



# Libertas Academy Charter School

## FY25 BOT Annunal Meeting

Published on June 18, 2025 at 9:26 AM EDT  
Amended on June 18, 2025 at 12:09 PM EDT

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### Date and Time

Friday June 20, 2025 at 8:30 AM EDT

### Location

LACS Conference Room  
262 Liberty St

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>8:30 AM</b>
Opening Items			
<b>A.</b> Board Chair Welcome		Kari Diamond Kayiatos	13 m
<b>B.</b> Record Attendance and Guests		Nick Barker	1 m
<b>C.</b> Call the Meeting to Order		Kari Diamond Kayiatos	1 m
<b>II. Management Report</b>			<b>8:45 AM</b>
<b>A.</b> The Year in Review	FYI	Modesto Montero	75 m

	Purpose	Presenter	Time
• Modesto will present the Year in Review			
<b>B.</b> FY24-25 Annual Budget	Vote	Modesto Montero	45 m
<b>C.</b> FY24-25 Annual Report	FYI	Modesto Montero	15 m
<b>III. Lunch and Student Presentation</b>			<b>11:00 AM</b>
<b>A.</b> Student Presentation	FYI	Modesto Montero	30 m
<b>IV. Other Business</b>			<b>11:30 AM</b>
<b>A.</b> Board Goals	Discuss	Kari Diamond Kayiatos	15 m
<b>B.</b> ED Evaluation and Compensation	Vote	Kari Diamond Kayiatos	30 m
<b>C.</b> Slate of Officers and Meeting Cadence	Vote	Kari Diamond Kayiatos	30 m
<b>V. Closing Items</b>			<b>12:45 PM</b>
<b>A.</b> Closing Remarks	FYI	Modesto Montero	15 m
<b>B.</b> Adjourn Meeting	Vote	Kari Diamond Kayiatos	

# Coversheet

## The Year in Review

<b>Section:</b>	II. Management Report
<b>Item:</b>	A. The Year in Review
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	FY25 Board Retreat.pptx



# SY24-25





Time	Topic	Notes
8:00- 8:30	<b>Arrival and Refreshments</b>	
8:30- 8:45 AM	<b>Welcome</b>	<b>Chairwoman's Opening Remarks</b>
8:45- 10:00 AM	<b>A Year in Review</b>	<a href="#"><u>PPT</u></a>
10:00- 10:45 AM	<b>FY24 Annual Budget</b>	
10:45- 11:00 AM	<b>FY24 Annual Report</b>	
11:00 - 11:30 AM	<b>Lunch and Student Presentation</b>	
11:30- 11:45 AM	<b>Board Goals</b>	
11:45 AM- 12:15 PM	<b>ED Evaluation + Compensation</b>	
12:15- 12:45 PM	<b>Slate of Officers + Meeting Cadence</b>	
12:45- 1:00 PM	<b>Closing Remarks</b>	



## MISSION

*Through rigorous academics, character development, and strong supports for every learner, **Libertas Academy Charter School** prepares all sixth through twelfth grade students to succeed within the college of their choice and to be positive, engaged members of their communities.*



# Highlights



# Our Forever Home





June 2022



February 2024



May 2024



August 2024



October 2024

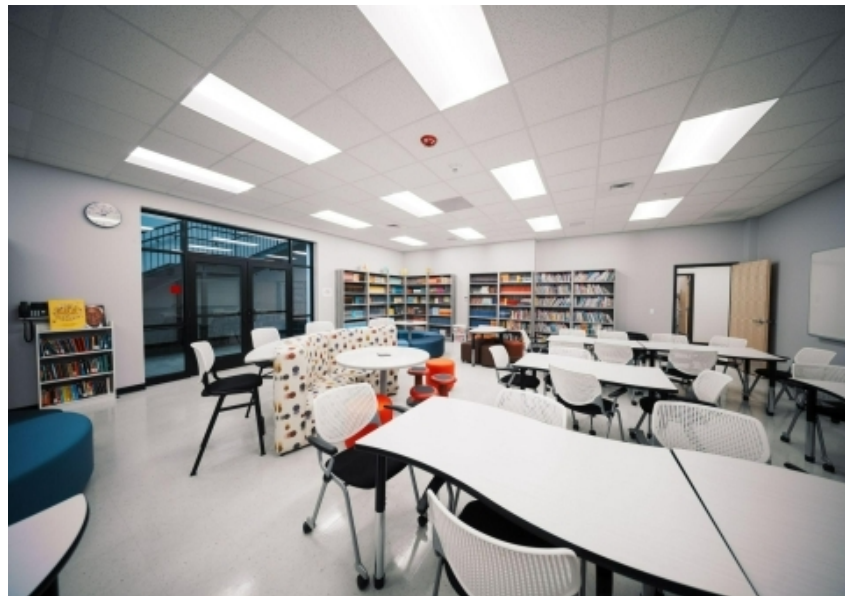
*to...*



# First Day of School, 3/5/25







## This state-of-the-art 67,000 sq ft facility features:

- Over 20 standard classrooms
- 2 science labs
- Specialty classrooms for Music, Dance, Art, and Theater
- Fitness Center with weight training equipment
- Gymnasium and locker rooms
- Library and Media Center
- Cafetorium
- Expanded Kitchen
- Parking lot with 128 spots
- Access to Emily Bill Park
- Heightened security features

# Ribbon Cutting Ceremony





# Senior Signing Day





# Graduation



# Post Secondary Success

## Where will our graduates be this fall?

**87%**

On-track to enroll in college, with 60% on a four-year track and 27% on a two-year track.

