

STEM SCHOOL

HIGHLANDS RANCH

STEM School Highlands Ranch

Board of Directors Meeting

Monthly Meeting

Published on September 10, 2026 at 8:23 PM MDT

Amended on September 16, 2026 at 5:28 PM MDT

Date and Time

Wednesday September 16, 2026 at 5:30 PM MDT

Location

8920 Barrons Blvd
P-TECH Room 112
Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join:

<https://zoom.us/j/92516969428?pwd=tVZX37SEZbSn2QjJwRby7KnNodywRm.1>

Passcode: 206805

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
A.	Record Attendance		2 m
B.	Call the Meeting to Order		1 m
C.	Pledge of Allegiance	Ishmeet Kalra	1 m

	Purpose	Presenter	Time
D.	Reciting of the Mission Statement	Adelita Campbell	1 m
	Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.		
E.	Chair Opening Remarks	Carla Gustafson	5 m
II.	Approve Meeting Minutes		5:40 PM
A.	Board Meeting June 26th	Approve Minutes Carla Gustafson	1 m
B.	Board Meeting August 18th	Approve Minutes Carla Gustafson	1 m
III.	Public Comment		5:42 PM
	The STEM Board of Directors values community input via public comment. Members of our STEM community are invited to speak in person during this portion of the agenda. Registered speakers are allotted up to three (3) minutes to address the Board. • The Board does not respond to or debate public comments during the meeting. We are listening and your input has been noted for review. • Speakers must complete the Public Comment Form and submit it electronically no later than 12 p.m. the day of each Board meeting. If written testimony or a handout is submitted, presenters are asked to supply one (1) copy via email to communications@stemk12.org		
A.	Public Comment Sign up link		10 m
	https://www.stemk12.org/fs/form-manager/view/d0951f5c-6a8f-424d-a7cf-3b453a0fc0bb		

	Purpose	Presenter	Time
IV. STEM School Highlands Ranch Updates			5:52 PM
A. Executive Director Update	Discuss	LynAnn Kovalesky	40 m
Executive Director LynAnn Kovalesky provides general update including enrollment, 26/27 calendar update, proposed 27/28 calendar options, and School Performance Framework and Unified Improvement Plan (SPF/UIP) Summary and Analysis			
B. Approve 26/27 Calendar Update	Vote	LynAnn Kovalesky	5 m
Calendar update to add late start testing days in October and April			
V. KOSON Schools			6:37 PM
A. CEO Update	Discuss	Matt Cartier	20 m
• Strategic Planning Update			
B. Mineral High School Path Forward	Vote	Carla Gustafson	10 m
Confirm path forward regarding potential Mineral High School authorization pathways			
C. Homeschool Enrichment Enrollment Policy	Vote	Carla Gustafson	10 m
Present update to Homeschool Enrichment Enrollment Policy for Board approval. No school fees for 26/27 school year.			
D. CEO Annual Goals	Discuss	Erin Quigley	30 m
E. Quigley presents proposed CEO Goals and key performance indicators for discussion			
E. Board Assessment Report	Discuss	Carla Gustafson	10 m
C. Gustafson presents highlights of Board Assessment Survey Report for discussion			
VI. Consent Agenda			7:57 PM
A. Vote for Consent Agenda Items	Vote	Carla Gustafson	5 m
• Homeschool Enrichment Program Calendar for 26/27			

	Purpose	Presenter	Time
VII. Board Committee Updates			8:02 PM
A. Academic Excellence Committee Update Draft One Pager	Discuss	Adelita Campbell	10 m
B. CEO Support & Evaluation Committee Update Draft One Pager	Discuss	Erin Quigley	10 m
C. Facility & Security Committee Update Draft One Pager	Discuss	Collin West	10 m
D. Finance Committee Update Draft One Pager and Budget Q&A	Discuss	Darrell Lomelino	10 m
E. Governance Committee Update Draft One Pager	Discuss	Carla Gustafson	10 m
F. Strategic Plan/Growth Committee Update Draft One Pager that includes Networking and Outreach	Discuss	Ishmeet Kalra	10 m
VIII. Board of Director's Updates			9:02 PM
A. Preview of Next Meeting Next Month's Meeting:	FYI	Carla Gustafson	5 m
• Approve School Performance Framework/Unified Improvement Plan • Approve Proposed 27/28 Calendar • Approve CEO Annual Goals and KPIs • Approve Committee One Pagers • Discuss Board Officer succession planning			
IX. Closing Items			9:07 PM
A. Adjourn Meeting Adjournment	Vote	Carla Gustafson	

Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.

Coversheet

Board Meeting June 26th

Section:	II. Approve Meeting Minutes
Item:	A. Board Meeting June 26th
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board Meeting - Special Session on June 26, 2026

APPROVED

STEM SCHOOL

HIGHLANDS RANCH

STEM School Highlands Ranch

Minutes

Board Meeting - Special Session

Date and Time

Friday June 26, 2026 at 12:00 PM

Location

Zoom Call

Join from PC, Mac, iPad, or Android:

<https://zoom.us/j/93774957716?pwd=n8jZhbK3ByWVu57IT4rfzaSKrCQBP.1>

Passcode: 958318

Directors Present

A. Campbell (remote), C. Gustafson (remote), C. West (remote), C. Wroblewski (remote), D. Lomelino (remote), E. Quigley (remote), G. Kuppuswamy (remote), G. Wing (remote), R. Alleman (remote)

Directors Absent

I. Kalra, R. Asberry

Directors who arrived after the meeting opened

G. Kuppuswamy, R. Alleman

Directors who left before the meeting adjourned

G. Kuppuswamy

Guests Present

A. Cardinal (remote), Kathryn Hummer (remote), L. Kovalesky (remote), M. Cartier (remote), S. Milner (remote)

I. Opening Items

A. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Friday Jun 26, 2026 at 12:04 PM.

B. Record Attendance

II. High School Relocation Project

A. Executive Session

E. Quigley made a motion to enter into executive session pursuant to C.R.S. § 24-6-402(4) (a & e) to discuss potential purchase, transfer, or sale of real estate for High School relocation project, other potential projects, and for advice to negotiators regarding such options.

C. Wroblewski seconded the motion.

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

Roll Call

I. Kalra	Absent
R. Alleman	Absent
C. Gustafson	Aye
D. Lomelino	Aye
A. Campbell	Aye
C. Wroblewski	Aye
E. Quigley	Aye
R. Asberry	Absent
G. Wing	Aye
C. West	Aye
G. Kuppuswamy	Absent

Started executive session at 12:10. In addition to Board members, Matt Cartier and Sean Milner joined Executive Session. During executive session, LynAnn Kovalesky joined at 12:14, Ganesh Kuppuswamy, Ronalea Alleman, and Kathryn Hummer (Kin Commercial) joined at 12:16.

G. Kuppuswamy arrived at 12:16 PM.

R. Alleman arrived at 12:16 PM.

Exec session ended at 12:59 pm

Kathryn Hummer and LynAnn Kovalesky left meeting.

B. Resume Public Session

Resume Public Session at 1:00

C. Real Estate Transaction - Approval

D. Lomelino made a motion to approve proposed Amendment to real estate contract for 1101 W. Mineral Ave, Littleton, CO 80120, with the addition of an assignability clause on a best efforts basis.

G. Wing seconded the motion.

Discussion that approval of contract extension is needed to proceed with charter approval appeal to Colo Dept of Education. Board previously approved to proceed with appeal to LPS denial with CDE.

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

Roll Call

G. Wing	Aye
C. Gustafson	Aye
D. Lomelino	Aye
C. West	Aye
G. Kuppuswamy	Aye
I. Kalra	Absent
R. Alleman	Aye
A. Campbell	Aye
C. Wroblewski	Aye
R. Asberry	Absent
E. Quigley	Aye

III. Finance Committee Update

A. Resolution for Banking Authorization

Darrell explained that our bank is First Bank which was recently acquired by PNC. This has led to service issues with our bank accounts. Finance Committee will provide Board update on potential transition and status in August meeting. RFQ is not required per financial controls because this is for our bank accounts and not a paid vendor.

E. Quigley made a motion to approve Resolution Authorizing the Transition to a New Primary Banking Institution.

C. Wroblewski seconded the motion.

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

B. Koson Updates

This was discussed after the vote on the Banking Authorization Resolution.

Matt provided update on appeal to CDE on Charter denial from LPS and Homeschool Enrichment.

G. Kuppuswamy left at 1:30 PM.

IV. Closing Items

A. Adjourn Meeting

E. Quigley made a motion to Adjourn @1:32pm.

C. Wroblewski seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:32 PM.

Respectfully Submitted,

C. Gustafson

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Coversheet

Board Meeting August 18th

Section:	II. Approve Meeting Minutes
Item:	B. Board Meeting August 18th
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board of Directors Meeting on August 18, 2026

APPROVED

STEM SCHOOL

HIGHLANDS RANCH

STEM School Highlands Ranch

Minutes

Board of Directors Meeting

Monthly Meeting

Date and Time

Tuesday August 18, 2026 at 5:30 PM

Location

8920 Barrons Blvd

P-TECH Room 112

Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join: <https://zoom.us/j/92516969428?pwd=tVZX37SEZbSn2QjJwRby7KnNodywRm.1>

Passcode: 206805

Directors Present

A. Campbell (remote), C. Gustafson, C. West, C. Wroblewski (remote), E. Quigley, G. Kuppuswamy (remote), G. Wing, I. Kalra, R. Alleman (remote), R. Asberry (remote)

Directors Absent

D. Lomelino

Guests Present

A. Cardinal, L. Kovalesky, Laurie Veldhuizen (remote), M. Cartier, M. Pritchard (remote), S. Milner

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Aug 18, 2026 at 5:30 PM.

Ganesh joined at 5:40pm

Ronalea joined at 7:42pm

Richard joined late

Adelita left at 8:08pm

C. Pledge of Allegiance

D. Reciting of the Mission Statement

II. Approve Meeting Minutes

A. Board Meeting June 2nd

E. Quigley made a motion to approve the minutes from Board of Directors Meeting on 06-02-26.

G. Wing seconded the motion.

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

B. Board Meeting June 12th

I. Kalra made a motion to approve the minutes from Annual Board Training on 06-12-26.

E. Quigley seconded the motion.

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

C. Board Meeting Aug 12th

E. Quigley made a motion to approve the minutes from Board of Directors Meeting on 08-12-26.

C. Wroblewski seconded the motion.

Adelita and Collin abstained

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

III. STEM School Highlands Ranch Updates

A. Executive Director Update

Lynann Kovalesky - ED Update

Beginning of year kickoff at Pirates Cove was a hit!

174 staff retained; 26 new staff welcomed
Staff retreat and team building

Focus this year:

- Staff leadership development;
- Trusted & engaged community;
- Academic excellence

Some intentional changes:

- expanded access period
- enhanced security
- restructured offices
- growth and class adjustments
- stronger staff accountability

Upcoming events

- Back to school secondary
- Back to school elementary
- Accelerator Fun Run

Enrollment Update 1598 actual current; 1517 projected for October 1st, 2026
Graduation date 2027: May 17th, Echo Park

IV. KOSON Schools

A. CEO Update

CEO - Matt Cartier

Annual Goals and Focus for Koson and STEM School

- Identity
- Experience
- Growth

HS Relocation

- LOI for general contractors for Mineral building - update by Collin West
- JHL and HCM were well organized and presented well

Consultant Services - Ted Fujimoto

Deliverables by end of January

- Koson Strategic Plan

- Action Items for Board and Shared Services
- Business plan for rural education
- Demographics
- Training

Discussion around need for consultants; capacity; timeline; national education landscape

B. Mineral HS Project Update

E. Quigley made a motion to Confirm the preferred general contractor JHL and preferred architect HCM for the Mineral High School project.

G. Wing seconded the motion.

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

C. Approve Consultant Services

E. Quigley made a motion to Motion to approve the consultant services agreement with EF International for demographic analysis, strategic planning, Koson identity development, training, related travel, and additional consulting services, in a total amount not to exceed \$53,500, of which \$25,000 will be funded by the Colorado Schools Fund grant and the remaining amount will be funded from 26-27 annual budget. Any expenditure above the approved amount will require additional board authorization.

