



# Libertas Academy Charter School

## Board of Trustees Meeting

Published on September 23, 2025 at 10:20 AM EDT

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### Date and Time

Tuesday September 23, 2025 at 5:30 PM EDT

### Location

262 Liberty St, Springfield, MA

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>5:30 PM</b>
Opening Items			
<b>A.</b> Board Chair Welcome		Patrick Kkayego	2 m
<b>B.</b> Record Attendance and Guests		Nick Barker	1 m
<b>C.</b> Call the Meeting to Order		Patrick Kkayego	1 m
<b>D.</b> Approval of Previous Minutes	Approve Minutes	Patrick Kkayego	1 m
Vote to approve minutes from previous meeting			
Approve minutes for Board of Trustees Meeting on August 26, 2025			
<b>II. Management Report</b>			<b>5:35 PM</b>

	Purpose	Presenter	Time
<b>A.</b> Management Report	FYI	Modesto Montero	45 m
<b>III. Committee Reports</b>			<b>6:20 PM</b>
<b>A.</b> Finance Committee	Vote	Sarah Lapolice	10 m
Discussion and voting on approval of August Financials			
<b>B.</b> Academic Achievement Committee	FYI	Nick Barker	10 m
<b>C.</b> Development Committee	FYI	Kari Diamond Kayiatos	5 m
<b>D.</b> Governance Committee	FYI	Shakenna Williams	5 m
<b>E.</b> ED Evaluation	FYI	Patrick Kkayego	5 m
<b>IV. Other Business</b>			
<b>V. Closing Items</b>			<b>6:55 PM</b>
<b>A.</b> Upcoming Meeting Schedule	FYI	Patrick Kkayego	1 m
Reminder of our next meeting: Tuesday, October 28, 5:30 PM			
<b>B.</b> Adjourn Meeting	Vote	Patrick Kkayego	1 m

# Coversheet

## Approval of Previous Minutes

<b>Section:</b>	I. Opening Items
<b>Item:</b>	D. Approval of Previous Minutes
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for Board of Trustees Meeting on August 26, 2025

APPROVED



# Libertas Academy Charter School

## Minutes

### Board of Trustees Meeting

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#### Date and Time

Tuesday August 26, 2025 at 5:30 PM

#### Location

262 Liberty St, Springfield, MA

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#### Trustees Present

C. Resto, J. Fedor (remote), J. Gunther (remote), K. Diamond Kayiatos, N. Coakley (remote), P. Mancinone, S. Lapolice (remote)

#### Trustees Absent

A. Seymour, K. Stewart, N. Barker, P. Kkayego, S. Williams

#### Ex Officio Members Present

M. Montero

#### Non Voting Members Present

M. Montero

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### I. Opening Items

#### A. Board Chair Welcome

Due to a family emergency, Paul Mancinone, Vice Chair, filled in for Board Chair Patrick Kayego.

Paul welcomed everyone and thanked everyone for their time and dedication to the school.

## **B. Record Attendance and Guests**

## **C. Call the Meeting to Order**

P. Mancinone called a meeting of the board of trustees of Libertas Academy Charter School to order on Tuesday Aug 26, 2025 at 5:38 PM.

## **D. Approval of Previous Minutes**

K. Diamond Kayiatos made a motion to approve the minutes from FY25 BOT Monthly Meeting on 05-27-25.

C. Resto seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **E. Additional Minutes Approval**

K. Diamond Kayiatos made a motion to approve the minutes from FY25 BOT Annunal Meeting on 06-20-25.

C. Resto seconded the motion.

The board **VOTED** unanimously to approve the motion.

# **II. Management Report**

## **A. Management Report**

School updates – First week of school/orientation last week. Focusing day one on college-bound mindset. This week feels like school has been in session for a while diving into academics. Senior Sunrise (self organized) a new tradition. Sports have begun. Key Data – enrollment 586. Fully enrolled in middle school. Room for growth in 9-10 grade. Slight decrease from previous year in certain grades because of moves. Monitoring that we meet our budget – if not we will make adjustments. Faculty, 2 spots opened last minute outside our control. Working to fill and in a great place compared to previous years. MCAS preliminary data out. We don't have student growth percentile and accountability yet. ELA all middle school grades increased. 8th graders surpassed 50% meeting or exceeding. KD noted that growth within the same kids last year to this year. Math had significant growth too. For context, SPS averaged in the teens for these areas. State average was in the 50 range. Science growing as well – more work to do but going in the right direction. Also saw a significant decrease in # students who are not succeeding.

Post Secondary Updates – Spent summer supporting students. Most start classes next week. Making sure they actually show up. Will be following the data along the way to help create systems and touch points. Thinking about how to continue to steward alumni. Janice and Kari offered with ideas they've seen.

FY26 ED Goals – realigning the ED evaluation to the new focus/goals:

Meeting strategic goals (see presentation for details)

Secure charter renewal SY 26-27

Purchase Liberty St Building complete before end of school 2027

Secure new charter in CT (open Fall 2027)

ED SY25-26 Subgoals set (see presentation from agenda)

## **B. CT Opportunity**

North Star Fellowship – started last week. Doing it with Ben Cruse who is technically the fellow splitting work. “Libertas Academy Hartford”. The Governance is going to be a little difference – create a new overseeing body. Will be visiting schools, working on RFP, etc.

