

# LINCOLN *Academy*



Executive Directors Report  
March 31st, 2026

# 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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# AMAZING PTO AND COMMUNITY BOOSTERTHON FUNDRAISER



As you know, Lincoln Academy is supported by an exceptional PTO and parent community. This was powerfully demonstrated through the success of our Boosterthon fundraiser, which officially kicked off on February 24.

This effort required a significant investment of time and energy, particularly as our PTO chose a lower level of direct support from the Boosterthon team. In response, our PTO consistently stepped up—decorating the school, organizing and distributing prizes, communicating with staff, and preparing for the culminating event. Their commitment reflects the very best of our core values, especially hard work and kindness, as they gave generously of their time and talents in support of our students.

Our broader community responded with equal enthusiasm. We quickly surpassed our initial goal and ultimately introduced additional stretch goals as participation and generosity continued to grow. This collective effort is a clear reflection of a community committed to excellence and to investing in meaningful opportunities for students.



On March 5, we were fortunate to have beautiful weather for the culminating event. With the support of the Boosterthon team and many additional PTO and parent volunteers, the day was a tremendous success. Our PreK-4th grade students participated in a fun run filled with energy, music, and encouragement, while our 5th-8th grade students enjoyed a highly engaging color run. Both events were marked by strong student participation, joy, and a shared sense of community.

In total, we raised over \$68,000—nearly double our original goal of \$35,000. These funds will directly support the development of an

outdoor education space on our property, further enhancing learning opportunities for our students.

We are deeply grateful for the continued partnership of our PTO and parent community. Their generosity, dedication, and commitment to our mission make a lasting impact on our school, and we are better because of their support.



# ENROLLMENT UPDATE/STUDENT AND FAMILY MOVEMENT

We continue to see strong retention, with over 90% of our PreK families returning to Lincoln for the upcoming school year, consistent with our February update. Efforts remain focused on enrolling students in the afternoon PreK program. We are hopeful that, as next year approaches, some families currently on the morning and full-day waitlists will consider transitioning into available afternoon spots.

PreK Enrollment for 2026-27			
	Number Enrolled for 26-27	Fill to	Number Waiting as of 3/16/26
AM	24	24	16
PM	13	24	0
Full	16	16	29
<b>Total</b>	<b>53</b>	<b>64</b>	<b>45</b>

As shared in February, our front office team continues to create a welcoming and responsive experience for prospective families including scheduling additional tours with the Leadership Team when requested as well as continued outreach to families on waitlists. Their efforts are greatly appreciated as we work to fill remaining seats for the upcoming school year.

Enrollment for 2026-27						
	Budgeted Number as of 3/9/26	Number Enrolled for 26-27	Fill to	Outstanding Offers	Siblings Waiting	Number Waiting as of 3/16/26
K	90	92	92	0	0	23
1	90	92	92	0	0	13
2	73	74	87	0	0	0
3	87	87	87	0	6	14
4	87	87	87	0	1	5
5	90	90	90	0	0	9
6	86	87	87	0	0	15
7	75	77	80	0	0	1
8	72	73	80	1	0	0
<b>Total</b>	<b>750</b>	<b>759</b>	<b>782</b>	<b>1</b>	<b>7</b>	<b>80</b>

As is our usual practice, we aim to slightly over-enroll in the spring to offset typical summer attrition and we have done so where possible this year. The cohort of students that will be in 2<sup>nd</sup> grade next year continues to remain below target enrollment. With that in mind, we have taken a conservative approach to budgeting for 750 students next year, recognizing that some shifts are likely to occur over summer months.

We recently attended the APEX Touch-A-Truck event, where we had the great opportunity to connect with the local community, including several prospective Lincoln Leopards in the PreK-2<sup>nd</sup> grade range. We have one remaining opportunity this season to showcase Lincoln Academy, our upcoming May movie night. Board members and our school community are invited to attend and help represent Lincoln. School spirit attire encouraged!

- **Lincoln Academy Movie Night**
  - Newly enrolled families will be invited to **"Popcorn on the Playground"** before the event to help them connect with their new school community.
  - **May 8, Doors open at 6 PM.** Additional details TBD.

