



# Libertas Academy Charter School

## FY26 BOT Annual Meeting

Published on June 24, 2026 at 8:25 AM EDT

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### Date and Time

Friday June 26, 2026 at 8:30 AM EDT

### Location

262 Liberty Street, Springfield, MA

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>8:30 AM</b>
<b>A.</b> Arrival and Attendance		Nick Barker	5 m
	Please use this link to access the meeting: Join Zoom Meeting <a href="https://us04web.zoom.us/j/5069946767?pwd=QXEvbzlhb0tYZWE4VHI6MCTrVFIGUT09">https://us04web.zoom.us/j/5069946767?pwd=QXEvbzlhb0tYZWE4VHI6MCTrVFIGUT09</a>		
	Record Attendance		
<b>B.</b> Call the Meeting to Order		Patrick Kkayego	
<b>C.</b> Opening Remarks		Patrick Kkayego	15 m
<b>II. THE YEAR IN REVIEW</b>			<b>8:50 AM</b>

	Purpose	Presenter	Time
<a href="https://docs.google.com/presentation/d/1R68CcgvjllvvyT8xl8Jo__aSmLpuUCzIHsfAfm5kYc/edit?slide=id.g3ee25d65041_1_888#slide=id.g3ee25d65041_1_888">https://docs.google.com/presentation/d/1R68CcgvjllvvyT8xl8Jo__aSmLpuUCzIHsfAfm5kYc/edit?slide=id.g3ee25d65041_1_888#slide=id.g3ee25d65041_1_888</a>			
A. Year in Review	Discuss	Modesto Montero	70 m
<b>III. ED EVALUATION &amp; COMPENSATION</b>			<b>10:00 AM</b>
A. Evaluation	Vote	Kari Diamond Kayiatos	30 m
<ul style="list-style-type: none"> <li>• ED Committee will update Trustees on the FY25 ED Evaluation and vote on ED Bonus and Compensation</li> </ul>			
<b>IV. Annual Report</b>			<b>10:30 AM</b>
A. Approval of LACS Annual Report	Vote	Modesto Montero	15 m
B. Approval of Charter Renewal Application	Vote	Modesto Montero	15 m
<b>V. Board Goals</b>			<b>11:00 AM</b>
A. Approval of Annual Board Goals	Vote	Patrick Kkayego	30 m
<b>VI. FY23 BOARD PLANNING</b>			<b>11:30 AM</b>
A. Slate of Officers & Committee Appointments	Vote	Patrick Kkayego	10 m
B. FY27 Board and Committee Meeting Cadence Select Meeting Dates/Times & Add to Calendar	Discuss	Modesto Montero	5 m
<b>VII. Closing Items</b>			<b>11:45 AM</b>
A. Closing Remarks	FYI	Patrick Kkayego	15 m
B. Adjourn Meeting	Vote	Patrick Kkayego	

# Coversheet

## Year in Review

**Section:** II. THE YEAR IN REVIEW  
**Item:** A. Year in Review  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** SY25-26 EOY BOT Retreat .pptx



# 2025-26 Board of Trustees Retreat

*Friday, June 26, 2026*



# 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.*

# Our Core Values



**INCLUSIVE  
COMMUNITY**



**EXCELLENCE IN  
ALL EFFORTS**



**OUR PEOPLE  
MATTER**



**SPRINKLE  
JOY**



**PURSUE YOUR  
BEST SELF**



**LEAVE A  
LEGACY**

# Today's Agenda

Time	Topic	Notes
8:25- 8:30	<b>Zoom Room Opens</b>	
8:30- 8:45 AM	<b>Welcome</b>	<b>Chairman's Opening Remarks</b>
8:45- 10:00 AM	<b>A Year in Review</b>	<a href="#">PPT</a>
10:00- 10:30 AM	<b>ED Evaluation + Compensation</b>	
10:30- 11:00 AM	<b>FY26 Annual Report &amp; Charter Renewal Application</b>	
11:00 - 11:30 AM	<b>Board Goals</b>	
11:30- 11:45 AM	<b>Slate of Officers + Meeting Cadence</b>	
11:45 AM- 12:00 PM	<b>Closing Remarks</b>	

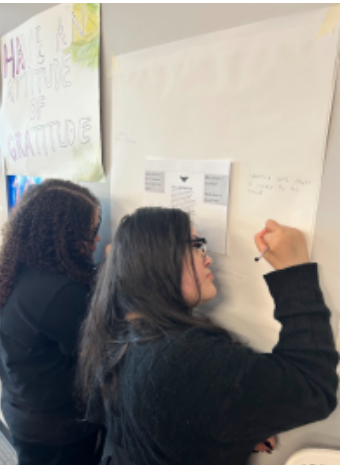
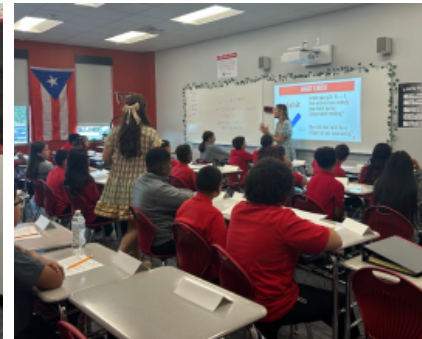
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# School Year Highlights