Need to do the learning/work to understand elementary school – we know Middle / High Schools. Propose start with K-1 & 5-6. The way that the CT political works is we will need approval from the Hartford legislature reps. Providing an ED coach. Getting a grant of \$175,000 from fellowship – use to cover the travel and coaching of leaders here in Modesto & Ben’s absence.

## **III. Committee Reports**

### **A. Finance Committee**

Financials – because of the construction expenses and upfront costs for the year and tuition payments not until end of month. It’s tight for cash flow. October is very tight because of timing of things. Trying to draw down on grants, etc as fast as can to cover. Modesto in seeing this coming, spoke to Gary about providing an interest-free loan if find it is needed. Kari asked about impact of Federal funding. Modesto said funding goes through the state and are in a good place for this year. Concerns may come up next year given the changes.

## **IV. Other Business**

### **A. Board Goals for 2025-26**

Reminder of board goals:

1. Draft 3-year recruitment plan
2. 3 new trustees, especially with development experience
3. 100% engagement in a LCAS touch point
4. 100% board giving
5. 100% board participation in a training webinar

## **V. Closing Items**

### **A. Upcoming Meeting Schedule**

Next meeting September 23, 2025 at 5:30 pm

## **B. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:32 PM.

Respectfully Submitted,  
K. Diamond Kayiatos

# Coversheet

## Management Report

<b>Section:</b>	II. Management Report
<b>Item:</b>	A. Management Report
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	SY25-26 September- BOT Management Report.pptx





# Management Report



# Our Core Values

*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.***



# Our Core Values



**INCLUSIVE  
COMMUNITY**



**EXCELLENCE IN  
ALL EFFORTS**



**OUR PEOPLE  
MATTER**



**SPRINKLE  
JOY**



**PURSUE YOUR  
BEST SELF**



**LEAVE A  
LEGACY**





# School Updates



# Highlights





## Recruitment Highlights

- We currently have a waitlist for 6th, 7th, 8th, and 9th grade.
- All four grades (6th–9th) are fully enrolled.
- We are projecting an enrollment of 601 students.
- Our school is well known in the community now.







# Highlights

## IG Performance in the Past Month

### SY25-26 Campaign Status

Gross Donation

**\$11,500**

Average Donation

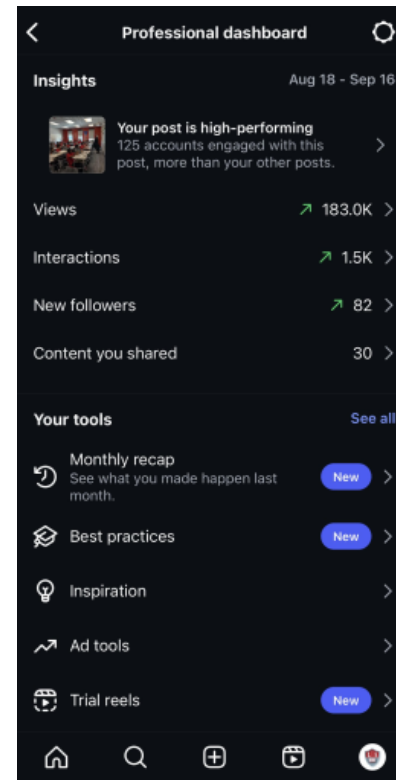
**\$2,875**

Donations

**4**

### Q1 Content Posts

DATE	CONTENT TITLE	CONTENT TYPE	PLATFORM	CONTENT COMPILER	POST OWNER	STATUS
8/11/25	North Star Fellowship Announcement	LACS in the Community	Instagram/Facebook, LinkedIn	Emma	Emma	complete
8/15/25	Fall Sports Tryouts	Extracurriculars	Instagram/Facebook	Emma	Emma	complete
8/16/25	Back To School Orientation Timeline	Logistics & Emergency Communication	Instagram/Facebook	Emma	Emma	complete
8/20/25	Senior Sunrise Invite	Logistics & Emergency Communication	Instagram/Facebook	Emma	Emma	complete
8/21/25	Senior Sunrise Event	LA Show	Instagram/Facebook	Emma	Emma	complete
8/22/25	Student Transportation Notice	Logistics & Emergency Communication	Instagram/Facebook	Emma	Emma	complete
8/22/25	First Day of Classes Recap	Academics	Instagram/Facebook	Emma	Emma	complete
8/27/25	Wear It Proudly Wednesday - August	College	Instagram/Facebook	Emma	Emma	complete
8/29/25	CAST Newsletter - August	College	Canva/Email	Shenna	Emma	complete
9/3/25	24-25 Donor Thank You Postcards	Development	Snail Mail	Emma	Emma	complete
9/4/25	SAT Countdown - 1 month out!	College	Instagram/Facebook - Story	Emma	Emma	complete
9/5/25	SAT Countdown - 1 month out!	Families	Instagram/Facebook	Emma	Emma	complete
9/8/25	Athletic Dept. Week in Review (week of 9/2)	Extracurriculars	Instagram/Facebook	Tancred/Phil	Emma	complete
9/8/25	School Tomorrow 9/9 (SPS is out)	Logistics & Emergency Communication	Instagram/Facebook	Ops	Emma	complete
9/9/25	ELP Launch Recap	Staff Recruitment	Instagram/Facebook, LinkedIn	Christien	Emma	complete
9/11/25	UMass Lowell Rep Visit	College	Instagram/Facebook - Story	Alexandra	Emma	complete
9/12/25	First Week of Clubs - Recap	Extracurriculars	Instagram/Facebook	Ops	Emma	complete
9/12/25	ELP Launch Recap	Staff Recruitment	LinkedIn	Emma	Gibbs	complete
9/12/25	Invitation to the JH Parade	Families	Instagram/Facebook	Ali	Emma	complete
9/15/25	Puerto Rican Parade	Student Recruitment	Instagram/Facebook	Ali	Emma	complete
9/15/25	Athletic Dept. Week in Review (week of 9/8)	Extracurriculars	Instagram/Facebook	Tancred/Phil	Emma	complete