G. Wing seconded the motion.

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

D. Annual Goals for Board approval

I. Kalra made a motion to Koson Goals and STEM School Goals for 2025-2026.

E. Quigley seconded the motion.

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

E. Present CEO Goals and Evaluation Strategy and Timeline

Presented by Erin Quigley - Summary of CEO Support & Evaluation process and timeline

CEO Goals:

- Establish and operationalize the Koson Identity and Organizational Model
- Build the Koson Operating System and Leadership Capacity to Deliver
- Strengthen the STEM Flagship and Build Scalable Assets for Koson Growth

V. Consent Agenda

A. Vote for Consent Agenda Items

I. Kalra made a motion to Approve consent agenda.
E. Quigley seconded the motion.
Approving formatted Final Student Parent Handbook for 2026/27
The board **VOTED** unanimously to approve the motion.

VI. Board Committee Updates

A. Confirm Committee Assignments and Chairs

E. Quigley made a motion to approve Board committees as.
G. Wing seconded the motion.
Academic Excellence - Adelita (c), Ganesh
CEO Support & Evaluation - Erin (c), Carla
Facility and Security - Collin (c), Richard "AJ"
Finance - Darrell (c), Gina
Governance - Carla (c), Ronalea
Strategic Plan/Growth - Ishmeet (c), Cory/Gina
Networking and Outreach Task Force - all board members as available
Legal Task Force - Cory (c), Carla

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

B. Finance Committee Update

Credit rating was upgraded to "stable"

VII. Executive Session

A. Executive Session Discussions

E. Quigley made a motion to enter into executive session pursuant to CRS 24-6-402(4)(e) (I) to determine positions relative to matters that may be subject to negotiations; develop strategy for negotiations; and instruct negotiators; and pursuant to CRS 24-6-402(4) (a) to discuss the purchase, acquisition, lease, transfer, or sale of any real, personal, or other property interest, all with regards to the pending charter school application appeal to the state board of education and related impacts to a pending real estate transaction and proposed real estate transaction.

G. Wing seconded the motion.

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

Roll Call

C. Gustafson	Aye
I. Kalra	Aye
C. Wroblewski	Aye
G. Wing	Aye
A. Campbell	Absent
G. Kuppaswamy	Aye

Roll Call

E. Quigley	Aye
R. Alleman	Aye
C. West	Aye
D. Lomelino	Absent
R. Asberry	Aye

Left public session at 8:11pm and started executive session at 8:19pm

B. Ended executive session at 8:51pm

VIII. Board of Director's Updates

A. Preview of Next Meeting

SAC: UIP for discussion
Board calendar
Discuss CEO Goals for approval in October
One pagers for subcommittees
Assessments for BOT

IX. Closing Items

A. Adjourn Meeting

G. Wing made a motion to adjourn the meeting.
E. Quigley seconded the motion.
The board **VOTED** unanimously to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:58 PM.

Respectfully Submitted,
I. Kalra

Documents used during the meeting

- August Board Presentation 26_27.pdf
- CEO Board Presentation 20260818.pptx.pdf
- Ted Fujimoto Bio_August 2026 .pptx.pdf
- 26-27 Koson and STEM Goals.pdf
- Draft CEO Goals for 26-27.pdf
- 2026-27 STEM Parent_Student Handbook.pdf

Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.

Coversheet

Executive Director Update

Section:	IV. STEM School Highlands Ranch Updates
Item:	A. Executive Director Update
Purpose:	Discuss
Submitted by:	
Related Material:	September_Board_Presentation_26_27-update.pdf

STEM SCHOOL

HIGHLANDS RANCH

2026-27

EXECUTIVE DIRECTOR UPDATE

LYNANN KOVALESKY | EXECUTIVE DIRECTOR

September 16, 2026



**ONE TEAM.
ONE PROMISE.**



**ENDLESS
POSSIBILITIES.**



**ALWAYS
STUDENT FOCUSED.**



STEM UPCOMING EVENTS

Mark your calendar and join us!



PLAYGROUND RIBBON CUTTING PARTY

Celebrate our new playground!



**MONDAY,
SEPTEMBER 21**
5:00 – 7:00 PM



HOMECOMING BONFIRE

Spartan spirit shines bright!



**WEDNESDAY,
SEPTEMBER 23**



HOMECOMING POWDERPUFF GAME

Student teams. Big spirit.
Don't miss it!



**THURSDAY,
SEPTEMBER 24**



HOMECOMING DANCE

A night to remember!



**SATURDAY,
SEPTEMBER 26**



CAREER DISCOVERY DAY

Explore. Connect. Find
Your Future.



**THURSDAY,
OCTOBER 1**



MS DANCE

Music. Friends. Fun!



**SATURDAY,
OCTOBER 3**



NEVER STOP **INNOVATING.**



ONE TEAM. **ONE PROMISE.**



ALWAYS **STUDENT FOCUSED.**



ACCELERATOR BOOSTERTHON FUNDRAISER

A HUGE SUCCESS!

Our STEM community showed up, stepped up, and made a difference!

WE RAISED ALMOST
\$80,000!

*Same
Students.
Higher
Outcomes.*

2026-2027
SCHOOL YEAR

*Spartans
Make It
Happen!*

LOOKING AHEAD

AREAS TO IMPROVE FOR NEXT YEAR



A MORE ENGAGING ACTIVITY FOR HIGH SCHOOL STUDENTS

We will explore new ideas to create an activity that drives greater participation and excitement among our high school students.



INCREASED HIGH SCHOOL SUPPORT

We will focus on building additional support and promotion for high school to help increase participation and engagement.



NEVER STOP **INNOVATING.**



ONE TEAM. **ONE PROMISE.**



ALWAYS **STUDENT FOCUSED.**



2026-2027
SCHOOL YEAR

ELEMENTARY PLAYGROUND UPDATE

PLAY • EXPLORE • GROW • TOGETHER

*Almost
Ready!*



FINAL PIECE INSTALLED

The final piece of playground equipment has been installed!



TURF NEAR COMPLETION

The turf is near completion and will be ready soon.



SHADE STRUCTURE IN PLACE

The shade structure is in place and ready for our students.



EXCITEMENT IS BUILDING

Our students and staff are so excited to enjoy this new space!



NEVER STOP **INNOVATING.**



ONE TEAM. **ONE PROMISE.**



ALWAYS **STUDENT FOCUSED.**



Same Students.
Higher Outcomes.

NEXT YEAR'S CALENDAR SURVEY

2026-2027
SCHOOL YEAR

OPTION 1 CURRENT CALENDAR



This calendar matches our current Academic Calendar and our current start and stop times.

- ✓ Maintains our current academic calendar and current start/dismissal times
- ✓ School-year start aligns with DCSD
- ✓ School year ends prior to Memorial Day
- ✓ Includes six Early Release Fridays



Benefits

Maintains our current calendar and schedule structure.



Considerations

The semesters are significantly unbalanced, with 76 student days in Semester 1 and 91 student days in Semester 2.

July 2027						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

October 2027						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

January 2028						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

April 2028						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

August 2027						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2027						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

February 2028						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	30				

May 2028						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2027						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December 2027						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

March 2028						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2028						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- School Closed/Holidays
- First/Last Day of School
- Summer Office Hours/Tours
- Planning/Professional Development
- Tentative Graduation Day - School Closed- we will update August 2027
- Elementary Only - No School
- New Teachers Only
- Early Release Day
- Secondary Late Start Testing

- If for any reason the school must close, this calendar may be amended by the STEM Board of Directors to provide additional school days during vacations, or at the end of the present calendar.

LEARN • LEAD • BELONG

A BRIGHTER TOMORROW TOGETHER



Same Students.
Higher Outcomes.

OPTION 2 MATCHES DCSD LATE START FRIDAYS



Our daily start and end times remain the same Monday – Thursday. We would have Late Start Fridays just like DCSD.

- ✓ Maintains our current Monday–Thursday start and dismissal times
- ✓ Aligns with DCSD's Late Start Friday schedule
- ✓ Late Start Friday times:
 - ES: 8:30–3:10
 - Secondary: 8:30–3:30



Benefits

Aligns STEM's Friday schedule with DCSD Late Start Fridays.



Considerations

Eliminates STEM's current Early Release Fridays and the October 8 and March 10 PD days leading into Fall and Spring Break.

**2026–2027
SCHOOL YEAR**

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

New Teachers

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

16 Student: 16 Teacher Days

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

18 (ES)- 19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

11 Student: 16-22 Teacher Days

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

17 Student: 17 Teacher Days

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

17 (ES) 18 Student: 21 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

19 or 20 Student: 21 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

12 Student: 13 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

18 Student: 18 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

0 Teacher Days

- School Closed/Holidays
- First/Last Day of School
- Summer Office Hours/Tours
- Planning/Professional Development
- Tentative Graduation Day - School Closed- we will update August 2027
- Elementary Only - No School
- New Teachers Only
- Early Release Day
- Secondary Late Start Testing

- If for any reason the school must close, this calendar may be amended by the STEM Board of Directors to provide additional school days during vacations, or at the end of the present calendar.



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ONE TEAM. **ONE PROMISE.**



A BRIGHTER TOMORROW **TOGETHER.**



*Same Students.
Higher Outcomes.*

OPTION 3

MATCH DCSD'S LATE START CALENDAR WITH AN EARLIER START AND EARLIER DISMISSAL (3:15)



Aligns with DCSD's Late Start Friday calendar. Every Friday would be a Late Start Friday.

Regular Bell Schedule:

- Elementary: 7:45 a.m. – 2:45 p.m.
- Secondary: 7:45 a.m. – 3:15 p.m.



Aligns with DCSD's Late Start Friday calendar



Every Friday would be a Late Start Friday



Eliminates Early Release Fridays, except for the last day of school



Benefits

We match DCSD's Friday late start. We end earlier for sports and clubs. Matches the start time of most high schools. Allows ES to have 30 minutes for dismissal in the afternoon.



Considerations

No staggered drop off in the morning.
No K/1 staggered dismissal.

2026-2027 SCHOOL YEAR

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

New Teachers

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

16 Student: 16 Teacher Days

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

18 (ES)- 19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
						2
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

11 Student: 16-22 Teacher Days

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

17 Student: 17 Teacher Days

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

17 (ES) 18 Student: 21 Teacher Days

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

19 or 20 Student: 21 Teacher Days

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

12 Student: 13 Teacher Days

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

18 Student: 18 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

0 Teacher Days

- School Closed/Holidays
- First/Last Day of School
- Summer Office Hours/Tours
- Planning/Professional Development
- Tentative Graduation Day - School Closed- we will update August 2027
- Elementary Only - No School
- New Teachers Only
- Early Release Day
- Secondary Late Start Testing

- If for any reason the school must close, this calendar may be amended by the STEM Board of Directors to provide additional school days during vacations, or at the end of the present calendar.



NEVER STOP INNOVATING.



ONE TEAM. ONE PROMISE.



ALWAYS STUDENT FOCUSED.



*Same Students.
Higher Outcomes.*

OPTION 4 MATCH DCSD'S LATE START CALENDAR WITH AN EARLIER START AND EARLIER DISMISSAL (3:05)



Aligns with DCSD's Late Start Friday calendar. Every Friday would be a Late Start Friday.

Regular Bell Schedule:

- Elementary: 7:45 a.m. – 2:45 p.m.
- Secondary: 7:45 a.m. – 3:05 p.m.



Aligns with DCSD's Late Start Friday calendar



Every Friday would be a Late Start Friday



Eliminates Early Release Fridays, except for the last day of school



Benefits

We match DCSD's Friday late start. We end earlier for sports and clubs. Matches the start time of most high schools.



Considerations

No staggered drop off in the morning.
No K/1 staggered dismissal. Only allows ES to have 20 minutes for dismissal in the afternoon.
This would make secondary passing periods around lunch very tight for secondary students.

**2026–2027
SCHOOL YEAR**

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

New Teachers

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

16 Student: 16 Teacher Days

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

18 (ES)- 19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
						1
7	3	4	5	7	7	8
9	10	11	12	13	17	15
18	17	18	19	20	24	23
23	23	25	26	27	28	39

19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

11 Student: 16-22 Teacher Days

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

17 Student: 17 Teacher Days

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

19 Student: 20 Teacher Days

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	28
28	29	30	31			

17 (ES) 18 Student: 21 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

19 or 20 Student: 21 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

12 Student: 13 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

18 Student: 18 Teacher Days

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

0 Teacher Days

School Closed/Holidays

First/Last Day of School

Summer Office
Hours/Tours

Planning/Professional
Development

Tentative Graduation Day
- School Closed- we will
update August 2027

Elementary Only –
No School

New Teachers Only

Early Release Day

Secondary Late Start
Testing

- If for any reason the school must close, this calendar may be amended by the STEM Board of Directors to provide additional school days during vacations, or at the end of the present calendar.