**8%**

On-track to enroll in a Trade / Alternative Program.

**5%**

On-track for the U.S. Military services.

WESTERN NEW ENGLAND  
UNIVERSITY **WNE**



**ELMS  
COLLEGE**



Amherst College



University of  
Massachusetts  
Amherst

**STCC**  
Springfield Technical Community College



**BAY PATH  
UNIVERSITY**



**SMITH  
COLLEGE**

**BABSON  
COLLEGE**



**CENTRAL  
CONNECTICUT STATE UNIVERSITY**

**AIC** | AMERICAN  
INTERNATIONAL  
COLLEGE



**Westfield  
STATE UNIVERSITY**



# Progress on Goals





# Lower Academy

*2023-2024*







# READING INTERVENTION

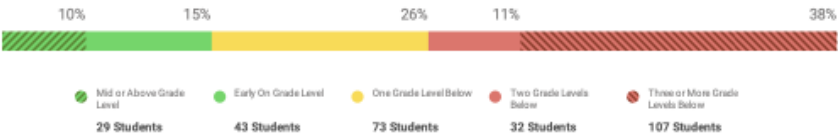
School  
Subject  
Academic Year  
Diagnostic  
Prior Diagnostic

Libertas Academy Charter School  
Reading  
2024 - 2025  
MOY-DEC LA TEST  
None

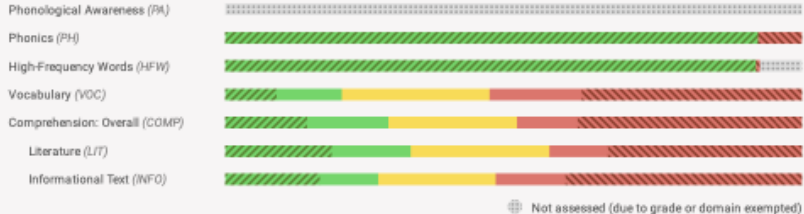
Criterion Referenced

## Overall Placement

Students Assessed/Total: 284/541



## Placement by Domain



Switch Table View

Choose to Show Results By

Placement Summary

Grade

Showing 3 of 7

Multi	Overall Grade-Level Placement	Mid or Above Grade Level	Early On Grade Level	One Grade Level Below	Two Grade Levels Below	Three or More Grade Levels Below	Students Assessed/Total
Grade 6		4%	14%	32%	16%	33%	90/91
Grade 7		18%	12%	23%	11%	37%	84/85
Grade 8		11%	22%	27%	10%	29%	89/91

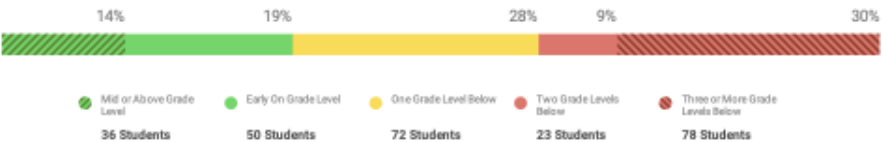
School  
Subject  
Academic Year  
Diagnostic  
Prior Diagnostic

Libertas Academy Charter School  
Reading  
2024 - 2025  
EOY-LA TEST  
None

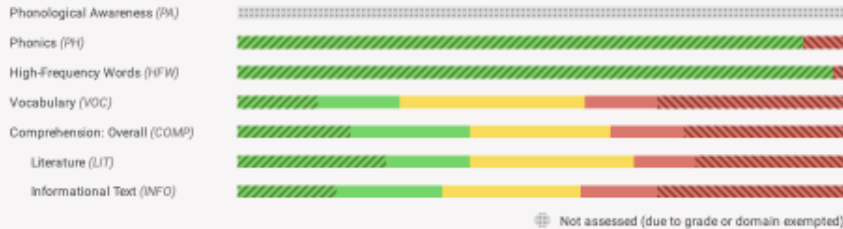
Criterion Referenced

## Overall Placement

Students Assessed/Total: 259/541



## Placement by Domain



Switch Table View

Choose to Show Results By

Placement Summary

Grade

Showing 3 of 7

Multi	Overall Grade-Level Placement	Mid or Above Grade Level	Early On Grade Level	One Grade Level Below	Two Grade Levels Below	Three or More Grade Levels Below	Students Assessed/Total
Grade 6		10%	10%	39%	15%	26%	89/91
Grade 7		16%	30%	18%	7%	28%	82/85
Grade 8		16%	18%	25%	5%	36%	88/91

