenjoski	Treasurer	Sarah Gramarossa	Chief Academic Officer
Kristen Cofrades	Secretary	Stacy McCleskey	Exec. Admin. Manager
Autumn Coffee	Board Member--work session only		
Larissa Fransua	Board Member		

Minutes of the regular board meeting of The Academy held at 11800 Lowell Blvd, Westminster, CO 80031 in Adams County on March 31, 2025.

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I. Open Meeting
A quorum being present, Mrs. Drewlow called the meeting to order at 7:03 pm.

II. Consent Agenda
a. Ms. Fransua moved to approve the February 24, 2025, minutes. Seconded by Mrs. Cofrades.

Discussion:	None
Ayes:	Mrs. Drewlow and Mr. Klenjoski
Nays:	None

III. Public Comment
a. Public comment was made by a parent who expressed frustration regarding teachers' methods of supporting fully funded education in the state budget, the use of DEI language on the website, and the perceived lack of physical education offerings.

IV. Reports from Directors, Principals, and Committees
    a. Executive Director Report
        i. Finance and Operation
            1. The 25-26 budget development is in the early stages.
            2. The proposed state budget calls for a 2.6% increase to PPR. State law requires that PPR be increased by 2.3% but we will take a conservative approach and build the budget at a 2% increase.
            3. Enrollment will be figured at 1830 students instead of 1835.
            4. Renewal letters were given to all staff before spring break. We will not cut any positions and there was a 3-5 % pay increase.
            5. The school lunch program may be funded differently soon. It's only funded through the end of 2025 so it will go back on the ballot to vote on in November.
            6. Andrea Foust will be at the April meeting to give full outline and next steps for the budget.
        ii. Facilities and Master Plan
            1. The permits for construction have been approved.
            2. Purchasing for new furniture is underway.
            3. Preliminary construction work has begun.
            4. JHL got final numbers in from sub-contractors and there is a savings of approximately $300,000.
    b. Chief Academic Officer Report
        i. Graduation
            1. Graduation rate was looked at differently after Stephanie Mann started.
            2. There are now more at-risk students that are coming to The Academy, later in their high school career, who are behind in graduation credits.
    c. Committee Reports
        i. Finance – Beginning budget work.
        ii. SACademic – Principals gave their presentation of mid-year data and the UIP was reviewed.
        iii. PTO – No questions or comments.
V. Presentation and Discussion
    a. Health & Wellness Policy
        i. The Academy's attorney made some revisions to the draft policy and the finalized version will be included in the April agenda for a vote.
    b. Name Change Policy
        i. The Academy's attorney suggested that we pass a simplified version of the policy and not ignore the state statute, so that we are in compliance.
        ii. The short version does not change the fact that parental notification is our default (exception is the rare case where the student could be at risk).

DRAFT

iii. The long and short version will be brought to the April meeting for further discussion.

c. Executive Session
    i. The Board entered into Executive Session to discuss the compensation of Mr. Reckman, Executive Director of The Academy. Mr. Reckman was invited to join the Executive Session. This Executive Session involves a personnel matter so the employee involved was given an opportunity to require that this discussion be conducted in public and the employee has indicated that they wish for this discussion to occur in private. Formally, Mrs. Drewlow moved, pursuant to Colorado Revised Statutes, Title 24, Article 6, Section 402 at subsection 4(f) to go into Executive Session to discuss personnel matters. Seconded by Ms. Fransua, call for vote. Motion carried. Executive Session started at 8:21 p.m. Executive Session ended at 8:24 p.m.
d. Work Session Summary
    i. Communication review
    ii. Board Self-Evaluation Work
    iii. Board Planning

VI. Executive Summary
    a. No items up for a Board vote this month.

VII. Board Meeting Self-Scoring – Today's meeting was both efficient and met expectations, so the score is 4.

VIII. Adjourn Meeting – Mrs. Drewlow adjourned the meeting at 8:25 pm.

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Return to Agenda

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Executive Director Board Report – April 2025 Meeting

Expectation: Share information about ongoing implementation of initiatives in support of the Finance & Operations section of The Academy's 5-year Strategic Plan and other Board priorities.

