



District

Mission:

LCSD Challenges students to reach their fullest potential through personal, engaged and rigorous learning in the classroom and beyond.

Board

Priorities:

Ensure all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or career.

Every day, we are college or career ready.

Provide all students with engaging learning opportunities.

Rigor and engagement are everywhere.

Create a space that is safe, inclusive and welcoming for all.

Diversity and culture make us better.

Plan and execute the capital and human capital investments that will make our district better.

We plan for the future.

Lake County School District Board of Education

Feb. 9, 2026 5:30 pm Regular Meeting

Location: District Office-Room 11 & via Zoom

1. 5:30 Call to order
2. 5:31 Pledge of Allegiance
3. 5:32 Roll Call
4. 5:33 Preview Agenda
5. 5:34 Public Participation

Members of the public who wish to address the board on non-agenda items are welcome to do so at this time. Please sign up with board secretary. We ask you to please observe the following guidelines:

- Confine your comments to matters that are germane to the business of the School District.
- Recognize that students often attend or view our meetings. Speaker's remarks, therefore, should be suitable for an audience that includes kindergarten through twelfth grade students.
- Understand that the board cannot discuss specific personnel matters or specific students in a public forum.

6. 5:40 Consent Agenda
 - a. Jan. 12, 2026 Regular Meeting Minutes
 - b. Jan. 26, 2026 Special Meeting Minutes
 - c. Employee Status
 - d. Board Member time sheets
 - e. Superintendent Bartlett Evaluation
 - f. Resolution NO. 26-18 Increase in Fund 22
7. 5:41 Spotlights
 - a. District Accountability
 - b. Human Resources
8. 6:10 Discussion Item
 - a. Consolidation Construction Update
 - b. Choice In/Out
 - c. Non-renewal overview
9. 6:40 Policy Monitoring
 - a. SSG-5
10. Policy Review
 - a. SSG-1
11. 6:50 Superintendent update
12. 7:00 Board Reports
13. 7:05 Agenda Planning
14. Adjourn
15. Upcoming meeting or event:

- a. Feb. 23, 2026 Work Session @ 4:00 pm @ District Office/Zoom
- b. March 23, 2026 Special Meeting @ 5:30 pm @ District Office/Zoom
- c. April 3, 2026 LCSD, LCEA and AFSCME Negotiations @ 10:00 am @ District Office/Zoom
- d. April 13, 2026 Regular Meeting @ 5:30 pm @ District Office/Zoom
- e. April 27, 2026 Work Session @ 5:30 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 2/5/26

A few welcoming notes:

The board's meeting time is dedicated to its strategic mission and top priorities. • The "consent agenda" has items which have either been discussed prior or are highly routine. By not discussing these issues, we are able to spend time on our most important priorities. • "Public participation" is an opportunity to present brief comments or pose questions to the board for consideration or follow-up. Time limits are 3 minutes for individual speakers if fewer than 20 individuals have signed up to speak; 2 minutes' limit and 5 minutes for groups of 20 signed up; and 1 minute for individual and 3 minutes for groups if more than 30 have signed up to speak. Please see Board Policy GP-14 (Governance Process) for the full policy. The boundaries are designed to help keep the strategic meeting focused and in no way limits conversations beyond the board meeting. • Your insights are needed and welcomed and the board encourages you to request a meeting with any board member, should you have something to discuss. • If you are interested in helping the district's achievement effort, please talk with any member of the leadership team or call the district office at 719-486-6800. Opportunities abound. Your participation is highly desired.



Misión del

Distrito:

LCSD desafía a los estudiantes a alcanzar su máximo potencial a través del aprendizaje personal, comprometido y riguroso en el aula y más allá.

Prioridades de la junta:

Asegúrese de que todos los estudiantes se mantengan en o por encima del nivel de grado cada año y se gradúen preparados para implementar con éxito un plan para la universidad o una carrera.

Todos los días estamos preparados para la universidad o una carrera.

Brindar a todos los estudiantes oportunidades de aprendizaje interesantes.

El rigor y el compromiso están en todas partes.

Crea un espacio seguro, inclusivo y acogedor para todos.

La diversidad y la cultura nos hacen mejores.

Planificar y ejecutar las inversiones de capital y capital humano que mejorarán nuestro distrito.

Planeamos para el futuro.