# Volleyball Match!

Liberty Academy Charter School - Board of Trustees Meeting - Agenda - Tuesday September 23, 2025 at 5:30 PM



Powered by BoardOnTrack





# *First College Rep!*

Liberty Academy Charter School - Board of Trustees Meeting - Agenda - Tuesday September 23, 2025 at 5:30 PM



# Key Goals & Data



# SY25-26 Subgoals

- 100% are accepted to a 2- or 4- college.
- 95%+ of students enrolled in a 4-year college are on track to graduate within six years.
- On average, 50% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.
- By SY24-25, 60% of juniors consistently pass at least 1 AP exam.
- By SY25-26, 50% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.
- We will retain 80%+ of highly effective teachers.
- Submit Charter renewal application by June 2026.
- Raise \$300,000 during SY25-26.
- Submit a CT charter winning application by June 2026.



# Enrollment

## Grade Projected Actual

6th	96	98
7th	96	102
8th	94	94
9th	95	95
10th	90	90
11th	70	70
12th	56	56
<b>Total</b>	<b>597</b>	<b>605</b>

# GPA Data

Table is the goal of the year

9/10				
GPA Goals	Goal	Status	Last Week Data Point	Current Data Point
9th grade > 2.0	95%	On Track	97%	94%
9th grade > 2.5	85%	On Track	90%	78%
9th grade > 3.5	20%	On Track	57%	24%
10th grade > 2.0	95%	Off Track	80%	71%
10th grade > 2.5	85%	Off Track	57%	53%
10th grade > 3.5	20%	Off Track	16%	13%
11th grade > 2.0	95%	Off Track	63%	59%
11th grade > 2.5	85%	Off Track	49%	46%
11th grade > 3.0	20%	Off Track	19%	23%

# SAT Data

SAT Goals	Goal	Status	Last Week Data Point	Current Data Point
>1250	15%	On Track	23%	23%
>1000	50%	Off Track	45%	45%

# SAT Data

College Process	Goal	Status	Last Week Data Point	Current Data Point		Current Strategy
Apply to 4 Year School	100%	Off Track	95%	95% ( 3 students)	no movement	<ul style="list-style-type: none"> <li>- Weekly tier 3 meeting to s</li> <li>- Plans in place for the 3 stu</li> </ul>
1+ Financially Viable, 4 Year Option	100%	Off Track	82%	82% (3 students above + 7)	no movement	<ul style="list-style-type: none"> <li>- Partnership with WNEU: t college affordable for our st Springfield not Westfield) tc and 2 additional plans.</li> <li>- Weekly tier 3 meeting to s Jason, Elia, Josie)</li> <li>- Plans in place to support tl</li> </ul>
Enroll in 4-Year School	75%	On Track	68%	75% (10 students above + 6)	<p>TRENDING UP</p> <p>on track to convert 5 students - conservatively if we convert 2 we will hit goal</p>	<ul style="list-style-type: none"> <li>- SIGNIFICANT mindset sl &amp; what they want to study ( the trip)</li> <li>- LiMITED movement for J family wants to push him, M</li> <li>- UNSURE about Jadiel - he college visit. Dad is not coll</li> <li>- Updated data point assume support this group with mul</li> </ul>

# Accountability Data





Organization Information	
DISTRICT NAME Libertas Academy Charter School (District) (35140000)	TITLE I STATUS Title I School
SCHOOL Libertas Academy Charter School (35140305)	GRADES SERVED 06,07,08,09,10,11,12
REGION West/Central	FEDERAL DESIGNATION -

Accountability Information

Overall classification	Not requiring assistance or intervention
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Reason for classification
Substantial progress toward targets

Progress toward improvement targets	Accountability percentile
67% - Substantial progress toward targets	66

OVERALL RESULTS	STUDENT GROUP RESULTS	DETAILED DATA FOR EACH INDICATOR
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Overall progress toward improvement targets

	2024	2025
Annual criterion-referenced target percentage	67%	68%
Weight	40%	60%
Cumulative Criterion-referenced target percentage (2024 x 40%) + (2025 x 60%)	67%	
	Substantial progress toward targets	

# North Star Fellowship





# LIBERTAS ACADEMY

## HARTFORD



# 5-Year Enrollment Projections LAH

## *Libertas Academy: Hartford*

Grade	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
6		96	96	96	96
7			96	96	96
8				96	96
MS		96	192	288	288
9					96
10					
11					
12					
HS					96
<b>TOTAL</b>		<b>96</b>	<b>192</b>	<b>288</b>	<b>384</b>

# 5-Year Enrollment Projections CMO

## *Libertas Academy: Total*

Grade	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
6	92	188	186	186	186
7	92	92	186	186	186
8	92	92	90	186	186
MS	276	372	462	558	558
9	92	90	90	90	186
10	92	90	90	90	90
11	85	90	90	90	90
12	70	80	90	90	90
HS	339	350	360	360	456
<b>TOTAL</b>	<b>615</b>	<b>722</b>	<b>822</b>	<b>918</b>	<b>1014</b>

# Key Community Engagement Goals

By April 17th, collect 1500 signatures from parents & local community leaders.

