



25-26 Year In Review

Tuesday, May 27, 2026



Preview

- Major reflections
- Did we achieve what we hoped?
- Areas for 2026-2027



Key Reflections

- **Significant educational transformation story here in the mountains**
Nearly every other district and school in the state losing enrollment, cutting staffing
Rest of state with lackluster outcomes
Adding positions, enrollment- Our school operating with more enrollment than the entire Estancia School district
Sense of excitement and leadership-our school as a model



Key Reflections

- **Turning Major Financial Hardship into Record Financial Success**

Starting the year with a \$370,000 budget cut despite rising enrollment and rising operational expenses was beyond difficult.

Despite cut, maintained the most competitive staff compensation package in the state, expanded faculty positions, and maintained class sizes 25 or smaller.

Secured record donations, record capital support, closed on a highly competitive loan



Key Reflections

- **Building a new school**

Exceeded target of enrolling 90 6th graders into new middle school program

Construction on time

Generated significant community excitement, attracting from families outside the normal feeders, final demonstration of community demand for the project

Families trusting in the model and leadership



Key Reflections

- **Turning Athletic Challenges into Record Successful Year**

Ended the previous year with coaching and administrative challenges in the athletic program

Overhaul of policies, oversight

Record participation on all teams. Significant improvement in all programs. Historic runs in basketball, baseball.

New sense of athletic purpose and belonging on campus. Buy-in and communication from athletic leadership particularly impressive



Key Reflections

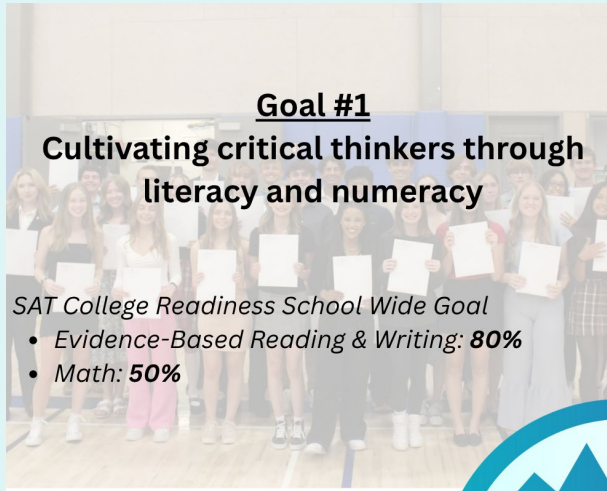
- **Student Mental Health**

Teenagers nationally and locally continue to experience record levels of mental health issues

Faculty studied the book “The Anxious Generation” and continued problem-solving the teenage problem with phones

Two tragedies amplified our desire to offer more supports to families

Commitment to make the 26-27 school year when EM becomes a state/national model for student mental health supports



Goal #1

Cultivating critical thinkers through literacy and numeracy

SAT College Readiness School Wide Goal

- Evidence-Based Reading & Writing: **80%**
- Math: **50%**



Goal #2

Cultivating tomorrow's changemakers

100% of graduating seniors will complete a comprehensive leadership program, including extra-curricular and community service participation



Goal #3

Empowering diverse learners through personalized instruction

Demonstration of individual student growth on short cycle assessments between fall and spring



Goal #4

Launching a successful middle school

East Mountain will be on target to enroll 90 6th graders by Fall 2026 accompanied by high-quality curriculum and staffing



Student Achievement

Recap of Receiving 2024-2025 results

East Mountain demonstrated the most literacy growth of any high school in New Mexico and the third-highest math growth of any high school statewide.

When literacy and math results are combined, **East Mountain ranks as the second most improved school overall in New Mexico.**

Special Education support continues to be a strength amid increasing needs





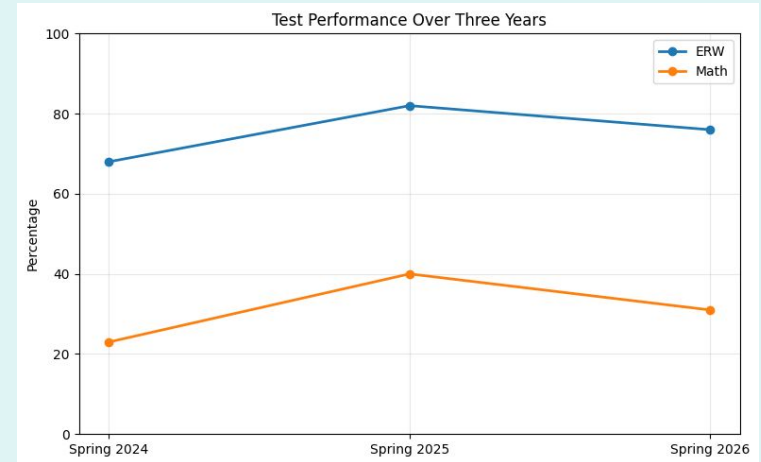
Goal #1: Literacy and Numeracy

11th Grade Spring SAT

Spring 2024	Spring 2025	Spring 2026
ERW: 68% Math: 23%	ERW: 82% Math: 40%	ERW: 76% Math: 31%

