

LINCOLN *Academy*



Executive Directors Report
August 18th, 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.

TABLE OF CONTENTS

LINCOLN ACADEMY MISSION AND VISION _____	2
BACK TO SCHOOL STAFF DEVELOPMENT AND COMMITTEE RETREAT _____	4
BOARD ATTENDANCE AT BACK TO SCHOOL EVENTS _____	7
EXECUTIVE DIRECTOR SUCCESSION PLAN _____	8
ENROLLMENT UPDATE _____	9
General Update _____	9
PreK Update _____	10
ADMINISTRATIVE RESPONSIBILITIES UPDATE _____	11
26-27 STAFFING UPDATE _____	12
SUMMER WORK AND STAFF CELEBRATIONS _____	13

BACK TO SCHOOL STAFF DEVELOPMENT AND COMMITTEE RETREAT

What an incredible start to the school year! On the first day, a staff member called me out for overusing the word “*excited*” to describe how I was feeling. So, on Day Two, I came armed with a list of 50 synonyms to help me be a little more specific. Not all of the words were winners, but the exercise was helpful—and, more importantly, it captured how I have felt about the start of this school year. There is a tremendous amount of energy, enthusiasm, and intentionality across our building, and we are off to a fantastic start.



As we planned last year, we opened this school year with two major areas of focus: strengthening our Positive Behavior Supports and Interventions (PBIS) system and re-grounding our staff in the Core Knowledge philosophy and practice.

Our PBIS work represents an important next step for Lincoln Academy. While we have had elements of PBIS in place for some time, we recognized that it was time for a refresh and a more comprehensive approach to better support both our students and staff. Our PBIS Committee—made up of teachers, mental health staff, and administrators—has worked incredibly hard to receive district training, develop a thoughtful rollout plan, and prepare our staff for this work. They have already presented the plan to staff, and the initial feedback has been extremely positive. Our teachers recognize the potential for this work to create greater consistency, clarity, and support for students across our entire school community. We are excited to see this work develop throughout the year as we continue our multi-year PBIS implementation.





Our Core Knowledge re-grounding work was equally important. Core Knowledge was foundational to the creation of Lincoln Academy and remains one of the bedrock elements of our school today. At the same time, we recognized that with new staff joining our team and the many demands placed on teachers, it was important to intentionally create time for our

staff to reconnect with the philosophy and practices that make Core Knowledge so powerful.

Staff revisited the four “C’s” of Core Knowledge: Cross-Curricular, Cumulative, Content Rich, and Coherent. They then spent several hours deeply examining their grade-level sequences, working with teammates to identify connections, and ensuring that our rich and coherent content is intentionally planned so students experience the cumulative impact of their learning over time.



One of the most exciting aspects of this work was seeing our specialists—including Art, Music, PE, Library, Technology, and DSS—engage alongside classroom teachers to identify meaningful connections between their work and classroom learning. We are looking forward to building on this work with additional intentional vertical planning in October.

Our staff also took time to engage in another Committee Retreat, generously hosted by the Lambatos family at their incredible gathering space, Social Capitol. The Lambatos have graciously hosted this retreat for the past three years, providing both an amazing space and incredible food while our staff spend time planning and preparing for the year ahead. We are incredibly grateful for their continued generosity and support of Lincoln Academy.

During the retreat, our committees also tackled important work for the year ahead. The Instructional Leadership Team (ILT) continued planning opportunities to share and model best instructional practices with small groups of teachers throughout the year, with the ultimate goal of strengthening instructional practice across the school. Our PBIS Team developed next steps for the continued rollout of our behavior support system. Our Leopard Experience Team (LET) also made some important adjustments to its structure based on teacher feedback, administrative observation, and our broader school goals. Rather than

meeting every month, LET will now meet with specific goals and community events in mind, allowing the team to focus its time and energy where it can have the greatest impact.



This change reflects an important commitment we continue to make as a school: we want to be intentional with our teachers' time while also giving them meaningful opportunities to shape the culture and community of Lincoln Academy. We know how talented our teachers are at building relationships and creating memorable experiences for students, and we want to

provide them with the structures and support to do that well.

There is always a tremendous amount packed into the beginning of a school year, but the feedback from our staff has been overwhelmingly positive. More importantly, the work we have prioritized this year is already helping our teachers feel prepared, supported, and focused on what matters most.

It has truly been an incredible start to the year, and once again, our staff deserve the credit. Their willingness to learn, collaborate, reflect, and continually improve is what makes Lincoln Academy such a special place. We are excited—yes, I know, I need more synonyms—to see what this team accomplishes together this year.

BOARD ATTENDANCE AT BACK TO SCHOOL EVENTS

We have some exciting events coming up soon that are perfect for kicking off our community engagement efforts, and we would love for you to be involved. The Board of Directors will be setting up a table at these events, and I'll make sure to introduce any board members who join us. We look forward to seeing as many of you as possible there and strengthening our connection with the community.