By April 30th, 100% of key elected officials visit LACS: Springfield.

By April 30th, convert 30+ prospects into actual letters that are written and ready to be included in the RFP.

**Select 9-11 individuals to serve on the founding Governing Council by the end of the calendar year (3 months).**

# Key Community Engagement Goals

Goals	Description
By April 17th, collect 1500 signatures from parents & local community leaders.	<p>A) Starting September 17th, Ari spends 1-2 days in Hartford attending events &amp; starts to bring connections.</p> <p>B) Starting in October, signature collection begins with the goal of generating 80+ signatures a week.</p>
By April 30th, convert 30+ prospects into actual letters that are written and ready to be included in the RFP.	<p>A) By March 30th, identify 50-60 individuals and organizations that would be willing to write letters of support.</p> <p>B) By December 19th, populate the database with at least 250 prospects.</p>
By April 30th, 100% of key elected officials visit LACS: Springfield	<p>A) By Jan 15th 50% of Key Official Visit LACS</p> <p>B) By April 30 100% of Key Official Visit LACS</p>
Select 9-11 individuals to serve on the founding Governing Council by the end of the calendar year (3 months).	<p>A. By Sept 30, 2025: Identify and conduct initial outreach to at least 3 high-potential candidates for the Governing Council.</p> <p>B. By Oct. 31, 2025: Confirm interest and availability from at least 6 qualified candidates.</p> <p>C. By Nov 30, 2025: Secure preliminary commitment from at least 9 candidates who meet the desired profile and are aligned with the mission.</p> <p>D. By Dec 31, 2025: Finalize the Governing Council with 9–11 confirmed and committed members, and prepare for official onboarding or public announcement.</p>

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 <b>LABOR DAY</b>	2 Building Community: The importance of partners	3 Building Community: The importance of partners	4 School Governance: Putting the right people in place	5 School Governance: Putting the right people in place	6
7	8 <i>Work Time: Draft community engagement and board member recruitment plan</i>	9 Share out Community Engagement Plan Drafts and receive feedback from LEAD	10 Leadership: Leading Self - Review of Action360s	11 Leadership: Leading Self	12 Leadership: Leading Self	13
14	15 Leadership: Leading Self (Building Credibility)	16 Embracing All Learners: Core beliefs and values about education	17 Embracing All Learners: Core beliefs and values about education	18 <i>Work Time: Write RFP Section 1.2</i>	19 <i>Work Time: Write RFP Section 1.2</i>	20
21	22 NYC - Access Work - Leading Self (Creating Cohension)	23 NYC - School Visits - Afternoon speaker - Fellow Dinner	24 NYC - School Visits - Debrief - Return to CT	25 Perfecting your Pitch	26 Perfecting your Pitch	27
28	29 Leadership: Leading Self (Generating Momentum)	30 <i>Work Sprint: - Revise RFP Sections I.1 and I.2 - Update Community Engagement Plan</i>				



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

			1	2	3	4
			Work Time: Community Engagement	Work Time: Community Engagement	- Access and Learning - Q1 Celebration	
5	6	7	8	9	10	11
	Leadership: Leading Self (Amplifying Impact)	Curriculum: How to Study Curriculum	Curriculum: Curriculum Selection and Study	Curriculum: Curriculum Selection and Study	Curriculum Selection Work Sprint: Complete Units of Study in Math and ELA	
12	13	14	15	16	17	18
	INDIGENOUS PEOPLE'S DAY/COLUMBUS DAY	Curriculum Selection Work Sprint: Complete Units of Study in Math and ELA	Curriculum Selection Work Sprint: Complete Units of Study in Math and ELA	Curriculum Selection Work Sprint: Complete Units of Study in Math and ELA	Curriculum Selection Work Sprint: Complete Units of Study in Math and ELA	
19	20	21	22	23	24	25
	Work time: - Presentation on learnings from curriculum study - Prepare lesson from ELA or math	Work time: - Presentation on learnings from curriculum study - Prepare lesson from ELA or math	School Visits: Indianapolis	School Visits: Indianapolis	School Visits: Indianapolis	
26	27	28	29	30	31	
	Work time: - Presentation on learnings from curriculum study - Prepare lesson from ELA or math	Teachbacks: All fellows present on their curriculum selections and teach a Lesson	Teachbacks: All fellows present on their curriculum selections and teach a Lesson	Work time: Write RFP Section 1.3	Work time: Write RFP Section 1.3	



## Upcoming Events & FYIs



# Upcoming LACS Events



## **Home Games @ 4 PM:**

- Volleyball: 9/23, 9/30, 10/15 (Senior Night!)
- Cross Country: 9/30, 10/1

## **Community Events:**

- Hispanic Heritage Month Celebration, 10/16, 4-6 PM



# FYIs & Approvals

## ***Approvals:***

- Jennison Foundation Loan

## **FYIs:**

- Cash flow Gap

*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.***



# 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. <div>Libertas Academy Charter School - Board of Trustees Meeting - Agenda - Tuesday September 23, 2025 at 5:30 PM</div>			
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 3.2: By SY26-27, we will retain 90% highly effective teachers and 80% of effective teacher annually as defined by the LACS Teacher Effectiveness Tool.