Junta de Educación del Distrito Escolar del Condado de Lake

9 de febrero de 2026 5:30 pm Reunión ordinaria

Ubicación: Oficina del distrito y via Zoom

1. 5:30 Llamada al orden
2. 5:31 Juramento a la bandera
3. 5:32 Pasar lista
4. 5:33 Vista previa de la agenda
5. 5:34 Participación pública

Los miembros del público que deseen dirigirse a la junta sobre temas que no estén en la agenda pueden hacerlo en este momento. Regístrese con el secretario de la junta. Le pedimos que observe las siguientes pautas:

- Limite sus comentarios a asuntos relacionados con los negocios del Distrito Escolar.
- Reconozca que los estudiantes a menudo asisten o ven nuestras reuniones. Por lo tanto, los comentarios del orador deben ser adecuados para una audiencia que incluya a estudiantes de jardín de infantes a duodécimo grado.
- Entender que la junta no puede discutir asuntos específicos de personal o estudiantes específicos en un foro público.

6. 5:40 Orden del día consensuado
 - a. Acta de la reunión ordinaria del 12 de enero de 2026
 - b. Acta de la reunión extraordinaria del 26 de enero de 2026
 - c. Situación laboral de los empleados
 - d. Hojas de registro de horas de los miembros de la junta directiva
 - e. Evaluación del superintendente Bartlett
- Resolución N.º 26-18 Aumento del Fondo 22
7. 5:41 Puntos destacados
 - a. Rendición de cuentas del distrito
 - b. Recursos humanos
8. 6:10 Tema de debate
 - a. Actualización sobre la construcción de la planta de consolidación
 - b. Opción de entrada/salida
 - c. Resumen de la no renovación
9. 6:40 Seguimiento de políticas
 - a. SSG-5
10. Revisión de políticas
 - a. SSG-1
11. 6:50 Actualización del Superintendente
12. 7:00 Informes de la Junta
13. 7:05 Planificación de la Agenda
14. Aplazar
15. Próxima reunión o evento:
 - a. 23 de febrero de 2026 Sesión de trabajo a las 16:00 h en la Oficina del Distrito/Zoom
 - b. 23 de marzo de 2026 Reunión especial a las 17:30 h en la Oficina del Distrito/Zoom
 - c. 3 de abril de 2026 Negociaciones entre LCSD, LCEA y AFSCME a las 10:00 h en la Oficina del Distrito/Zoom
 - d. 13 de abril de 2026 Reunión ordinaria a las 17:30 h en la Oficina del Distrito/Zoom

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e. 27 de abril de 2026 Sesión de trabajo a las 17:30 h en la Oficina del Distrito/Zoom

La duración estimada de la reunión es de 2,5 a 3 horas ** Actualizado 2/5/26

Algunas notas de bienvenida:

El tiempo de reunión de la junta se dedica a su misión estratégica y sus principales prioridades. • La "agenda de consentimiento" tiene elementos que han sido discutidos previamente o son muy rutinarios. Al no discutir estos temas, podemos dedicar tiempo a nuestras prioridades más importantes. • La "participación pública" es una oportunidad para presentar breves comentarios o plantear preguntas a la junta para su consideración o seguimiento. Los límites de tiempo son 3 minutos para oradores individuales si menos de 20 personas se han inscrito para hablar; Límite de 2 minutos y 5 minutos para grupos de 20 inscritos; y 1 minuto para individuales y 3 minutos para grupos si más de 30 se han inscrito para hablar. Consulte la Política de la Junta GP-14 (Proceso de gobernanza) para conocer la política completa). Los límites están diseñados para ayudar a mantener la reunión estratégica enfocada y de ninguna manera limita las conversaciones más allá de la reunión de la junta. • Sus ideas son necesarias y bienvenidas y la junta le anima a solicitar una reunión con cualquier miembro de la junta, en caso de que tenga algo que discutir. • Si está interesado en ayudar en el esfuerzo de rendimiento del distrito, hable con cualquier miembro del equipo de liderazgo o llame a la oficina del distrito al 719-486-6800. Abundan las oportunidades. Su participación es muy deseada d.

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SCHOOL BOARD MINUTES

Regular Meeting

Jan. 12, 2026

Meeting called to order –Director Lozano called the meeting to order.

Roll Call of Members - The regular meeting of the Board of Directors for Lake County School District R-1 was called to order on Jan. 12, 2026 at 5:30 p.m. and was held at the District Office and via Zoom. Directors Contreras, Cooper, Earley, Lozano, Snyder (via Zoom) and Superintendent Bartlett were present.

