Prepare | Explore | Empower

The Academy
Board of Directors

Board Meeting
Monday, June 9, 2025
5:30 pm

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 May 19, 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 – No meeting this month.
      ii. SACademic – No meeting this month.

iii. PTO – No minutes.

V. Presentation and Discussion
   a. Data Dashboard SY24-25 – *Expectation: The Executive Director will present the final Data Dashboard for SY24-25, including both the Instruction & Culture Scorecard and the Finance & Operations Scorecard.*
   b. Board Member Term Renewal – *Expectation: The Board will complete discussion of terms for two open seats as well as officer positions for SY25-26.*
   c. Final Read of FY25-26 Budget – *Expectation: The Executive Director will present the final proposed budget for FY25-26.*
   d. 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.
   e. 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. Board Member Term Renewal – *Expectation: The Board will vote to fill two open seats as well as assign officer positions for SY25-26.*
   b. Adoption of FY25-26 Budget – *Expectation: The Board will vote to adopt the final proposed budget for FY25-26.*

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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The Academy
Board of Directors

Board Meeting
Monday, May 19, 2025
7:00 pm

Agenda

Board Members Present:		Also Present:	
Sarah Drewlow	Chairperson-online	Brent Reckman	Executive Director
Amy McDuffee	Vice Chairperson	Sarah Gramarossa	Chief Academic Office
Dan Klenjoski	Treasurer	Andrea Foust	Director of Finance
Kristen Cofrades	Secretary	Stacy McCleskey	Exec. Admin. Manager
Kevin Sanchez	Board Member-online		
Larissa Fransua	Board Member-online		

Minutes of the regular board meeting of The Academy held at 11800 Lowell Blvd, Westminster, CO 80031 in Adams County on May 19, 2025.

I. Open Meeting
A quorum being present, Mrs. Drewlow called the meeting to order at 7:04 pm.

II. Consent Agenda
a. Mr. Sanchez moved to approve the April 28, 2025, minutes. Seconded by Mrs. Drewlow.

Discussion:	None
Ayes:	Mrs. Cofrades, Mrs. McDuffee, Mr. Klenjoski, Ms. Fransua
Nays:	None

III. Public Comment
No public comment was received.

IV. Reports from Directors, Principals, and Committees
a. Executive Director Report
i. Facilities

1. The groundbreaking ceremony for the new construction was on May 14.
2. The construction/renovations will begin on May 27.

ii. Final scorecards will be completed and discussed in June.

b. Chief Academic Officer Report
   i. Final scorecards from principals will be discussed in June.
   ii. Graduation
      1. Out of 135 seniors, 4 did not graduate. Two students will be considered dropouts, and two will attend Gateway with hopes of graduating next year.
      2. There were 16 students on the cusp of graduation, and all of them graduated.

c. Committee Reports
   iv. Finance
      1. The Monthly Financial Report was reviewed.
         a. Budget revenues are comparable to previous years.
         b. $1 MM+ will go back into fund balance due to strong funding years.
         c. There are no new legislative updates.
         d. A majority of the time was spent going over the draft budget.
         e. There was some discussion on how to use the cash that's going back into the fund balance.
   v. SACademic – no meeting
   vi. PTO – no minutes

II. Presentation and Discussion

a. First Read of FY 25-26 Budget
   i. CSI Budget Summary
      1. This budget is the short summary and gives the last two fiscal years as reference points.
      2. The total revenue of 24-25 is $30 MM. Next year's revenue is lower due to bond proceeds to reimburse the school, decrease in federal revenue sources, and a decrease in grant money.
      3. The budget is based on 1830 students. The final enrollment has been higher over the past two years, and we hope to see continued growth in 25-26.
      4. Expenditures are carried over from this year's budget to next year's budget.
      5. All staff got a 4-5% pay increase for 25-26.
      6. The current enrollment of 1900-1915 is reasonable for this time of year. We will see that number fluctuate as some students will fall off as the new school year begins.
   ii. Unified Budget
      1. This budget gives total revenues and instructional staff.
      2. Required by CDE.
      3. CSI and CDE costs are required and listed under General Admin.
      4. It is responsible to have reserves of $9 MM to save towards facility work. There is a balance in saving/spending because it comes from tax payer dollars.
      5. CSI requires we have $90,000 in SPED reserves.
      6. CO Tabor requires we have $600,000 in reserves.

b. Work Session Summary
   ix. Monthly communications review.
   x. Discussed service animal procedures.
   xi. Reviewed the Harassment Policy and the Suspension and Expulsion Policy.

xii. Board planning discussion.