## Student and Family Movement

Our office team continues to track enrollment attrition as well as monitor the new locations of our exiting students. To help us identify trends and make improvements, we ask exiting families to complete an exit survey. The survey includes two open-ended questions:

1. Please describe why you are not returning to Lincoln Academy next year.
2. How can Lincoln Academy be a better partner with parents?

At this time, only a handful of families have participated in the survey. Below are the reasons they shared for not returning:

- Two elementary families shared concerns that the volume and intensity of homework and test preparation may be contributing to student stress and making it difficult to maintain a healthy, developmentally appropriate school-life balance, despite strong appreciation for staff and academic quality.
- One family shared a longstanding tradition of attending Oberon for middle school, with their youngest student now planning to follow that path.

- One family cited concerns regarding support for their student with an IEP.
- One family expressed general frustrations with perceived inconsistencies in school systems and behavior expectations.

We will continue to review feedback carefully as we work to strengthen communication, systems, and student support while maintaining a strong school culture.

Students Not Returning for 2026-2027				
Grade in 2026-2027	Count	Other Jeffco School	Other CO District	Out of State
1	2	2		
2	4	4		
3	1	1		
4	3	3		
5	1	1		
6	2	2		
7	5	5		
8	3	3		
<b>Total</b>	<b>21</b>	<b>21</b>	<b>0</b>	<b>0</b>

For historical context, the table below includes exit data from previous years for comparison. Please note that prior years reflect final totals, while this year's figures only represent current data. However, we anticipate that the structural changes implemented this year will continue to positively impact these trends over time.

Upcoming Year	Number of Students Not Returning to Lincoln
2019-2020	30
2020-2021	66
2021-2022	65
2022-2023	44
2023-2024	41
2024-2025	54
2025-2026	60
2026-2027	21

# READING WEEK

Another recent highlight at Lincoln Academy was Reading Week, an initiative led by our Instructional Coach, Calee Schrock, and supported by a dedicated team of teachers across the school.



The purpose of this week was to intentionally prioritize reading as a unified school community. Throughout the day, students participated in daily DEAR (Drop Everything and Read) time, creating consistent, protected space for reading. Classrooms also emphasized low-tech, high-engagement learning experiences. A particularly meaningful highlight was our older students reading picture books to younger students, demonstrating both preparation

and care while building connections across grade levels—an authentic example of kindness in action.

We also partnered with families by encouraging additional reading time at home and promoting low-tech activities such as board games, puzzles, and time outdoors. Nightly challenges were shared to provide families with simple, practical ways to engage together.



Reading Week reflected our commitment to excellence by prioritizing literacy, hard work



through thoughtful planning and execution, and kindness through shared experiences across our community. It was a meaningful and successful initiative, and we look forward to building on this tradition in the years ahead. We hope that simple activities like this will “build wonderful memories and a lasting love of books!”

# WE WORK WITH INCREDIBLE PEOPLE!

Lincoln Academy is fortunate to have an exceptional community of teachers and staff who consistently go above and beyond to embody our core values of excellence, kindness, and hard work. We are proud to recognize and celebrate several individuals who exemplify the Lincoln Academy standard.

**Jenny Lucero** consistently demonstrates excellence, kindness, and hard work in her seventh grade math classroom. Through intentional planning and a deep commitment to her craft, she transforms what can often be a challenging subject into an engaging and joyful learning experience. Her students are eager to participate, and their strong achievement reflects both her skillful instruction and the positive classroom culture she creates.

**Melissa Courtney**, our Technology Coordinator, has faithfully served Lincoln Academy for several years with unwavering dedication. She manages hundreds of devices while continually seeking innovative tools and solutions to enhance instruction. Her proactive approach, technical expertise, and countless hours—especially during the summer—ensure that our systems run smoothly and effectively support teaching and learning across the school.

**Heather Frick** continues to exemplify the hard work, leadership, and care required of an outstanding Assistant Principal. She navigates complex and often unpredictable situations with both professionalism and compassion. Her leadership is marked by a deep commitment to students and staff, and she plays a vital role in fostering a positive and celebratory school culture.