Pledge of Allegiance –Director Lozano led the pledge of allegiance.

Preview of agenda- No changes needed.

Public Participation- N/A

Action items- It was moved by Director Contreras to approve the consent agenda. Director Earley seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	
Nay					
Absent					X
Abstain					

motion carried 4-0-1-0. (Director Snyder having technical troubles with Zoom)

It was moved by Director Cooper to approve Resolution NO. 26-13 Agenda Posting Notification.

Director Earley seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	
Nay					
Absent					X
Abstain					

motion carried 4-0-1-0. (Director Snyder having technical troubles with Zoom)

It was moved by Director Contreras to have the second reading and approve Board policy SSG-

8. Director Cooper seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Finance update- Jim Mulcey, CFO/COO, gave an update to the board regarding the FY26 and led a discussion regarding changes being brought forward for the final budget.

Board walkthroughs- Superintendent Barlett led a discussion on planning for board walkthroughs at the schools.

Superintendent Update- Superintendent Bartlett reported on working at LCHS on lessons and planning, work on strategic plan continues, and a good week back from break.

Board Reports- Director Lozano spoke of the BOCES meeting being next week. Director Early

spoke of the DAC meeting being this week. Director Cooper spoke of the fiancé committee meeting soon. Director Contreras spoke of Policy Council meeting this coming week. Director Snyder spoke of them working to get a LURA meeting scheduled.

Upcoming meetings and agenda planning were discussed.

Director Lozano, as the president, stated that the board has issues to discuss in Executive Session as follows: Pursuant to Section 24-6-402(4)(f) Personnel to conduct the Superintendent Evaluation. Superintendent Bartlett was invited into executive session. It was moved by Director Cooper to convene in executive session. Director Earley seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 6:09 pm. In attendance: Stacy Contreras, Grayson Cooper, Melissa Earley, Miriam Lozano, Lauren Snyder(via zoom) and Kate Bartlett (superintendent). Topics of discussion in executive session included: Pursuant to Section 24-6-402(4)(f) Personnel to conduct the Superintendent Evaluation. Superintendent Bartlett was in attendance from 6:09-6:19 pm (10 minutes). Executive session lasted for 23 minutes and ended at 6:32 pm.

The regular meeting resumed at 6:33 pm.

It was moved by Director Contreras to adjourn the meeting. Director Cooper seconded the motion; motion carried.

Meeting adjourned at 6:33 pm.

ATTEST:

Melissa Earley, Secretary

Miriam Lozano, President

SCHOOL BOARD MINUTES

Special Meeting

Jan. 26, 2026

Meeting called to order –Director Lozano called the meeting to order.

Roll Call of Members - The special meeting of the Board of Directors for Lake County School District R-1 was called to order on Jan. 26, 2026 at 5:30 p.m. and was held at the District Office and via Zoom. Directors Contreras, Cooper, Earley (via Zoom), Lozano, Snyder and Superintendent Bartlett were present.

Pledge of Allegiance –Director Lozano led the pledge of allegiance.

Preview of agenda- No changes needed.

Public Participation- N/A

Bright Start Update- Megan Vinci, Bright Start board president, shared updates with the board and was able to answer questions from the school board.

Spotlight- Maria Lizardo, Food Service Director, was in attendance and gave an update on Food service for the district.

Strategic Plan update- Susan Meek, Cheri Wrench, and Bret Miles, from Spark and Compass, were in attendance and gave an update on the strategic plan progress.

Discussion items- Jim Mulcey, CFO/COO, led a discussion regarding the revised/final LCSD FY2025/26 budget, resolution and quarterly financial reports and was able to answer questions.

Action items- It was moved by Director Cooper to approve the Revised/Final LCSD FY 2025/26 Budget. Director Contreras seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Cooper to approve Resolution NO. 26-14 Appropriation of Funds.

Director Contreras seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Contreras to approve Resolution NO. 26-15 Interfund Borrowing.

Director Snyder seconded the motion;

It was moved by Director Contreras to amend the date on Resolution NO. 26-15 Interfund Borrowing, to today's date of January 26, 2026. Director Snyder seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

A vote of the amended resolution

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Cooper to approve Resolution NO. 26-16 Use of Beginning Fund Balance with the correction to update Fund 10 to \$746,912. Director Contreras seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Cooper to approve Resolution NO. 26-17 Surplus of Property. Director Snyder seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
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Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Policy Monitoring- Miriam Lozano shared the policy monitoring of GP-3 and GP-4. The board was able to discuss. The board reviewed GP-1 and GP-2.