IX. 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 at 8:12 pm.

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THE ACADEMY OF CHARTER SCHOOLS

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Executive Director Board Report – June 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 finished the draft FY26 budget. The Finance Committee completed its second read of that draft budget in its May meeting, and the Board completed its first read in its May meeting. The Board will vote to adopt the proposed budget in its June meeting. School budgets in Colorado will be very tight through at least the next couple years with the state struggling to balance a major deficit.

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 the June meeting.

Enrollment Update

Ongoing enrollment efforts for the 25-26 school year are progressing similar to past years and are on track to meet student count goals. As of May 30th, there were 1914 students confirmed in grades K-12 with 129 on the waitlist. This reflects a student retention rate of about 92%. The 25-26 budget is based on an enrollment of 1830 students.

Facilities Master Plan Update

Construction has officially begun. The external facilities team will meet weekly throughout the summer to make sure everything stays on schedule. So far, everything is progressing as planned. Updates and photos will be shared with the community throughout the summer via the Wildcat Weekly email.

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Chief Academic Officer Board Report -June 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- Final End of Year Data will be shared

Graduation Rate:

- ***97% graduation rate for the 24-25 Senior Cohort (131/135 students graduated)***

Attendance Update

- 91.8% attendance rate year to date. (Goal was 95%.)
- Onboarding Attendance Suite software with Attendance Team to rollout in 25-26.

CAO Strategic Initiatives- *Focus in June and July will be drafting new UIP for 25-26 and identifying Big Rocks for the 25-26 school year.*

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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Data Dashboard 2024-25

Bi-Annual Instruction & Culture Scorecard

	Lower Elementary	Upper Elementary	Middle School	High School
Instruction	Reading	Reading	Reading	Reading
	5-Year KPI 70% Star SGP 50+ **23-24 Year-End Actual** 67% Star SGP 50+ **24-25 Year-End Actual** 61% Star SGP 50+	**5-Year KPI** 70% Star SGP 50+ **23-24 Year-End Actual** 60% Star SGP 50+ **24-25 Year-End Actual** 56% Star SGP 50+	**5-Year KPI** 65% MAP CGP 50+ **23-24 Year-End Actual** 42% CGP 50+ **24-25 Year-End Actual** 55% CGP 50+	**5-Year KPI** 65% MAP CGP 50+ **23-24 Year-End Actual** 42% CGP 50+ **24-25 Year-End Actual** 45% CGP 50+
	Math	Math	Math	Math
	5-Year KPI 70% Star SGP 50+ **23-24 Year-End Actual** 46% Star SGP 50+ **24-25 Year-End Actual** 58% Star SGP 50+	**5-Year KPI** 70% Star SGP 50+ **23-24 Year-End Actual** 56% Star SGP 50+ **24-25 Year-End Actual** 50% Star SGP 50+	**5-Year KPI** 65% MAP CGP 50+ **23-24 Year-End Actual** 61% CGP 50+ **24-25 Year-End Actual** 66% CGP 50+	**5-Year KPI** 65% MAP CGP 50+ **23-24 Year-End Actual** 42% CGP 50+ **24-25 Year-End Actual** 53% CGP 50+
	Student Experience	Student Experience	Student Experience	Student Experience