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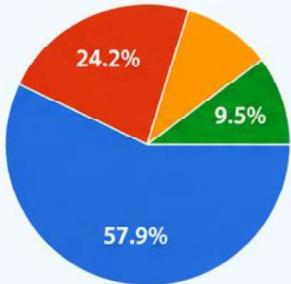


A BRIGHTER TOMORROW TOGETHER.

Parent Calendar Survey Results

First Choice

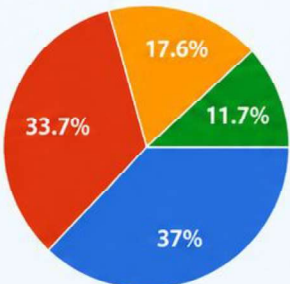
273 responses



- Calendar 1 57.9%
- Calendar 2 24.2%
- Calendar 3 8.4%
- Calendar 4 9.5%

Second Choice

273 responses



- Calendar 1 37.0%
- Calendar 2 33.7%
- Calendar 3 17.6%
- Calendar 4 11.7%



Key Takeaways (Gemini Summary)



Opposition to Late Start Fridays

Multiple respondents expressed that late start Fridays disrupt working parents' schedules, interfere with daily routines, and cause difficulties with work meetings and drop-offs compared to early release days.



Concerns Regarding Earlier Start Times

Many families are strongly against moving to earlier start times, noting that teenagers require adequate sleep for development and mental health, and that earlier mornings create significant challenges for those with longer commutes.



Desire for Schedule Consistency

Several individuals favor maintaining the current schedule or Calendar 1, emphasizing that consistent start times and early release days provide a helpful routine and something special for students to look forward to.



Feedback on Form Accuracy and Communication

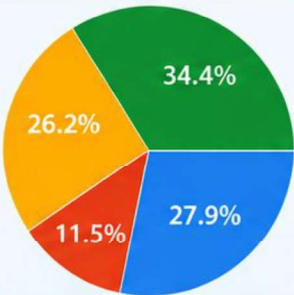
A respondent pointed out multiple errors and typos in the survey materials—such as conflicting calendar years and mismatched schedule details—and requested that voting results be transparently shared in the newsletter.

REDEFINE LIMITS. UNLEASH POTENTIAL.

Staff Calendar Survey Response

First Choice

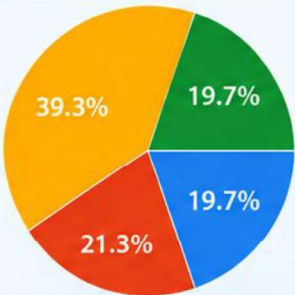
61 responses



Calendar 1	27.9%
Calendar 2	11.5%
Calendar 3	26.2%
Calendar 4	34.4%

Second Choice

61 responses



Calendar 1	19.7%
Calendar 2	21.3%
Calendar 3	39.3%
Calendar 4	19.7%



Key Takeaways (Gemini Summary)

- Start and end times preference:** Preferences are divided, with some favoring earlier start and dismissal times to accommodate after-school activities, appointments, secondary student-athletes, and commutes, while others strongly oppose earlier starts than 8:00 AM, citing traffic and the difficulty of adjusting community routines.
- Consistency and routine:** Several respondents value keeping the current schedule unchanged to maintain stability and avoid the disruption of frequent adjustments, while others raise questions about logistical details, semester imbalances, bell schedules, and how late-start Fridays are utilized for PLC time versus staff meetings.



61

Total Staff
Responses

Thank you to all staff
who participated!

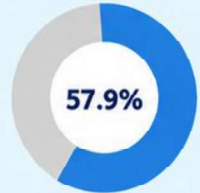
REDEFINE LIMITS. UNLEASH POTENTIAL.

2027–2028 Calendar Update



Parent & Community Survey Results

273 responses

57.9%selected Calendar 1
as their first choice

24.2% Calendar 2

8.4% Calendar 3

9.5% Calendar 4

Key Themes from Feedback:

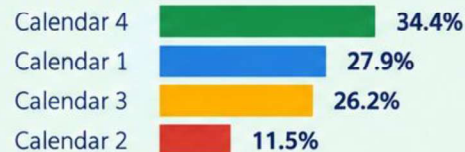
- Opposition to Late Start Fridays
- Concerns about earlier start times
- Desire for schedule consistency and current options
- Request for accurate information and transparent communication



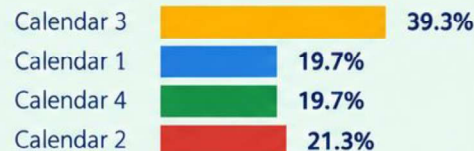
Staff Survey Results

61 responses

First Choice



Second Choice



Staff preferences were more distributed across the four options, with no single alternative receiving a clear majority.



Student Survey

Students will be surveyed by the end of the month, with results to be shared at the next Board meeting.



Recommendation: Calendar 1 Current Calendar Structure

Parent and community feedback demonstrated a clear preference for maintaining the current calendar and schedule structure, with 57.9% selecting Calendar 1 as their first choice. Feedback particularly emphasized consistency, maintaining current start times, and retaining Early Release Fridays.

While staff preferences were more distributed across the four options, no alternative demonstrated the same level of consensus. Based on the overall feedback, Calendar 1 provides the greatest continuity for students, families, and the school community while minimizing disruption to established routines.

REDEFINE LIMITS. UNLEASH POTENTIAL.

https://docs.google.com/presentation/d/1yIKqfdD8RETLra3TBRJ0UEQkz91Tp7OTCybdh6f_L6c/edit?usp=sharing

2026-27 ENROLLMENT UPDATE

STEM SCHOOL HIGHLANDS RANCH

STEM SCHOOL
HIGHLANDS RANCH



ONE TEAM.
ONE PROMISE.



ENDLESS
POSSIBILITIES.



ALWAYS
STUDENT FOCUSED.



HOMESCHOOL ENRICHMENT EXCEEDS BREAK-EVEN

29 ENROLLMENTS, 8.9 ABOVE THE FINANCIAL THRESHOLD

ENROLLMENTS

29

WE DID IT!

44.3% ABOVE BREAK-EVEN

Enrollment has surpassed the program's break-even point.

BREAK-EVEN COMPARISON

20.1 enrollments

BREAK-EVEN 20.1



8.9 enrollments above break-even



PROGRAM MILESTONE

The new program reached financial sustainability with its first 29 enrollments.



2026-27 HOMESCHOOL ENRICHMENT ENROLLMENT

NEW PROGRAM ENROLLMENT AND SEPTEMBER PIPELINE

AS OF SEPTEMBER 11

ENROLLED

29

KINDERGARTEN-GRADE 8

ACTIVE APPLICATIONS

2

CURRENTLY IN PROCESS

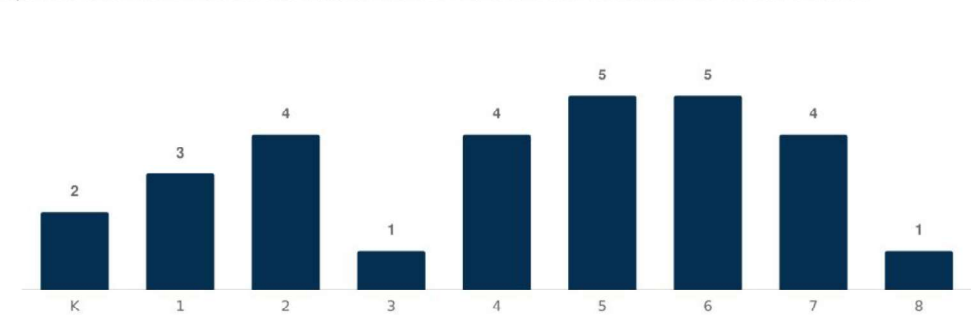
INTERESTED

6

PROSPECTIVE STUDENTS

ENROLLMENT BY GRADE

Updated enrollment includes one additional Grade 4 student and one additional Grade 7 student.



ENROLLMENT WINDOW

SEPTEMBER 15-OCTOBER 1							16 DAYS
SUN	MON	TUE	WED	THU	FRI	SAT	
13	14	15	16	17	18	19	
20	21	22	23	24	25	26	
27	28	29	30	OCT 1	2	3	

SEPT. 15 APPLICATIONS ACCEPTED THROUGH

OCT. 1 FUNDING DEADLINE

NEXT STEP

Continue accepting applications through September 15 ahead of the October 1 funding deadline.

Enrollment count reflects two additions reported after the September 11 summary.

K-12 ENROLLMENT

2026-27

STEM SCHOOL

HIGHLANDS RANCH

AS OF SEPTEMBER 11

2026-27 ENROLLMENT UPDATE

AUGUST 13 SNAPSHOT COMPARED WITH SEPTEMBER 11 CURRENT ENROLLMENT

AUGUST 13 SNAPSHOT

1,598

COMPARISON BASELINE

NET CHANGE

-35

-2.2%

SEPTEMBER 11

1,563

CURRENT ENROLLMENT

CHANGE BY BUILDING

August 13 

September 11 

K-5

601 AUG. 13

-8 (-1.3%)

593_{CURRENT}

GRADES 6-8

545 AUG. 13

-13 (-2.4%)

532_{CURRENT}

GRADES 9-12

448 AUG. 13

-14 (-3.1%)

434_{CURRENT}**SUMMARY** Current enrollment is 35 students below the August 13 snapshot.

Grade 13 remained at 4 students and is included in both totals. Sources: August 13 board summary and September 11 enrollment report.

STEM SCHOOL
HIGHLANDS RANCH**AS OF SEPTEMBER 11****2026-27 ENROLLMENT BY BUILDING****CURRENT ENROLLMENT COMPARED WITH THE 2025-26 YEAR-END REPORT**

2025-26 YEAR END

1,420

2026-27 CURRENT

1,563

YEAR-OVER-YEAR

+143 **+10.1%**

■ 2025-26

■ 2026-27 current

ENROLLMENT COMPARISON

Grade 13 adds 2 students to the total increase. Source definitions differ: 2025-26 includes P, S, N; 2026-27 lists P.

STEM SCHOOL HIGHLANDS RANCH

AS OF SEPTEMBER 11

2026-27 ENROLLMENT BY GRADE

CURRENT ENROLLMENT COMPARED WITH THE 2025-26 YEAR-END REPORT

2025-26 YEAR END

1,420

2026-27 CURRENT

1,563

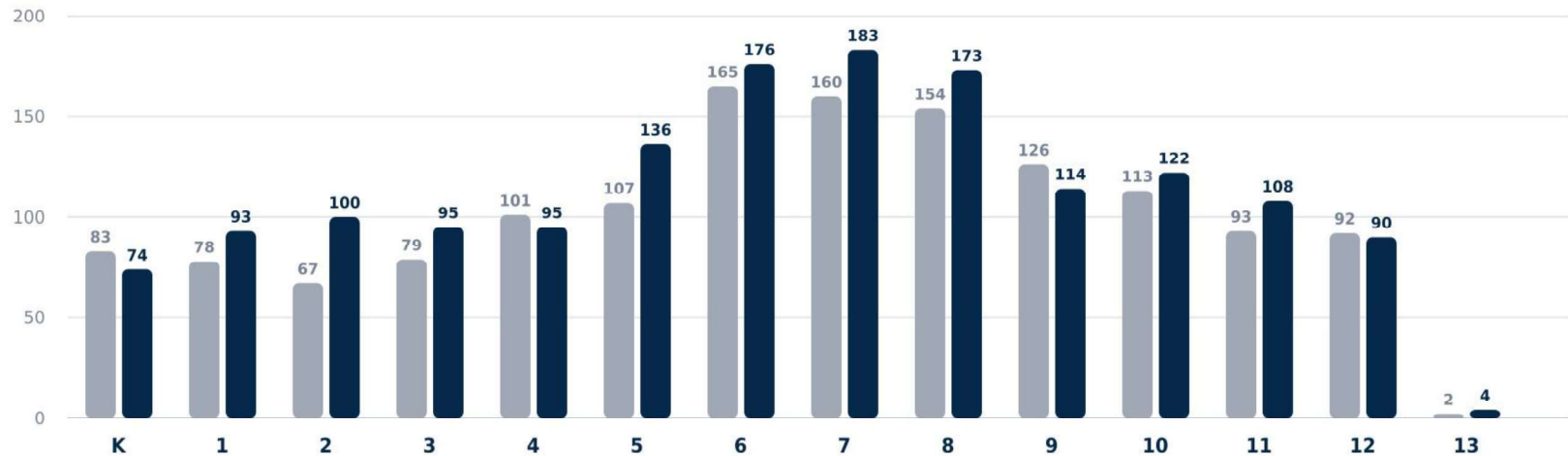
YEAR-OVER-YEAR

+143 **+10.1%**

2025-26

2026-27 current

ENROLLMENT COMPARISON BY GRADE



TOTAL GROWTH Current enrollment is 143 students higher than the 2025-26 year-end report.