Finance & Operations

The Board voted to approve the amended budget in January. We remain on course to finish the year with a significant amount of cash to add into fund balance. The Finance Team has made substantial progress in developing the FY26 budget. The Finance Committee completed its first read of that draft budget in its April meeting. The budget will be very tight through at least the next couple years with the state struggling to balance a major deficit alongside reductions in mill levy override equalization and federal formula funding. In spite of an expected increase in per pupil revenue, the draft budget currently shows a decrease in total revenue compared to this year. Nevertheless, we feel poised to handle leaner times better than most charter and district schools around us. We have still offered meaningful annual pay increases to all staff and have not eliminated any positions. We were able to find other areas in the budget where we could make cuts without a direct impact on students and staff. Renewal letters were distributed to all returning staff before Spring Break.

The Board finalized the 2024-25 Data Dashboard at the August meeting. The Executive Director presented a mid-year update as it pertains to the Bi-Annual Finance & Operations Scorecard during the February meeting. The Executive Director will present a final report of the Scorecard in June.

Finance & Operations Scorecard linked here.

Facilities Master Plan Update

The Academy's building permit was approved in mid-February. The external facilities team continues to meet every other week to make sure all preconstruction work is moving forward appropriately, including purchasing key materials that are likely to have a long delivery lead-time.

A groundbreaking ceremony is scheduled for May 14th. The full community is invited to attend, and we plan to use this event to continue working to build understanding and excitement around the coming project.

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Chief Academic Officer Board Report -March 2025 Meeting

Expectation: Share information about ongoing implementation of initiatives in support of the Instruction & Culture section of The Academy's 5-year Strategic Plan and other Board priorities.

Instruction & Culture Scorecard

Scorecard

CAO April Snapshot

State testing is completed (CMAS, PSAT, SAT). Participation rates:

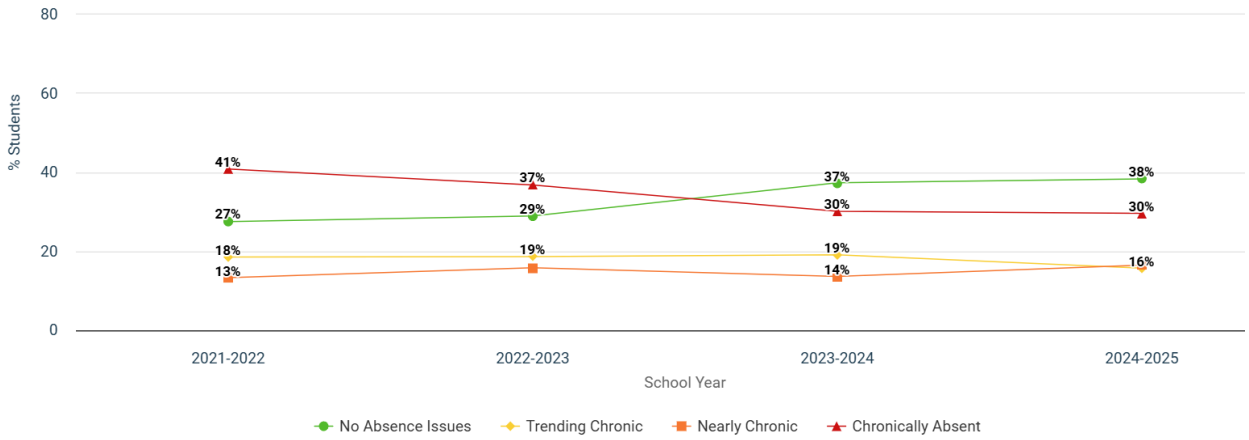
Levels move into end of year testing in the next couple of weeks. (STAR, MAPS)

End of year data will be shared at the June Board Meeting.

Graduation Trajectory (Percent of seniors on track to graduate.)