Culture	**5-Year KPI** 4 PBL Units Per Year **23-24 Year-End Actual** Kinder – 0 Units 1st – 2 Units 2nd – 2 Units **24-25 Year-End Actual** Kinder – 1 Unit 1st – 4 Units 2nd – 4 Units	**5-Year KPI** 4 PBL Units Per Year **23-24 Year-End Actual** 2 Units Complete in All Grades **24-25 Year-End Actual** 3 Units Complete in All Grades w/ Accompanying Culminating Experiences	**5-Year KPI** Documenting Academic Growth **23-24 Year-End Actual** 86% Reported Belonging **24-25 Year-End Actual** 83% of Students Used Their Leadership Notebooks to Drive a Student-Led Conference	**5-Year KPI** Hone Academic Skills Along w/ Intrapersonal, Social, and Leadership Skills **23-24 Year-End Actual** 80% of Students Attended at Least One Activity **24-25 Year-End Actual** 60% of 9th & 97% of 12th Grade Students Developed a Graduation Portfolio
	Personal Leadership Development	Personal Leadership Development	Personal Leadership Development	Personal Leadership Development
	5-Year KPI Complete Curriculum & Leadership Notebooks **23-24 Year-End Actual** Curriculum Completed, Leadership Notebooks, Conferences, Student-Led Awards **24-25 Year-End Actual** Maintain Practices & Deepen Participation	**5-Year KPI** Complete Curriculum & Leadership Notebooks **23-24 Year-End Actual** Proactive Corners & Circles, Wildcat Weekly News, Student-Led Awards **24-25 Year-End Actual** Maintain Practices & Deepen Participation	**5-Year KPI** Documenting Personal Growth **23-24 Year-End Actual** 94% Contribute **24-25 Year-End Actual** Continued Development of SEL Instruction in Pride	**5-Year KPI** Implement High Quality Advisory Structure **23-24 Year-End Actual** Introduction of Sources of Strength Program **24-25 Year-End Actual** 100% of 9th Grade Students Participated in Freshman Seminar

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THE ACADEMY

Data Dashboard 2024-25

Bi-Annual Finance & Operations Scorecard

	Staff Compensation	**Staff Demographics**	**Financial Compliance**	**Long-Term Planning**
Finance	**Average Teacher Pay Increase of at Least $1500 Annually** (2021-2026) **24-25 Final** Maintained Practices *($1750 increase)* **Provide Annual Pay Increases for Returning Support Staff of at Least 2.5%** **24-25 Final** Maintained Practices *(5+% increase)*	**Pursue Hiring Practices Aimed at Recruiting a Staff Population That More Closely Resembles Student Demographics** **24-25 Final** Maintained Practices	**Financial Transparency Act Requirements Met** Click here for details **24-25 Final** Maintained Practices **3% TABOR Fully Funded** **24-25 Final** Maintained Practices **Cash on Hand Requirements Met** **24-25 Final** Maintained Practices	**Complete Annual Review of Facilities Costs** **24-25 Final** Maintained Practices w/ Eye on Informing Facilities Master Plan **Complete Twice Annual Facilities Update Report** **24-25 Final** Maintain Practices w/ Eye on Informing Facilities Master Plan
Operations	**Student Enrollment**	**Student Demographics**	**Customer Satisfaction**	**Feedback Pathways**

	Meet or Exceed Annual Enrollment Target of 1875 Students PK-12 **25-24 Final** Maintained Practices (1885 Students)	**Pursue Marketing & Enrollment Practices Aimed at Recruiting A Student Population That More Closely Resembles Local Demographics** **24-25 Final** Maintained Practices	**Customer Satisfaction Rating of at Least 4.5 In All Areas of Operational Support** **24-25 Final** Maintained Practices *(91% rated 4 or 5)*	**Provide Formal & Informal Opportunities for Customers to Share Feedback** **24-25 Final** Maintained Practices
Governance	**Tracking Strategic Initiatives**	**Board Self-Evaluation**	**Board Representation**	**Board Succession Plan**
	Develop & Track A Bi-Annual Scorecard to Monitor Strategic Initiatives **24-25 Final** Maintained Practices	**Complete Annual Board Self-Evaluation & Set Related Goals for Improvement** **24-25 Final** Updated Self-Evaluation Tool	**Recruit Board Membership That Better Reflects the Demographics of the Overall School Community** **24-25 Final** Maintained Practices	**Develop & Maintain A Rolling Three-Year Succession Plan** **24-25 Final** Maintained Practices

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