Sources: 2025-26 year-end report and September 11, 2026 enrollment report.

2026–27 OCTOBER COUNT FORECAST

AS OF SEPTEMBER 11

HISTORICAL SEPTEMBER MOVEMENT INFORMING THE OCTOBER 1 ESTIMATE

CURRENT ENROLLMENT

1,563

SEPT. 11, 2026

PROJECTED OCTOBER COUNT

1,560

–3 STUDENTS

PLANNING RANGE

1,559–1,561

Historical trend range; not an official count

SEPTEMBER 11 TO OCTOBER 1 MOVEMENT

Matched-date comparisons make the small annual changes easier to see.

SCHOOL YEAR	SEPTEMBER 11		OCTOBER 1	NET CHANGE
2024–25	1,395	→	1,393	–2 (–0.1%)
2025–26	1,462	→	1,459	–3 (–0.2%)
2026–27	1,563	→	1,560	–3 (–0.2%)

FORECAST

WHAT HISTORY SUGGESTS

–2.5 STUDENTS

Average net movement in the two prior comparison years

STABLE ENROLLMENT

Both years changed by less than one-quarter of one percent.

FORECAST VS. PLAN

+75 (+5.1%) ABOVE BUDGET
1,485 BUDGETED

+50 (+3.3%) ABOVE PROJECTION
1,510 ORIGINALLY PROJECTED

Forecast based on available 2024 and 2025 September/October enrollment reports. Final funded count remains subject to October 1 eligibility and reporting rules.

2027–28 ENROLLMENT CALENDAR

KEY DATES · TOURS · FIRST ROUND ENROLLMENT

 TOUR

 APPLICATION MILESTONE

 PROSPECTIVE SPARTAN NIGHT

Tuesday tours through Dec. 1 · No tours Oct. 13 or Nov. 24

OCTOBER 2026

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6 	7	8	9	10
11	12	13 	14	15 OPENS	16	17
18	19	20 	21	22 SPARTAN NIGHT	23	24
25	26	27 	28	29	30	31

NOVEMBER 2026

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3 	4	5	6	7
8	9	10 	11 CLOSES	12	13 OFFERS	14
15	16	17 	18	19	20	21
22	23	24 	25	26	27	28
29	30					

DECEMBER 2026

SUN	MON	TUE	WED	THU	FRI	SAT
		1 	2	3	4	5
6	7 DEADLINE	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

KEY ENROLLMENT DATES

OCT 15

First Round opens

OCT 22

Prospective Spartan Night

NOV 11

First Round closes
11:59 PM

NOV 13

Offers issued

DEC 7

Acceptance deadline

2026-27 ACHIEVEMENT DATA

STEM SCHOOL HIGHLANDS RANCH

STEM SCHOOL
HIGHLANDS RANCH



ONE TEAM.
ONE PROMISE.



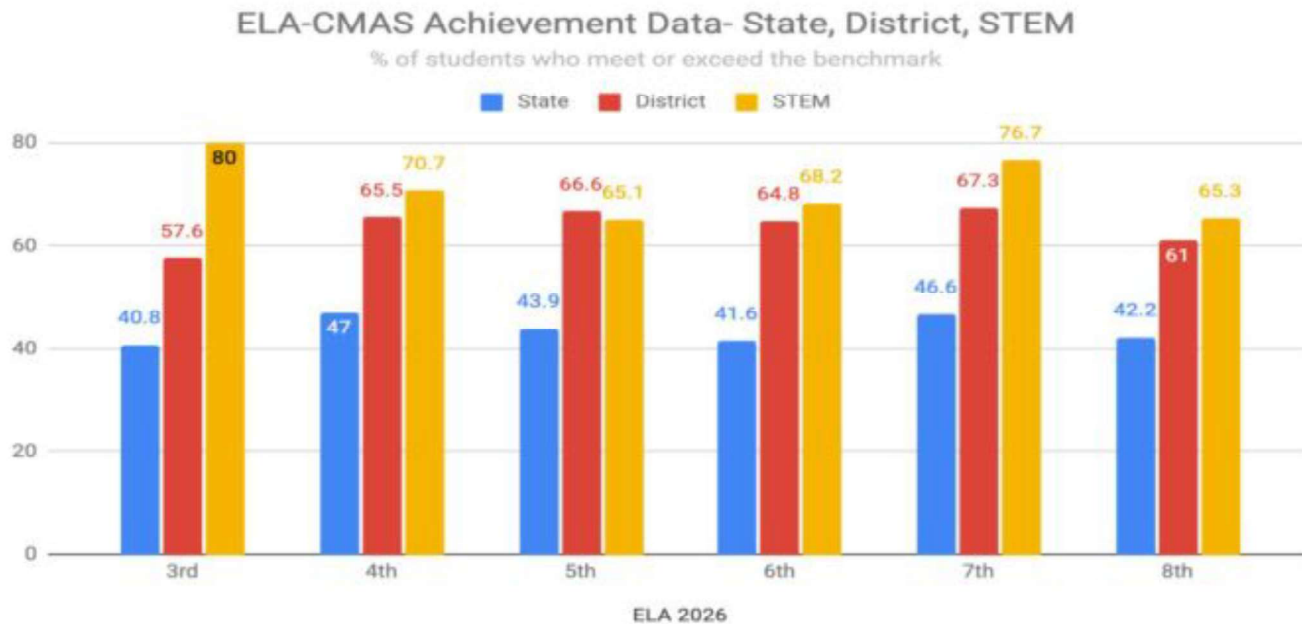
ENDLESS
POSSIBILITIES.



ALWAYS
STUDENT FOCUSED.

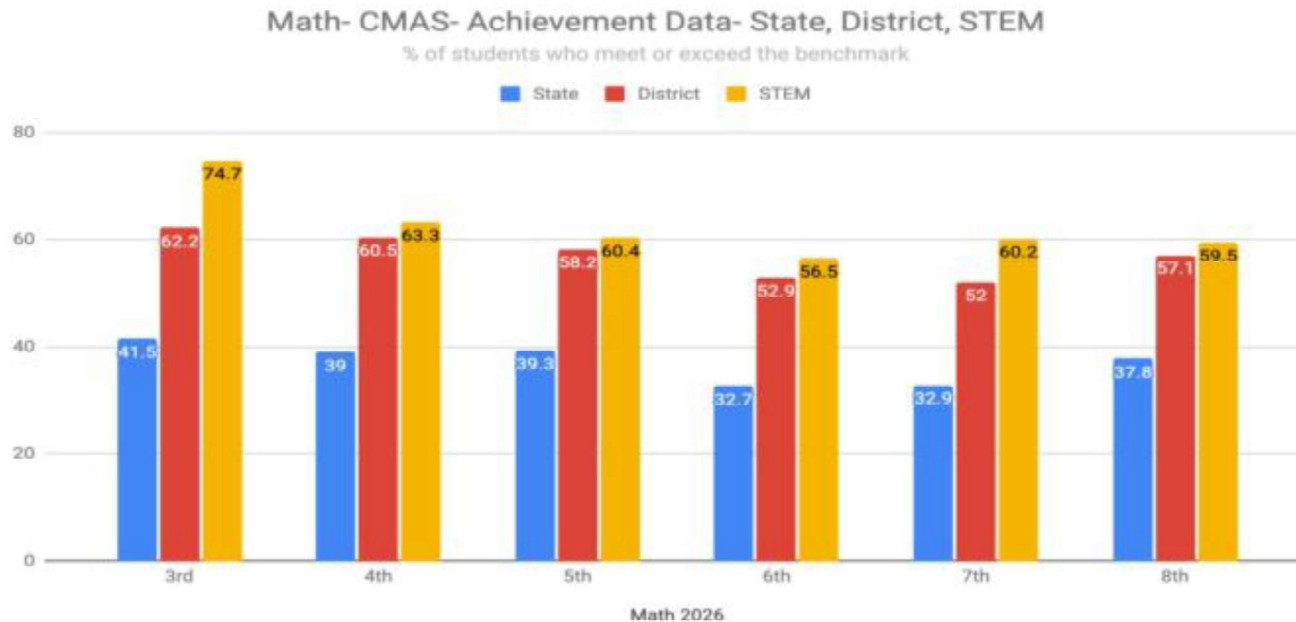
CMAS ELA Achievement Data

State, District, and STEM — % of students who meet or



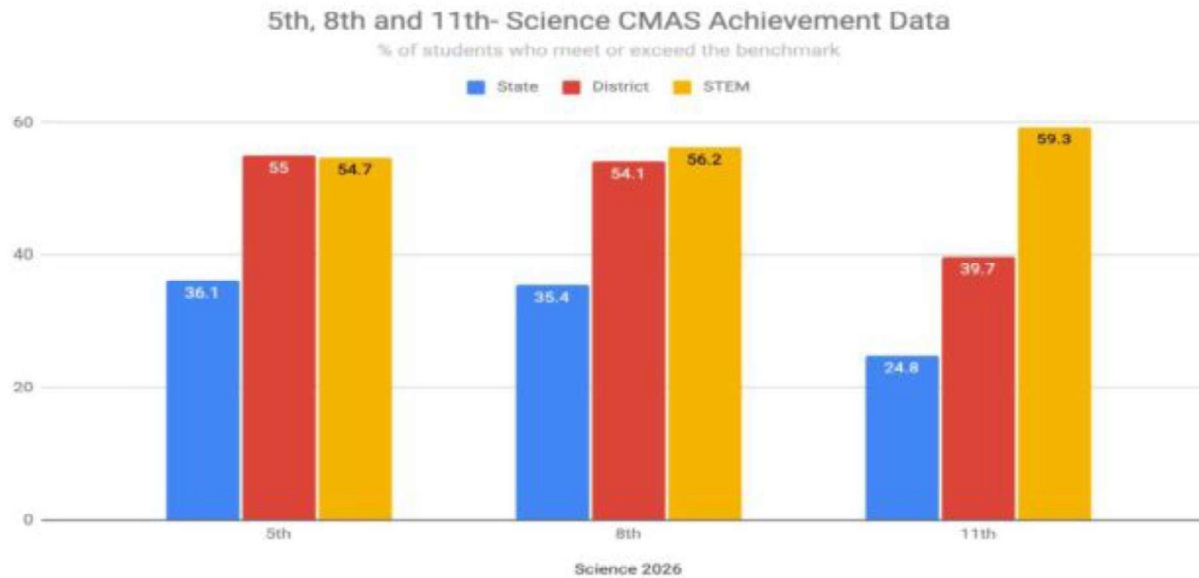
CMAS Math Achievement Data

State, District, and STEM — % of students who meet or



Science Achievement Data

5th, 8th, and 11th grade achieve



SAT Spring 2026 — Mean ELA Score

Reading and Writing

	# of Testers	Score Distribution	Mean Reading and Writing Score (200-800) ⓘ
School	12		200 594 800
District	177		200 612 800
State (Colorado Department of Education)	1,191		200 624 800
State (All Schools)	1,513		200 622 800
U.S. and U.S. Territories	238,198		200 598 800
Global Testers	305,163		200 584 800

SAT Spring 2026 — ELA Benchmark Performance Score

Performance Levels

Meets/ Exceeds Benchmark
 Approaching Benchmark
 Not Yet Approaching Benchmark

	# of Testers	Performance Levels			Benchmark Distribution	
						
School	12	92%	0%	8%	0% 	100%
District	177	94%	2%	5%	0% 	100%
State (Colorado Department of Education)	1,191	96%	2%	3%	0% 	100%
State (All Schools)	1,513	96%	2%	3%	0% 	100%
U.S. and U.S. Territories	238,198	91%	3%	6%	0% 	100%
Global Testers	305,163	86%	3%	11%	0% 	100%

