Prepare | Explore | Empower

The Academy
Board of Directors

Work Session
Monday, June, 8, 2026
5:30 – 5:55pm

Agenda

Monthly Board Communications Review *5 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 *20 Minutes*

Expectation: Board members will complete work on their annual self-evaluation process.

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The Academy
Board of Directors

Board Meeting
Monday, June 8, 2026
6:00pm

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 May 18, 2026, 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 meeting this month.

V. Presentation and Discussion
a. Data Dashboard SY25-26 – *Expectation: The Executive Director will present the final Data Dashboard for SY25-26, including both the Instruction & Culture Scorecard and the Finance & Operations Scorecard.*
b. 2021-2026 Strategic Plan Reflection – *Expectation: The Executive Director will present a review of final outcomes connected to the strategic plan that is ending with this school year.*
c. 2026-2029 Strategic Plan – *Expectation: The Board will complete a final discussion of the proposed strategic plan that will take effect with the start of the new school year.*
d. Board Member Term Renewal – *Expectation: The Board will complete discussion of terms for one open seat for SY26-27.*
e. Final Read of FY26-27 Budget – *Expectation: The Executive Director will present the final proposed budget for FY26-27.*
f. 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.
g. 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. Adoption of the 2026-2029 Strategic Plan – *Expectation: The Board will vote to adopt the proposed strategic plan for 2026-2029.*
b. Board Member Term Renewal – *Expectation: The Board will vote to fill two one seat for SY26-27.*
c. Adoption of FY26-27 Budget – *Expectation: The Board will vote to adopt the final proposed budget for FY26-27.*

VII. Adjourn Meeting

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The Academy
Board of Directors

Board Meeting
Monday, May 18, 2026
6:00pm

Agenda

Board Members Present:		Also Present:	
Sarah Drewlow	Chairperson	Brent Reckman	Executive Director
Dan Klenjoski	Treasurer	Sarah Gramarossa	Chief Academic Officer
Autumn Coffee	Board Member-online	Andrea Foust	Director of Finance
Jen Halford	Board Member-online	Stacy McCleskey	Exec. Admin. Manager

Minutes of the regular Board meeting of The Academy held at 11800 Lowell Blvd, Westminster, CO 80031 in Adams County on May 18, 2026.

I. Open Meeting
A quorum being present, Sarah Drewlow called the meeting to order at 6:04 pm.

II. Consent Agenda
a. Sarah Drewlow moved to approve the April 27, 2026, minutes. Seconded by Kevin Sanchez.

Discussion:	None
Ayes:	Dan Klenjoski, Autumn Coffee, and Jen Halford
Nays:	None

III. Public Comment
There was no public comment this month.

IV. Reports from Directors, Principals, and Committees
    a. Executive Director Report
        i. Finance – The committee did a second read on the 2026-27 draft budget.
        ii. Operations – The team continues to look for unspent money to use towards facility repairs.
        iii. Facilities – Construction of the addition is complete and the Certificate of Occupancy will be given soon.
    b. Chief Academic Officer Report
        i. Graduation – The 2026 cohort had 99% of its students graduate. One student will graduate in August and one Gateway student will not graduate.
        ii. Attendance – Data shows that we are slightly higher than this time last year at 92%.
        iii. Principals are working on their end-of-year data and will present it at the June meeting.
    c. Committee Reports
        iv. Finance – The second read of the 2026-27 draft budget was completed.
        v. SACademic – No meeting this month.
        vi. PTO
            1. The core group of members needs a break. They all volunteer in various groups and no new volunteers have joined PTO.
            2. PTO will operate at a minimal level during the 2026-27 school year, in accordance with the bylaws and funding.
            3. There won't be a major decrease in events, as the school will help support and take over some of the larger events.

V. Presentation and Discussion
    a. First Read of FY 26-27 Budget
        i. The budget has been through two reads with the Finance Committee.
        ii. It is a very conservative budget as the State budget is in dire straits. Big increases in school funding are not expected.
        iii. The State legislature temporarily dropped its reserves so they could create a PPR increase for next school year.
        iv. Student enrollment is based on 1,825 students.
        v. There was a decrease of $600,000 in revenue. This is due to less earnings on investments and the loss of bingo money.
        vi. In November, a mill levy equalization was approved and $2.3MM went towards our budget. Divided over 3 years, it will cover the revenue loss and allow the school to give $1500 pay increases to teachers, 3% increase to support staff, and cover insurance and utility costs.
        vii. This budget was created using a zero-based budget and uses industry best practices.
    b. Draft Strategic Plan
        i. The plan being presented is the complete draft.
        ii. The mission statement includes DEI language. Change in the language was discussed a couple of months ago but this is embedded in the school culture and the way that is worded does not bring it to the forefront.
        iii. The celebrations and highlights are from the previous strategic plan.

iv. The new theme is “Elevating Learning and Community”.
v. The introduction of “Elevating Learning” includes Prepare, Explore and Empower. Each section goes on to give specific Goals, KPI, and the Action.

c. Final Review of the Admissions & Enrollment Policy
    i. There were very minor updates to be made on this policy.
        1. It was put on the new school letterhead template.
        2. The section about class placement of incoming students was removed.
        3. The verbiage of CEO was changed to ED.