- ***135 Total Students***
- ***84.4% of seniors are on track to graduate.***
- ***3.7% are NOT on track. (5 students will not graduate this year. One of these students is enrolled in the Gateway Program.)***
- ***11.9% are on the cusp. (16 students-They can do it, but they're close. They are being closely monitored and have individualized plans in place. One student is enrolled in Gateway and on track to graduate as a 5th year.)***
- ***Of the 5 students who are not on track, 4 enrolled at The Academy in 9th grade and 1 enrolled in 11th grade.***
- ***Of the 16 students who are on the cusp, 3 enrolled in 9th grade, 2 enrolled in 10th grade, 1 enrolled in 11th grade, and 1 enrolled in 12 th grade. (7 of the 16 students enrolled in HS.)***

Attendance Update



- 91.2% attendance rate year to date.
- Onboarding Attendance Suite software with Attendance Team to rollout in 25-26.

CAO Strategic Initiatives- *Focus in May will be end of year testing, analyzing end of year data, moving into summer planning/discussions with principals and various staff, and starting the draft UIP for 25-26.*

Big Rock 1 - Declining Growth Among Students Identified with READ Plans

Big Rock 2- Declining Growth in Elementary Math

Big Rock 3 -Low Growth in Middle School and High School Math

Big Rock 4- Low Growth in Middle School Reading

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Finance Committee

April 2025 Agenda & Meeting Minutes

"Fueling lifelong success through preparation, exploration, and empowerment."

The Academy's mission is to help all students grow into college ready, exemplary citizens by combining academic mastery with personal empowerment to drive lifelong success. We serve our full community by intentionally developing a school culture that embraces diversity, equity, and inclusion.

Scoring Rubric	
1	Unsatisfactory
2	Complete, looking for significant improvement
3	Complete, improving but still below expectations
4	Complete, meets expectations

Members Present:

Dan Klenjoski, Jen Halford, Kris Kelley, Tony Marola, Roxanne Ellsworth, Andrea Foust, Brent Reckman

1. **Welcome and Review Protocols**

   Expectation: All committee members will review norms and start the meeting together with focus.

   Meeting Protocols

   - Start on time; end on time
   - Members arrive prepared
   - Technology for meeting use
   - No sidebar conversations
   - Focus eyes, ears, and heart on speaker and topic

   Notes:

   n/a

2. Monthly Financial Report Review

Expectation: The March Financial Report was shared in advance. The Committee will review and discuss current position and any open questions.

Notes:

Revenue mostly tracks with expectations - 74.4% in FY25 compared to 76% in FY24. Revenue continues to lag on Food Services (1600) and State Sources (3000) but is ahead on Community Services (1800).

Expenditures also track closely with expectations – 63.3% in FY25 compared to 63.6% in FY24. Expenses are over budget on Purchased Services (0300-0500) and under budget on Total Property (0700).

3. Consideration of Quarterly Balance Sheet Report

Expectation: The Committee will review sample balance sheet template and consider the potential for including it as a quarterly reporting practice in the future.

Notes:

In response to a member's request, the Committee reviewed a quarterly balance sheet template for potential use next year. The template under consideration could provide the Committee with additional information on available fund balance and progress through the construction budget with regard to the upcoming facilities project.

4. Legislative Updates

Expectation: The Executive Director will update the Committee on the status of the current Colorado legislative session and potential impacts on budget development.

Notes:

The state budget has passed through both chambers of the legislature. The School Finance Act is following close behind. Per pupil revenue looks like it will be increased by about 3.5%. Mill levy override equalization funding has so far been maintained.

5. 1st Read of FY26 Budget

Expectation: The Executive Director will present a draft budget for FY26.

Notes:

The Director of Finance developed a new template for presenting the draft budget this year. That template includes more detailed information regarding individual sources of revenue tied to accounting codes. This will increase transparency and better align with the format of monthly financial reports.

6. Facilities Master Plan

Expectation: The Executive Director will provide monthly updates on the current status of the facilities work and related expenses through the end of the project timeline.

Notes:

A groundbreaking ceremony is scheduled for May 14th.

7. Self-Assessment

Expectation: The committee will self-assess on the effectiveness of today's meeting.

Notes:

4

Next Meeting: May 8, 2025

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SACademic Committee

APRIL 2025 Agenda & Meeting Minutes

"Fueling lifelong success through preparation, exploration, and empowerment."

The Academy's mission is to help all students grow into college ready, exemplary citizens by combining academic mastery with personal empowerment to drive lifelong success. We serve our full community by intentionally developing a school culture that embraces diversity, equity, and inclusion.