Upcoming meetings and agenda planning were discussed.

Director Lozano, as the president, stated that the board has issues to discuss in Executive Session as follows: pursuant to C.R.S. § 24-6-402(4)(e)(I) for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators as related to the terms of the Superintendent's Contract. It was moved by Director Snyder to convene in executive session. Director Cooper seconded the motion;

	Contreras	Cooper	Earley	Lozano	Snyder
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 7:38 pm. In attendance: Stacy Contreras, Grayson Cooper, Melissa Earley (via Zoom), Miriam Lozano, and Lauren Snyder. Topics of discussion in executive session included: pursuant to C.R.S. § 24-6-402(4)(e)(I) for purposes of determining positions

relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators as related to the terms of the Superintendent's Contract. Executive session lasted for 41 minutes and ended at 8:19 pm.

The special meeting resumed at 8:20 pm.

It was moved by Director Contreras to adjourn the meeting. Director Snyder seconded the motion; motion carried.

Meeting adjourned at 8:21 pm.

ATTEST:

Melissa Earley, Secretary

Miriam Lozano, President

Lake County School District R-1

prepared: 2/4/2026

Employee Status Report

February 9, 2026

Certified Staff***Recommended for Hire***

<u>Name</u>	<u>Assignment</u>	<u>Degree</u>	<u>License- Endorsement</u>	<u>Experience</u>
<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Location</u>	<u>Effective</u>
Frattolin, Julia	LCES Art Teacher	4th Grade Teacher	LCES	2026-2027
Rapke, Taylor	LCES Assistant Principal	Special Education Teacher	LCES	2026-2027

Resignations/Terminations

Menchen, Karly	Social Worker	LCIS		2/19/2026
Miller, Jennifer	English	LCHS		2026-2027
Monroe, Devin	1st grade teacher	LCES		3/6/2026
Potts, Hannah	6th grade teacher	LCIS		2026-2027
Vincent, Tracy	School Secretary	LCIS	incentive retirement participant	2026-2027

 Miriam Lozano, President

 Melissa Earley , Secretary

Lake County School District R-1

prepared: 2/4/2026

Employee Status Report

February 9, 2026

Support Staff/Classified**Recommended for Hire**

Chambers, Kathleen	Project Dream Crew Leader	LCES	2/2/2026
Currence, Ryan	Substitute Teacher	District	1/16/2026
Guzman, Julie	School Secretary/Health Specialist	LCES	2026-2027
Johnson, Karen	Out of School Site Supervisor (part time)	LCHS	12/11/2025
Ramirez, Cruz	Special Education Paraprofessional	LCES	1/20/2026
Name	Current Assignment	Transfer Assignment	Effective
Ritacco, Cinthya	STEM/Health Para	LCES Special Education Para	2026-2027

Resignations/Terminations

Alba, Cinthya	Custodian	LCIS	2/10/2026
Reynolds, Brandon	Out of School Time Assistant Director	District	2/20/2026

Miriam Lozano, President

Melissa Earley , Secretary

Lake County School District R-1

prepared: 2/4/2026

Employee Status Report

February 9, 2026

<i>Certified/Staff</i>		
6th Grade Focus Science/Social Studies Teacher	LCHS	2026-2027
8th Grade Math Teacher	LCHS	2026-2027
Assistant Principal- Instructional Focus	LCHS	2026-2027
Elementary Level Counselor	LCIS	2/23/2026
Family and Community Partnerships Manager	LCES-Preschool	2025-2026
Instructional Assistant Principal	LCHS	2026-2027
Out of School Time Bilingual Student Coordinator	District	immediate or 2026-2027
Out Of School Time Program Coordinator	District	2026-2027
Special Education Teacher	LCHS	2026-2027
Substitute- Teacher, Cook, Custodian	District	2025-2026
<i>Coaches</i>		
Game Officials	District	ongoing

Supervisor's Signature	Date
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PAY PERIOD
January 1, 2026 TO January 31, 2026

DATE:	DESCRIPTION	HOURS	RATE	TOTAL
1/12/2026	Board of Education - Regular Meeting	1.05	\$75	\$75
1/21/2026	Finance Committee	1.97	\$75	\$75
1/26/2026	Board of Education - Special Meeting	2.85	\$75	\$75
TOTAL		5.87		\$225

