



Executive Director Report

Governing Council, June 2026



Agenda

01

Strengths and Opportunities

02

26-27 Plans

03

Board support



Key Strengths

- Spotlight School, Top 10% of public schools in the state, #1 charter school in NM according to Niche. Com (scores and reviews)
- Major financial success, budget stability, record grants, donations, and legislative support
- Major athletic improvements
- Increasing enrollment, increasing demand
- High retention of staff, highest compensation packages for staff in the state



Reading/Writing

State: 36%
Nation: 40%
EM: 76%

Math

State: 12%
Nation: 30%
EM: 31%



Key Opportunities

- Despite favorable academic outcome comparisons, there is major room to grow.
- Need for greater coherence across curriculum and assessment system
- Increased coaching systems for performance management/academic improvement
- Personality-driven, need to be system driven
- Analysis of mental health supports and opportunities

Reading/Writing

24% of students not reading and writing at level

Math

69% of students not able to do math at level

Vision and Program			Program Enablers			School Infrastructure		
1. Organizational Purpose	2. Academic Program	3. Student Culture	4. Talent	5. Leadership	6. External Engagement	7. Governance	8. Operations	9. Finance
1A. Mission, Vision, and Values	2A. Academic Vision and Design	3A. Culture Vision and Design	4A. Talent Philosophy	5A. Organizational Structure	6A. Caregiver Engagement	7A. Accountability for School Success	8A. Technology and Data Infrastructure	9A. Financial Health
1B. Student Success Profile	2B. Curriculum	3B. Relationships	4B. Staff Culture	5B. Decision-Making Structures	6B. Community Partnerships	7B. Leader Support and Evaluation	8B. Physical Environment	9B. Financial Management and Controls
1C. School/Program Model	2C. Instruction	3C. Community-Building Practices	4C. Recruitment, Hiring, and Onboarding	5C. Internal Communications	6C. External Communications/Public Relations	7C. Board Structures	8C. Daily Building Logistics	9C. Financial Planning
	2D. Data and Assessment	3D. Social-Emotional Learning	4D. Professional Development, Coaching, and Evaluation	5D. Strategic Planning	6D. Development	7D. Sector Engagement	8D. Student Recruitment and Enrollment	
	2E. Academic Intervention and Enrichment	3E. Behavior Management System	4E. Career Pathways and Succession Planning	5E. Innovation Leadership			8E. Compliance	
	2F. Special Populations Support	3F. Wraparound Supports						
	2G. Postsecondary Support							
	2H. Instructional							

Completed Winter 2024

Outcomes: Academic Performance, Student Culture, Adult Culture

DIMENSIONS	1	2	3	4	5	6	7	8	9
	Academics	School Culture	Talent	Leadership	Community Engagement	Governance	Operations	Finance	Strategic Planning
COMPONENTS	Program Vision + Design	Culture Vision and Expectations	Talent Strategy	Org Roles	Family Engagement	Board Membership + Culture	Technology	Financial Planning + Forecasting	Long-Term Planning
	Curriculum	Positive Relationships (S-T, S-S, T-T)	Recruitment, Hiring, Onboarding Practices	Decision-Making Structures	Community Partnerships	Board Governance Structures	Data Systems + Processes	Budgeting Tools + Processes	Annual Planning
	Instruction	Community Building Practices	Professional Development + Coaching	Meeting Structures		Board Culture	Physical Environment	Fundraising Capacity	Continuous Improvement
	Data and Assessment	Non-Academic Skill Building	Staff Collaboration	Internal Communications			Daily Building Logistics		
	Response to Intervention	Restorative Practices	Evaluation, Retention + Promotion	Culture of Distributed Leadership					
		Student Supports							

Student Success Profile

Key

- High readiness
- Some progress needed
- Significant progress needed
- Not yet rated

School Mission, Vision, Core Values, Commitment to DEI



26-27 @ East Mountain
Built to Last