State 2026
ERW: 36% Math: 12%

Nation 2026
ERW: 40% Math: 30%





Goal #3: Individual Growth

11th Grade

Fall 2025	Spring 2026
ERW: 78 Math: 34	ERW: 76 Math: 31

10th Grade

Fall 2025	Spring 2026
ERW: 72 Math: 32	ERW: 70 Math: 39

9th Grade

Fall 2025	Spring 2026
ERW: 74 Math: 31	ERW: 77 Math: 46

Notable: Slight decrease for juniors from fall to spring (12 more test takers in spring over fall)

Math gains at 9th and 10th are significant.

Our goals are still very ambitious but work at 9 and 10 make the pathway strong



Literacy and Numeracy: What does MAP tell us?



Department Reflections



Leadership Mission Goal

Reflection on advisory work

Extra-Curricular Programming

Enrichment and Discovery



School Climate

Staff Survey Highlights

Very high: teachers feel trusted, respectful relationships, positive working environment

Significant growth area: need for better coaching/feedback systems



School Climate

Student Survey Highlights

Very high: Students feel safe, don't worry about violence, know what to do to get help

Growth area: how students treat each other, respectfulness toward one another



Operations & Systems

-Transportation

First time operating a bus pick up and drop off route.

About 30 riders, paid for through operational.

Transitioned from in house driver to contractor

-Meals

Went from a six figure deficit last year to breaking even this year

-Completed inventory of all instructional materials on campus

New system designed with library consultant



Operations & Systems

-College Guidance and Applicants

Record college application and matriculation year

Record Regents and Presidential Scholarship year

-Policies

Easier to access most updated policies, more frequent review of outdated policies

-Website and Social media

New website and domain launched, social media content refresh, outreach



Communications & Transparency

- Teacher participation in GC meetings, Policy committee, Finance committee, Strategic Planning and Outcomes committee
- Teacher input on all policy updates
- Weekly staff newsletter detailing everything GC/ED is working on
- New business manager procedures assisting with policy adherence



Community Partnerships

Grants

- Innovative staffing grant (over 120K each year for next three years)
- CSGF (additional \$200,000)
- Excellent Schools NM (additional \$200,000)

Legislative requests/influence

- secured HB 63 hold harmless
- largest capital request ever for a charter school in NM, only funding ever from the Governor
- School used as an example for taking care of its employees for higher insurance coverage that is now required by all schools



Community Partnerships

Family Volunteers and Partnerships (PACK organization)

Re-formed the PACK-family organization.

Assisted with events, raised funds, monthly staff appreciation

Building into a self-sustaining organization



Middle School Prep

Exceeded goal of 90 grade applications

Maintaining a waitlist

Architect/contractor weekly alignment meetings

Hiring complete: ELA, Social Studies, Math, Science,
Special Education, Counselor, 2 EA's





VISION & STRATEGIC DIRECTION

Set a vision for an excellent education for all students and choose the right strategies to realize it.



TALENT & CULTURE CULTIVATION

Attract, grow, and retain a diverse high-performing leadership team and board; develop a strong culture that propels the organization's vision.



LEADERSHIP MINDSET

Hold an unwavering conviction that the organization can and will meet audacious goals, relentlessly persevere through challenges, and balance a resolute confidence to lead with deep personal humility and empathy.



DRIVING PERFORMANCE

Execute organizational strategies, solve problems, and build systems to achieve breakthrough results.



COMMUNICATION, INFLUENCE, & LEADING CHANGE

Authentically communicate, listen, and influence to inspire people to action and skillfully navigate necessary change.

Personal Leadership Growth

- Defended dissertation and graduated with doctorate in Education Leadership and Innovation
- Yearlong Executive Coaching with Todd Dickson
- Graduated from Leadership Albuquerque, the Greater Albuquerque Chamber of Commerce's leadership program
- Appointed to Public Charter Schools of New Mexico Board of Directors
- Appointed to an National Federation of State High School Associations national committee by the NMAA Exec. Dir.
- Continue to serve on the International Public Policy Forum Board of Directors
- Published editorials in Abq Journal on Nov. 15, March 15

Preview for 2026-207

- 1) **Successful Middle School Launch**
- 2) **Become the best school for student mental health support**
- 3) **Significantly increase coaching alignment to increase student achievement**
- 4) **Deepen leadership bench, ED/Principal Role Clarity**

Systems development that are “built to last”

To be discussed more in depth during summer GC meetings