We are proud of a staff that consistently prioritizes students and lives out our core values in meaningful ways. We invite you to join us in recognizing and thanking these individuals for the lasting impact they have on our students and the Lincoln Academy community.

# Executive Committee Report March 2026

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*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 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:** Katie Lehr (Board President), Matt Tien (Board Vice President), Paul Hurst (Principal), and Lori Woods (Operations Director)

## 1. March Monthly Reports to BoD per policy

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

- a) Open Enrollment Update (2.1.5)
- b) Student and Family Movement (2.1.5)

## 2. Elections Process Overview

- a. Applications accepted until April 23<sup>rd</sup> at 5pm (“5pm 5 days prior to the April meeting”)
- b. Voting can begin on April 29<sup>th</sup> (One day after April meeting) and run through May 4<sup>th</sup> (4 school days)
- c. Election committee: two eligible voters appointed by the Board, including a Board member not up for re-election and an employee designated by the Executive Director
  - i. Katie Neely and Rob McCready
- d. Ballots cast in the election shall be retained by the chair of the governance committee for ninety days after the close of voting and then destroyed
- e. Eligible voters shall include each parent or legal guardian of every child currently enrolled in the school, teachers currently employed by the school, and all other paid employees of the school.
- f. No more than seven Board members will be parents/legal guardians of students currently enrolled in the school (Lincoln Board Members) with up to two additional Board members from the community at large (Community Board Members).

## 3. April Meeting Look-ahead:

- a. Board Candidate Intros
- b. PTO presentation

## Proposed Motions:

**Motion XX-XX-XX:** Move to approve the 2026-2027 Lincoln Academy school calendar as presented to the Board of Directors and on the Lincoln Academy website.

**Motion XX-XX-XX:** Move to approve that board elections are held April 29<sup>th</sup> -May 4<sup>th</sup>. The election will be for a minimum of two and a maximum of three open positions for parents/guardians. The election will also allow for up to two open positions for community members (Non-parents/Guardians). The membership of the election committee shall consist of Katie Neely and Rob McCready. Applications must be received by 5 p.m. five days before the April board meeting.

# School Accountability Committee Report – March 2026

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School Accountability Committee meetings will typically occur on the first Tuesday of every month in the Library. Next meeting Tuesday, April 7th at 6:30 PM.

Contact Ashley Reynolds at [ashleyreynolds@lincolnacadey.net](mailto:ashleyreynolds@lincolnacadey.net) if you would like to join.

## Attendance

- Parents:
- PTO: Maudra Pacheco Dickerson
- Faculty: Jessie Newsom
- Administration: Heather Frick
- Board Members: Ashley Reynolds

## Discussion Items

1. We approached each section with a +, -, delta (something to celebrate, something we are curious about, and something we would like to suggest).
2. Survey questions and data were handed out; no open comments yet.
3. Received 267 responses. Last year we received 263. We have good comparison data!
4. We got through the end of grade 5/6 data. Overall, we are very pleased with the trajectory. Lincoln is making great strides, and the community is happy. We will have a presentation for the Board at the April meeting.
5. DAC meeting 2/17 report: This will be shared with SAC at our next meeting
  - a. Reimagining SAC Kickoff for 2026- possibly held by the articulation area with Area Representatives organizing and presenting at a local high school. Also considering Board members district area.
  - b. Bylaw edits are still being reviewed and discussed by DAC.
  - c. Budget subcommittee- Main idea recommendations: 1. Endorse engagement framework principles, 2. Direct staff to review and strengthen financial transparency and SOPs (school operational procedures), 3. Commit to structured enrollment root-cause analysis
6. Charter School Subcommittee: Mesa Academy K-8 initial review has been completed. The capacity meeting is set for March 17<sup>th</sup> and I will listen in on that meeting. We will meet again between the 17<sup>th</sup> and April's DAC meeting to finalize our recommendation to the Board.
7. Schedule for next meetings
  - a. April 7<sup>th</sup>, May 5<sup>th</sup>

## Proposed Motions

- Motion xx-xx-xx: None.