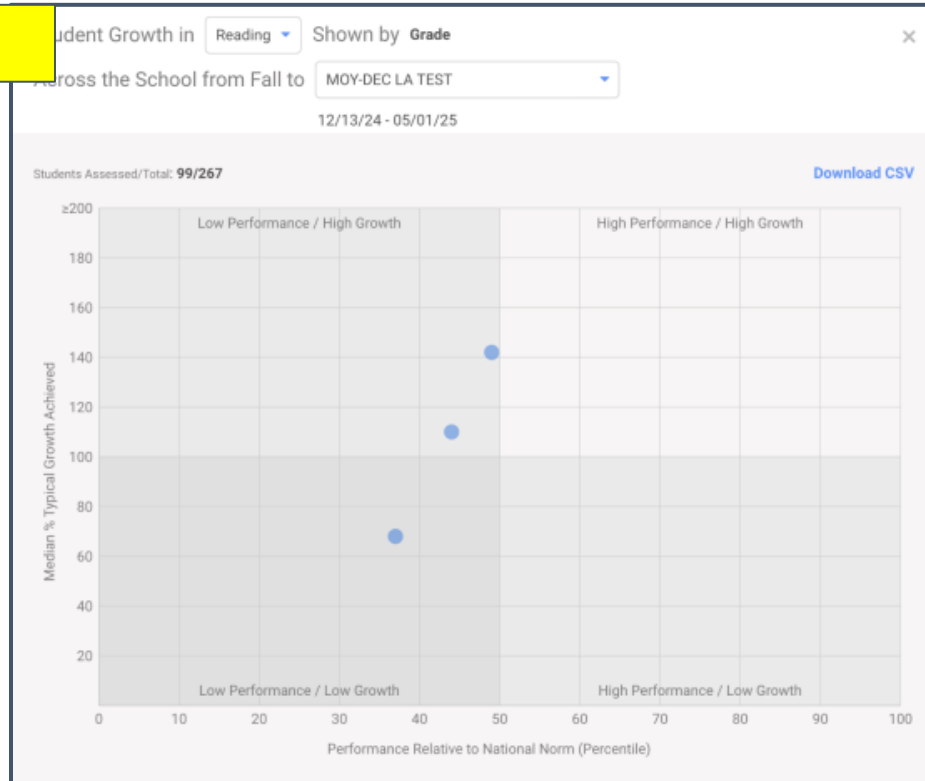


# READING INTERVENTION

This is our first year using IReady for diagnostic testing and tracking. Having never used the platform we originally used it as a diagnostic and testing tool for benchmarking. However, we realized that our current intervention design does not accurately and most efficiently move students across ALL domains tested in IREADY < iReady is also a MUCH MORE rigorous assessment > . As a result, we are thinking alot about redesign our intervention to better align with iReady measures + resources - we are implementing summer reading programmings + also adding in a vocabulary wide priority for the entire middle school.

**NOTE: 6th data was collected 3x this year, 7th + 8th 2x given that this was going to be our lowest performing benchmark.**

MOY



EOY



Grade	Performance Relative to National Norm (Percentile)	Median % Typical Growth Achieved	Quadrant	Students Assessed	Total
Grade 6	37th	68	Low Performance / Low Growth	90	91

Grade	Performance Relative to National Norm (Percentile)	Median % Typical Growth Achieved	Quadrant	Students Assessed	Total
Grade 6	37th	143	Low Performance / High Growth	89	91
Grade 7	49th	88	Low Performance / Low Growth	81	85
Grade 8	42nd	0	Low Performance / Low Growth	87	91



# SPECIAL SERVICES

	FY25 < *still pending given year not closed>																				
ACCESS*  We are waiting on AccessALT results which are trended to place us closer to goal by +2 in goal 1 and +1 in goal #2  < CLOSE >	<div><div>Goal #1: 50% of students reach Progress Target on ACCESS 2025. CURRENT: 52%</div><table><tr><td>6th Grade</td><td>4/11 (36%)</td><td>+ 4</td></tr><tr><td>7th Grade</td><td>1/4 (25%)</td><td>+ 1</td></tr><tr><td>8th Grade</td><td>2/5 (40%)</td><td>+ 1</td></tr><tr><td>LOWER</td><td>7/20 (35%)</td><td>+ 6</td></tr></table></div> <div><div>Goal #2: 95% of students improve their Overall Score on ACCESS. CURRENT: 89%</div><table><tr><td>6th Grade</td><td>7/7 (100%)</td></tr><tr><td>7th Grade</td><td>1/2 (50%)</td></tr><tr><td>8th Grade</td><td>3/4 (75%)</td></tr><tr><td>LOWER</td><td>11/13 (85%)</td></tr></table></div>	6th Grade	4/11 (36%)	+ 4	7th Grade	1/4 (25%)	+ 1	8th Grade	2/5 (40%)	+ 1	LOWER	7/20 (35%)	+ 6	6th Grade	7/7 (100%)	7th Grade	1/2 (50%)	8th Grade	3/4 (75%)	LOWER	11/13 (85%)
6th Grade	4/11 (36%)	+ 4																			
7th Grade	1/4 (25%)	+ 1																			
8th Grade	2/5 (40%)	+ 1																			
LOWER	7/20 (35%)	+ 6																			
6th Grade	7/7 (100%)																				
7th Grade	1/2 (50%)																				
8th Grade	3/4 (75%)																				
LOWER	11/13 (85%)																				
COMPLIANCE	100%* < ON TRACK >																				



# CULTURE

ALL DATA PULLED 5/22

	FY24	FY25 < *still pending given year not closed>
OSS	8.3%	2.9% < ON TRACK >
ATTENDANCE < YTD >	94%	93%* < CLOSE TO GOAL >
CA	7%	16%* - pending summer recovery < OFF TRACK >
STUDENT ATTRITION	4.7%	2.5%* < ON TRACK >
STUDENT SURVEY	83%	87% < ON TRACK >



