



Stargate School

Governance Board Meeting

Published on September 17, 2024 at 8:05 AM MDT

Date and Time

Wednesday September 18, 2024 at 6:00 PM MDT

Agenda

Purpose Presenter

I. Opening Items

- | | | |
|-------------------------------------|--|------------------|
| A. Call the Meeting to Order | | Lindsey Paquette |
| B. Roll Call | | Lindsey Paquette |

C. Reading of Stargate Mission

Stargate School will provide a differentiated program designed specifically to meet the needs of identified intellectually gifted learners in order to challenge each student's academic abilities, support their unique emotional needs, promote individual character development and encourage a life-long love of learning.

- | | | |
|--|---------|-------------------|
| D. Recognitions and Appreciations | Discuss | All Board Members |
| E. Board News and Events | Discuss | All Board Members |

II. Approve Consent Agenda Items

- | | | |
|---|------|------------------|
| A. Approve Consent Agenda | Vote | Lindsey Paquette |
| 1) Agenda for September 18, 2024 Governance Board Meeting | | |

	Purpose	Presenter
2) Minutes for Governance Board Meeting held August 21, 2024		
3) Minutes for Governance Board Meeting held September 4, 2024		

- | | | |
|--|-----------------|--|
| B. Minutes for Governance Board Meeting held August 21, 2024 | Approve Minutes | |
| C. Minutes from Governance Board Meeting held September 4, 2024 | Approve Minutes | |

III. School Operations

- | | | |
|--|-----|--------------|
| A. Executive Director of Academics Report | FYI | Robin Greene |
| B. Staff Report - Student Recruitment 24-25 | FYI | Kelli Stuart |

IV. Public Comment

Public Comments Reminder: The board meeting is structured to allow the Governance Board to conduct its business in a timely manner. Comments may not be immediately addressed but may be considered as future agenda items. Anyone wishing to speak must sign-in before the public comment portion of the meeting. Comments are limited to 3 minutes each, and total time allotted for all public comments will not exceed 45 minutes. Those wishing to speak that do not get the opportunity to do so can submit their comments to governance@stargateschool.org or may attend the next board meeting to do so. Please note that time may not be donated to others and comments are expected to maintain professional courtesy, civility, and respect.

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|-----------------------------------|-----|--|
| A. Public Comment | FYI | |
| B. Public Comment Response | FYI | |

V. Committee Reports

- | | | |
|---------------------------------------|-----|--------------|
| A. Written Committee Reports | FYI | |
| Finance Committee | | |
| Fundraising Allocation Committee | | |
| B. Recruiting Committee Report | FYI | Danielle Fox |

	Purpose	Presenter
SAC election review		
C. Elections Committee Report	FYI	Lisa Griffin
SAC Election Update		
D. SAC Report	FYI	Lumakar Challa, Lindsey Paquette
UIP Plan		
6/30 KPI Report		
VI. Action Items		
A. Revised Policy 1.16 Public Records Request Second Reading	Vote	Samantha Howorko
Policy 1.16 Public Records Request Revised 2024		
B. 2024-2025 Executive Director Goals	Vote	Meryl Faulkner
Executive Director Evaluation Tool		
2024-2025 Executive Director Evaluation Sheet		
C. 2024-2025 Board Handbook	Vote	Lisa Hosfelt
2024-2025 Board Handbook		
Finalize changes to Board Code of Conduct.		
D. Independent Director Part A: Determine whether to appoint one Independent Director	Vote	Lisa Hosfelt, Bibi Paul
Analysis of Independent Director Process		
E. Independent Director Part B: Vote to appoint/not appoint Independent Director Candidate	Vote	Lisa Hosfelt, Bibi Paul
VII. Discussion Items		
A. Plan for Stakeholder Presentation 10-23-24	Discuss	Lisa Griffin
B. Strategic Plan	Discuss	Lindsey Paquette
Draft of 2024-2025 Strategic Plan and Objectives		
Assign owners and timelines.		
C. Operational Review	Discuss	Lindsey Paquette

Purpose Presenter

D. Mission

Discuss

Determine next steps and assign ownership

VIII. Future Planning

A. Next Board Meeting Agenda and Board Packet

Discuss

Lindsey Paquette

B. Next Admin Sync Meeting

Discuss

Lindsey Paquette

C. Upcoming Events

Discuss

IX. Closing Items

A. Adjourn Meeting

Vote

Lindsey Paquette

Coversheet

Minutes for Governance Board Meeting held August 21, 2024

Section: II. Approve Consent Agenda Items
Item: B. Minutes for Governance Board Meeting held August 21, 2024
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Governance Board Meeting on August 21, 2024

APPROVED



Stargate School

Minutes

Governance Board Meeting

Date and Time

Wednesday August 21, 2024 at 6:00 PM

Directors Present

B. Paul, L. Challa, L. Griffin, L. Paquette, M. Faulkner, S. Howorko

Directors Absent

L. Hosfelt

Directors who left before the meeting adjourned

M. Faulkner

Guests Present

2 remote participants (remote), 3 in-person participants, M. Anderson, R. Greene

I. Opening Items

A. Call the Meeting to Order

L. Paquette called a meeting of the board of directors of Stargate School to order on Wednesday Aug 21, 2024 at 6:05 PM.

B. Roll Call

C. Reading of Stargate Mission

D. Recognitions and Appreciations

Bibi Paul - Her husband and son for attending the board meeting last month to show their support. CRC for all the work they are doing to get ready for Eagle Fest. Lindsey Sims from CRC, Danielle Fox from Recruiting, and Stacy Tempas for their work at the Elementary Back to School Night.