SAT Spring 2026 — Mean Math Score

main

	# of Testers	Score Distribution	Mean Math Score (200-800) ⓘ
School	12		200 634 80
District	177		200 614 80
State (Colorado Department of Education)	1,191		200 620 80
State (All Schools)	1,513		200 616 80
U.S. and U.S. Territories	238,198		200 594 80
Global Testers	305,163		200 599 80

SAT Spring 2026 — Math Benchmark Performance Score

Visual

Performance Levels

Meets/ Exceeds Benchmark
 Approaching Benchmark
 Not Yet Approaching Benchmark

	# of Testers	Performance Levels			Benchmark Distribution	
						
School	12	92%	0%	8%	0% 	100%
District	177	82%	7%	11%	0% 	100%
State (Colorado Department of Education)	1,191	85%	4%	10%	0% 	100%
State (All Schools)	1,513	84%	4%	12%	0% 	100%
U.S. and U.S. Territories	238,198	74%	5%	21%	0% 	100%
Global Testers	305,163	75%	5%	20%	0% 	100%

PSAT 10 Spring 2026 — Mean ELA Score

Reading and Writing

	# of Testers	Score Distribution	Mean Reading and Writing Score (160-760) ⓘ
School	105		160 550 760
District	3,858		160 504 760
State (Colorado Department of Education)	54,783		160 472 760
State (All Schools)	54,983		160 472 760
U.S. and U.S. Territories	366,264		160 460 760
Global Testers	377,809		160 461 760

PSAT 10 Spring 2026 — Benchmark Performance ELA Score

Reading and Writing

Performance Levels

■ Meets/ Exceeds Benchmark

■ Approaching Benchmark

▨ Not Yet Approaching Benchmark

	# of Testers	Performance Levels			Benchmark Distribution	
		■	■	▨		
School	105	90%	2%	8%	0%	100%
District	3,858	80%	5%	15%	0%	100%
State (Colorado Department of Education)	54,783	65%	6%	28%	0%	100%
State (All Schools)	54,983	65%	6%	28%	0%	100%
U.S. and U.S. Territories	366,264	60%	7%	33%	0%	100%

PSAT 10 Spring 2026 — Mean Math Score

Math

	# of Testers	Score Distribution	Mean Math Score (160-760) ⓘ
School	105		160 539
District	3,858		160 487
State (Colorado Department of Education)	54,783		160 455
State (All Schools)	54,983		160 455
U.S. and U.S. Territories	366,264		160 445
Global Testers	377,809		160 448

PSAT 8/9 Spring 2026 — Mean ELA Score

	# of Testers	Score Distribution	Mean Reading and Writing Score (120-720) ⓘ
ol	113		120 522
ict	3,879		120 487
(Colorado Department of ation)	56,588		120 455
(All Schools)	57,392		120 456
and U.S. Territories	400,787		120 439
al Testers	411,781		120 440

PSAT 8/9 Spring 2026 — Benchmark Performance ELA Score

Reading and Writing

Performance Levels

■ Meets/ Exceeds Benchmark

■ Approaching Benchmark

▨ Not Yet Approaching Benchmark

	# of Testers	Performance Levels			Benchmark Distribution	
		■	■	▨		
School	113	82%	9%	9%	0% 	100%
District	3,879	80%	7%	13%	0% 	100%
State (Colorado Department of Education)	56,588	66%	9%	25%	0% 	100%
State (All Schools)	57,392	66%	9%	25%	0% 	100%
U.S. and U.S. Territories	400,787	64%	10%	26%	0% 	100%

PSAT 8/9 Spring 2026 — Mean Math Score

Math

	# of Testers	Score Distribution	Mean Math Score (120-720) ⓘ
School	113		120  488
District	3,879		120  467
State (Colorado Department of Education)	56,588		120  433
State (All Schools)	57,392		120  434
U.S. and U.S. Territories	400,787		120  418
Global Testers	411,781		120  419

PSAT 8/9 Spring 2026 — Benchmark Performance Math Score

PSAT

Performance Levels

■ Meets/ Exceeds Benchmark

■ Approaching Benchmark

▨ Not Yet Approaching Benchmark

	# of Testers	Performance Levels			Benchmark Distribution	
		■	■	▨		
School	113	63%	7%	30%	0% 	100%
District	3,879	56%	9%	35%	0% 	100%
State (Colorado Department of Education)	56,588	41%	8%	51%	0% 	100%
State (All Schools)	57,392	41%	8%	51%	0% 	100%
U.S. and U.S. Territories	400,787	36%	9%	55%	0% 	100%

2026-27

SECTION TEMPLATE ADD TOPIC HERE

STEM SCHOOL HIGHLANDS RANCH

STEM SCHOOL
HIGHLANDS RANCH



ONE TEAM.
ONE PROMISE.



ENDLESS
POSSIBILITIES.



ALWAYS
STUDENT FOCUSED.

Coversheet

Approve 26/27 Calendar Update

Section:	IV. STEM School Highlands Ranch Updates
Item:	B. Approve 26/27 Calendar Update
Purpose:	Vote
Submitted by:	
Related Material:	Updated - 26-27 STEM Academic Calendar.pdf

STEM SCHOOL

HIGHLANDS RANCH

2026-27 STEM ACADEMIC CALENDAR

July 2026						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

New Teachers 5 +1

October 2026						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

17 Student: 17 Teacher Days

January 2027						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

17 (ES)- 18 Student: 19 Teacher Days

April 2027						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

21 Student: 22 Teacher Days

August 2026						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

14 Student: 20 Teacher Days

November 2026						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

16 Student: 16 Teacher Days

February 2027						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

18 Student: 19 Teacher Days

May 2027						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

11 (ES) 12 Student: 14 Teacher Days

September 2026						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

19 or 20 Student: 21 Teacher Days

December 2026						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

13 Student: 14 Teacher Days

March 2027						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

18 Student: 18 Teacher Days

June 2027						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

0 Teacher Days

 School Closed/Holidays

 First/Last Day of School

 Summer Office Hours/Tours

 Planning/Professional Development

 Tentative Graduation Day - School Closed- we will update August 2027

 Elementary Only- No School

 New Teachers Only

 Early Release Day

 Secondary Late start testing

- If for any reason the school must close, this calendar may be amended by the STEM Board of Directors to provide additional school days during vacations, or at the end of the present calendar.

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STEM SCHOOL

HIGHLANDS RANCH

2026-27 STEM ACADEMIC CALENDAR

IMPORTANT DATES:

July 27	New Faculty Starts	January 4	Teacher Work Day - NO SCHOOL
August 4	Faculty Returns	January 15	Early Release Day- Gold Day
August 11	First Day of School-All Students	January 18	Martin Luther King Jr Day - SCHOOL CLOSED
August 28	Early Release Day- Blue Day	January 29	Elementary Team Planning- No School elementary only
September 7	Labor Day - SCHOOL CLOSED	February 12	Professional Development for Staff - NO SCHOOL
September 17	Elementary Team Planning- No School elementary only	February 15	President's Day - SCHOOL CLOSED
September 18	Professional Development for Staff - NO SCHOOL	March 12	Parent/Teacher Conferences- Early Release Day- Blue Day
October 9	Parent/Teacher Conferences- Early Release Day- Gold Day	March 15-19	Spring Break - SCHOOL CLOSED
October 12-16	Fall Break - SCHOOL CLOSED	April 9	Early Release Day- Gold Day
November 20	Early Release Day- Blue Day	April 23	Teacher Work Day - NO SCHOOL
November 23-27	Thanksgiving Break - SCHOOL CLOSED	May 7	STEM Shares: NO SCHOOL
December 18	Teacher Work Day - NO SCHOOL	*May 19	Half Day/Last Day Elementary only
Dec 21-Jan. 1	Winter Break - SCHOOL CLOSED	**May 20	Half Day/Last Day Secondary only
		May 21	Teacher Work Day- NO SCHOOL



EARLY RELEASE DAY SCHEDULES

ELEMENTARY EARLY RELEASE DAY TIMES

K-2nd: 11:20 a.m.
3rd-5th: 11:30 a.m.

SECONDARY EARLY RELEASE BLUE/GOLD DAY SCHEDULES

Gold Days Oct 9th, Jan 15th & Apr 9th	
2	8:00-8:55
4	9:00-9:55
6	10:00-10:55
8	11:00-11:55

Blue Days Aug 28th, Nov 20th & Mar 12th	
1	8:00-8:55
3	9:00-9:55
5	10:00-10:55
7	11:00-11:55

Coversheet

CEO Update

Section:	V. KOSON Schools
Item:	A. CEO Update
Purpose:	Discuss
Submitted by:	
Related Material:	CEO Board Presentation 20260916.pptx.pdf

CEO UPDATE



Board Meeting | September 16, 2026

CONTENTS

- 1. Homeschool Update**
- 2. HS Relocation Update**
- 3. Playground Update**

Coversheet

Homeschool Enrichment Enrollment Policy

Section:	V. KOSON Schools
Item:	C. Homeschool Enrichment Enrollment Policy
Purpose:	Vote
Submitted by:	
Related Material:	Policy_Homeschool Enrichment Enrollment_2026.pdf Redline Changes - Policy_Homeschool Enrichment Enrollment.pdf

Homeschool Enrichment Enrollment Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Homeschool Enrichment Enrollment

I. PURPOSE

The purpose of this policy is to define the enrollment process and requirements for the STEM School Highlands Ranch Homeschool Enrichment Program. The Homeschool Enrichment Program is a supplemental, part time educational program designed to serve students in kindergarten through grade 8 who are educated through a home based education program in accordance with state law. Participation in the Homeschool Enrichment Program does not constitute full time enrollment at STEM School Highlands Ranch and does not establish STEM School Highlands Ranch as a student's assigned school.

II. POLICY

A. Program Eligibility

The Homeschool Enrichment Program serves students in Kindergarten through grade 8 who are educated through a home based education program that complies with all applicable state home education requirements. Families must provide documentation demonstrating compliance with state home education laws, which may include a Notice of Intent or other legally recognized documentation. Participation in the Homeschool Enrichment Program is supplemental only and does not establish STEM School Highlands Ranch as the student's assigned school.

B. Open Enrollment

Enrollment in the Homeschool Enrichment Program is subject to program capacity as determined annually by school administration. Enrollment is offered on a first come first served basis upon the opening of the Homeschool Enrichment Open Enrollment Application, provided all eligibility requirements are met and all required documentation is submitted. The Homeschool Enrichment Open Enrollment Application opens annually on the third Thursday in January. In the inaugural enrollment year only, The school will publish enrollment timelines and application access information through official school communication channels.

Because the Homeschool Enrichment Program does not establish STEM School Highlands Ranch as a student's assigned school, enrollment for this program is administered separately from Douglas County School District open and choice enrollment processes. Enrollment decisions for the Homeschool Enrichment Program are made in accordance with applicable nondiscrimination laws and policies and enrollment decisions are not based on race, creed, color, sex, disability, national origin, sexual orientation, gender expression, gender identity, religion, or any other legally protected class status.

Homeschool Enrichment Enrollment Policy

In Colorado, responsibilities for providing Special Education and Related Services under IDEA remain the sole responsibility of the parents providing Homeschooling and are not the responsibility of the part-time Homeschool Enrichment Program. The Homeschool Enrichment Program will still meet its applicable obligations under Child Find and non-discrimination laws, including applicable requirements under Section 504 of the Rehabilitation Act.

C. Enrollment Acceptance and Family Responsibilities

Once offered enrollment in the Homeschool Enrichment Program, parents or guardians must accept the offer and complete all required enrollment steps within timelines established by the program. Failure to accept an enrollment offer or return required enrollment documentation by the stated deadline may result in the offer becoming void and the available seat being offered to another student. Parents or guardians are responsible for providing accurate and current contact information and for responding to program communications in a timely manner. While the school will make reasonable attempts to contact families, the school is not responsible for an inability to reach a family due to inaccurate or outdated contact information.

D. Participation

Participation in the Homeschool Enrichment Program is allowed only when the student is enrolled in the program on or before October 1 of the applicable school year, the student is not enrolled in another program that receives per pupil revenue, and the student meets any other requirements set by the Colorado Department of Education for receiving part-time per pupil revenue. Families seeking participation must provide documentation verifying the student is not enrolled in another per pupil revenue receiving program.

E. Standard Program Enrollment Start Dates

Participation in the Homeschool Enrichment Program begins on the first instructional day of the fall semester in August or on the first instructional day of the spring semester in January.