# SCHOOL CLIMATE

ALL DATA PULLED 5/22

	FY24	FY25 < *still pending given year not closed >
TEACHER RETENTION	87.5%	92.6%* < ON TRACK >
ORG HEALTH	82%	85% < ON TRACK >
PARENT SURVEY	COMPLETION - 100% FAVORABILITY - 86%	COMPLETION - 93% < ON TRACK > FAVORABILITY - 85% < ON TRACK >





# GOALS WE ARE WAITING ON

CATEGORY	GOAL	REFLECTION
6th <b>Math</b> Meeting & Exceeding	$\geq 35\%$	MATH: We still combatted capacity issues this year for team math that required myself and Shannon to head back into the classroom. While not preferable - gives me some confidence around M/E.
7th <b>Math</b> Meeting & Exceeding	$\geq 28\%$	
8th <b>Math</b> Meeting & Exceeding	$\geq 40\%$	
6th <b>Math</b> Not Meeting	$\leq 20\%$	
7th <b>Math</b> Not Meeting	$\leq 25\%$	
8th <b>Math</b> Not Meeting	$\leq 20\%$	
6th <b>ELA</b> Meeting & Exceeding	$\geq 30\%$	ELA: We had more turbulence in the ELA department then the past 3 years - maternity leaves, and 1st year ELA teacher. The consistency of data + observation I think allowed us to not lose site of active monitoring and maximizing learning. We also pivoted interventions earlier to better address the continued gaps in writing.
7th <b>ELA</b> Meeting & Exceeding	$\geq 40\%$	
8th <b>ELA</b> Meeting & Exceeding	$\geq 50\%$	
6th <b>ELA</b> Not Meeting	$\leq 25\%$	
7th <b>ELA</b> Not Meeting	$\leq 20\%$	
8th <b>ELA</b> Not Meeting	$\leq 20\%$	
8th <b>Science</b> Meeting & Exceeding	$\geq 25\%$	SCIENCE: There was no leader who directly owned this throughout the year due to transitions. This resulted in us not keeping an active pulse - which in turn informs the lack of push for more thoughtful and rigorous content design. Given the shifts in MCAS testing we need to switch to more virtual lab opportunities and get our kids actively thinking about the experimental process.
8th <b>Science</b> Not Meeting	$\leq 20\%$	



# PROCESS

## Upper Academy

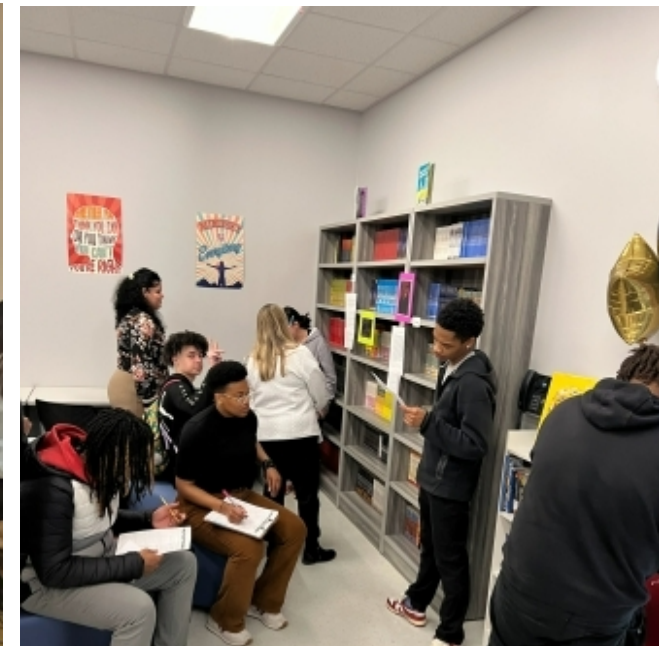
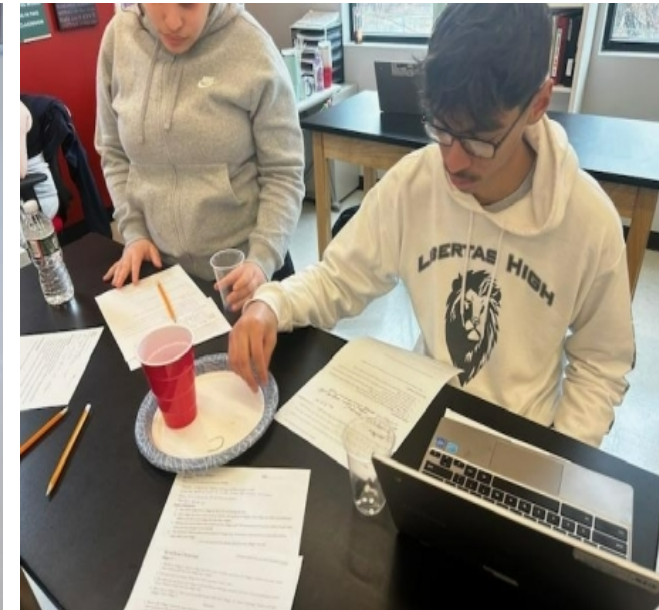
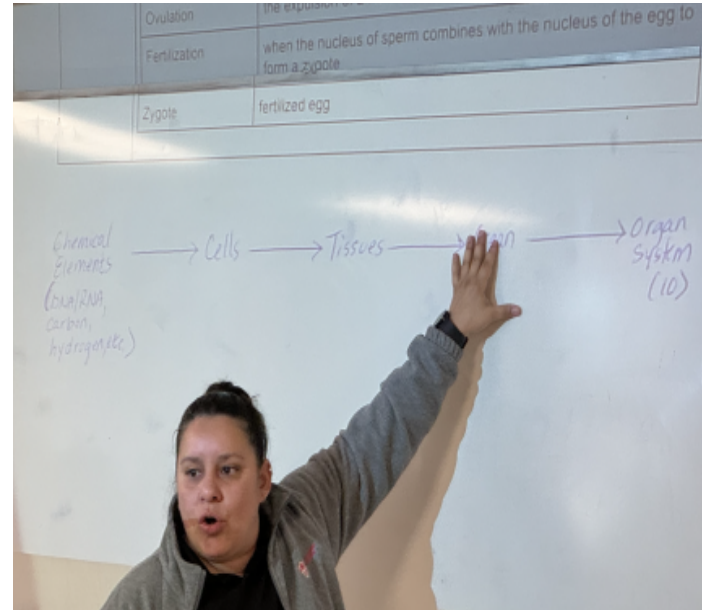