Event	Date	Time
PreK-K Parent Academy	August 17 th	6:00-7:30
1 st -4 th Parent Academy	August 25 th	6:00-7:30
5 th -8 th Parent Academy	August 27 st	6:00-7:30
PTO Meeting	September 15 th	6:30-8:00

EXECUTIVE DIRECTOR SUCCESSION PLAN

In the event that either Paul Hurst or Lori Woods were not able to complete their duties and responsibilities as co-executive directors, the other would take over the roles and responsibilities as the interim director of Lincoln Academy until the Board of Directors were able to duly appoint or hire a new executive director.

ENROLLMENT UPDATE

General Update

As of August 14, we are expecting to finish slightly below our projected enrollment budget. We will manage the difference internally and update the working budget next month.

The good news is that student attrition is approximately two-thirds of what we experienced last year, which is a meaningful improvement. We will continue to focus on maintaining strong enrollment in grades 6 through 8, where we have the greatest opportunity for growth, while our lower elementary grades remain near capacity with strong waitlists.

We will also continue to track the cohort entering 2nd grade, which is a lower-enrollment grade, throughout their time at Lincoln. Our overall priority remains achieving healthy, balanced enrollment across all grade levels while continuing to strengthen the student experience.

Enrollment for 2026-27					
	Budgeted Number	Number Enrolled for 26-27	Outstanding Offers	Siblings Waiting	Number Waiting as of 8/14/26
K	90	92	0	0	18
1	90	88	1	0	0
2	73	71	0	0	0
3	87	87	0	4	16
4	87	87	0	0	3
5	90	90	0	0	9
6	86	88	0	0	16
7	75	74	0	0	0
8	72	72	0	0	1
Total	750	749	1	4	63

PreK Update

PreK enrollment is currently at 16 students in the afternoon program, so we have adjusted staffing accordingly to align with enrollment. Our full-day program is full, with a slight over-enrollment to accommodate a set of twins. The team will continue to monitor enrollment and staffing needs as we move through the year.

PreK Enrollment for 26-27			
	Number Enrolled for 26-27	Fill to	Number Waiting
AM	24	24	17
PM	16	24	0
Full	17	16	33
Total	57	64	50

ADMINISTRATIVE RESPONSIBILITIES UPDATE

We continue to be very thankful for a strong and highly functioning administrative team as we continue to support the great work done by our community. In response to both staff feedback and administrative observations, the team has made some slight changes to our administrative responsibilities to better serve our community. The updated list is below.



Core Functions of Administrators

Lori	Paul	Terrill	Heather
• Evaluation and Supervision ◦ Facilities ◦ Technology ◦ Business ◦ Nursing Staff ◦ Leopard Care ◦ HR Consultant ◦ Athletic Director • Board Of Directors Meetings • Special Projects • Big Picture Work ◦ Accomplish Board Objectives ◦ Charter Renewal ◦ School Oversight • Grievance Policy and Legal	• Evaluation and Supervision ◦ Assistant Principals (2) ◦ Instructional Coach (1) ◦ Seventh Teachers (4) ◦ Eighth Teachers (4) ◦ Music, Tech, Art & Library, PE (9) ◦ PreK Director (1) • Supervision ◦ Principal Secretary ◦ Seventh, Eighth, Specials EA's ◦ PreK • Student Office Referrals ◦ Seventh, Eighth • Attendance Concerns ◦ Seventh, Eighth • Board Of Directors Meetings • ILT Oversight (Working with IC's) • Big Picture Work ◦ Accomplish Board Objectives ◦ UIP ◦ Charter Renewal ◦ PD Planning with Coaches ◦ School Oversight • Grievance Policy and Legal	• Evaluation and Supervision ◦ Third Teachers (3) ◦ Fourth Teachers (3) ◦ Fifth Teachers (4) ◦ Sixth Teachers (4) • Supervision ◦ Assigned EA's • Student Office Referrals ◦ Third, Fourth, Fifth, Sixth • Attendance Concerns ◦ Third, Fourth, Fifth, Sixth • Assessments • Volunteers (Parent and Otherwise) • LET Oversight • Family Engagement Liaison (PTO) • Outdoor Lab • Supervision Schedule	• Evaluation and Supervision ◦ Kindergarten Teachers (4) ◦ First Teachers (4) ◦ Second Teachers (3) ◦ DSS Specialists (3) ◦ Mental Health Staff (3) • Supervision ◦ OT, PT, Speech (2) ◦ CLD (1) ◦ Assigned EA's • Student Office Referrals ◦ Kindergarten-Second • Attendance Concerns ◦ Kindergarten-Second • Scheduling • School Accountability Committee • Homeroom Time Oversight • MTSS Oversight • PBIS Oversight

26-27 STAFFING UPDATE

As we mentioned in June we are excited about the team that we have gathered for the 2026-2027 school year and we are thrilled to report that there has been very little movement for the summer. Our team has even been able to fill all our open EA positions and we are very excited about their impact already. Our Leadership team lead a wonderful New Staff Onboarding at the very beginning of August and we are thrilled to welcome students back very soon.

