



Executive Director Report
Q1: October 26, 2026

A. Executive Summary

E.D. Fellowship with the Mind Trust and Together Ed

1st convening: Oct. 22-23, 2026 with additional coaching throughout the 26-27 school year

Prompt 1: We are pursuing growth because...

Our families need a more coherent, high quality educational opportunity for their students.

Prompt 2: The thing I am most worried about as we grow is...

The 'small town charm' many of our staff have grown accustomed to.

Scenario: An essential staff member has just resigned or retired, what 3 crucial things must their replacement know immediately?

1. Families seek East Mountain because of its reputation/outcomes.
2. Families stay because their kid is known here/feels a sense of belonging.
3. Teachers are expected to be experts in their field and participate positively and consistently in their grade level and team meetings.

Examples of how are those crucial items operationalized?

1. Onboarding/hiring procedures for new staff
2. Teacher contracts (advisory, PD)
3. Newly developed walkthrough tools/observation protocols

Guiding thoughts for growth

Expansion is the great revealer.

As you expand, it should inspire rigorous self examination.

As we grow, we need to make the implicit explicit.

B. Sixth Grade Foundation

Area	Description
Headline Goal	The 6th Grade Foundation: This year is proof of concept for the entire model and showed the future of what we are building
Sixth Grade Team Onboarding	Principal designed and led a high-quality rigorous onboarding for the 6th grade teaching team. Building of norms on curriculum and instruction design, advisory, social-emotional development/expectations.
August family survey of 6th grade. Score of 1-5	My student felt welcomed on the first few days of school. (4.5) MY student feels safe at school. (4.6) My student feels known and supported by adults. (4.2) My student is excited about attending school. (4.3) Logistics... Arrival/dismissal (4.1) Bus (4.25) Meals (4.50) Responsiveness of staff (4.8)

C. Built to Last Systems

Area	Description
Headline Goal	Built to Last: East Mountain solidified culture and systems that will outlive any one employee and framed around constant improvements to student learning.
Educator ecosystem	Framed around student learning while also minimizing educator workload. Principal and instructional leads implementing new walkthrough protocols and observational tools aligned to department goals PD system not defined by operational tasks. -Removed the burden of planning discovery projects off of teachers.
Working on improving operational systems	Delegation of operational duties not as reliant on the E.D. Sharing the communication responsibilities among multiple staff. Ensuring timely communication and responsiveness to staff concerns. Still looking for the "single source of truth" codification of all procedures
Stakeholder engagement	1st ever EM Community Council Meeting- bringing together school staff, teachers, parents, students to discuss data/challenges Currently administering the Fall School Climate Survey-goes to all students, staff, families
Enrollment	2024-2025: 416 2025-2026: 436 2026-2027: 530 2027-2028: 640

D. Construction Project	
Area	Description
Headline Goal	\$21 Million Construction Project finalizes on time, under budget, and represents one of the top facilities in the East Mountain-a space the entire community will be proud of
Minimal to no impact on operations	30-50 workers on site everyday and seeing very little impact to school operations. Contractors extremely helpful to other campus projects, non-construction related.
Communication procedures	NorthStar serves as the Project Manager. Multiple check-ins daily with project manager on project details. Weekly contractor and architect alignment meetings.
Financing	The payment details of the project continue to be the most challenging. Spending state capital funds from the school side is slow, requires navigating multiple levels of bureaucracy. Accessing loan funds also requires multiple entities to approve, extreme level of detail.

E. Model and Impact	
Area	Description
Headline Goal	A National Model and Impact: Becoming a school that others look to and major progress toward our impact/influence work
Legislative Education Study Committee appointment and example	<p>Appointed to the legislature's long-term financial and enrollment planning working group to develop better long-term planning tools for superintendents and charter leaders.</p> <p>Attached report praises East Mountain as one of very examples of school systems in the state that has undertaken robust long-term planning exercises.</p>
Charter School Growth Fund, national conference presentation	<p>Oct. 14-16, asked to present a problem of practice to an audience of the top performing and largest charter networks and leaders from around the country.</p> <p>Presented on the challenge of alumni tracking and outcomes. As a charter school with 26 years and 2200+ alumni, we have done little to understand our alumni outcomes and impact. Learned from others possible systems and solutions to consider.</p>

F. School happenings

Area	Description
1st Quarter assessment protocol	All 6th grade students took iMSSA BOY assessments. All 9th and 10th grade students took MAP BOY assessments. All 9th, 10th, and 11th grade students took the PSAT.
Fall athletics	For the first time in school history, all fall sports teams will qualify for the NMAA state tournaments (cross country, boys soccer, girls soccer, volleyball).
Lottery/Recruitment	<ul style="list-style-type: none">-Lottery for 27-28 school year opened on October 1. Closes on November 13.-Using new platform to simplify process for families, and hopefully, for our guidance staff.-Primary lottery occurring at 6th and 9th grades. Accepting 10 additional students for 7th grade. 10th, 11th, and 12th grades are most probably closed.-Hosting Meet East Mountain event on November 4th (if any GC would like to attend)