F. Enrollment After Standard Start Dates

Enrollment requests after the first instructional day of a semester require prior approval from the Chief Innovation Officer, the Homeschool Director, or a designated representative. Approval is based on available space, staffing capacity, instructional continuity, and program considerations.

G. Continued Participation

Families must maintain compliance with all applicable state home education requirements and adhere to program expectations, attendance requirements for enrolled enrichment courses, and all applicable school policies. Families are responsible for

Homeschool Enrichment Enrollment Policy

notifying the school of any change in enrollment status that may affect eligibility for participation.

H. Withdrawal

Families may withdraw from the Homeschool Enrichment Program at any time by providing written notice in accordance with school procedures.

I. Relationship to STEM School Highlands Ranch Enrollment

Participation in the Homeschool Enrichment Program does not guarantee enrollment in the STEM School Highlands Ranch full time K-12 charter school. Students participating in the Homeschool Enrichment Program who apply for full time enrollment at STEM School Highlands Ranch are subject to the school's standard open enrollment and prioritization policies in effect at the time of application.

Approved by the STEM School Board on _____.
(mm/dd/yyyy)

STEM School Highlands Ranch

By: _____
(Signature, Board secretary)

(Printed name, Board secretary)

Adopted: March 2026

Revised: September 2026

Homeschool Enrichment Enrollment Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Homeschool Enrichment Enrollment

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Homeschool Enrichment Enrollment Policy

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C. Enrollment Acceptance and Family Responsibilities

Once offered enrollment in the Homeschool Enrichment Program, parents or guardians must accept the offer and complete all required enrollment steps within timelines established by the program. Failure to accept an enrollment offer or return required enrollment documentation by the stated deadline may result in the offer becoming void and the available seat being offered to another student. Parents or guardians are responsible for providing accurate and current contact information and for responding to program communications in a timely manner. While the school will make reasonable attempts to contact families, the school is not responsible for an inability to reach a family due to inaccurate or outdated contact information.

D. ~~Tuition Free~~ Participation

Participation in the Homeschool Enrichment Program is ~~allowed tuition free~~ only when the student is enrolled in the program on or before October 1 of the applicable school year, the student is not enrolled in another program that receives per pupil revenue, and the student meets any other requirements set by the Colorado Department of Education for receiving part-time per pupil revenue. Families seeking ~~tuition free~~ participation must provide documentation verifying the student is not enrolled in another per pupil revenue receiving program.

E. ~~Tuition and Fees~~

~~Tuition and fees apply when a student does not meet the conditions for tuition free participation described in this policy. Tuition and fees also apply to any enrollment approved outside standard semester start dates. Tuition and fees are established annually by the Keson Board of Directors and published by the school.~~

F. ~~Standard Program Enrollment Start Dates~~

Participation in the Homeschool Enrichment Program begins on the first instructional day of the fall semester in August or on the first instructional day of the spring semester in January.

G. Enrollment After Standard Start Dates

Enrollment requests after the first instructional day of a semester require prior approval from the Chief Innovation Officer, the Homeschool Director, or a designated

Homeschool Enrichment Enrollment Policy

representative. Approval is based on available space, staffing capacity, instructional continuity, and program considerations. ~~Enrollment approved after standard semester start dates will incur tuition and fees as set annually by the Koson Board of Directors in accordance with C.R.S. 12-32-118.~~

H. Continued Participation

Families must maintain compliance with all applicable state home education requirements and adhere to program expectations, attendance requirements for enrolled enrichment courses, and all applicable school policies. Families are responsible for notifying the school of any change in enrollment status that may affect eligibility for ~~tuition free~~ participation.

I. Withdrawal

Families may withdraw from the Homeschool Enrichment Program at any time by providing written notice in accordance with school procedures. ~~Tuition and fee obligations, including refunds when applicable, follow the published tuition and fee schedule for the applicable school year.~~

~~J.~~ Relationship to STEM School Highlands Ranch Enrollment

Participation in the Homeschool Enrichment Program does not guarantee enrollment in the STEM School Highlands Ranch full time K-12 charter school. Students participating in the Homeschool Enrichment Program who apply for full time enrollment at STEM School Highlands Ranch are subject to the school's standard open enrollment and prioritization policies in effect at the time of application.

Approved by the STEM School Board on _____.
(mm/dd/yyyy)

STEM School Highlands Ranch

By: _____
(Signature, Board secretary)

(Printed name, Board secretary)

Adopted: March 2026

Revised: September 2026

Coversheet

CEO Annual Goals

Section:	V. KOSON Schools
Item:	D. CEO Annual Goals
Purpose:	Discuss
Submitted by:	
Related Material:	Koson CEO Goals & S&E Processes_2026-2027 (1).pdf

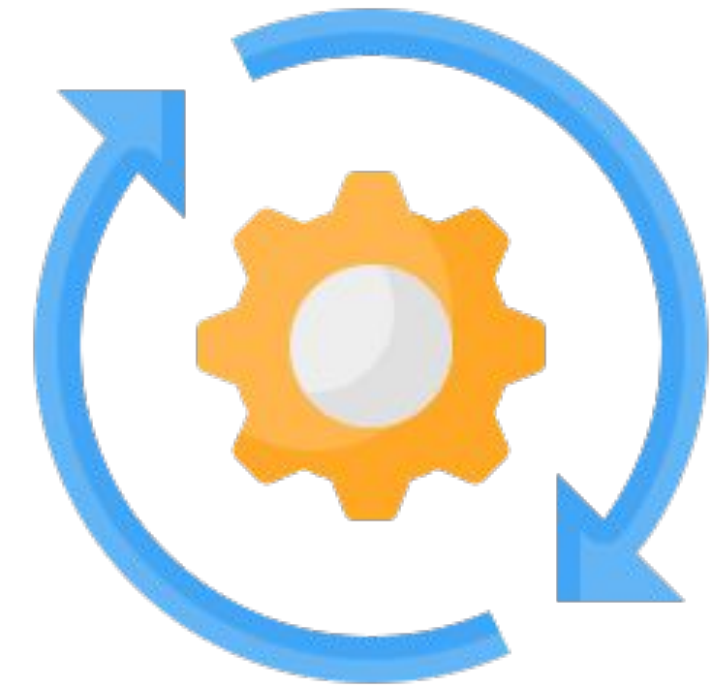
2026-2027

KOSON CEO SUPPORT + EVALUATION Updates

CEO Goals 2026-2027

PROCESS REVIEW

3 KEY MOMENTS



1. BEGINNING-OF-YEAR GOAL SETTING ← *We are here*

- CEO & Support and Evaluation Committee set annual goals/evidence aligned with the annual strategic plan
- Board reviews Goals
- Board votes to approve Goals
- Board reviews Key Results
- Board votes to approve Key Results

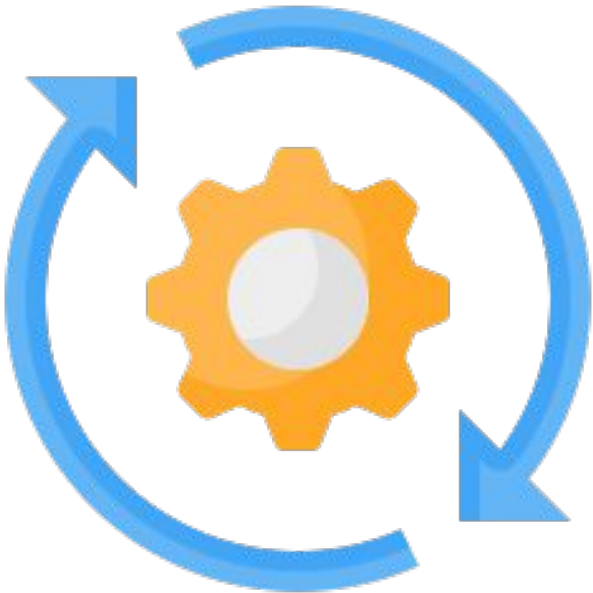
2. MID-YEAR CHECK-IN

- CEO assesses progress towards goals and key results shares the reflection with the board
- [Executive Session] Board reviews the reflection and synthesizes commendations and recommendations for a mid-year report
- Board votes on mid-year report

3. END-OF-YEAR EVALUATION

- CEO's direct reports complete the Board on Track CEO survey
- CEO completes the Board on Track End-of-Year Self Assessment and report
- Board completes the Board on Track End-of-Year CEO Assessment
- [Executive Session] Board synthesizes commendations and recommendations (using the data points above)
- Board votes on end-of-year report

KEY DOCUMENT





CIO Support & Evaluation Processes for BOD

Last updated

Table of Contents:

[1. Links to Key Resources](#)

[2. Ongoing Supports & Evaluations \(July- June\)](#)

[3. Annual Goal Setting \(July - Sept\)](#)

[4. CIO Mid-year Check-in & Contract Decisions \(Oct- Mar\)](#)

[Last updated Aug 18, 2026](#)

[4. End-of-Year CIO Evaluation \(March- June\)](#)

1. Links to Key Resources

Title & Link	Description	Date Completed
Deck w/ Overview	Board-facing deck that provides overview of the processes	August
CEO Annual Goals 26-27	Documentation of the CIO's goals for the year, which are voted on by the Board.	Aug - CIO Presents to Board Sept - Board votes on goals Oct - Board votes on key results
	CIO's reflection (shared with the Board) on progress he is making towards the goals	Dec - CIO completes
	The Board's report on the CIO's mid-year check-in, including commendations and opportunities. This is voted on by the Board	Jan - Board drafts report Jan - Draft report shared with CIO Jan - Present report to board Feb - Board votes on report
	CIO's EOY report (shared with the board) on the status of the annual goals and feedback to the board.	Apr - CIO completes
	The Board's report on the CIO's EOY evaluation. This is voted on by the Board	Apr - Board drafts report Apr - Draft report shared with CIO May - Present report to board Jun - Board votes on report

2. Ongoing Supports & Evaluations (July- June)

Last Updated Aug 18, 2026

Purpose:

• Ensure the CIO has adequate resources and support to make progress on annual and multi-year goals (aligned to the strategic plan)

• Progress monitor using agreed-upon data metrics and, if necessary, provide board-appropriate interventions so strategic plans stay on track and on time

Approach:

1

CIO S&E Processes & Links to Documents

CEO Goals 2025-2026

BOY GOAL-SETTING

Goal 1: Define Koson's Identity and Organizational Model

Create a shared, operational picture of Koson: what we stand for, how the network works, and how it will grow.

- Approve a clear Koson identity and three-year strategy
- Clarify roles, decision rights, and guardrails across Koson, STEM, and Shared Services
- Measure and improve organizational clarity
- Use the framework to guide significant decisions

Goal 2: Build Leadership Ownership and Reliable Execution

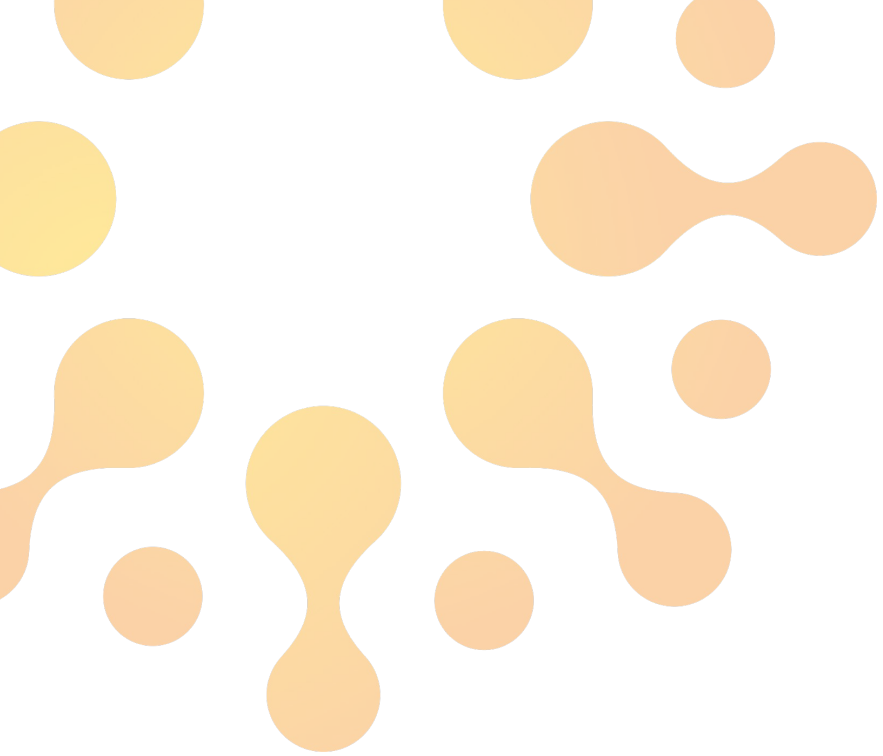
Turn strategy into a manageable set of priorities that leaders own and deliver reliably.