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.**

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.

*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.***



# Upcoming LACS Events

1. Look at school calendar:

<https://docs.google.com/spreadsheets/d/1GdGJGI4IYizFUWEpR7mSQp9Rwj9N2mT3PPbaaUGFe9Y/edit#gid=1594803582>

2. LA [tinyurl.com/FY24LACalendar](https://tinyurl.com/FY24LACalendar)
3. UA: [tinyurl.com/FY24UACalendar](https://tinyurl.com/FY24UACalendar)
4. Look at recruitment events! (Student and Staff)



# Upcoming LACS Events

Event	Date	Time
Club Showcase	12/20	5 PM
	3/8	7 PM



# Coversheet

## Finance Committee

<b>Section:</b>	III. Committee Reports
<b>Item:</b>	A. Finance Committee
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	fwdaugustfinancials.zip

## Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

fwdaugustfinancials.zip

# Coversheet

## Academic Achievement Committee

<b>Section:</b>	III. Committee Reports
<b>Item:</b>	B. Academic Achievement Committee
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	FY26 September Board Reporting.pptx

Libertas Academy

# BOARD REPORTING LA + UA

SEPT.

2025

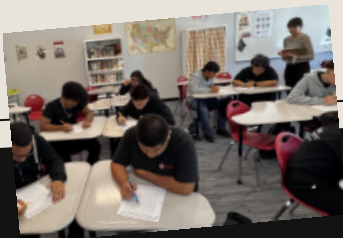


# AUG. + SEPT. HIGHLIGHTS

## STRONG START

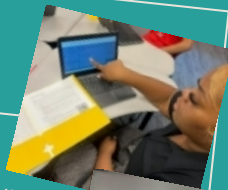
Across both schools, strong orientation experiences allowed students to scale return in a way that allowed for:

1. Curated start of year messages per grade
2. Strong culture + habit resets aligned to grade level foci



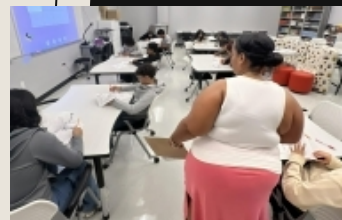
## COLLEGE MINDSET

Upper Academy is launching the year with college in mind. Not only was orientation designed to embed college mindset for ALL grades. Juniors are all receiving a curated block of college support that directly provides each student with their needed college prep intervention.



## READING INTERVENTION 2.0

Lower Academy re-launched it's reading intervention grounded in iReady tiering. With increased communication to parents on diagnostic results, a scheduled first benchmark, and live data tracking - LA is off to the races to kick off the school year !!



## Sports Launch

LA Athletics is up and running!! Hosting our 1st inaugural game < LACS lions took the W! > students are fully engaged and we are seeing our community come out in droves to support our scholar athletes.



**Girls Volleyball**  
Tuesday, 9/9  
• Away at Monument Mountain (Varsity only)  
• 1:30PM start time  
Wednesday, 9/10  
• Home vs. Granite High School  
• 4:30PM start time (JV)  
• 5:45PM start time (Varsity)  
**Co-Ed Soccer**  
No games scheduled this week.  
**Cross Country**  
Wednesday, 9/10  
• Away at South Vocational  
• 4PM start time



College Foundations	Goal	Most Recent Data Point	On Track?
GPA Goals (9th - 11th)	95% above 2.0 85% above 2.5 20% above 3.5	74% above a 2.0 59% above a 2.5 20% above a 3.5	OFF
Students will have meaningful involvement in 2+ clubs, sports, community services and/or volunteer activities (9th & 10th)	75% are internally involved in Libertas led activities	Clubs were just launched this past week! We should know soon if we're on track.	N/A

SAT		Goal	Most Recent Data Point	On Track?
Students will attain a superscore of 1250+ on the SAT by the June SAT	Steinhauer	15%	On our first SAT assessment, 8/53	OFF
Students will attain a superscore of 1000+ on the SAT by the June SAT	Steinhauer	50%	students scored above a 70%.	OFF

College Process	Goal	Most Recent Data Point	On Track?
Students apply to a 4 year college	100%	95%	ON
Students have 1+ financially viable 4-year option	100%	82%	CLOSE
Students enroll in a 4-year college	75%	75%	ON
Students complete their FAFSA before winter break	100%	FAFSA opens Oct 1	N/A

College Persistence	Goal	Most Recent Data Point	On Track?
Students show up on their first day of college	80%	9/3: 94% of four-year college students (32/34 students) showed up for Day 1.	ON