Lumakar Challa- Those that put on the back to school staff lunch. Danielle Fox for recruiting volunteers at Back to School Night. Dr. Greene for her welcome video.

Lisa Griffin - Tien Tong and Yaning Liu for their work managing elections at Stargate. They work behind the scenes and below the radar of most members of our community to make sure our elections are highly secure and seamlessly executed. Also all of the other unsung volunteer heroes of Stargate who contribute every day in large and small ways to make our community a great place to be.

Meryl Faulkner - All new teachers and staff for their extra work in transitioning into their roles. We are so happy you're here!

Samantha Howorko - Rob and Dave for their work on the bus pilot.

Lindsey - Thanks to teachers and administrators for successful start to school year. Lisa Hosfelt for her leadership over the last few years, lots of hardworking and dedication to Stargate.

E. Board News and Events

Lindsey - Staff Kickoff

Meryl - Staff Kickoff

Lisa G. - Staff Kickoff, Elementary Back to School Night, kindergarten parent meet up

Lumakar - Staff Kickoff, Elementary Back to School Night

Bibi - Staff Kickoff, Elementary Back to School Night, CRC meeting

Samantha - Staff Kickoff

II. Approve Consent Agenda Items

A. Approve Consent Agenda

L. Paquette made a motion to remove the agenda item from the consent agenda.

S. Howorko seconded the motion.

Have items to add.

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

L. Paquette made a motion to approve the consent agenda.

S. Howorko seconded the motion.

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

L. Paquette made a motion to approve agenda as amended, add item G. approving election committee chair and H. election committee budget.

M. Faulkner seconded the motion.

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

B. Minutes for Governance Board Meeting held July 10, 2024

Included in consent agenda

L. Paquette made a motion to approve the minutes from Governance Meeting on 07-10-24.

S. Howorko seconded the motion.

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

III. School Operations

A. Financial Report

[June financials](#) are complete and the end of the year looked great. Board legal fees will be reported on a quarterly basis.

[Consolidated detail June 2024](#)

[Consolidated detail July 2024](#)

[KPIs](#)

B. Executive Director of Academics Report

[Report](#)

IV. Public Comment

A. Public Comment

Parent spoke about school management structure, ad hoc committee to review administrative structure of the school. Request that this is a committee, with results by December.

Independent director candidate introduced herself.

Parent spoke about Stargate email and the optics for volunteers / committee members to have Stargate emails.

B.

Public Comment Response

We have a discussion item for league engagement on our organizational analysis, will discuss how this would work at that time.

V. Committee Reports

A. Written Committee Reports

B. Election Committee Report

Election committee needs more volunteers. Need to formally appoint Chair per the election policy, and we need to approve funding for the simply voting.

C. Recruiting Committee Report

[report](#)

D. SAC Report

Draft or update on UIP at September meeting.

VI. Action Items

A. Financial Policies and Procedures Handbook - Procurement Section

S. Howorko made a motion to approve procurement section of the Financial Policies and Procedures Handbook as presented.

B. Paul seconded the motion.

[Procurement Policy](#)

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

B. Approve funds for purchase of IT hardware

No vote needed.

C. Fundraising Allocation to Principals

S. Howorko made a motion to allocate \$10,000 each to Elementary, Middle and High School Principals from fundraising.

L. Paquette seconded the motion.

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

D. Fundraising Allocation for After Prom

S. Howorko made a motion to allocate up to \$15,000 from fundraising funds to After Prom.

L. Paquette seconded the motion.

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

E. Committee Handbook

Defer to September so we can discuss data management policy first.

F. Recruiting Committee Charter

B. Paul made a motion to approve the Recruiting Committee Charter as presented.

L. Paquette seconded the motion.

[Recruiting Committee Charter](#)

Discussion around Independent Director timelines, the Recruiting Committee will come up with a process.

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

G. Revised Policy 1.16 Public Records Request First Reading

S. Howorko made a motion to approve the first reading of Revised Policy 1.16 Public Records Request.

L. Paquette seconded the motion.

[DRAFT Revised Policy 1.16](#)

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

H. 2024-2025 Board Handbook

Revised version was not fully provided to the Board, so will move vote to September.

I. Operational Analysis Proposals

Discussion on the proposals from the League to provide operational analysis. Will look at other options and potentially consider an ad hoc committee, to be discussed again in October.

J. Election Committee Chair

L. Griffin made a motion to appoint Tien Tong as Election Committee Chair.

M. Faulkner seconded the motion.

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

K. Election Committee Allocation

L. Griffin made a motion to allocate up to \$2,000 for SimplyVoting.

M. Faulkner seconded the motion.

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

VII. Discussion Items

A.

ED Evaluation Tool

Discussed the changes that we made last year to the ED evaluations. No suggested content updates for this year, but updating the feedback cycle, with two new Board members to work on the evaluations. Added items from Operations and Finance evaluation to EDOA. At the beginning and end of year, all Board members are to be present, but two board members will be appointed to manage throughout the year.