 1 February 2026
Employee's Signature Date

Supervisor's Signature _____ Date _____

PAY PERIOD
January 1 - 31, 2026

[illegible]

Supervisor's Signature		Date
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[illegible]

Monitoring Superintendent Performance 2024-2025

(See: <https://www.lakecountyschools.net/wp-content/uploads/2024/12/BSR-5E.pdf>)

Background: The Lake County School District Board of Education conducts a superintendent evaluation each January. This evaluation is grounded in the Board's [Strategic Priorities](#), where the Superintendent is charged with leading the district, and evaluated based on organizational performance. In November 2024, the Board voted to revise the [evaluation framework](#) which included specific examples of the Superintendent's focus for the 2024-25 school year aligned with the Strategic Priorities. Though this document included more detail, the board is [ultimately concerned with the performance of the organization](#) rather than individual actions, granting the superintendent the flexibility to adopt new tactics when needed to support strong outcomes for students.

Board Strategic Priority 1. Ensuring all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or career. Every day, we are college and career-ready.

Superintendent Goal: Build systems to improve student academic growth and achievement.

Potential Year 1 Action Steps (Planned):

- Ensure that all schools are using data and planning cycles to adapt Tier I instruction to meet a diverse range of student needs.
- Ensure that all schools are using data, planning cycles and daily schedules to identify and serve students who need Tier II and Tier III intervention.

Accomplishments:

All schools are implementing Professional Learning Community (PLC) cycles that focus on Tier 1 instruction. LCES and LCIS are already using a data driven system of support (MTSS) to identify students who require Tier II or Tier III intervention and placing those students in small groups to target specific skills. LCHS is working toward this same process.

Multi-Year Outcomes:

- *Improvements in percentage of students demonstrating sufficient growth on local assessments in ELA and math.*
- *Median Growth Percentile improvement on state assessments in ELA and math.*
- *Improvements in percentage of students on or above grade level in reading and math, measured through local and state assessments.*

- *Maintain or improve graduation rates and post-graduation plans (e.g., matriculation).*
- *Graduation rates and matriculation data.*

Summary:

The Lake County Board of Education appreciates Superintendent Kate Bartlett's focus on data in tracking academic growth and achievement. With her, we celebrate the progress made by students in academic growth during 2024 and 2025 and see the bright spots in academic achievement. Academic achievement is a long game and we look forward to seeing strides in that area as well.

We appreciate Superintendent Bartlett's attention to the disparate academic outcomes of our students, with attention to our Hispanic students and those identified as English Language Learners, Special Education, and eligible for Free and Reduced price lunch.

Superintendent Bartlett's leadership in moving the district to embrace a strategic planning process positions the district to make huge leaps in building systems that improve student growth and achievement. Already in place in the strategic plan is the "Pursuing Educational Excellence" strategic direction, which includes a priority to "Implement a Unified Vision for Instruction."

After hearing input from school leaders, Superintendent Bartlett engaged a broad cross-section of the community, including students, parents, teachers, and school leaders to develop a cell phone policy that we expect to have positive effects on the academic and social engagement of students. She is already considering the impacts of AI for our students and schools.

Superintendent Bartlett is a bulldog for the students in our community. She believes that they can achieve and that they deserve the best schools possible.

Board Strategic Priority 2. Providing all students with engaging learning opportunities. Rigor and engagement are everywhere.

Superintendent Goal: Create a culture of performance that improves student engagement and sets consistent, high expectations.

Potential Year 1 Action Steps (Planned):

- Complete strategic direction work at Lake County High School to further develop a clear plan for college and career course progressions and pathways.
- Pursue funding for attendance systems work at Lake County High School.
- Use school-level improvement plans (PM Tools) to identify highest leverage action steps to increase engagement and set high expectations for students (i.e. engagement strategies, common classroom expectations).
- Engage families at all levels to be involved in their children's learning and academic success through frequent outreach and communication.

Accomplishments:

Lake County High School developed its strategic direction work to further develop a clear plan for college and career course progressions and pathways. The vision of that plan is: Lake County High School students craft their unique futures by building academic knowledge, developing real-world skills, and purposefully exploring future opportunities.

The district did not need to pursue funding for an attendance system because our staff are implementing robust attendance systems.