# OUR STORY

This year in the Upper Academy was about stabilizing adult and student culture, ensuring the college process was strong, and building momentum with our academic results in the 9th and 10th grades. The Upper Academy is stronger than ever this year - and our culture results, org health results, and ACCESS results speak to the momentum that is starting to be built. The year presented multiple challenges - with the school being split between two campuses and a mid-year move. The college process was also a challenge - and we learned a lot of valuable lessons. Overall - we handled the adversity to ensure we provided a safe learning environment for teaching and learning to happen.





# OUR GOALS - COLLEGE

College & Career (8.25%)	Owner	Goal	Date Updated	Recent Data Point	On/Off/Close
% of 12th graders who are enrolled into a 4 year college/university	Rosario	60%	5/21	53%	CLOSE
% of 12th graders who are accepted into a 4 year college/university	Rosario	75%	5/21	72%	CLOSE
% of students at/above 480 in EWR	Santos	40%	4/12	36%	CLOSE
% of students at/above 530 in Math	Santos	30%	4/12	11%	OFF
% of students meeting their Spring SAT Growth Goal	Santos	75%	4/12	Waiting for June test	N/A

**Narrative:** We didn't have a strong year with the College Team. Lack of oversight on my end as the Principal led to some significant gaps in outcomes for our team. When those gaps were revealed - we did a strong job of rallying the team and pushing outcomes forward - but ultimately, gaps in the % of students accepted into four years and the quality of the college lists were revealed. Since then - a lot of work has been done on planning and oversight plan for next year - and the college team was overhauled to reflect the mindsets aligned with the school's mission. In regards to the SAT goals - we believe that the significant gaps in SAT performance are things that are more systemic - and I'm excited to dive into ways to improve these outcomes.





# OUR GOALS - AP ACHIEVEMENT

AP Achievement (25%)	Owner	Goal	Date Updated	Recent Data	On/Off/Close
% Juniors that pass 1+ AP's	Santos	25%	4/8	19%	OFF
% Seniors that pass 1+ AP's	Santos	27%	4/8	25%	CLOSE
AP Human Geography at/above 3	Santos	40%	4/8	4%	OFF
AP World History at/above 3	Santos	30%	4/8	2%	OFF
AP Seminar at/above 3	Santos	40%	4/8	0%	OFF
AP Language at/above 3	Santos	30%	4/8	30%	ON
AP US History at/above 3	Santos	40%	4/8	17%	OFF
AP Statistics at/above 3	Giovo	33%	4/8	29%	CLOSE
AP Government at/above 3	Santos	50%	4/8	10%	OFF
AP Literature at/above 3	Santos	30%	4/8	15%	OFF
AP Research at/above 3	Santos	45%	4/8	50%	ON
AP Calculus at/above 3	Giovo	25%	4/8	11%	OFF
AP Environmental Science at/above 3	Brown	25%	4/8		OFF

**Narrative:** AP Achievement is another place where the data in places isn't as strong as we'd like. The mock exams are aligned to the AP Exam but actually - our way of judging who is on track is conservative - meaning our cut scores for proficiency are high. Ultimately our kids aren't yet prepared for true success on the AP exam - both because of foundational gaps and because of the current level of instruction in the AP courses. We are working really hard at coaching and retaining the AP teachers we currently have.



# OUR GOALS - MCAS ACHIEVEMENT

MCAS Achievement (~11%)	Owner	Goal	Date Updated	Recent Data	On/Off/Close
9th Grade Bio Meeting/Exceeding	Brown	60%	5/20	48%	OFF
9th Grade Bio Partially Meeting+	Brown	80%	5/20	69%	OFF
10th Grade Algebra Meeting/Exceeding	Cruse	50%	4/8/2025	33%	OFF
10th Grade Algebra Partially Meeting+	Cruse	85%	4/8/2025	75%	CLOSE
10th Grade ELA Meeting/Exceeding	Lafferty	60%	5/20/2025	50%	CLOSE
10th Grade ELA Partially Meeting+	Lafferty	90%	5/20/2025	83%	CLOSE

**Narrative:** We set incredibly ambitious goals for Math and ELA MCAS. For example, our Meeting/Exceeding goal went from 40% to 60% in both subjects. Because we raised the bar significantly - we are off track - and pushing towards these goals. It is my belief that we will see significant growth in our SGP and Proficiency numbers BECAUSE of the ambitious goals we set and the actions we took to pursue them.