B. Data Management Policy

Will ask Richard to attend another Board meeting to discuss. Lisa and Samantha to work with Richard on the questions and review with legal. Potentially a September or October agenda item.

C. Strategic Planning Session

Discussed agenda for Strategic Planning and opened up to any feedback on items for the agenda. Potentially move training to another time.

D. Mission and Vision

Build into the strategic planning session.

E. Reimagine Updates

[FYI](#)

M. Faulkner left at 9:07 PM.

VIII. Future Planning

A. Next Board Meeting Agenda and Board Packet

L. Paquette made a motion to Motion to add a special meeting on September 4th at 6pm to interview an Independent Director Candidate.

S. Howorko seconded the motion.

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

B. Next Admin Sync Meeting

8:30 on 9/9, Bibi and Lindsey attending

C. Upcoming Events

Coffee chats, Strategic Plan

IX. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:32 PM.

Respectfully Submitted,
L. Paquette

Coversheet

Minutes from Governance Board Meeting held September 4, 2024

Section: II. Approve Consent Agenda Items
Item: C. Minutes from Governance Board Meeting held September 4, 2024
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Special Session (Virtual): Independent Candidate Interview on September 4, 2024

APPROVED



Stargate School

Minutes

Special Session (Virtual): Independent Candidate Interview

Date and Time

Wednesday September 4, 2024 at 6:00 PM

Location

Join Zoom Meeting

<https://zoom.us/j/83148823532?pwd=qLJr9OMQdsLBsjht95dyr3CcdC5G4M.1>

Meeting ID: 831 4882 3532

Passcode: eagles

Directors Present

B. Paul (remote), L. Challa (remote), L. Griffin (remote), L. Hosfelt (remote), L. Paquette (remote), M. Faulkner (remote), S. Howorko (remote)

Directors Absent

None

Guests Present

R. Greene (remote)

I. Opening Items

A. Call the Meeting to Order

B. Roll Call

C.

Reading of Stargate Mission

II. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:21 PM.

Respectfully Submitted,
L. Hosfelt

Coversheet

Executive Director of Academics Report

Section: III. School Operations
Item: A. Executive Director of Academics Report
Purpose: FYI
Submitted by:
Related Material: EDA Report September 2024.pdf



Executive Director- Academics Governance Board of Directors Report

Date: September 18, 2024

Prepared by: Dr. Robin Greene, Executive Director- Academics

30th Anniversary

- Fun Run
 - There will be an inflatables race at the end of the fun run with admin
- Fundraising goal of 30k to coincide
- Homecoming
 - 30 years of being “Home”
- 30th Anniversary Celebrations

Academics:

- UIP update
- Goal setting talks occurring
- Awards night September 16th
- Music Concert September 19th
 - Outside 5:30 to 7
 - Taco truck available

Building Operations:

- Firewall installed
- Blocks i working
- Safety drills
- RFP for camera upgrades
- Lunch is running successfully
- Website
 - Google form will be provided
 - ADA accessibility review

Finance:

- Finance Committee meeting
 - Presentation by Dave Logan for Athletics' and bussing
 - Additional meeting needed
- Reviewing sponsorship proposals

Family Engagement:

- Community U
 - Gifted 101 September 27 6-7
 - Parenting Intensities in Gifted Children and Ourselves: October date TBD
 - Community member/parent who is a psychologist
- Coffee Chat October 3 8:30-9:30
 - With coffee

Admissions:

Current Student enrollment:
1576

Eagles Landing:

Serving over 100 students elementary and secondary
4 new Eagles Landing Lunch Aides offered

Strategic Work:

- Reimagine Report-goal progress:
 - *Priority Recommendation: Facilitate Team Culture Building for Trust*
 - *Team Building*
 - *Activating New Mindsets: Collaboration*
 - *Recommendation: Involve staff committees in the decision making process*
 - *Teacher Leadership Teams*
 - *Department Leadership Teams*
 - *Recommendation: Recognize staff in authentic ways*
 - *Staff shout outs through weekly communication*
 - *Activating New Mindsets: Transparency*
 - *Staff Connection*

Miscellaneous/FYI:

Coversheet

Recruiting Committee Report

Section: V. Committee Reports
Item: B. Recruiting Committee Report
Purpose: FYI
Submitted by:
Related Material: September Board Report.pdf

Monthly Report to the Stargate Governing Board September

Committee Name:	Recruiting
Members:	Danielle Fox, Molly Saulsburg, Doug Ryan Lisa Hosfelt (Board Liaison), Bibi Paul (Board Liaison)
Report Date:	8/21/2024
Meeting Dates:	

Major Accomplishments / Work Completed or In Progress:

Best News First: 🎉

- 4 staff applied for the 2 open staff seats
- 8 parents/guardians applied for the 4 open parent/guardian seats

Work Completed:

- Attended the Elementary Kick Off night with a table representing the SAC election and volunteerism
- Created a table to be present at Eagle Fest
- Created a presentation outlining the 5 major responsibilities of a SAC member
- Shared the above presentation at a Staff PD in early August to educate staff on the responsibilities and begin to build interest
- Designed and displayed 5 yard signs that were put up around both loops
 - Will submit for a FAC reimbursement request
- Created 2 posters that were displayed in both front offices detailing what SAC is, the requirements and specific details for this election with a QR code that went directly to the nomination form.
- Created and displayed a reminder at each staff mailbox in both buildings to encourage nominations, complete with a QR code directly to the nomination form.
- Created a flyer to put in each elementary student’s Monday Folder.
 - Received an application that afternoon!
- Spoke to and shared about the SAC election at the Parent Panel night session
- Spoke to and shared about the SAC election at the Safety Presentation night with Ofc Couture
- Reached out via email and verbally to 44 parents/guardians
 - Received 14 replies
 - Received 5 nominations
 - 1 interested in serving on the Board

An interesting aspect to consider when thinking about the impact of soft-touch recruiting:

Name:	Interaction:
Aye-Theinga Thu	No
Ian Bennett	Contacted via email due to Board election, 2024
Therese Morin	Yes, shared the value she brought and appreciation of her time and skills
Lucas Banta	Applied evening that flyers were sent home
Shelly Martinez	Contacted directly, new secondary parent
Katie Yaddorf	Contacted via email due to previous interest
Usha Sabbineni	No
Caroline Hatfield	Reached out to SAC before school started, maintained conversation with her and met at Ofc. Couture's Safety Presentation

Questions for the Board:

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Coversheet

Elections Committee Report

Section: V. Committee Reports
Item: C. Elections Committee Report
Purpose: FYI
Submitted by:
Related Material: 9.18.23 Election Committee Report.pdf

Elections Committee convened 8/27/24 to start planning Fall 2024 SAC Election

- In attendance: Lisa Griffin , Danielle Fox, Yaning Liu, Tien Tong
- Check-in with Recruiting, which was going well. Danielle has created some new print material and other formats for marketing recruiting this year and agreed to help with renewing some of the Elections communications as well.
- Confirmed the Scope for School Accountability Committee (SAC) 2024 Election.
- Scheduled meeting for 9/12/24 to set-up the Fall ballot.

Action items:

- Tien sent list of Elections communications to Danielle to spruce up and set-up via various mediums, including print, email (IC), StarNews newsletters, and social media. A renewed idea is to include some comms in teacher grade level newsletters home to parents as well.
- Yaning ran mock election to confirm budget for both Fall and Spring Elections.
- Yaning got the list of IC emails (parents and staff) on September 5th from Maggie Anderson.
- Danielle created content for nominee information on the Elections page.
- Yaning pulled candidate info for ballots: names, photo, short intro; and drafted the ballot.

9/12/24 Ballot Set-up Meeting

- In attendance: Lisa Griffin , Danielle Fox, Yaning Liu, Tien Tong. Maggie joined at the end.
- Set-up timeline for comms, coordinated between Simply voting emails and other comms.
 - 9/16 IC email and SimplyVoting email; Post Yard signs.
 - 9/17 FB post
 - 9/19 SimplyVoting
 - 9/20 StarNews
 - 9/23 Monday folders and FB
 - 9/25 SimplyVoting
 - 9/27 StarNews
 - 9/30 SimplyVoting and IC email.
- Updated staff emails to correct one invalid staff email.
- Changed reference link in the ballot to Election site.
- Proofed ballot for both staff and parent ballots.
- With Maggie Anderson, removed all part-time staff from list.
- Question/discussion came up about Officer Couture (staff SAC candidate/nominee), and his classification. Specifically, per Election policy, staff members holding Committee seats must be full-time. Agreed to follow-up with board and other administrative staff on an opinion around his status and eligibility for SAC and circle back tomorrow.
- Finalized parent election.
- SimplyVoting logoff at 8:28 PM 9/12/24

9/13/24 Ballot discussion continued – to finalize staff ballot

- Received feedback from board and consulted with Jennifer Roach (HR) around Officer Couture's classification.

- Elections and Recruiting committees collectively made a decision to allow Officer Couture to remain on the ballot.
- Finalized staff election.
- Lisa and Yaning collaborated on a password to lock the Election.
- Submitted a statement to the board around the decision for Officer Couture's eligibility.

Coversheet

SAC Report

Section: V. Committee Reports
Item: D. SAC Report
Purpose: FYI
Submitted by:
Related Material: KPI Report 6.30.24.pdf



