

Executive Committee Report May 2024

The executive committee is responsible for providing guidance, oversight, and, when appropriate, specialized expertise to the operations team in order to create and maintain a safe, healthy, and functional campus. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.

Committee Members in attendance: Amanda Corrion (Board President), Micah Gilbreath (Board President), and David Schoenhals (Executive Director)

Executive committee meetings will typically occur every month prior to the regular Board of Directors meeting, except for July, where typically no meetings occur for summer break.

1. Agenda Meeting

- a) May ED report deliverables

2. Discussion about interim co-leadership structure

- a. 3rd party support for Paul Hurst and Lori Woods
- b. Directive to team for Org Chart

3. Board Evaluation

4. Thank you to Cindie Poulter, who has been Lincoln's Financial Secretary since 2010. She served in an EA role at Lincoln before becoming the financial secretary and has also served as a Lincoln Board member. The Board is grateful for all your hard work and financial stewardship. We will miss you and wish you the best in a much deserved retirement.
5. **JCSC** – Charter school letter of unity, May 17th deadline if we choose to go with WWA. Lincoln administration and executive committee have some concerns about the tone of the letter and would like to revise our stance. We would like to share our support and plan to provide a letter at the June JCSC meeting.

Proposed Motions: *None.*

Name	Score	Amanda Corrion	Micah Gilbreath	Lacy Cleveland	Kyle Pethe	Rob McCreedy	Travis Harrison
Determine the School's Mission and Purpose							
All board members are familiar with the school's mission and vision statements.	4.67	5	5	5	5	4	4
The current mission and vision statements are appropriate for the school's role in the next three to five years.	4.33	4	5	5	5	4	3
The board's policy decisions and the school's programs and services reflect the mission.	3.67	4	4	5	3	3	3
Total:	4.11						2
Would you like to provide any comments or context to your ratings for this section?						We did not review or change any policies this year that I am aware of	
How can the board improve its performance in this area?							
Select and Support the School Leader and Review His or Her Performance Periodically							
The board policy clearly spells out the responsibilities of the Executive Director.	3.67	3	4	4	4	4	3
The board respects the responsibilities distinct to the Executive Director.	3.83	4	4	4	4	4	3
The board assesses the Executive Director in a systematic and fair way on a regular basis.	2.50	3	2	3	2	3	2
Total:	3.33						
Would you like to provide any comments or context to your ratings for this section?2		We need to be more pro-active in assessing performance.	The board needs to perform more check in and reported evaluations. Additional metrics need to be obtained by the BoD from Staff and community to head off concerning themes.	The ED provides a significant amount of self-reporting. We need more systemic data to be able to properly evaluate.	I feel the middle school needs more options for electives. LA is small but more diverse, fun and challenging electives will keep up on par with other middle school offerings in the area.	I feel like we only saw good news and did not have an accurate understanding of everything going on so we could help or make changes in support	
How can the board improve its performance in this area?2		Provide periodic informal reviews. Be more critical/demanding of information presented in meetings.		Conduct staff/teacher surveys; change timing of SAC surveys to provide earlier feedback; look at models by other places	More dialog on the topic.		
Approve and Monitor the School's Programs and Services							
The board is knowledgeable about the school's current programs and services.	3.67	4	3	4	3	4	4
The board knows the strengths and weaknesses of each major school program.	3.17	3	3	3	4	3	3
The board periodically considers adopting new programs, and modifying or discontinuing current programs	2.50	2	3	2	3	3	2
Total:	3.11						

Name	Score	Amanda Corrion	Micah Gilbreath	Lacy Cleveland	Kyle Pethe	Rob McCreedy	Travis Harrison
Would you like to provide any comments or context to your ratings for this section?3			The board needs to engage more with Staff, admin, and community to ensure programs are effective. Classroom visits, community events, ect.			I don't think we heard enough about areas of improvement needed.	
How can the board improve its performance in this area?3		Board is knowledgeable about programs/services, but not necessarily the details (not that it needs to be in all cases). We don't consider adoption of new programs as that is admin's responsibility.	Educating our board that they are able to observe and gather information as long as they are not providing directive to anyone other than the Executive Director (or other head of school).				
Ensure Effective Fiscal Management							
The board discusses thoroughly the annual operating budget of the school before approving it.	4	4	4	4	4	4	4
The board takes advantage of the budget process to consider the most effective allocation of limited resources.	3.67	5	3	4	5	3	2
The board receives financial reports on a regular basis that are understandable, accurate, and timely.	4.333333	5	4	4	5	5	3
The board requires an annual audit and considers all recommendations made in the independent auditor's report and management letter.	4.33	5	5	5	5	3	3
Total:	4.083333						
Would you like to provide any comments or context to your ratings for this section?4						I don't know if we have an annual audit or what its recommendations entail	
How can the board improve its performance in this area?4							
Engage in Strategic Planning							
The board focuses much of its attention on long-term significant policy issues rather than on short-term administrative matters.	2.166667	3	2	2	2	2	2
The board has a strategic vision of how the school should be evolving over the next three to five	2.67	3	3	3	3	2	2
The board periodically engages in a strategic planning process that helps it consider how the school should meet new opportunities and challenges.	2.83	3	2	5	3	2	2
Total:	2.56						