The district implemented the Performance Management (PM) tools at each school last year, as Superintendent Bartlett protected the schools from state required paperwork that could instead be completed at the district-level, favoring instead these living documents that could support each school's ongoing work. These tools continue to be a key driver of the schools' work into the 2025-26 school year. The district's work on engaging families gained additional momentum in 2025-26, including several committees that garnered support for major changes to district operations, including the calendar committee, the facilities committee, and the cell phone policy committee .

Multi-Year Outcomes:

- *Improvement in percentages of students reporting sense of belonging, engagement at school according to student engagement surveys.*
- *Improvement in percentages of parents reporting involvement in their student's learning and academic success.*
- *Improvement in attendance data (reduction in chronic absenteeism)*
- *Increase in number of students completing industry credentials.*
- *Increase in number of students matriculating to a post-secondary option.*

Summary:

The strategic plan that the district embarked on under Superintendent Bartlett's leadership makes student sense of belonging, a culture of performance and academic engagement a priority.

Like other districts across the state, we struggle to make improvements in daily attendance. We are pleased to be participating in the Every School Day Matters campaign and look forward to the progress made as we continue to institutionalize these practices. We appreciate Superintendent Bartlett's attention to consistent, long term gains that result from authentic improvements, instead of short-term superficial wins.

With Superintendent Bartlett, we celebrate the 11 percent increase in matriculation to 4-year colleges from 2023-24 to 2024-25, as well as slight improvement in the dropout rate. We are proud of our partnership with CMC and our internship program.

In addition to attending to academic growth and achievement through data collection, Kate regularly celebrates high points in school culture. She recognizes that students' experiences in school contribute to their academic performance. We look forward to the new cell phone policy's effects on students's feeling of belonging as well as academic achievement.

Board Strategic Priority 3. Creating a space that is safe, inclusive, and welcoming for all. Diversity and culture make us better.

Superintendent Goal: Create an organizational culture that evaluates and seeks to improve employee morale and retention, student sense of belonging and parent satisfaction.

Potential Year 1 Action Steps (Planned):

- Identify the top priorities of staff for improving culture, morale and trust as measured by a baseline (fall) and end of year staff survey.
- Work closely with LCEA and AFSCME to complete successful negotiations cycles.
- Implement changes to HR systems to improve retention and allow for earlier hiring cycles.
- Hold quarterly Town Hall meetings for staff to engage with leadership and ask questions.

- Identify the top priorities for improving student experience, safety and sense of belonging by funding and implementing student engagement surveys to establish baseline data by the end of the year.
- Identify the top priorities for improving parent success and satisfaction by funding and implementing a parent survey to establish baseline data by the end of the year.

Accomplishments:

Superintendent Bartlett made use of the first staff survey in January 2025 in the negotiations with LCEA in the spring of 2025. During those negotiations Superintendent Bartlett was clear that she wanted to be a transparent, trustworthy partner to the teachers and staff while advocating for the interests of the whole district. Surveys were also administered to parents and students.

Superintendent Bartlett and CFO/COO Jim Mulcey led four staff town halls in 2024-2025 and are continuing the practice in 2025-2026. These town halls gave Lake County School District staff the opportunity to hear what was happening regarding budget and buildings. We believe this work built trust with stakeholders.

Multi-Year Outcomes:

- *Improvement in staff survey results regarding culture, morale and trust.*
- *Increased retention / reduced turnover rates.*
- *Completion of hiring earlier in the year.*
- *Fewer mid-year vacancies.*
- *Improvement in student engagement survey results.*
- *Improvement in family survey results.*

Summary:

The strategic plan [Engagement Report](#) makes clear that this strategic priority is one where we have the most work to do, and is reflected in the strategic plan.

Superintendent Bartlett is committed to making our district an inclusive community where all are welcomed. She doesn't pretend that this will be easy or fast work. The energy she has put into the collection of baseline data through the surveys shows this commitment. The energy she put into the townhalls, as well as regular communications with the staff, families, and community show how important transparency is to Superintendent Bartlett.

We recognize with Superintendent Bartlett that the bonus and retention bonus strategy in 2024-2025, as well as the early release of employment contracts, did seem to have a positive impact on retention.

Board Strategic Priority 4. Planning and executing the capital and human capital investments that will make our district better. We plan for the future.

Superintendent Goal: Return the district to financial health and stability.