Key Performance Indicators

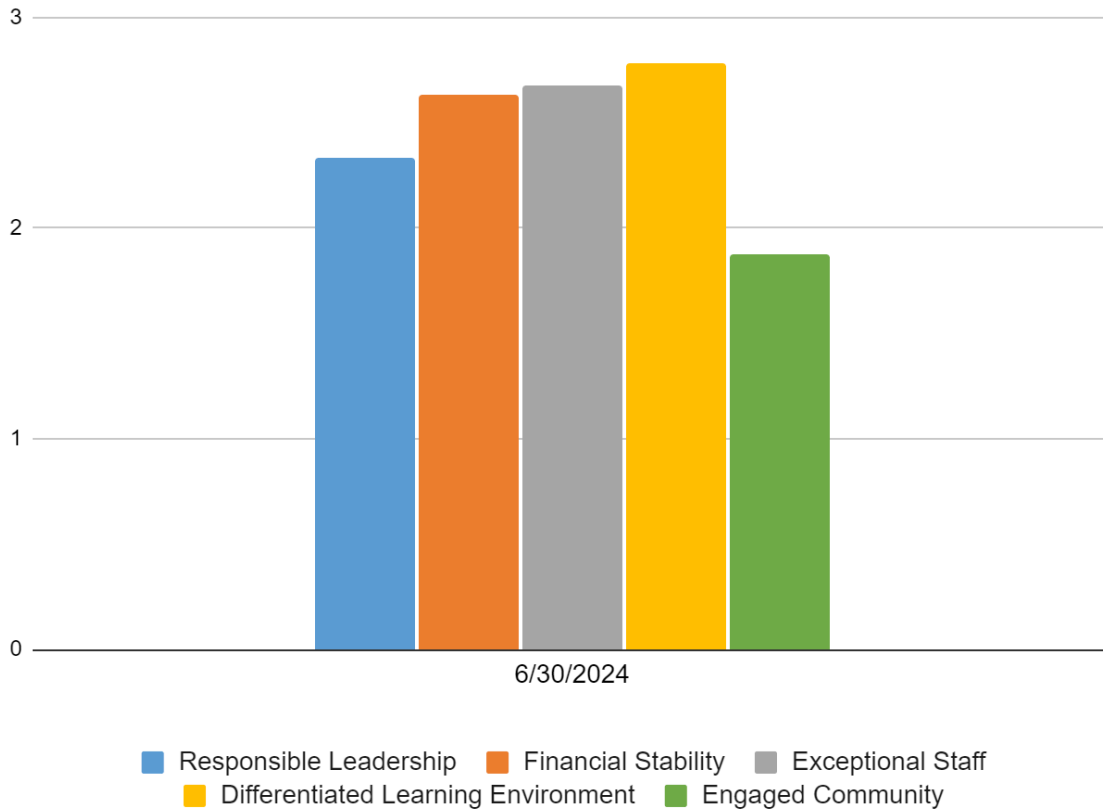
As of June 30, 2024

Key performance indicators (KPIs) are measurable values that demonstrate how the school is performing. These values are represented in five categories that align with the Governance Board’s Strategic Plan. Defined goals and measures that are outlined in the school’s Unified Improvement Plan are also included so that progress toward those goals can be more effectively evaluated and tracked.

Stargate School’s KPIs are formulated and monitored by the School Accountability Committee. As data from various sources is collected and analyzed and historical trends are established, changes may be made to the scoring process. New indicators will also be included as new data becomes available. KPIs will be updated on a quarterly basis and will be made available to the Stargate community after data is finalized and approved.

The KPIs highlight areas of strength, as well as reveal areas that require continued attention and goal-oriented strategies. The KPIs will be utilized by the Board in the preparation of each year’s Strategic Plan, as well as in their day-to-day decision making as they strive to fulfill the school’s mission.

Quarterly KPI Summary



Date	Responsible Leadership	Financial Stability	Exceptional Staff	Differentiated Learning Environment	Engaged Community
6/30/2024	2.34	2.63	2.68	2.78	1.88
3/31/2024	2.34	2.63	2.68	2.78	1.88
12/31/2023	2.53	2.63	2.72	2.81	2.17
9/30/2023	2.53	2.70	2.35	2.51	2.17
2022-2023	2.54	2.75	1.94	2.55	2.24
2021-2022	2.59	2.90	2.10	2.65	2.34
2020-2021	2.53	2.88	2.05	2.66	2.25
2019-2020	2.43	2.49	2.30	2.64	2.13
2018-2019	2.38	2.05	2.32	2.61	2.10

Qualifiers

>=2.50
1.50 - 2.49
<1.50

Change in methodology as of 2024:

Starting with the 2024 Parent and Staff Surveys, the response option of "Neither Agree nor Disagree" was added, changing the scale from a 4-point to a 5-point. This resulted in an adjustment to a number of our KPI values and thresholds may need to be re-evaluated.

Each measure is given a rating on a 0-3 scale based on available data. Ratings are categorized into three groups. Scores from 2.50 to 3 are coded as green, signifying that expectations are being met or exceeded. Scores from 1.50 to 2.49 are coded yellow, signifying that attention is needed and efforts toward improvement should be made. Scores below 1.50 are coded red, signifying that urgent attention is needed and immediate plans for improvement should be made.

Historical KPIs

Responsible Leadership



Responsible Leadership								Overall Rating:	2.3
Goals:									
<ul style="list-style-type: none"> •Maintain a safe campus •Implement Stargate's mission and vision •Ensure compliance in all policies 									
Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current score	Rating	Weight
Governance Board self-evaluation	cumulative score	Governance Board	Score converted to scale of 3	3/31/2024	annually	3.5	3.5	2.6	20%
Governance Board evaluation	cumulative score	School Accountability Committee	Score converted to scale of 3	3/31/2023 *Did not survey in '24	annually	3.5	3.2	2.4	20%
Community favorability	staff and parent responses to: "The Governance Board makes decisions based on what's best for Stargate students and staff"	School Accountability Committee/ staff & parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	83%	58% (86% of A or D)	1.7	20%
Recommendations consideration	recommendations addressed, completed, and/or in progress, individually and subjectively scored by SAC	Governance Board, School Accountability Committee	average score	9/30/2023	semi-annual	2.3	2.48	2.5	20%
Safety	parent response to: "my child feels safe at school"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	88%	81% (91% of A or D)	2.4	20%