# UA - Report Card Reporting

## College

# UA - Report Card Reporting Academics

AP Achievement (25%)	Goal	Most Recent Data Point	On Track?
AP Human Geography at/above 3	35%	No data collected yet	N/A
AP World History at/above 3	35%	15% passing first DBQ	OFF
AP Seminar at/above 3	35%	No data collected yet	N/A
AP Language at/above 3	35%	54% M/E Quiz #1 (MC only)	CLOSE
AP US History at/above 3	35%	25% passing first test	CLOSE
AP Statistics at/above 3	35%	75% passing on U1 exam	ON
AP Government at/above 3	40%	17% passing first test	OFF
AP Literature at/above 3	40%	28% M/E Quiz #1 (MC only)	OFF
AP Research at/above 3	40%	No data collected yet	N/A
AP Calculus at/above 3	25%	24% passing on unit 1 exam	CLOSE
AP Environmental Science at/above 3	25%	41% above 70% last quiz (16)	CLOSE

MCAS Achievement (~11%)	Goal	Most Recent Data Point	On Track?
9th Grade Bio Meeting/Exceeding	40%	92% on MCQ, 56% OER, 40% model	CLOSE
9th Grade Bio Partially Meeting+	90%	92% on MCQ, 56% OER, 40% model	CLOSE
10th Grade Algebra Meeting/Exceeding	40%	33% on Quiz 1	OFF
10th Grade Algebra Partially Meeting+	70%	33% on Quiz 1	OFF
10th Grade ELA Meeting/Exceeding	50%	44% on Quiz #1 (MC only)	CLOSE
10th Grade ELA Partially Meeting+	70%	9% NM Quiz 1	ON

# UA - Report Card Reporting

## Equity

Equity (24%)	Goal	Most Recent Data Point	On Track?
Compliance Percentage	100%	100% of UA special education students are in compliance.	ON
% of students that fall out of compliance	0%	0% of UA special education students are out of compliance.	ON
Students w. >780 lexile make 200+ pts of growth on STAR	85%	We completed a universal screener for students and have identified 33 kids who need the most reading support (reading below a 5th grade level). They are now in small group interventions. All groups have appropriately rigorous texts, clear daily thinking jobs, and time for independent reading (15 minutes) and discussion. 1st benchmark assessment is 10/8.	N/A
Priority students with <780 lexile make 140+ pts of growth on STAR	90%	Reading block launched on 9/3 - our priority students are all in reading groups. Daily walkthroughs are happening to ensure these spaces are focused and supporting kids.	N/A
CST Goal: % of kids that have < 3 flags (attendance, OSS/ISS, GPA)	8%	1%	ON
% of scholars with an IEP achieving a GPA over a 2.5	85%	53.00%	OFF
% of students meeting progress target on ACCESS	50%	48% (12/25) of UA students are within .5 of their target for ACCESS 2026 based on ACCESS 2025	CLOSE
% of students making growth on ACCESS	90%	No growth data yet, but all students have met 1:1 w/ ELL staff to review their individual goals + set action steps. Data will be available mid-December	N/A
% Student Choice Attrition	5%	0.97%	ON
8th-9th Total Matriculation @ LACS	80%	No current data, will get data from family survey Q2.	N/A

# UA - Report Card Reporting

## Culture Ops Talent

Culture & Investment (14%)	Goal	Most Recent Data Point	On Track?
% of students earning 1+ OSS	7%	0%	ON
% of students earning 1+ ISS	15%	2%	ON
Chronic Absenteeism (no buy back)	15%	27%	OFF
% families giving us an A/B	90%	coming end of Q1	N/A

<u>OPS Excellence (4%)</u>	Goal	Most Recent Data Point	On Track?
Survey Favorability - Org Health	85%	No current data yet	N/A
Foundational clubs produce 3 trimester projects and run all year	85%	all clubs launched	ON
% of students participate in student investment survey	95%	No current data yet	N/A
GPA's are accurate every quarter	100%	Q1 GPA's are accurate	ON
% of classrooms meeting (9+/12) on classroom audit rubric	90%	100% of classrooms met on last audit	ON
% of families agree to communication question on family survey	85%	No current data yet	N/A

Talent (~8%)	Goal	Most Recent Data Point	On Track?
Teachers agree that the new teacher evaluation system supports their learning and development on EOY survey in May 2026	85%	100% on BOY survey	ON
Teacher Retention (% of teachers from Aug 1 that leave voluntarily)	85%	98%	ON
Org Health (avg across priority q's)	80%	85%	ON
New Staff Onboarding (percent of new staff that finish the year at LACS)	85%	92%	ON

# UA Priorities - Sept.

Libertas Academy Charter School - Board of Trustees Meeting - Agenda - Tuesday September 23, 2025 at 5:30 PM

## COACHING

We are laying the foundation of engaged and urgent culture in our high school! Coaches are ensuring teachers are driving at all students engaging in work, because every moment counts.

Leaders are also pivoting to academic coaching, using unit launches, data meetings, and lesson planning meetings to ensure instruction is truly rigorous and accessible.

### ACTIONS BEING TAKEN

- 1x weekly AOTY leader walk-thr
- 1x weekly AOTY data collection + reporting
- 1x weekly ALL ORG AOTY PD < Fridays >
- Tiered coaching for all staff
- Weekly PL Meeting for each coachee

## COLLEGE

We are focused on ensuring students' grades both reflect their learning, and also reflect their strong candidacy for college admissions.

We are also working hard to ensure our juniors are ready for the SAT with differentiated SAT instruction and college counseling.