# Student Orientation Week



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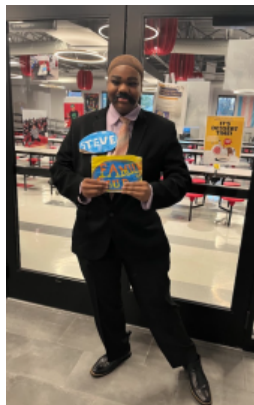
# Wear It Proudly Wednesdays



# Staff vs. Student Pep Rallies



# Trunk or Treat



# Basketball Season

## 2026 DIVISION 5 BOYS BASKETBALL POWER RANKING



FINAL: Includes all scores entered into Arbor, verified by MIAA

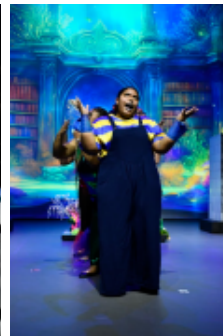
AVG. MARGIN = Average margin of victory, capped at +/- 6 points for any one game  
 OPP. RATING = Average of a team's opponents' Overall Ratings  
 RATING = Team's Overall Rating (Avg. Margin + Opp. Rating)  
 FORFEIT ADJ. = Team's RATING has been adjusted for forfeits -- use this number to calculate OPP. RATING (strength of schedule) for opponents

Top 32 power rated teams qualify for tournament, regardless of record

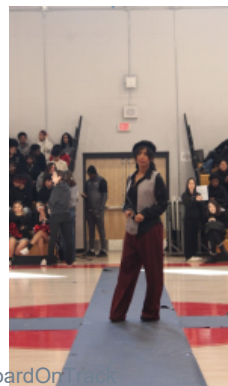
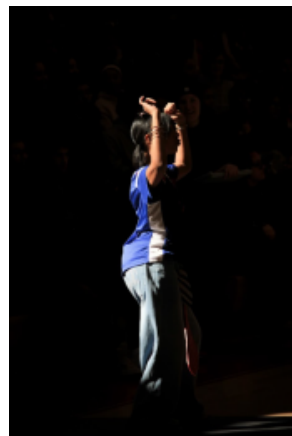
RANK	SCHOOL	W	L	AVG. MARGIN	OPP. RATING	RATING
1	Dunry	19	2	4.8095	-1.6226	3.1869
2	Hopedale	15	5	2.8000	-1.1858	1.6142
3	KIPP Academy Lynn Coll.	12	8	1.0000	0.4928	1.4928
4	David Prouty	15	5	2.8000	-1.7214	1.0786
5	Roxbury Prep Charter	14	7	2.0000	-1.3428	0.6572
6	Holbrook	18	2	4.5000	-3.8842	0.6158
7	Prospect Hill Academy	17	3	3.3500	-2.9934	0.3566
8	Hoosac Valley	13	8	1.4762	-1.5996	-0.1234
9	English High	7	11	-1.1667	0.9196	-0.2471
10	Pioneer Charter of Science I	16	4	3.7500	-4.3754	-0.6254
11	Mount Everett Regional	18	3	4.0952	-4.9763	-0.8811
12	Greenfield	15	6	2.5238	-3.9938	-1.4699
13	Hull	12	8	1.5500	-3.2867	-1.7367
14	Fenway	5	13	-2.5000	0.4256	-2.0744
15	Bethany Christian	12	0	6.0000	-8.7008	-2.7008
16	Avon	12	6	1.5000	-4.2638	-2.7638
17	Bartlett	8	10	-0.3889	-2.4081	-2.7970
18	Old Colony RVT	15	5	3.2500	-6.0832	-2.8332
19	Libertas Acad. Charter	13	7	1.6000	-4.4418	-2.8418
20	Ruth Batson Academy	11	7	1.5000	-4.4604	-2.9604
21	Boston United	5	13	-2.5556	-0.5226	-3.0782
22	Argosy Collegiate Charter	8	8	0.5625	-3.7637	-3.2012
23	Palmer	11	9	0.6000	-3.9007	-3.3007
24	Ware	10	10	0.6000	-4.0006	-3.4006
25	Academy of the Pacific Rim	13	7	0.6000	-4.0300	-3.4300
26	Brighton	5	13	-2.9444	-0.4875	-3.4319
27	Boston Preparatory	5	12	-2.0588	-1.6041	-3.6630
28	Southbridge	13	7	1.8500	-5.6153	-3.7653
29	John J. Duggan Academy	10	9	0.5263	-4.3236	-3.7973
30	Coll. Charter of Lowell	12	7	1.7895	-5.6664	-3.8770
31	Cape Cod Academy	10	11	0.2381	-4.3973	-4.1592
32	Salem Academy Charter	7	12	-2.0000	-2.1900	-4.1900



# The Little Mermaid Jr.



# BHM Fashion Show



# College Field Trips, Fairs & Rep Visits



# Senior Signing Day



# Graduation

Coming soon!