Financial Stability

Overall Rating: **2.6**

Goals:

- Maintain the long-term viability of the school
- Remain financially transparent

Key Performance Indicator	Measure	Data Owner	Thresholds	as of date	update frequency	Previous score	Current Score	Rating	Weight
Days Cash on Hand	# of days consistent with defined targets: days cash on hand >=125 (unrestricted cash excl fundraising)	Exec Dir of Operations and Finance	3: 125 <= DCOH <=145 2: 100 <= DCOH <125 OR DCOH >145 1: DCOH <100	6/30/2024	quarterly	158	152	2	20%
Budget Performance - Revenues	overall % actual vs budget for revenues: Q1 >=25%, Q2 >=50%, Q3 >=75%, Q4 >=100%	Exec Dir of Operations and Finance	3: revenues >= budget 2: 1%-5% deviation from targets 1: >5% deviation from target	6/30/2024	quarterly	72.31%	99.07%	2	10%
Budget Performance - Expenses	overall % actual vs budget for expenses: Q1 <=25%, Q2 <=50%, Q3 <=75%, Q4 <=100%	Exec Dir of Operations and Finance	3: expenses <= budget 2: 1%-5% deviation from targets 1: >5% deviation from target	6/30/2024	quarterly	69.06%	91.94%	3	10%
Revenue Distribution - Salaries	annual %s consistent w/ defined targets: salaries >=45% revenue	Exec Dir of Operations and Finance	3: targets met 2: 1%-5% deviation from target 1: >5% deviation from target	6/30/2024	quarterly	45.55%	48.72%	3	7%
Revenue Distribution - Benefits	annual %s consistent w/ defined targets: benefits >=15% revenue	Exec Dir of Operations and Finance	3: targets met 2: 1%-5% deviation from target 1: >5% deviation from target	6/30/2024	quarterly	14.28%	14.47%	2	7%
Revenue Distribution - Other Expenses	annual %s consistent w/ defined targets: other expenses <=17% revenue	Exec Dir of Operations and Finance	3: targets met 2: 1%-5% deviation from target 1: >5% deviation from target	6/30/2024	quarterly	16.05%	14.59%	3	7%

Debt Service Coverage Ratio (DCSR)	debt service coverage ratio ≥ 1.1	Exec Dir of Operations and Finance	3: targets met	6/30/2024	quarterly	1.59	1.67	3	20%
			2: .01-.05 deviation from target						
			1: $>.05$ deviation from target						
Teacher Compensation	average salary comparison to corresponding Adams 12 salary level	Exec Dir of Operations and Finance	3: above district average	6/30/2024	annually	<i>average base salary above Adams 12</i>	average base salary above Adams 12	3	20%
			2: at district average						
			1: below district average						

Exceptional Staff								Overall Rating:	2.7
Goals:									
<ul style="list-style-type: none"> •Maintain a positive work environment •Recruit, mentor and retain highly-skilled staff •Ensure compliant and high-quality individualized learning plans 									
Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Teacher Evaluations	% of teachers receiving highly effective/effective rating in annual review	Principals	3: >=95%	6/30/2023 *pending data update	annually	New	100%	3	17%
			2: 90%-94%						
			1: <90%						
Teacher Gifted Training	% having completed GT training or course	HR Manager	3: >=90%	12/31/2023	annually	75%	100%	3	17%
			2: 75-89%						
			1: <75%						
CDE Highly Qualified Certification	% of teachers with CDE endorsements in primary content area	Principals	3: >=95%	12/31/2023	annually	97%	95%	3	17%
			2: 90%-94%						
			1: <90%						
Staff satisfaction	staff response to: "Considering everything, I am satisfied working at Stargate"	School Accountability Committee/ staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	78%	69% (85% of A or D)	2.1	17%
Staff retention	% of staff retained from previous year	Exec Dir of Operations and Finance	3: >= District avg (80.7%)	9/30/2023	annually	75.4% 20-21 67.4% 21-22	81.2%	3	17%
			2: >= State avg (77.1%)						
			1: below State avg						
Department retention	average of staff retention scores for each department	Exec Dir of Operations and Finance	3: >= District category avgs	9/30/2023	annually	Elem: 73% Sec: 69% Clssf: 41%	Elem: 96% Sec: 84% Lrn Svs: 70% Support: 46%	2.0	17%
			2: >= State category avgs						
			1: below State category avgs but above 50%						

Differentiated Learning Environment

Overall Rating: **2.8**

- Goals:
- Ensure that curriculum and programs provide differentiated learning opportunities for gifted learners
 - Ensure the admissions policy aligns with Stargate's mission and provides equitable access

Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Engagement and challenge	parent response to: "My child feels appropriately engaged and challenged"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	86%	80% (90% of A or D)	2.4	5%
Curriculum transition	parent response to: "The transition for this student between levels or grades was well-coordinated and positively reinforcing"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	86%	74% (90% of A or D)	2.2	5%
Student Achievement - Elementary (CMAS)	CDE indicator % of points earned for Academic Achievement	CDE School Performance Framework	3: >=90	12/31/2023	annually	100	100	3	15%
			2: 80-89						
			1: <80						
Student Growth - Elementary (CMAS)	CDE indicator % of points earned for Academic Growth	CDE School Performance Framework	3: >=80	12/31/2023	annually	76.3	85	3	15%
			2: 70-79						
			1: <70						
Student Achievement - Middle (CMAS)	CDE indicator % of points earned for Academic Achievement	CDE School Performance Framework	3: >=90	12/31/2023	annually	96.3	100	3	15%
			2: 80-89						
			1: <80						
Student Growth - Middle school (CMAS)	CDE indicator % of points earned for Academic Growth	CDE School Performance Framework	3: >=80	12/31/2023	annually	62.5	75	2	15%
			2: 70-79						
			1: <70						
PSAT performance (9th grade)	average student scores on PSAT	CDE SAT & PSAT Data	3: at or above top quartile in state of CO (>=1026) 2: between mean and top quartile	9/30/2023	annually	1144	1115	3	7.5%

			1: below mean						
PSAT performance (10th grade)	average student scores on PSAT	CDE SAT & PSAT Data	3: at or above top quartile in state of CO (>=1026) 2: between mean and top quartile 1: below mean	9/30/2023	annually	1174	1157	3	7.5%
SAT performance (11th grade)	average student scores on SAT	CDE SAT & PSAT Data	3: at or above top quartile in state of CO (>=1026) 2: between mean and top quartile 1: below mean	9/30/2023	annually	1251	1246	3	7.5%
Advanced Placement performance	average student scores on AP exams	Secondary Principal	3: >=3 2: 2.5-3 1: <2.5	9/30/2023	annually	3.70	3.60	3	7.5%

Engaged Community								Overall Rating:	1.9
Goals:									
<ul style="list-style-type: none"> •Build a respectful Stargate community of parents, students and staff who will be actively engaged in promoting the success of the school •Positively position Stargate in the greater community 									
Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Election participation	% of eligible voting members who cast their vote in fall and spring elections	Election Committee	3: >=25% 2: 15%-25% 1: <15%	6/30/2024	semi-annually	25% <i>Spring '23 No Fall Election</i>	27.5% Sprg '24	3	20%
Parent survey participation	ratio of responses to total student population	School Accountability Committee	3: >=50% 2: 35%-49% 1: <35%	3/31/2024	annually	19%	21%	1	20%
Staff survey participation	% of staff completing survey	School Accountability Committee	3: >=75% 2: 50%-74% 1: <50%	3/31/2024	annually	56%	64%	2	20%
Adequate volunteer support for staff	Staff response to: "I have an appropriate number of volunteers to assist"	SAC/ staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	85%	52% (84% of A or D)	1.6	20%
Effective communication	parent response to: "I am pleased with the level of communication I have with this child's teachers;" staff response to: "I receive appropriate and timely communication from the administration"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	77%	61% (77% of A or D)	1.8	20%

Unified Improvement Plan Key Performance Indicators

Overall Rating:

Goal: Monitor implementation of goals outlined in each year's UIP.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Staff understanding/ implementation of UIP	% of certified staff responding "strongly agree" or "agree" to survey question addressing UIP	School Accountability Committee/ Staff Survey	3: >= 75%	3/31/2024	annually	45%	44% (65% of A or D)	1	25%
			2: 50%-74%						
			1: <50%						
Student satisfaction with SEL programming	% of students who agree/strongly agree SEL curriculum is meeting students' needs	Exec Dir of Academics/ Student Climate Survey	3: Increase >=5%	9/30/2024	annually				25%
			2: Increase 0.5-4.9%						
			1: Do not increase						
CMAS median growth percentile increase	2024 CMAS median growth percentile rate results for all middle school students	Exec Dir of Academics/ CDE	3: Increase >=1 MGP	9/30/2024	annually				25%
			2: Increase 0.5-0.99 MGP						
			1: Do not increase MGP						
Parent satisfaction with SEL programming	% of parents who agree/strongly agree SEL curriculum is meeting students' needs	Exec Dir of Academics/ Parent Survey	3: Increase >=2%	3/31/2024	annually	72%	65%	1	25%
			2: Increase 0.5-2%						
			1: Did not increase						

Coversheet

Independent Director Part A: Determine whether to appoint one Independent Director

Section: VI. Action Items
Item: D. Independent Director Part A: Determine whether to appoint one Independent Director
Purpose: Vote
Submitted by:
Related Material: 1.21 Board Vacancy and Independent Director Appointments revised September 2023 (1).pdf



Board Policy: 1.0 Governance	Board Vacancy and Independent Director Appointments
Revision No: 01 Review Schedule: Annually – Board of Directors	Document Number: 1.21 Adopted: 09/13/2023 Date Last Revised: N/A

1.0 INTENT AND PURPOSE

The intent of this document is to describe policies and procedures that ensure compliance with Stargate Bylaws and transparency concerning positions that are the responsibility of the Governance Board to appoint (Stargate Bylaws 5.2.2 and 5.3). If there is overlap between this and the Stargate Bylaws and/or Charter, those documents take precedence.

2.0 BOARD COMPOSITION

The Governance Board shall consist of five Parent Directors and up to four Independent Directors, as long as the majority membership of the Board is held by Parent Directors (Stargate Bylaws 5.2).

2.1 Appointing Open Positions

When a Parent Director vacancy occurs, the Governance Board shall select a parent, by majority vote, to fill the vacancy within thirty days. This position will be filled on an interim basis until June 30 immediately following the next election (Stargate Bylaws 5.3).