# OUR GOALS - EQUITY

Equity (24%)	Owner	Goal	Date Updated	Recent Data	On/Off/Close
Foundations Passage Rate	Collins	90% @ 100 pts 75% @ 150 pts 50% @ 175 pts	5/23	75% @ 100 pts 39% @ 150 pts 20% @ 175 pts	OFF
Compliance Percentage	Collins	95%	5/23	100%	ON
% of students that fall out of compliance	Collins	<10%	5/23	0%	ON
% of scholars with an IEP achieving a GPA over a 2.5	Collins	75%	5/23	53.45%	OFF
% of students meeting progress target on ACCESS	Venoutsos	50%	5/23	60%	ON
% of students making growth on ACCESS	Venoutsos	95%	5/23	93%	CLOSE
% of Students with 1 or more OSS	Smith	8%	5/21	7.66%	ON
% Student Choice Attrition	Cruse	8%	5/21	11.68%	OFF
8th-9th Total Matriculation @ LACS	Nunez	85%	5/21	85%	ON

**Narrative:** We are most proud of the Access scores in the Equity bucket. The Upper Academy's performance was truly incredible when it came to the percentage of students meeting their progress tardy. We've also done exceptionally well in the Special Education Compliance buckets - with no kids falling out of compliance all year.



# OUR GOALS - CULTURE & INVESTMENT

Culture & Investment (14%)	Owner	Goal	Date Updated	Recent Data	On/Off/Close
Students with GPA $\geq$ 2.0	Vincent	90%	5/23	91.61%	ON
Students with GPA $\geq$ 2.5	Vincent	75%	5/23	68.98%	CLOSE
Students with GPA $\geq$ 3.0	Vincent	50%	5/23	41.97%	CLOSE
Chronic Absenteeism (no buy back)	Vincent	15%	5/21	23%	OFF
% families giving us an A/B	Jackson	90%	4/11	81%	CLOSE
Student Investment - Priority Questions	Jackson	60%	4/4	87%	ON

**Narrative:** GPA has been a constant battle - ensuring that we are balancing fair and equitable grading systems with ensuring our students are competitive for college access by not creating grading standards that are inequitable and putting our students at a disadvantage with students from other schools with less rigorous standards. Chronic absenteeism has been a significant challenge across the network - and while 15% of the chronically absent students have attendance percentages within 2% points of the threshold - attendance is something that we need to work on as a school and organization.



# OUR GOALS - OPS EXCELLENCE

<a href="#">OPS Excellence (4%)</a>	Owner	Goal	Date Updated	Recent Data	On/Off/Close
Survey Favorability	Giovo	85%	5/21	95%	ON
Priority Systems - Arrival, Dismissal, Classroom Audits	Giovo	3.5/4	5/21	Average 3.8	ON
<a href="#">Data Excellence</a>	Espiritusanto	3.5/4	5/21	Average 3.5	ON
<a href="#">Event Excellence (10 events)</a>	Jackson	3.5/4	5/21	Average: 3.5	ON

**Narrative:** While OPS is on track for all of our goals - I believe that because we assess ourselves internally on rubrics created internally - we have not truly achieved excellence in the operations arena. That said - operational issues do not get in the way of teaching and learning at our school and the perception from our staff is the Operations Team gets the job done.





# WHAT MUST BE IN 24-25

- **ADULTS MUST BE INVESTED & HELD ACCOUNTABLE**
  - Building a strong staff culture must start during training and continue throughout the whole year.
- **FOCUS IN ON TEACHING, LEARNING & COACHING**
  - We have a strong coaching core and that must be our priority - nothing is a substitute for strong teaching
- **STUDENT SERVICES MUST BE AN A++**
  - This is something we have poured a ton of resources at this spring to plan for a great launch.
- **COLLEGE PROCESS WILL BE STRONG**
  - We have the team and this will be our first graduating class - our focus must be on setting every child up for a successful post secondary pathway.



# Strategic Plan Update

# Strategic Plan Overview

**Purpose:** During the 2022-23 school year, Libertas Academy Charter School will draft and ratify a 4-year strategic plan designed to build upon the existing strengths and improve the overall program. We exist so that students learn and grow so they can maximize their individual potential.

Our strategic seeks to answer the following questions related to the core of our mission:

- What should our students achieve?
- How well are they achieving at present?
- How well do we want them to achieve?

## Phase 1

### September through November

1. Stakeholder engagement begins

What are we doing sufficiently well?

What are the competitive advantages to our program?

Where are we falling short? What is most negatively impacting our ability to meet our mission?

## Phase 2

### November through December

ED drafted 3-5 major themes coming out of stakeholder engagement.

1. Post-secondary transition
2. Student Achievement
3. Teacher Retention

## Phase 3

### December through mid-April

1. Created goals + strategies with clear benchmarks
2. Shared draft #1 of strategic plan with stakeholders for input
3. Finalized strategic plan before April Break

## Phase 4

### April through September

1. Present final strategic plan to stakeholders
2. Data collection begins

## Phase 5

### SY23-24 through SY26-27

1. Report out on progress on a quarterly basis, celebrate successes, and plan on how to adjust as needed.

# Strategic Plan Vision Statement

Within our first charter term, we successfully launched our school and are on track to finalize a permanent home for our learning community. Successfully clearing the operational challenges associated with launching a new school is no easy feat and certainly merits a degree of celebration.