Scoring Rubric	
1	Unsatisfactory
2	Complete, looking for significant improvement
3	Complete, improving but still below expectations
4	Complete, meets expectations

Members Present:

Sarah Gramarossa

Brent Reckman

Anna Gregory

Christie Garofolo

Ioana Dutchievici

Kristen Cofrades

Lewis, Nicholas R.

Timothy Fifer

Donkin, Lisa

1. Welcome and Review Protocols

Expectation: All committee members will start the meeting together with focus.

Meeting Protocols

· Start on time; end on time

· Members arrive prepared

· Technology for meeting use

· No sidebar conversations

· Focus eyes, ears, and heart on speaker and topic

Notes:

2. Family, School, and Community Partnerships Plan 25-26 and Volunteerism focus

Expectation: The committee will review and discuss the draft 25-26 plan with a focus on increasing volunteerism with key tasks, objectives, and measurable outcomes.

Notes: The committee discussed and reviewed the draft Family, School, and Community Partnerships Plan for 25-26. The team reviewed the key tasks, objectives, and measurable outcomes for increasing volunteerism. Ioana shared the software tool (Track It) that we will pilot in 25-26 to communicate, track, and promote volunteerism. The committee shared ideas and agreed on the proposed draft items. The final draft will be shared at the first SACademic Committee meeting of 25-26.

3. Self-Assessment

Expectation: The committee will self-assess on the effectiveness of today's meeting.

Notes: Score of 4

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The Academy of Charter Schools

PTO Minutes

April 2, 2025

Call to Order:

A meeting of The Academy of Charter Schools PTO was called to order on Wednesday, April 2, 2025, at 6:00 pm by Steph Pearl.

Attendees:

Steph Pearl, President

Ioana Makkai-Dutchievici, Treasurer

Nikki Roma, Co-Vice President

Susan Wagar, Secretary

Kate Karnik, Hospitality Coordinator

Stephanie Bean Keller

Bryan Button, online

MInutes:

Ioana Makkai-Dutchievici made a motion to accept the minutes as presented. Steph Pearl seconded the motion, and it carried.

Past Events:

- Bingo
  - We made $2200 by working both March 15 and March 22
- Panera Spirit Night
  - We made $63.54

Future Events:

- Teacher Appreciation Week
  - We're going to get small buckets and give plenty of options for staff to pick from to "fill their bucket."
  - Items include flair pens, post-it notes, chap stick, mints, and so much more.
  - We will also work on getting succulents donated.

Board Elections:

- Put a flyer together for teachers to send out
- Have PTO board at drive line after school
- Get Kona Ice dates - April 3, 17, and 18 – PTO will be at several to hand out flyers
- We may vote in May to postpone the vote to August

Upcoming spirit nights:

- Dave and Busters - sell cards for the year
    - Add to the newsletter
- April 29 – Arby's in Thornton
- Chick-fil-A - May 6
    - Nikki will secure dates for 25-26 year

Finance Report:

- Track-it-Froward is an app that we are looking to propose to the school to basically track volunteers for classes, clubs, events, and more.

Questions/Comments:

- Question from Bryan - have we talked about doing a school clean-up day - one day on the weekend coming in and scraping gum off of desks, scrub sidewalks, - make it a big community event

Steph Pearl adjourned the meeting at 7:01 pm

Respectfully submitted,

Susan Wagar

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THE ACADEMY OF CHARTER SCHOOLS

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Name Change Policy (v1)

PURPOSE

This policy outlines the process by which students may change the name they are referred to at school. State and federal law, along with school policy, require that all programs, activities, and employment practices are free from discrimination based on sex, sexual orientation, gender identity, and gender expression. The guidelines described in this policy are issued in keeping with these mandates to create a safe learning environment for all students and working environment for all staff, and to ensure that every student has equal access to all school programs and activities.

These guidelines do not anticipate every situation that might occur with respect to students and staff, and the needs of each student and staff member must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of the student.