# LACS in the News



# Lower Academy Academics



# Upper Academy Academics



# Strategic Plan Update

# 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.



# LACS Strategic Plan 2023-2027

## Strategic Plan Update: End of SY25-26 Overall Status

- The majority of strategic priorities are either on track (green) or somewhat on track (yellow).
- The strongest progress continues to be in college access and readiness, literacy achievement, and teacher retention systems.
- Areas requiring focused attention include college persistence outcomes, AP performance goals, and increasing the percentage of teachers rated highly effective.
- Several long-term benchmarks remain future-focused and are not yet applicable.



**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.
  - 1.1.2 By the end of Junior, 100% of students have a cumulative GPA of 2.0.
  - 1.1.3 By the end of Junior year, 100% of students will have completed a College and Career Plan Portfolio.
  - 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.)

- On-Track Benchmarks**
- 1.2.1 By SY23-24, hire and grow our post-secondary team.
  - 1.2.2 By SY24-25 establish alumni support program.
  - 1.2.3 By SY25-26 95%+ of students enrolled in a 4-year college are on track to graduate within 6 years.

**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.
	2.1.2 SY24-25 On average, 50% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments
	2.1.3 SY23-24 On average, 40% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.
	2.1.4 SY22-23 On average, 30% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.
	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).

On-Track Benchmarks	2.2.1 By SY24-25 80% of juniors must take at least 1 AP class.
	2.2.2 By SY24-25, 50% of juniors are consistently passing at least 1 AP class.
	2.2.3 By SY26-27, 100% of senior students are enrolled in 1+ AP course.
	2.2.4 By SY26-27, 80% enrolled score a 3 or better in at least one of course.

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.

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**
- 3.1.1 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.

- 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.

# ED Goals Update

# College Persistence Strategy Update

# What We Learned

- College enrollment remains a significant strength, but enrollment alone is not the outcome we ultimately seek.
- Approximately 58% of enrolled graduates currently persist through their first six months of college.
- More than 75% of seniors are projected to attend college for less than \$10,000 annually,
- Stronger systems, including Overgrad and financial fit advising, have improved college decision making and affordability.



# What We Learned

We identified two persistent challenges:

1. college undermatch among our strongest students
2. Too many students reaching senior year without a **STRONG** post-secondary plan.

# Strategic Priorities Moving Forward

- 1. Investment:** Expand college and career exposure opportunities beginning in 9th grade to increase aspiration and awareness of postsecondary options.
- 2. Access:** Strengthen SAT preparation, college admissions advising, and selective college pathways to increase access to institutions that meet full financial need.
- 3. Persistence:** Build a comprehensive alumni persistence program that proactively supports students through college enrollment, transitions, and completion.



# Why This Matters

- 23% of current juniors report limited interest in college and would benefit from additional exposure and aspiration building experiences.
- 26% of current juniors demonstrate persistence risk factors and will likely require targeted support once enrolled in college.
- 20% of current juniors have the academic potential to attend highly selective colleges but need stronger preparation and guidance to access those opportunities.

**Long term goal: move from college access to college completion, with a target of 80% of graduates earning a bachelor's degree within six years.**

# Investment Needed

- **Annual investment: \$150,000–\$250,000 per year.**
- Hire or expand dedicated college persistence capacity to provide coaching, outreach, and transition support for alumni.
- Provide persistence grants and emergency financial assistance to address unexpected barriers.
- Expand access to high impact college readiness experiences, including SAT preparation, college visits, summer enrichment programs, and career exploration opportunities.
- Strengthen data systems and alumni tracking infrastructure to monitor persistence, credit accumulation, transfer patterns, and degree attainment.



# Strategy: 10th Year Celebration

**Leverage our 10th year to raise funds to support this work for the next 3-5 years!**

# Board Goals

# FY26 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.
4. 100% of Trustees attend a Board Development training or webinar.

# FY27 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.

# ED Evaluation

# 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 Wednesday of the month at 1 PM	262 Liberty St, Springfield, MA
Development & Governance Committee	First Tuesday of the month at 11 AM	262 Liberty St, Springfield, MA
Finance Committee	Third Tuesday of the month at 9 AM	262 Liberty St, Springfield, MA
Governance Committee	Second Thursday of the month at 9:30 AM	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.*