We have had some degree of academic success, and in this new charter term, we recommit to academic excellence. **We recommit to a mission grounded in preparing our students to succeed in college and career of their choice.** The strategic plan outlined seeks to clarify and chart the path forward.

While we know that schools are complex organizations and that a lot goes into running an effective school, **the themes and goals outlined are the most mission-critical priorities over the next four years.** We believe that by getting these three themes right, we will be one step closer to fulfilling our mission of preparing our students for college and career success.





# LACS Strategic Plan 2023-2027

1

We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward career success.

2

We will dramatically increase student achievement performance.

3

We will recruit, develop, and retain highly effective teachers.



Theme #1- We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward career success.			
Strategic Goal 1.2: 100% are accepted to a 2- or 4- college.		Strategic Goal 1.2: 60% of students who attend a 4-year college are on-track to graduate within 6 years.	
On-Track Benchmarks	1.1.1 By the end of Freshman year, 90% of students have a cumulative GPA of 2.0.	On-Track Benchmarks	1.2.1 By SY23-24, hire and grow our post-secondary team.
	1.1.2 By the end of Junior, 100% of students have a cumulative GPA of 2.0.		1.2.2 By SY24-25 establish alumni support program.
	1.1.3 By the end of Junior year, 100% of students will have completed a College and Career Plan Portfolio.		1.2.3 By SY25-26 95%+ of students enrolled in a 4-year college are on track to graduate within 6 years.
	1.1.4 100% of students will perform 40+ hours of community service.		
	1.1.5 100% of students will participate in at least one extra-curricular activity (sports, club, internship, job etc.)		

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## Theme #2- We will dramatically increase student achievement performance.

Strategic Goal 2.1: By SY26-27 we will be meeting or exceeding the state proficiency average on Middle School ELA and Math MCAS assessments.		Strategic Goal 2.2: 75% of graduating seniors pass at least 1 AP exam during their time at LACS.	
On-Track Benchmarks	2.1.1 SY26-27 On average, 60% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.	On-Track Benchmarks	2.2.1 By SY24-25 80% of juniors must take at least 1 AP class.
	2.1.2 SY24-25 On average, 50% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments		2.2.2 By SY24-25, 50% of juniors are consistently passing at least 1 AP class.
	2.1.3 SY23-24 On average, 40% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.		2.2.3 By SY26-27, 100% of senior students are enrolled in 1+ AP course.
	2.1.4 SY22-23 On average, 30% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.		2.2.4 By SY26-27, 80% enrolled score a 3 or better in at least one of course.
	2.1.5 SY26-27 Less than 10% of our students are beginning or emergent readers (BGL/ER).		
	2.1.6 SY24-25 Less than 20% of our students are beginning or emergent readers (BGL/ER).		
	2.1.7 SY23-24 Less than 30% of our students are beginning or emergent readers (BGL/ER).		



Strategic Goal 3.1: By SY26-27, 80% of retained teachers with 2+ years teaching at Libertas are rated effective or highly effective as rated on the LACS Teacher Effectiveness Tool.

On-Track Benchmarks	3.1.1 By SY25-26 65% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.
	3.1.2 By SY24-25, 55% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.
	3.1.3 By SY23-24, 45% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.

Strategic Goal 3.2: By SY26-27, we will retain 90% highly effective teachers and 80% of effective teacher annually as defined by the LACS Teacher Effectiveness Tool.

On-Track Benchmarks	3.2.1 SY24-25 Implement a “highly effective teacher” retention initiative with a goal of retaining no less than 70% of highly effective teachers.
	3.2.2 SY25-26 adjust retention initiative as needed in order to retain 80%+ of highly effective teachers.

# FY26 ED Goals and Priorities

# ED Goals and Priorities

1. Ensure we reach our [strategic goals](#).
2. Successfully secure a charter renewal in SY26-27.
3. Purchase Liberty St Building upon securing charter renewal.
4. Successfully secure a new charter in CT. (School launching in Fall '27)



# Break



# FY26 Budget

# Key FY24 Priorities

- **Autonomy**: segregate funds in a way that allows academy-level teams great autonomy on how funds are allocated.
- **Transparent parameters**: provide a spending budget with input from leaders so that we more closely match our spending with our Board approved budget.
- **Oversight**: create a structure for financial oversight on academy-level spending to ensure strong financial management by principals + DOOs.
- **Build up healthy reserves**: start to display greater discipline with our limited resources such that we are able to build a health reserve to help us achieve long-term goals.



# Approval of Annual Report

# Board Goals



# FY25 Board Goals

1. Governance Committee to draft a targeted 3-year recruitment plan
  - a. FY23 goal = 3 new trustees (development expertise)
2. 100% of Board members engage in an annual touchpoint with LACS while school is in session.
3. 100% board giving by June 30th.

# FY26 Board Goals

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  - a. FY23 goal = 3 new trustees (development expertise)
2. 100% of Board members engage in an annual touchpoint with LACS while school is in session.
3. 100% board giving by June 30th.
4. 100% of Trustees attend a Board Development training or webinar.