Staff Moving to a Different Position	New Staff Members	Positions Open
Amy Jenkins - Reading Interventionist	Cassidy Leyva (1 st Grade)	
Erin Hecox - Principal Secretary	Ashley Betts (Instructional Coach)	
Jeanne Papantonakis - DSS Teacher	Stacie Kondrotis (Music Teacher)	
	Sara Demers (6 th Math)	
	Emily Johnson (DSS EA)	
	Megan Junta (School Secretary)	
	Jamie Sturos (6 th Social Studies)	
	Cat Sweet (Facilities/Leopard Care)	
	Kelsey Sikora (EA)	
	Mary Pridy (EA)	

We are excited to report that Lincoln Academy is fully staffed for the upcoming school year. We are grateful for the strong team we have assembled and look forward to seeing the positive impact they will have on our students and school community this year. Below you will find a link to our new staff members bios. Please welcome them to Lincoln as soon as you have a chance.

[New Staff Bios](#)

SUMMER WORK AND STAFF CELEBRATIONS

While we typically expect the school building to slow down during the summer months, that certainly was not the case at Lincoln Academy. Our building was bustling with activity as our incredible staff continued working to improve our school, support our families, and prepare for another great year. We want to take a moment to celebrate the many people who made that work possible.



Our Facilities Team deserves a tremendous shout-out for the countless hours they put into maintaining and improving our campus. From updating the outdoor bleachers and replacing old stairs to installing new pathways, giving the building a facelift, adding Little Leopards turf, completing a deep cleaning, and tackling countless other projects, Norm and his team kept incredibly busy all summer. We are so grateful to Norm and his crew—Amy, Joe, Brenda, and Cat—for their hard work and commitment to making Lincoln Academy a great place for our students and staff.

We also want to give a special shout-out to our incredible PTO, Highlands Landscaping, and especially Melissa Veronesi for bringing our new outdoor education space to life. When our community came together to raise the funds for this project, we knew we had a responsibility to make the space something truly special. The finished product exceeded our expectations. Our staff are already excited about the opportunities it will provide for students, and we are thrilled to see our community's generosity turned into a space that will benefit our students for years to come.



Our Technology Team also jumped into action this summer. They worked to update and replace staff computers with significantly more functional devices and undertook a major upgrade of our camera system, adding many more cameras and strengthening the servers

needed to support them. Along the way, they completed countless other technology improvements that will make a difference in the day-to-day experience of our staff and students. We are incredibly thankful to Melissa, Emily, Marty, Debbie, Micah, and Michael for the expertise, effort, and problem-solving they brought to this work throughout the summer.

Leopard Care continued its great work as well. Mrs. Sidlar and her team—Tabitha, Isaac, Connor, and Rebecca—provided students with a summer camp experience filled with projects, games, stories, and plenty of fun. Judging by the joy we heard throughout the building, our students had a fantastic time! They even invited the administration to their end-of-summer celebration. This was a wonderful way to support our families while giving our students meaningful opportunities to learn, play, and build relationships over the summer. Thank you to the entire Leopard Care team for making it such a success!



Finally, we want to celebrate Mrs. Newsom and our summer band students. The students worked hard learning new songs, playing games, and, of course, finding opportunities to embarrass Mr. Hurst during a spirited game of Kick the Can! They capped off their summer by performing for their families and staff. The enthusiasm, growth, and hard work demonstrated by these students were incredible, and

we are so proud of what they accomplished. Please be sure to check out their performance on Facebook!

Summer may be a quieter time for our students, but it is clear that it is anything but quiet for the Lincoln Academy team. From improving our campus and technology to supporting families and creating meaningful experiences for students, our staff consistently go above and beyond to make Lincoln Academy better. We are incredibly fortunate to have such a dedicated and talented team, and we are grateful for everything they accomplished this summer.

Executive Committee Report August 2026

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 will typically occur every month two weeks prior to the regular Board of Directors meeting.

Committee Members in attendance: Katie Lehr (Board President), Matt Tien (Board Vice President), Paul Hurst (Principal) and Lori Woods (Operations)

1. August Monthly Reports to BoD per policy

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

- a. Final Staffing Report (2.1.5 (1))
- b. Emergency ED's Succession Plan (2.1.8)
- c. ~~Establish Goals for Executive Director (3.1.2 (4))~~ [Satisfied through other means]
- d. Review Administration Leadership Responsibilities
- e. Enrollment Update (2.1.5 (2))
- f. Board Attendance at Back-to-School events

2. Strategic Plan Update

3. Board Presence at Back-to-School Events

- a. PreK-Kinder Parent Academy- Aug 17th at 6:00pm
- b. BBQ – Aug 18th 4-7pm
- c. All-staff Meeting – Aug 19th
- b. First-Fourth Parent Academy - Aug 25th at 6:00pm
- c. Fifth-Eighth Parent Academy - Aug 27st at 6:00pm

Proposed Motions:

Motion xx-xx-xx: Motion to approve the consulting agreement between Lincoln Academy Board of Directors and Tim Matlick for consulting expertise at an hourly rate of \$125.00, with a not to exceed of \$3,000.