The Academy reserves the right to deny a name change request that would lead to misrepresentation; used for illegal purposes or to avoid a legal responsibility; multiple chosen names simultaneously for the same individual; chosen names that contain threats of violence or violations of copyright or other legal claims; chosen names that include non-alphabetical (a-z) characters; and/or a chosen name that the School deems inappropriate (e.g., vulgar, obscene, offensive, fictional, or creates confusion with another person).

DEFINITIONS

- **"Chosen Name"** as defined in Colorado law, is any name a student requests to be known as that differs from the student's legal name, to reflect the student's gender identity.
- **"Gender Identity"** means an individual's innate sense of their own gender, which may or may not correspond with that individual's biological sex.
- **"Legal Name"** is an individual's legal name as it appears on official government records such as licenses, passports, and birth certificate.
- **"Official Records"** These records include but are not limited to grades, transcripts, class lists, student course schedules, attendance records, health records, and student discipline files.

GUIDELINES FOR STUDENTS

A student has the right to be addressed by a name and pronoun that corresponds to their gender identity. A court-ordered or legal name or gender change is not required, and official records need not be changed. Any student may inform a school staff member of their desire to be consistently recognized at school using their stated name and gender identity, and this request should be acted upon respectfully. The intentional or persistent refusal to respect a student's gender identity (for example, intentionally referring to the student by a name or pronoun that does not correspond to the student's gender identity) is a violation of these guidelines. Students ready to socially transition may initiate a process at the school to change their name, pronoun, and access to programs, activities, and facilities consistent with their gender identity.

Privacy

- All students have a right to privacy. This includes the right to keep private one's transgender or gender nonconforming status. Information about a student's transgender status, legal name, or biological sex assigned at birth also may constitute confidential information.
- School personnel should not disclose information that may reveal a student's transgender or gender nonconforming status to others, including school personnel and other community members, unless legally permitted to do so or unless the student has authorized such disclosure. In situations where the student has a desire to compete for their school in CHSAA-sanctioned activities, the school administration will work with the family to identify what information would need to be shared prior to submitting such information.
- When school staff learn of a student's desire for a name change, they should notify administration, who will involve parents or guardians in the implementation of these guidelines and the process of social transition at school to support the student's well-being. However, school administration should first discuss the parental involvement with the student to avoid inadvertently putting the student at risk of harm by contacting the student's parents.

NAME CHANGES ON OFFICIAL RECORDS

The school is required to maintain a permanent student record ("official record") that includes a student's name and gender. Students or parents who wish to alter the student's name or gender must follow the school's process for amending student records. The school will not process a name change on a student's official record without a parent signature.
The School will amend a student's official record to reflect a change in first name and/or to reflect a change in gender upon receipt of appropriate documentation, such as a written change of name request or a court order from the parent or guardian substantiating the change.

In situations where school staff or administrators are required by law to use or to report the legal name or biological sex of a student who is transgender but whose official record has not been amended, such as for purposes of standardized testing, school staff and administrators shall adopt practices to avoid the inadvertent disclosure of such confidential information.

Adopted: December 16, 2024

LEGAL REFS.:

34 C.F.R. §99.1 *et seq. (Family Educational Rights and Privacy Act regulations)*

34 C.F.R. §99.20(d) (*parents and students have the right to request a school change name and gender marker on their record if they feel it is incorrect, misleading, or violates privacy, and schools must provide parents with an opportunity to inspect and review educational records*)

34 C.F.R. §99.31 (*permitted reasons for disclosure of student records*)

3 C.C.R. 708-1:81.6(A)(4) (*sexual orientation harassment is deliberately misusing an individual's preferred name, form of address, or gender-related pronouns*)

C.R.S. 22-1-145 (*knowing or intentional failure to use a chosen name is discriminatory, and schools required to use a student's chosen name and adopt a policy on the subject*)

C.R.S. 22-1-145(b) (*gender identity means an individual's innate sense of the individual's own gender, which may or may not correspond with the individual's sex assigned at birth).*

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Name Changes Policy (v2)

PURPOSE

This policy outlines the process by which students may change the name they are referred to at school. State and federal law, along with school policy, require that all programs, activities, and employment practices are free from discrimination based on sex, sexual orientation, gender identity, and gender expression. The guidelines described in this policy are issued in keeping with these mandates to create a safe learning environment for all students and working environment for all staff, and to ensure that every student has equal access to all school programs and activities.