If the Governance Board determines the need to fill an Independent Director position, the Board shall appoint an eligible person by majority vote. This person will serve a three-year term beginning the month following appointment and ending June 30 of their third year (Stargate Bylaws 5.2.2). The position is not subject to term limits (Stargate Bylaws 5.2.5).

2.2 Eligible Candidates

Parents are eligible to become a candidate for the Governance Board when their child has attended the school for 20 calendar days (Stargate Bylaws 4.1).

An Independent Director is neither a parent nor a staff member, and has not been either within one year of appointment (Stargate Bylaws 5.2.2). As defined by the Stargate Bylaws 4.1, a staff member is a full-time employee of the faculty or administration.

3.0 CANDIDATE NOMINATION PROCESS

A Parent or Independent Director candidate may agree to be nominated, or self-nominate, by submitting an application form to the Governance Board or Recruiting Committee, who will then determine the candidate's eligibility (Stargate Bylaws 5.2.7). The application form can be developed by the Governance Board and/or Recruiting Committee. The Recruiting Committee may assist in advertising opportunities, collecting and processing applications, managing communication with the community and other correspondence, delivering information to the Board, and developing recruiting methods and referral processes. They may also work with the Governance Board to develop a job description and any other necessary materials. The Board will work with

the Recruiting Committee prior to each nomination period to define specific roles and processes. These are usually detailed in the Recruiting Committee Charter.

The Governance Board may invite approved candidates to introduce themselves during public comment at the next business meeting. Interviews for Parent Directors and Independent Directors will be conducted during the business meeting. Given the short time allowance for appointments of parents to Parent Director vacancies, an introduction and interview will typically occur at the same business meeting. For Independent Director positions, the Board may choose to have an introduction and interview at two different business meetings.

Independent Directors who desire to serve an additional term will participate in the nomination process outlined above.

Candidates are appointed by a majority vote of the Board.

4.0 NOMINATION PERIODS

The nomination period for a Parent Director vacancy begins as soon as possible after the resignation of a Parent Director and continues until a determined time prior to the business meeting during which a new Parent Director will be appointed. This time period will be determined by the Board and Recruiting Committee in order to meet the 30-day requirement.

The Governance Board can define a nomination period for Independent Directors when a need to fill a position has been identified. For ongoing consistency, they may choose to have a nomination period in the spring, with interviews during business meetings in the months ahead of the new board term beginning July 1.

5.0 STAGGERED TERMS FOR INDEPENDENT DIRECTORS

To promote consistency of Board membership and transitions among members, the Governance Board may plan for staggered appointments of Independent Directors to balance and/or align with staggered terms of Parent Directors.

Version	Date	Description of revision
01	9/13/23	Removed definition of staff member to include all classifications of employees as defined in the Staff Handbook.

Coversheet

Independent Director Part B: Vote to appoint/not appoint Independent Director Candidate

Section: VI. Action Items
Item: E. Independent Director Part B: Vote to appoint/not appoint Independent
Director Candidate
Purpose: Vote
Submitted by:
Related Material:
Stargate Governance Board Independent Director Candidates - FALL 2024 (1).pdf



**GOVERNANCE BOARD
INDEPENDENT DIRECTOR
CANDIDATE**

Fall 2024

Karla Lindgren



Please describe your background and relevant skills, as well as a few statements regarding your interest in serving on the Board.

As an education attorney working for a charter school network in Denver, I recognize the need charter schools have for strong, accurate, and relevant legal advice. I work closely with our People team (HR/talent), Operations team (school and network ops), and manage our risk and compliance team which includes Title IX, ECE, and Special Education.

I'm interested in serving on the Stargate Board of Directors because I'm incredibly passionate about my community. I've lived in Adams 12/Thornton for the last 8 years and have only heard amazing things about Stargate. As someone who was classified as gifted at a young age, I know how important it is to serve students who learn differently than others. Further, as someone who sits on an executive team, I understand firsthand the support that is needed from a Board to run a strong school.

Have you had any previous involvement with Stargate School as a parent, employee, or volunteer? If so, please describe.

No

What strengths will you bring to this position, and what do you hope to accomplish while serving in this position?

I am an attorney so I bring legal expertise, as well as operations expertise. Personally, I am quick, astute, and always willing to step in when needed. If selected, I hope to initially work to understand the current ins and outs of the organization, as well as the needs of the Executive Directors. From there, I hope to use my skills to position the network to be stronger during my tenure in all aspects, but especially legal and compliance.

What is your understanding of the Stargate Mission and Vision? How can you help support and advance them?

The Stargate mission and vision is intended to support gifted students individually, which they wouldn't generally receive at a traditional school, as well as fostering strong SEL supports, to create lifelong learners.

I believe that strong compliance and operations systems ultimately create an environment where students and staff feel safe and do their best work every day. I hope to build on the current compliance and operations systems to create that environment.

Karin Lindgren



Skills and Areas of Expertise

Academic/Education	X
Accounting	
Administration	X
Banking and Trusts	
Business Owner	
Charter School Law/Regulations	X
Community Development	
Financial	
Government	X
Law/Legal	X
Marketing	
Organization and Financial Management	
Former Parent	
Personnel	X
Public Relations	
Real Estate	
Strategic or Long-range Planning	
Surveys and Data Analysis	