### ACTIONS BEING TAKEN

- Revisions to advisory to focus on GPA.
- Explicit instruction on personal org.
- Coaching and monitoring of study hall.
- Gradebook audits and follow-ups.
- Tiered SAT instruction for all juniors.

## CHRONIC ABSENTEEISM

Our students cannot be successful if we do not have them in the building.

Our CST - child support team - is taking steps to support high-needs students and ensure they are both in the building, and successful when they arrive.

### ACTIONS BEING TAKEN

- 1:1 ownership of high-needs students.
- Monthly meetings to ensure progress.
- Differentiated approach to support for students who struggle. (e.g. scheduling)

# THANK YOU!

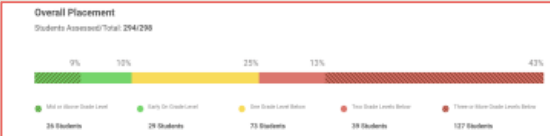
## GOALS PENDING APPROVAL

# LA - Report Card Reporting

Math Achievement (22.5%)	EOY Goal	Track?	Current Data Point - EET #1 [SEPT 9]
MCAS 6th Grade - % Meeting/Exceeding	45%	ON TRACK	EET #1 was similar in rigor and question alignment to last year, demonstrating comparable data for both MC and OER questions. Scholars upticked significantly in work shown.
MCAS 6th Grade - % Not Meeting	<20%	ON TRACK	
MCAS 7th Grade - % Meeting/Exceeding	45%	ON TRACK	Data showing that we need to begin increased exposure to multi-step open ended response questions where scholars have to explain their rationale.
MCAS 7th Grade - % Not Meeting	<15%	ON TRACK	
MCAS 8th Grade - % Meeting/Exceeding	60%	ON TRACK	<b>ACTION PLAN:</b> > Biweekly LASW's for math teachers < launch 9.22> > Biweekly CTE reteaches aligned to quiz data < launch 9.15 > > Incorporation of biweekly OER questions in Math 2
MCAS 8th Grade - % Not Meeting	<10%	ON TRACK	
ELA Achievement (22.5%)	EOY Goal	Track?	Current Data Point - EET #1 [SEPT 3]
MCAS 6th Grade - 45% Meeting/Exceeding	45%	OFF	EET #1 this year had increased in rigor by adding a writing portion to better align with IAs and MCAS. Comparative data for MC show's same or higher performance from the year prior on this first assessment. Grade 6 is coming in higher than previous cohort, with all other cohorts comparable.
MCAS 6th Grade - 10% Not Meeting	<10%	OFF	
MCAS 7th Grade - 60% Meeting/Exceeding	60%	OFF	Data showing we need to start targeting writing NOW if we want to see exponential growth on ELA performance.
MCAS 7th Grade - 10% Not Meeting	<10%	OFF	
MCAS 8th Grade - 70% Meeting/Exceeding	70%	SOMEWHAT	<b>ACTION PLAN:</b> > Weekly writing LASW's for ELA teachers < launch 9/15 > > Weekly Friday conventions + writing mini-reteach < launch 9/12 > > Revise EET #2 to keep MC comparative BUT add writing portion
MCAS 8th Grade - 0% Not Meeting	0%	SOMEWHAT	
Science Achievement (7.5%)	EOY Goal	Track?	Current Data Point - EET #1 [SEPT 9]
MCAS 8th Grade - % Meeting/Exceeding	40%	OFF	Assessment was purely open ended response used from our new G8 science curriculum. This illuminated a historical trend in students struggling to provide evidence and rationale to support their scientific hypothesis.
MCAS 8th Grade - % Not Meeting	<15%	OFF	
			<b>ACTION PLAN:</b> > Reteach protocol for strong evidence selection > Shift daily exit tickets to include at least 2 weekly OER > 1 LASW to review quality FIRST of OER evidence selection