Name	Score	Amanda Corrion	Micah Gilbreath	Lacy Cleveland	Kyle Pethe	Rob McCreedy	Travis Harrison
Would you like to provide any comments or context to your ratings for this section?5			The strategic plan developed in 2021 has served as a good foundation for the board when used. A discussion about how the strategic plan needs to be developed moving forward is part of the retreat agenda.		In my short time on the board strategic planning has been briefly discussed.	We have not spent much time on strategic or policy issues this year	
How can the board improve its performance in this area?5		We need to be more active/consistent in looking at the long-term and how we can improve					
Carefully Select and Orient New Board Member							
The board has an effective process to identify the qualification and expertise that new board members should bring to the school.	2.333333	3	2	3	2	3	1
The board cultivates and recruits candidates who possess the qualities needed to strengthen board composition.	3	4	3	3	3	2	3
The board provides new members with a comprehensive orientation to board responsibilities, the school's programs and services, and administrative procedures.	2.166667	3	2	2	2	2	2
The board has established policies for length of board service and rotation of board members.	4	4	4	4	5	4	3
Total:	2.88						
Would you like to provide any comments or context to your ratings for this section?6			This is a two way street for veteran board members and new board members. This is an area for growth next year.	We must improve volunteerism to improve recruitment; administration needs to emphasize volunteering	As a new board member with limited board and education experience the learning curve has been steep.	Recruitment is not something I am good at	
How can the board improve its performance in this area?6						We need to start discussions on recruitment and identification in September. Once we start looking in April the pool of candidates is too small	
Understand the Relationship between Board and Staff							
The respective roles of the board and staff are clearly defined and understood.	3.17	4	3	4	2	4	2
A climate of mutual trust and respect exists between the board and the Executive Director.	3.50	4	3	3	4	4	3
The board gives the Executive Director enough authority and responsibility to lead and manage the school successfully.	4	5	3	4	5	4	3
Total:	3.56						

Name	Score	Amanda Corrion	Micah Gilbreath	Lacy Cleveland	Kyle Pethe	Rob McCready	Travis Harrison
Would you like to provide any comments or context to your ratings for this section?7 How can the board improve its performance in this area?7						I did not know until the end of the year that we were more disconnected from what was going on than we were	
					My knowledge is limited but many existing board members are well versed in the legal issues associated with being a board.		
Understands legal requirements							
Our board has a conflict of interest policy that's comprehensive and effective.	3.83	4	4	4	4	4	3
Our board never goes into Executive Session without properly noticing the statutory reason in a timely manner and voting to enter Executive Session.	4.83	5	5	5	5	5	4
The board knows the requirements of the Sunshine law and its implications for our actions, such as not discussing school business on email with fellow board members (unless it is with only one ind...	4.17	5	3	5	5	4	3
The board has a policy for Colorado Open Records Act (CORA) requests and knows who is responsible to answer and in what time frame.	3.67	5	4	4	5	2	2
Total:	4.13						
Would you like to provide any comments or context to your ratings for this section?8 How can the board improve its performance in this area?						We probably have a CORA rule but it has never come up so I'm not 100% sure. The fear of the sunshine law and not talking with other board members is isolating and I feel that is part of why I don't feel like I know what was going on. No sense of history and continuity.	
Organize Itself so that the Board Operates Efficiently							
Board members are familiar with the bylaws and charter contract.	3.33	4	3	3	4	3	3
The board regularly reviews its policies, procedures, bylaws, and charter contract.	2.67	3	2	3	4	2	2
Board members receive clear and succinct agendas and supporting written material sufficiently prior to board and committee meetings.	3.42	4	3	3	5	2.5	3
The agendas of board meetings focus on substantive issues appropriate for board consideration.	3.25	4	3	3	5	2.5	2
Board members have adequate opportunities to discuss issues and ask questions.	3.33	4	3	3	3	4	3
Board meetings are reserved for strategic discussions, not information sharing.	3.00	4	3	3	4	2	2
Current committee structure contributes to board productivity.	3.50	4	3	3	5	3	3

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Committee assignments reflect the interests, experience, and skills of the board members	4.00	3	3	5	5	4	4
Each committee has a stated purpose and an annual plan of work.	3.83	4	3	5	5	3	3
Policies regarding committee assignments offer adequate opportunities for leadership development.	3.50	4	3	5	4	3	2
Total:	3.38						
Would you like to provide any comments or context to your ratings for this section?9			This is a two way street for veteran board members and new board members. This is an area for growth next year.			I should have done better with SAC scheduling. I think out board meetings have been mostly info sharing and less discussion.	
How can the board improve its performance in this area?9							
Ensure Sound Risk Management Policies							
The board has approved a policy to enable the school to manage and reduce risks to a tolerable	3.20	4		3	4	3	2
The board has an adequate amount of liability insurance to cover board members and staff in the event of lawsuits filed against them as individuals or against the school as a whole.	4.00	4		3	5	3	5
The board periodically reviews all of the insurance carried by the school to ensure that it is adequate, meets the requirements of the charter contract, and is competitively priced (e.g.,	4.00	4		4	5	3	4
Total:	3.73						
Would you like to provide any comments or context to your ratings for this section?10							
How can the board improve its performance in this area?10							
Total:	68.94						