- Assign clear owners, outcomes, milestones, and risks
- Make explicit tradeoffs before adding new work
- Improve on-time delivery and reduce CEO-dependent execution

Goal 3: Strengthen STEM as the Flagship

Ensure STEM demonstrates strong organizational health and a distinctive, high-quality problem-based learning model.

- Adopt and regularly review a STEM Flagship Health data
- Define the learning model
- Implement signature PBL learning experiences across K-12
- Develop and use priority assets that strengthen the flagship and inform growth



Goal 4: Advance Strategic Improvements and New Revenue Streams

Pursue facility, program, and growth opportunities that strengthen Koson's long-term sustainability.

- Advance the STEM facility plan and Homeschool Program
 - Evaluate additional growth pathways with clear demand, ownership, and financial plans
 - Use Board-approved readiness and stop gates before advancing investments
 - Protect STEM's quality, capacity, staffing, and financial stability as growth proceeds
-

**KOSON CEO CEO SUPPORT & EVALUATION:
2025-2026**

MID-YEAR CHECK-IN

Purpose & Context

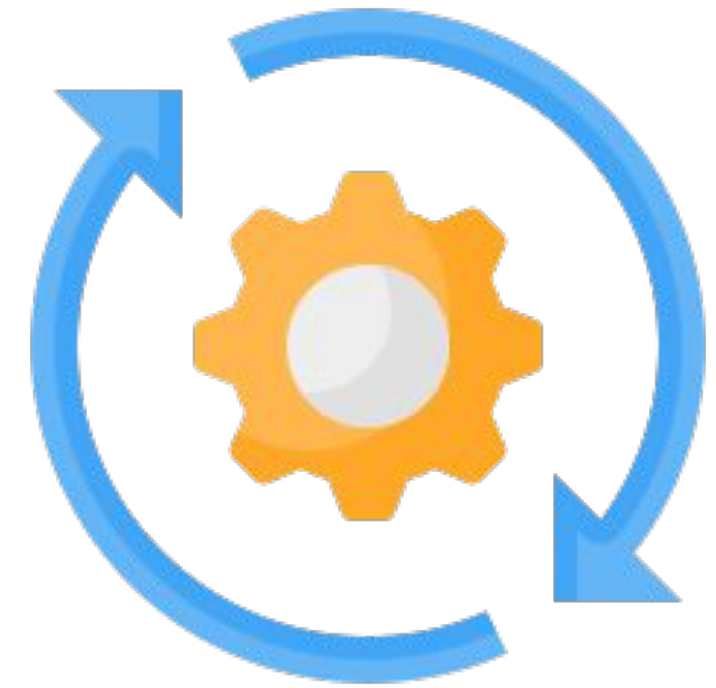
Purpose

- Share key themes from the mid-year CEO check-in
- Surface priority focus areas for January–June
- Highlight opportunities to strengthen leadership capacity and governance support

Context

- Reflects CEO self-reflection, Board executive session synthesis, and follow-up dialogue
- Focused on strategy, capacity, and long-term sustainability

3 KEY MOMENTS



1. BEGINNING-OF-YEAR GOAL SETTING

- CEO & Support and Evaluation Committee set annual goals/evidence aligned with the annual strategic plan
- Board reviews Goals
- Board votes to approve Goals
- Board reviews Key Results
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2. MID-YEAR CHECK-IN ← *We are here*

- CEO assesses progress towards goals and key results shares the reflection with the board
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- Board votes on mid-year report

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- CEO's direct reports complete the Board on Track CEO survey
- CEO completes the Board on Track End-of-Year Self Assessment and report
- Board completes the Board on Track End-of-Year CEO Assessment
- [Executive Session] Board synthesizes commendations and recommendations (using the data points above)
- Board votes on end-of-year report

Key Dates in the Process

Nov 3	Board Mtng: Erin presents the mid-year process
Nov 13	S&E Comm. Mtng: Meet to discuss CEO Contract
Nov 17	Matt sends his Mid-Year Reflection to the board.
Nov 17 - Dec. 2	Board members review Matt's mid-year reflection before the board meeting.
Dec. 3	Board Exec. Session: Discuss Matt's reflection and share commendations, advice, and next steps.
Dec. 11	S&E Comm. Mtng: Share with Matt the summary of the board meeting. If needed, continue CEO contract talk
Jan. 6, 2026	Board Mtng: Erin presents the mid-year report. Board Exec. Session: Contract negotiations for CEO Contract Renewal
Feb. 3, 2026	Board Mtng: ● Vote 1: Approve Mid-Year CEO Report ● Vote 2: Approve CEO Contract

Mid-Year Commendations

Strategic Creativity & Adaptability

Demonstrated innovative thinking, including advancing the high school expansion strategy.

Positive Community Impact

Strengthened school culture with increased parent engagement and involvement.

Visible Results & Strong Work Ethic

Delivered tangible progress across initiatives with sustained effort.

Commitment to Distributed Leadership

Continued focus on developing leadership capacity across the organization.

Building Effective Shared Services

Successfully identified, hired, and empowered talent to strengthen shared services.

Strategic Focus, January - June '26

NEAR-TERM PRIORITIES

Homeschool Program

Stabilize and strengthen as a core offering

Academic Excellence

Define indicators and implement a monitoring dashboard

High School Move & Identity

Clarify positioning, messaging, and scheduling implications

Fundraising

Advance efforts aligned to sustainability and growth

INTENTIONALLY DEFERRED

Preschool

Paused pending resolution of key unknowns

Leadership Capacity & Risk Awareness

Capacity Observations

- Strong elementary leadership foundation
- Opportunity to strengthen problem-based learning at secondary level
- Opportunity to improve STEM-industry alignment
- Growth mindset present; consistency of execution remains a focus

Risk Mitigation

- Clearer role expectations and accountability structures
- Ongoing alignment as strategic plans move into implementation

Why This Matters...

Leadership clarity is essential to sustaining STEM HR as a premier problem-based learning school and enabling future program growth

Board Role & Ongoing Support

PROACTIVE BOARD ENGAGEMENT

- Board advocacy and networking are strategic assets
- Earlier engagement strengthens authorizer and district relationships
- Board-to-board connections support responsiveness and trust

SUPPORT FOR THE CEO

- Continued thought partnership with the CEO Committee
- Periodic strategic check-ins to support change management
- Shared commitment to clarity, alignment, and sustainable growth

**KOSON CEO CEO SUPPORT & EVALUATION:
2025-2026**

EOY Evaluation

3 KEY MOMENTS

1. BEGINNING-OF-YEAR GOAL SETTING

- CEO & Support and Evaluation Committee set annual goals/evidence aligned with the annual strategic plan
- Board reviews goals
- Board votes to approve goals

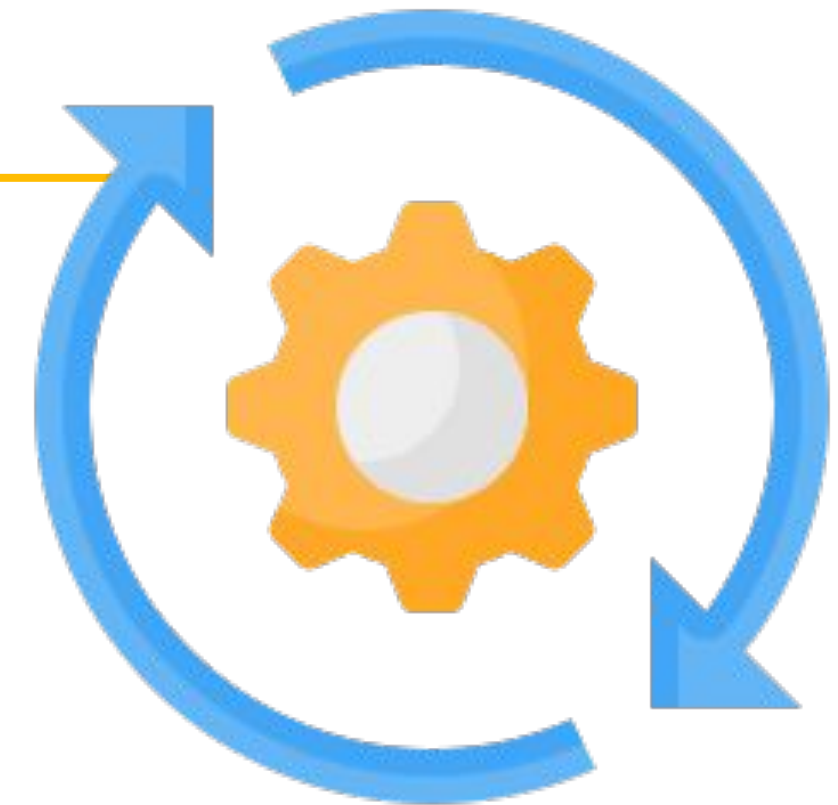
2. MID-YEAR CHECK-IN + CONTRACT DECISIONS

- CEO assesses progress towards goals and shares the reflection with the board
- [Executive Session] Board synthesizes commendations and recommendations for a mid-year report
- Board votes on mid-year report

3. END-OF-YEAR EVALUATION

← *We are here*

- CEO's direct reports complete the Board on Track CEO survey
- CEO completes the Board on Track End-of-Year Self Assessment
- Board completes the Board on Track End-of-Year CEO Assessment
- [Executive Session] Board synthesizes commendations and recommendations based on the four reports
- Board votes on end-of-year report



Steps of the Process

Mar 3	★ Board Meeting: Erin gives overview of EOY Eval Process
Mar 4	Erin emails CEO the self evaluation, Carla emails CEO's direct reports the survey.
Mar 13	Direct reports' survey due (submitted via Board on Track)
Mar 20	CEO's self evaluation due (submitted via Board on Track)
Mar 26	Erin emails board materials and link to CEO's evaluation in Board on Track
Apr 2	Board members' CEO evaluation due (submitted via Board on Track)
Apr 3	Erin and Carla prep for the board's executive session.
April 7	★ Board Meeting Exec Session: Board debriefs CEO's evaluation & makes commendations and recommendations
April 9	Erin and Carla plan S&E committee meeting with CEO
April 16	S&E Committee Meeting: Erin, Carla, CEO debrief board's recommendations.
Apr 17	Erin finalizes the EOY evaluation report and adds it to the Board Book
May 5	★ Board Meeting: Board reviews & discusses the EOY evaluation report.
June 2	★ Board Meeting: Board votes on the EOY evaluation report.

Purpose of the End of Year Evaluation

- Measure progress toward defined strategic priorities
- Assess the effectiveness of leadership, systems development, and organizational growth
- Identify strengths to celebrate and areas for continued growth
- Inform support and goal-setting for the coming year

Sections of the Evaluation

1. Annual Strategic Goals

- Strengthen Systems & Processes
- Elevate Leadership Capacity
- Deepen Community Engagement
- Develop Network Assets

2. Core Competencies

- Manages Financial Performance
- Develops and Leads Koson Administration Leaders and Staff
- Partners with the Board
- Engages the Community
- Leads Charter Growth
- Overall Leadership and Performance

EOY Commendations

Vision, Strategy & Innovation

- Advanced major growth initiatives aligned to long-term network sustainability
- Continued development of homeschool, high school, and network planning efforts

Systems & Infrastructure Development

- Strengthened operational systems supporting enrollment, HR, finance, communication, and organizational management
- Continued building the foundation necessary for future network growth

External Relationships & Growth Orientation

- Expanded relationships with community partners, business organizations, and external stakeholders
- Increased visibility and strategic positioning for Koson

Commitment to Growth & Continuous Improvement

- Demonstrated willingness to evolve systems, structures, and leadership practices in support of organizational growth

Opportunities, 2026-27

Priorities

Vision → Execution

Improve translation of strategic priorities into consistent implementation

Leadership Capacity

Strengthen accountability, role clarity, and leadership development

Prioritization & Capacity Management

Align initiatives with organizational capacity and resources

Fundraising & Community Engagement

Increase focus, ownership, and sustainability of engagement efforts

Key Success Indicators

- Measurable progress indicators and dashboards
- Clear ownership and accountability structures
- Organizational focus and pacing

Execution, Leadership & Organizational Capacity

Observations

- Strong vision and strategic thinking
- Continued investment in leadership development
- Several concurrent initiatives
- Growing organizational complexity

Focus Areas

- Translate vision into consistent execution
- Clarify leadership expectations and accountability
- Clarify priorities with available capacity
- Establish stronger ownership and decision-making structures

Why This Matters...