# ED Evaluation + Compensation

# Slate of Officers



# Slate of Officers & Committee Appointments

Board Chair

Vice-Chair

Secretary

Treasurer



# Meeting Cadence

## COMMITTEE MEETING SCHEDULES FOR THE 2025-2026 SCHOOL YEAR

Name of Committee	Date/Time	Location
Academic Achievement Committee	Second Thursday of the month at 4:30 PM	262 Liberty St, Springfield, MA
Development Committee	First Tuesday of the month at 5 PM	262 Liberty St, Springfield, MA
Finance Committee	Second Tuesday of the month at 5:30 PM	262 Liberty St, Springfield, MA
Governance Committee	Second Thursday of the month at 5 PM	262 Liberty St, Springfield, MA



# Our Mission

*Through rigorous academics, character development, and strong supports for every learner, **Libertas Academy Charter School** prepares all sixth through twelfth grade students to **succeed within the college of their choice and to be positive, engaged members of their communities.***



# Coversheet

## FY24-25 Annual Budget

<b>Section:</b>	II. Management Report
<b>Item:</b>	B. FY24-25 Annual Budget
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	FY 26 Budget Overview- Finance Memo.pdf





## LACS FY 26 Budget Overview- Finance Memo

As we near the end of a momentous school year, we pause to reflect on the many successes and challenges of this year. This cycle of reflection and continuous improvement is not only imperative for the academic success of our students but equally important for the financial health of the organization. The purpose of this finance memo is to summarize the key updates to the FY26 budget.

### [FY26 Budget](#)

#### **Revenues**

Overall, our **revenue for next year is projected to eclipse \$14.5 million** at \$14,526,800. This represents a 8% increase from FY25's \$13.3 million in expected revenues<sup>1</sup>. This is due to an expected increase in enrollment and a higher per-pupil funding rate.

#### **State & Local (Per Pupil) Funding**

The lionshare of revenue each year is per-pupil funding. We anticipate that the **FY26 per-pupil funding rate for Springfield students at Libertas will be \$22,206**. You will see this reflected in cell G10 of the FY26 budget. Based on our enrollment projection of 600, this brings total per-pupil funding to \$13,323,600. This represents an increase of 37 students from the FY25 projection of 563 students, which makes sense given our smaller 11th and 12th grade cohorts this current academic year.

#### **Federal Funding**

We are projecting that the total of all federal grants will hover around \$900,000, which is approximately \$44,000 less than our FY25 projections. We acknowledge the uncertainty at the federal level given the President's proposed cuts to the Department of Education budget and other unprecedented changes that we have seen under the current administration. While we hope that this won't impact entitlement grant funding, we will continue to monitor updates and seek guidance from our state education partners. Ultimately, we must remain prepared for even the worst-case scenario.

#### **High-Level Goals & Projections**

Given the increase in overhead costs associated with our move into our new and larger school building, our team took measures to reduce our expenses. In particular, we chose to reduce our headcount by 10 roles given the following factors:

1. Our new space is less complicated to manage (five stories & satellite campus vs two stories).
2. We needed to eliminate redundant roles.
3. Planning for our future goals, in particular our desire to purchase our building in SY26-27.
4. Ensuring we have healthy reserves to help us weather shifts in revenue at either the state or federal level.

#### **Expenses**

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<sup>1</sup> All FY25 figures are based on FY25 projections from the May Financials report

**Total expenses for FY26 are budgeted at just above \$13.6 million.** This represents a 2.3% increase from FY25 projections, which stand at \$13.3 million.

### **Personnel**

One of the most important changes from the FY25 budget to note is that we made the decision to distinguish stipends by academy and list them under GL 5000 for Personnel, where they were previously listed under LA and UA Academy [specific] Programming and Activities (GL 5800 and 5900, respectively). In total, Personnel Costs are projected to total \$9,105,000, which represents 60% of local & state per-pupil revenues. This meets our internal benchmark of restricting personnel costs to less than 75% of total tuition revenue. Fringe benefits remained flat as a percentage of total personnel salaries at 10%.

### **Administrative Costs**

The only major change to the 5100 series Administrative Costs was a reduction in the allocation to “Staff Recruitment/Advertising”. GL 5182- Staff Recruitment and Advertising was reduced from \$100,000 based on FY25 projections to \$70,000 in FY26 to account for the fact that we are now a fully-scaled school with no new grades to hire for. This cost does, however, still account for our TFA and TWM dues.

### **Instructional Services**

As previously mentioned, we have made reductions in the 5200 series for Instructional Services. First, we reduced the Lower Academy Library Initiative line and the Instructional Equipment- Furniture line to \$5,000 each. Both of these lines are for replacements and “as-needed” initiatives, not large scale projects. We are also able to reduce GL 5268 Instructional Software by \$50,000 to \$120,000 because we have phased out certain contracts with vendors that are not able to meet our students’ needs.

### **Other Student Services**

We reduced our student transportation cost by providing a stipend for someone to transport kids instead of hiring a private company. We have added Alumni Support costs, given our need to support the first graduating cohort of seniors. This will be funded by a grant through the Davis Foundation.

### **Facility and Other Fixed Costs**

We have increased the budget for most lines in Facilities and Other Fixed Costs due to expected increases in managing and maintaining a brand new campus that is significantly larger than our old space. Of note, GL 5740 Rental/Lease of Building & Grounds is budgeted at \$1.8 million, which meets our goal of ensuring rent payments are less than 20% of tuition.

CAM charges include insurance for the building and taxes in addition to any building services outside of custodial and snow removal.