# LA - Report Card Reporting

Equity (20%)	EOY Goal	Track?	Current Data Point																												
Compliance Percentage	95%	ON	100% - All meetings for returning students have been held and scheduled, along with those for new students.																												
% of students hitting annual typical reading benchmark [ all school ]	90%	N/A	First benchmark will take place on October 1st. See below for preliminary breakdown of overall performance on BOY assessment. <div><p>Overall Placement Students Assessed/Total: 204/298</p><p>9% 10% 25% 13% 43%</p><p>90+ or Above Grade Level 80-89 or Grade Level 70-79 or Grade Level Below 60-69 or Grade Level Below 50-59 or Below Grade Levels Below</p><p>24 Students 29 Students 77 Students 24 Students 127 Students</p><p>Grade 6 Grade 7 Grade 8</p><table><thead><tr><th>Grade</th><th>90+</th><th>80-89</th><th>70-79</th><th>60-69</th><th>50-59</th><th>Students Assessed/Total</th></tr></thead><tbody><tr><td>Grade 6</td><td>12%</td><td>6%</td><td>28%</td><td>14%</td><td>42%</td><td>101/101</td></tr><tr><td>Grade 7</td><td>4%</td><td>9%</td><td>28%</td><td>17%</td><td>48%</td><td>102/102</td></tr><tr><td>Grade 8</td><td>11%</td><td>10%</td><td>25%</td><td>7%</td><td>47%</td><td>111/111</td></tr></tbody></table></div>	Grade	90+	80-89	70-79	60-69	50-59	Students Assessed/Total	Grade 6	12%	6%	28%	14%	42%	101/101	Grade 7	4%	9%	28%	17%	48%	102/102	Grade 8	11%	10%	25%	7%	47%	111/111
Grade	90+			80-89	70-79	60-69	50-59	Students Assessed/Total																							
Grade 6	12%			6%	28%	14%	42%	101/101																							
Grade 7	4%	9%	28%	17%	48%	102/102																									
Grade 8	11%	10%	25%	7%	47%	111/111																									
% of students in prioritized special populations (students with disabilities, English Language Learners, and those who are behind by 2+ years) reaching annual typical growth.	90%																														
% of students in Tier 3 & Tier 4 in each grade will hit their stretch growth as determined by the IREADY test.	30%																														
% of students meeting progress target on ACCESS	50%	N/A	Students provided BOY diagnostic to determine intervention level - new this year! Allowing us to more strategically level supports. <div><p>ELD 1 ENTRY ASSESSMENT HEADLINE</p><table><thead><tr><th></th><th>LITERACY</th><th>LISTEN/SPEAKING</th><th>WRITING</th></tr></thead><tbody><tr><td>&lt; 70%</td><td>31.57%</td><td>52.63%</td><td>94.73%</td></tr><tr><td>&lt; 80 %</td><td>36.84%</td><td>26.31%</td><td>5.55%</td></tr><tr><td>80% +</td><td>31.57%</td><td>21.05%</td><td>0.00%</td></tr></tbody></table></div>		LITERACY	LISTEN/SPEAKING	WRITING	< 70%	31.57%	52.63%	94.73%	< 80 %	36.84%	26.31%	5.55%	80% +	31.57%	21.05%	0.00%												
	LITERACY			LISTEN/SPEAKING	WRITING																										
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80% +	31.57%	21.05%	0.00%																												
% of students making growth on ACCESS	90%																														
% Student Choice Attrition	5%	ON	No preventable withdrawals have taken place - all shifts are related to enrollment turn over and finalization.																												
8th-9th Total Matriculation @ LACS	85%	N/A	To be assessed at the end of the year however the new sports programming bridging is something we hope contributes to efforts to strengthen this number.																												

# LA - Report Card Reporting

Culture & Investment (20%)	EOY Goal	Track?	Current Data Point
Chronic Absenteeism	10%	ON	17 of 297 → 5.7% < as of 9.16 > - Grade 6 - 6 - Grade 7 - 5 - Grade 8 - 6
7% of Students with 1+ OSS	7%	ON	0 of 297 → 0.0% < as of 9.16 > - Grade 6 - 0 - Grade 7 - 0 - Grade 8 - 0
15% of Students with 1+ ISS	15%	ON	5 of 297 → 1.6% < as of 9.16 > - Grade 6 - 0 - Grade 7 - 3 - Grade 8 - 2
% families giving us an A/B	85%	N/A	First round of family surveys done in early October
Student Investment - Priority Q's	70%	N/A	Beginning of year benchmark taken in October
Student Daily Attendance	95%	OFF	90% school wide - < as of 9.8 > - Grade 6 - 90.61% - Grade 7 - 92.50% - Grade 8 - 85.51%
Talent (10%)	EOY Goal	Track?	Current Data Point
Teacher Retention (% of teachers from Aug 1 that leave voluntarily)	85%	ON	No staff transitions < voluntary or involuntary > since the start of the school year.
Org Health (avg across priority q's)	80%	N/A	Beginning of year benchmark taken in October

# LA Priorities - Sept.

Libertas Academy Charter School - Board of Trustees Meeting - Agenda - Tuesday September 23, 2025 at 5:30 PM

## PLANNING + COACHING

AOTY launch is critical to laying the right foundation for teacher development work this year.

Over the next 2 weeks, leaders will pivot their focus to academic coaching - specifically an earlier pivot to rigor AND the formal launch of lesson planning + data meetings.

This will create a runway to our first set of TES observations in October.

### ACTIONS BEING TAKEN

1x weekly AOTY leader walk-thru  
1x weekly AOTY data collection + reporting  
1x weekly ALL ORG AOTY PD < Fridays >  
Tiered coaching for all staff  
Weekly PL Meeting for each coachee

## READING INTERVENTION

This year LA is doubling down on reading to breakthrough a notable plateau in closing reading gaps.

September is focused on setting the RIGHT culture in these spaces, leader coaching alignment, active communication to families, and preparation for the FIRST benchmark being held on October 1st.

### ACTIONS BEING TAKEN

Daily reading intervention coaching < T1-4 >  
- Batch feedback 1x weekly  
- Individualized feedback 1x weekly  
Passing Rate Monitoring < TIER 2 > 2x weekly  
Family Email + Communication - Diag

## STABILIZE ENROLLMENT

To ensure the ability to start strong on attendance tracking and CA monitoring - September will focus on finalizing enrollment in LA.

This looks like ensuring all grades have necessary seats filled, and we are tracking accurate enrollment + withdrawal statuses with correctly backlogged data.

### ACTIONS BEING TAKEN

Daily attendance reporting < AM + PM >  
Weekly CA + enrollment stepbacks  
Updated student onboarding protocols  
10 day withdrawal communication to families  
PRN #1 design targeted to CA families

# THANK YOU!