As Koson grows from a single-school organization into a more complex network, success will increasingly depend on the organization's ability to align strategy, leadership capacity, and execution. Sustainable growth requires clear priorities, distributed ownership, and successful implementation.

Board Partnership & Commitments

- Shared commitment to sustainable growth
- Ongoing support for organizational clarity and focus
- Collaborative approach to navigating increasing complexity
- Continued partnership in advancing Koson's long-term vision

Where this work is going...

- Today: Vote on the board report
- June 12th Summer Board Retreat to
 - Re-anchor on the roles and responsibilities of the board
 - Hear the CEO's strategic priorities for 2026-2027
- Aug/Sept Board Meetings: CEO finalizes 26-27 goals for board vote

Coversheet

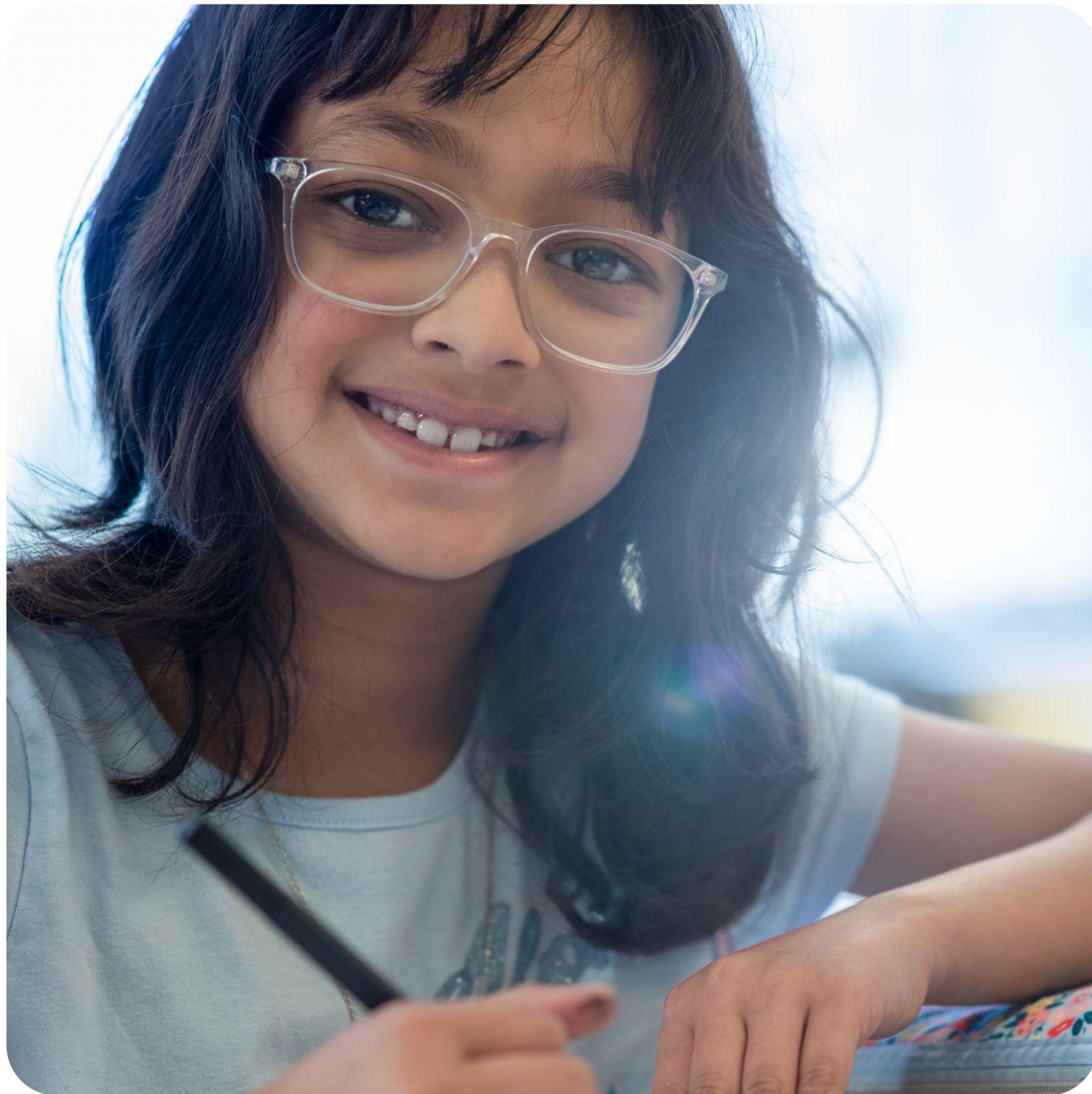
Board Assessment Report

Section:	V. KOSON Schools
Item:	E. Board Assessment Report
Purpose:	Discuss
Submitted by:	
Related Material:	Presentation_2026 Board Assessment Results.pdf

BOARD ON TRACK ASSESSMENT

2026 BOARD ASSESSMENT RESULTS

September 2026



STRATEGIC PLAN ALIGNMENT

3B - PREPARING FOR GROWTH: NETWORK MODEL AND GOVERNANCE

Establish a network model and governance structure to support growth, including roles, responsibilities, and decision-making processes.

Board on Track assessment provides feedback on Board structure, capability, and effectiveness.

Board on Track - Path to Excellence





ASSESSMENT METHODOLOGY AND ANALYSIS

BOARD ON TRACK METHODOLOGY

- Survey Responses are Yes, No, or I Don't Know
- Assessment Results are scale of 1 to 5
- BoT averages question responses
- Both No and I Don't Know responses result in low results

RESULTS ANALYSIS

- Important to focus on big picture and trends
- Diverse Board responses are averaged for all questions in each section
- Individual (anonymous) Board responses are shown in Assessment report in Board Book
- Apparent disconnects between Board members and between Board and CEO are often a result of the assessment methodology

SUMMARY

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Board Meetings					BOARD CEO
Board Structure					BOARD CEO
Board Composition		CEO		BOARD	
Board Recruitment		BOARD			CEO
Board Goals & Accountability			BOARD	CEO	
Finance			BOARD		CEO
Development	BOARD CEO				
Academic Oversight				BOARD CEO	
CEO Support & Evaluation					BOARD CEO
BoardSavvy CEO				BOARD	CEO

2025 vs 2026

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5		LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Board Meetings					BOARD CEO	Board Meetings					BOARD CEO
Board Structure				BOARD	CEO	Board Structure					BOARD CEO
Board Composition	CEO	BOARD				Board Composition		CEO		BOARD	
Board Recruitment	BOARD			CEO		Board Recruitment		BOARD			CEO
Board Goals & Accountability		BOARD CEO				Board Goals & Accountability			BOARD	CEO	
Finance			BOARD		CEO	Finance			BOARD		CEO
Development	BOARD CEO					Development	BOARD CEO				
Academic Oversight				BOARD CEO		Academic Oversight				BOARD CEO	
CEO Support & Evaluation				BOARD	CEO	CEO Support & Evaluation					BOARD CEO
BoardSavvy CEO			BOARD		CEO	BoardSavvy CEO				BOARD	CEO

2024 vs 2026

Major shift in 2 yrs

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5		LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Board Meetings				BOARD	CEO	Board Meetings					BOARD CEO
Board Structure				BOARD CEO		Board Structure					BOARD CEO
Board Composition	CEO	BOARD				Board Composition		CEO		BOARD	
Board Recruitment	BOARD CEO					Board Recruitment		BOARD			CEO
Board Goals & Accountability	BOARD	CEO				Board Goals & Accountability			BOARD	CEO	
Finance		BOARD	CEO			Finance			BOARD		CEO
Development	BOARD CEO					Development	BOARD CEO				
Academic Oversight		BOARD CEO				Academic Oversight				BOARD CEO	
CEO Support & Evaluation					BOARD CEO	CEO Support & Evaluation					BOARD CEO
BoardSavvy CEO		BOARD			CEO	BoardSavvy CEO				BOARD	CEO



STRENGTHS

MOST IMPROVEMENT

Board Composition (11 members)

IMPROVED (by 1)

Board Structure

Board Recruitment

Board Goals & Accountability

CEO Support & Evaluation

Board Savvy CEO

BOARD MEETINGS

5 - Excellent

Areas to work on:

Meeting content and evaluation

BOARD STRUCTURE

5 - Excellent (was 4)

Areas to work on:

Board member agreement, Job descriptions

CEO SUPPORT &

EVALUATION

5 - Excellent (was 4)

Areas to work on:

CEO Evaluation, Job description

IMPROVED - BOARD SAVVY CEO

4 - Advanced (was 3)

Improvement in governance knowledge, governance priority, and Board education

Areas to work on:

Succession planning and governance knowledge

BETTER

ACADEMIC OVERSIGHT

4 - Advanced

Areas to work on: Comparative data

GOOD

FINANCE

3 - Intermediate

Areas to work on:

Board education, Annual Audit, Financial Controls & Compliance, and Support of the CEO

IMPROVED - BOARD GOALS & ACCOUNTABILITY

3 - Intermediate (was 2)

Improvement in Board goals and accountability

Areas to work on: Board member accountability

IMPROVED - BOARD COMPOSITION

4 - Advanced (was 2), Significant disconnect with CEO - 2

Improvement in Board size, diversity, and skills & expertise

Areas to work on: Previous governance experience, level of objectivity

Disconnect with CEO on Skills & expertise, diversity, and level of objectivity

EMERGING

IMPROVED - BOARD GOALS AND ACCOUNTABILITY

2 - Emerging, Significant disconnect with CEO - 5

Orientation is a strength

Areas to work on:

Recruitment plan/process/pipeline

BASIC

DEVELOPMENT

1 - Basic

No significant improvement

Areas to work on:

Philosophical alignment, fundraising/development plan, accountability, and board training.

LOOKING FORWARD

WORK IN PROGRESS FOR 26/27

Development:

- Koson Strategic Plan development
- Setup formal Strategic Plan/Growth Committee
- Continue Fundraising Initiatives

Finance:

- Financial Policy updates in process
- New auditor

Academic:

- Data Dashboard

Board Composition/Accountability/Recruiting:

- Board Member Agreement
- Board Handbook development

CEO Support & Evaluation:

- CEO Goals Progress Tracking
- CEO Job Description update



SUGGESTIONS FOR FUTURE GOALS/INITIATIVES:

- 27/28 - Fundraising Scale-up
- 27/28 - Succession Planning, both Board and CEO
- 27/28 - Board Recruiting Plan
- Others?

Coversheet

Vote for Consent Agenda Items

Section:	VI. Consent Agenda
Item:	A. Vote for Consent Agenda Items
Purpose:	Vote
Submitted by:	
Related Material:	2026-2027HomeSchoolCalendarUpdate.pdf



2026-27 Home School Calendar Grades K-4

July 2026						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
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26	27	28	29	30	31	

August 2026						
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30	31					

September 2026						
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October 2026						
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November 2026						
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March 2027						
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June 2027						
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School Closed/Holidays

First day Session 1-
September 8th
Last day Session 1-
October 9th

First day Session 2-
October 20th
Field trip day- Dec. 4
Last day Session 2-
December 15th
First day Session 3-
January 12th
Field trip day- Feb. 19
Last day Session 3-
March 2nd

First day of Session 4-
March 23rd
Field trip day- April 16
Last day of Session 4-
May 11th
Planning/
Professional Development

* Field trip days subject to change based on availability



2026-27 Home School Calendar Grades 5-8

July 2026						
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November 2026						
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December 2026						
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January 2027						
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February 2027						
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March 2027						
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April 2027						
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May 2027						
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June 2027						
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School Closed/Holidays

First day Session 1-
September 10th
Last day Session 1-
October 8th
Showcase October 23rd

First day Session 2-
October 22nd
Field trip day- Nov 20
Last day Session 2-
December 17th
First day Session 3-
January 14th
Field trip day- Feb. 26
Last day Session 3-
March 4th

First day of Session 4-
March 25th
Field trip day- April 9
Last day of Session 4-
May 13th
Planning/
Professional Development

* Field trip days subject to change based on availability