These guidelines do not anticipate every situation that might occur with respect to students and staff, and the needs of each student and staff member must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of the student.

The Academy reserves the right to deny a name change request that would lead to misrepresentation; be used for illegal purposes or to avoid a legal responsibility; multiple chosen names simultaneously for the same individual; chosen names that contain threats of violence or violations of copyright or other legal claims; chosen names that include non-alphabetical (a-z) characters; and/or a chosen name that the School deems inappropriate (e.g., vulgar, obscene, offensive, fictional, or creates confusion with another person).

NAME CHANGES ON OFFICIAL RECORDS

The school is required to maintain a permanent student record (“official record”) that includes a student’s name. Students or parents who wish to alter the student’s name must follow the school’s process for amending student records. The school will not process a name change on a student’s official record without a parent signature.
The School will amend a student’s official record to reflect a change in first name upon receipt of appropriate documentation, such as a written change of name request or a court order from the parent or guardian substantiating the change.

Adopted: April 28, 2025

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Health & Wellness Policy

PURPOSE

The Academy is committed to supporting its community through an emphasis on good nutrition, regular physical activity, and an environment that supports the health and wellness of students and staff. To this end, the school will strive to create a healthy environment by pursuing the following goals.

GOAL 1 – NUTRITION EDUCATION

The Academy will provide a learning environment for developing and practicing lifelong wellness behaviors. Goal 1 shall be accomplished by the following objectives:

- The school environment shall promote students' understanding of quality nutrition, increase knowledge of food choices, and establish habits as they relate to optimal nutrition. This environment will provide students with appropriate resources to make informed and educated decisions about lifelong healthy eating habits.
- The school will contribute to students' basic health by facilitating learning and promoting and supporting good nutrition.
- The school will have resources available to the public for obtaining community food resources.

GOAL 2 – NUTRITION PROMOTION & STUDENT WELLNESS

The Academy will support and promote proper dietary habits contributing to students' health status and academic performance. Goal 2 shall be accomplished by the following objectives:

- The school will comply with USDA regulations and state policies as they may be amended and in accordance with CRS 22-32-136.
- The school will adhere to the USDA Smart Snacks Rule.
    - Food and beverages sold during the school day (including school cafeterias, school stores, fundraising activities and vending machines) must meet the requirement of the Smart Snack Rule unless a valid exemption applies. The school day is defined as midnight to 30 minutes after the final dismissal bell.
- The school will provide access to healthful food choices in accordance with the most current Dietary Guidelines for Americans.

- The school shall ensure adequate time to eat in settings that are clean and safe, in settings that comply with local public health and safety regulations or as prescribed by state requirements.
- The school will not deny meals as a disciplinary action.
- Staff are encouraged to use non-food items as rewards as a first choice to encourage positive behavior.
- All students, regardless of socioeconomic status (Free, Reduced, or Paid status), cultural identification, and special dietary needs will be treated equally. The school will protect the privacy of all students Free, Reduced, or Paid status.
- The school will ensure that free drinking water (plain and quality water) will be available in the cafeteria for all students. If a water fountain is in the cafeteria, cups will be provided free of charge.
- All school nutrition program directors, managers and staff will meet USDA Professional Standards for Child Nutrition Professionals hiring and annual continuing education/training requirements.
- Faculty and staff are encouraged to model healthful eating behaviors to students.

GOAL 3 – PHYSICAL ACTIVITY

The Academy will provide opportunities for students to engage in physical activity as described in CRS 22-32-136.5. Goal 3 shall be accomplished by the following objectives:

- All elementary students will have the opportunity, support, and encouragement to be physically active during the school day. Examples may include, but are not limited to, recess periods, physical education classes, and the integration of physical activity into the academic curriculum. Physical activity shall be age appropriate, and the amount of physical activity will be consistent with all requirements of state law.
- The school environment shall positively influence a student's understanding, beliefs, and habits as they relate to regular physical activity. This environment will provide students with appropriate resources and tools to make informed and educated decisions about beneficial physical activity.

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