d. Final Review of the Postsecondary Enrollment Policy
    i. There were major updates done on this policy.
        1. The new version was updated to match our current practices and program structures with the idea that every student should create a post-secondary plan.
        2. Details are given regarding concurrent enrollment.
            a. The school pays the tuition for CE classes.
            b. The school will not pay for transportation or text book fees per state statute.
            c. It Identifies how we grant academic credit towards graduation requirements.

e. Work Session Summary
    i. Monthly Board communications were reviewed.
    ii. Board self-evaluation was discussed
    iii. Toured the new addition

VI. Executive Summary

a. Approval of the Admissions & Enrollment Policy

Kevin Sanchez moved to approve the Admissions & Enrollment Policy. Seconded by Sarah Drewlow.

Discussion:	None
Ayes:	Dan Klenjoski, Autumn Coffee, and Jen Halford
Nays:	

b. Approval of the Postsecondary Enrollment Policy

Kevin Sanchez moved to approve the Postsecondary Enrollment Policy. Seconded by Dan Klenjoski.

Discussion:	None
Ayes:	Sarah Drewlow, Autumn Coffee, and Jen Halford
Nays:	

VII. Adjourn Meeting – Sarah Drewlow adjourned the meeting at 7:01 pm.

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Executive Director Board Report – June 2026 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

The Board finalized the 2025-26 Data Dashboard at the August meeting. The Executive Director presented a mid-year update as it pertains to the Bi-Annual Finance & Operations Scorecard at Board's February meeting. A final year-end update will be presented at this month's meeting.

The Finance Committee completed its two reads of the draft budget in April and May. The Board will complete its first read of the draft budget in May. The final read will happen at this month's meeting along with a vote for adoption. Things turned out positively for FY27 with a PPR increase of about 3%, but the state's economic outlook for the next couple years is grim. The Academy is in a relatively strong position heading into this budgeting process due to the additional mill levy revenue we are receiving following the passage of Adams 12's most recent ballot initiative. We will use that strength to make some investments in compensation increases while still remaining cautious about potential future funding challenges.

Operations

There are no significant updates since the last report. We continue to refine the process of identifying how much budgeted money will be left unspent the end of the current fiscal year. The Finance and Operations Teams continues to work through the process of assigning these funds to get head on key purchases and maintenance work, including replacing HVAC controls at North Campus, purchasing student Chromebooks ahead of price increases, repairing portions of the parking lot, refreshing landscaping, and more. At this point, we are hopeful that we can get most of these things completed by June 30th.

Facilities Master Plan Update

The building expansion project is complete. We have begun to move furniture into the new classrooms. Things progressed smoothly through the final stages with no major surprises and no additional use of contingency funds. As we head into the kitchen expansion this summer, we are still on track to finish this phase of the project with more than $1,500,000 of contingency funds remaining. Any unused contingency funds will be put toward the athletics project.

We presented to the City of Westminster's public Planning Commission at the end of May to request final approval of our Original Development Plan amendment for the athletics project. The Planning Commission approved our permit on a 5-2 vote. We received our Land Disturbance permit last week and immediately began initial sitework.

The Finance Committee unanimously approved a spending recommendation for the Board in regard to the athletics project. The initial plan was to include an appropriation resolution along with the January amended budget to approve use of general fund reserves for this project. Given the late start of construction, we waited and are presenting an appropriation resolution to the Board for use of general fund reserves along with the FY27 budget approval this month.

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Chief Academic Officer Board Report- June 2026 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.

End of year Instruction and Culture Data will be shared.

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

Final data will be shared at the Board Meeting on May 18th

Attendance Update

- 92% attendance rate year to date. (Slightly above last year's rate.)
- Chronic Absenteeism- Goal to decrease Chronic Absenteeism by 4% this year. We have decreased by 1%. Will continue this goal in the 26-27 school year as part of UIP goals.

Graduation Rate

- 99% of students graduated in May. (This includes 2 Gateway students. 1 who will graduate in August and 1 who is not on track to graduate with this cohort.)

CAO Strategic Initiatives- *Focus for summer work will be analyzing end of year data/CMAS data, drafting the UIP, staffing needs, professional development and training for 26-27 initiatives.*

Big Rock 1 - Low Growth Among Students Identified with READ Plans and/or Reading Deficits

Big Rock 2 Declining Growth in Elementary Math

Big Rock 3 Low Growth in Middle School Math

Big Rock 4- Low Growth in Middle School Reading

Big Rock 5- Low Growth in Special Education and MLL Literacy

UIP Goals for the 26-27 School Year:

- Continue K-3 READ Plan goal to focus on increasing the number of students who exit their READ Plan each year or focus on increasing the Median Growth Percentile of students identified with READ Plans.
- K-12 instructional goal: Focus on elevating Tier 1 rigor along with differentiation and programming to include intentional depth and complexity for high-achieving and GT students.
- Attendance- Focus on reducing Chronic Absenteeism (particularly at K-5) and/or focus on Average Daily Attendance to be 95% or increase by 2-3%..
- 6-12 ICAP development and implementation. (Individual Career and Academic Plan)

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