# Facilities Committee Report, March 2026

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*The facilities committee is responsible for providing guidance, oversight, and, when appropriate, specialized expertise to the operations team in order to create and maintain a safe, healthy, and functional campus. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.*

**Committee Members in attendance:** Kyle Pethe (LA Board Chair), Lori Woods (Executive Director -Operations Manager), Katie Lehr – Remote (LA Board President), Kati Gerson (LA Business Manager) & Joe Reams (LA Parent).

Facilities meetings will typically once a trimester.

**Next meeting is April 16th, 2026, 8:15am at Lincoln Academy**

**Contact Kyle Pethe if you would like to join this committee [kylepethe@lincolnacademy.net](mailto:kylepethe@lincolnacademy.net)**

## Executive Summary

- CDE building systems assessment due this month, results to be discussed when ready.
- Continued grant pursuit.
- Jefferson County Health Department safe storage and processes inspection was this month.
- Lincoln Academy needs list review and discussion, capital investments.

### **CDE building systems assessment:**

- Assessment was performed in early March.
- Results of the assessment to be received by LA mid-late March.

### **Continued grant pursuit:**

- Consider ways to best position ourselves for a future BEST grant submission.
- Continue to identify new grants to benefit Lincoln Academy.

### **Jefferson County Health Department safe storage and processes inspection:**

- LA had an inspection from Jefferson County Health Department for safe storage and processes.
- Lori Woods has more detail on this topic.

### **Lincoln Academy facilities needs list and capital needs:**

- LA facilities needs list has been updated and a few of the top items were discussed.
- A couple of the major items have been sent out to quote, awaiting further information to compare to budgeted costs.
- Three capital investments were discussed along with budgeted costs. Facilities would like to purchase later in the year assuming no significant budget surprises.
  - Garage/Shed replacement: Estimated cost \$62,500.00.
  - Second snow plowing truck and blade: Estimated cost \$50,000.00.
  - Artificial turf installation at Little Leopard playground: Estimated cost \$50,000.00.
  - Security camera server replacement and end of life cameras: Estimated cost \$50,000.00.

**Proposed Motions:** *No Motion.*

# Finance Committee Report – March 12, 2026

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The finance committee is responsible for planning, monitoring, and recommending the yearly budget to the Board of Directors. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning. Contact Rob McCready [robmccready@lincolnacademy.net](mailto:robmccready@lincolnacademy.net) if you would like to join.

## Discussion Items

- Jeffco
  - Interest revenue estimates (still working on accurate numbers)
    - FY24 now \$99,340.39 (last month was \$64,542.19)
    - Continuing to press on model assumptions
  - Still have not received FY27 preliminary purchased services agreement of funding estimates
  - CO legislative session in progress. Governor requesting 3.3% PPR increase. Charter League and others expecting flat to possibly negative due to budget gaps
  - Long term projections (rough estimates) out through FY30 relatively flat to 3% PPR potentially below inflation rate of core expenses
- ~66% through the school year, total expenditures at ~50%
  - Beginning to plan spring/summer projects with contingency funds
  - Budget placeholders for capital purchases (new shed and plow truck)
    - May delay purchase until PPR locked
- Margin continues to be healthy
  - Shifting working budget to use CDE/Jeffco PPR estimate (\$11,385.78) as we are nearing end of year
  - Margin based on CDE/Jeffco >4% (~500k)
  - Finance council would like to use some of the margin to recognize our amazing staff and to help offset some of the increase in costs they have shouldered (e.g. healthcare, etc). A one-time bonus pro-rated based on how much of the year they worked. Cost would be \$246k (+49k if PERA is required, motion language should not trigger PERA)

**Motion X-XX-XX: Move to approve the authorization of a one-time Bonus capped at \$2,500 per staff based on their FTE and who have been employed at Lincoln for at least one semester and remained until the end of the school year.**

## Next Finance Committee: April 16 @10:00am

- 990 Filing
- FY27 Budget for approval (going to be rough numbers missing Jeffco input)
- 5-year bond arbitrage rebate calculation. This is a compliance review and may result in a rebate liability.