Potential Year 1 Action Steps (Planned):

- Pursue a mill levy override to generate additional operating revenue.
- Sell assets to generate funding to support cash flow and consolidation.
- Present a balanced budget for FY26.
- Develop a five-year financial plan for the school district.
- Develop a five-year facilities plan for the district.
- Develop a plan to consolidate LCIS and LCES no later than 2026.
- Convene the Finance and Facilities Committees.

Accomplishments:

- The Mill levy override passed in November 2024, providing an additional \$1.2M per year of funding for teacher and staff compensation and capital projects.
- Selling assets has hit unforeseeable roadblocks (for example the county's termination of our long-standing sales agreement) though Superintendent Bartlett and district staff did everything possible to move it forward.
- The budget presented in June 2025 was balanced and sustainable. The five year financial plan is in process, as is the five-year facilities plan.
- The Board approved the final recommendation for school consolidation in September 2025.
- The Finance and Facilities committees both met throughout 2024-25 and provided critical input to staff in navigating many complex decisions.

Multi-Year Outcomes:

- *Provide all staff with salary increases.*
- *Improve the performance of the health insurance fund / program.*

- *Reduce discrepancies in budget to actuals (+/- 1% for revenue, +/- 3% for expenditures)*
- *Implement robust forecasting, budgeting and tracking systems.*
- *Implement staffing plans to ensure qualified and adequate staff are in place to meet student needs.*
- *Implement facilities, capital planning and preventative maintenance plans and schedules.*

Summary:

Superintendent Bartlett's skill in financial management is evident. She has worked diligently with her staff to get Lake County onto more solid financial ground. The constantly changing environment due to changes in funding from Federal and State governmental sources have added complications to this work. Throughout all of it, Superintendent Bartlett has kept the board, staff, and community informed. She has consulted with colleagues through Colorado to figure out the next steps. We are grateful for her excellent leadership and work with the district staff. We know we continue to have work to do in this area, but are pleased with the meaningful progress we have made.

In all areas of her work, Superintendent Bartlett has made students the priority. She is impeccable with her word. We are fortunate for her skills and experience. But it is her integrity, commitment, and love of our community that pushes her to use those skills and experience in a demanding job that has a high personal cost.

Lake County School District
328 West 5th Street
Leadville, CO 80461

RESOLUTION NO. 26-18

BE IT RESOLVED THAT, the Board of Education of Lake County School District R-1 authorizes an increase in the 2025-2026 Funds as follows:

Fund 22 Grants Fund

Menstrual Hygiene

(new aquesition)

\$1,425.00

Total \$1,425.00

Melissa Earley, Secretary

Miraim Lozano, President

Dated: Feb. 9, 2026

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Jim Kohlmoos
MEMO PREPARED BY: Kristin Sparkman
INVITED GUESTS: 0
TIME ALLOTTED ON AGENDA:
DATE OF MEETING: 2/9/26
ATTACHMENTS: NA

RE: *DAC Spotlight*

TOPIC SUMMARY

1) What are you most proud of that you and your team have accomplished / are currently working on?

We are most proud of our teamwork/collaboration, as parents, teachers, and community members-and simply bringing awareness that we truly are in this together. We put on a successful Fall Parent/Teacher Potluck for the staff during conferences. And we will be hosting Convivio, in partnership with the Lideres group, again this spring, which was a hit last year! Events such as these support our goals. For example, **Goal #1: Support teachers, administrators and staff by recognizing their strong efforts and hard work.** I'm also very proud of our work and input of our monthly Data Discussions, as well as the emerging LCSD Strategic Plan!

2) What are the current areas of focus / next steps in your area of work for you and your team (new or upcoming projects, improvements you're trying to make, problems you're trying to solve, etc.)?

We continue to gain more understanding about LCSD's data, which helps inform the Strategic Plan, which therefore will help us update/improve our other two goals. We have struggled to really target these goals which are: **Goal #2: Involve students and families by providing opportunities to engage with the district and Board.** Goal

#3: Enhance school safety by helping to identify specific risks and strategies to address them.

Lake County School District
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AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Kathleen Fitzsimmons
MEMO PREPARED BY: Kathleen Fitzsimmons
INVITED GUESTS: everyone
TIME ALLOTTED ON AGENDA: 10 minutes
ATTACHMENTS: 2026 [PowerPoint Presentation](#)

TOPIC SUMMARY

Background:

Human capital is our greatest investment as an organization, and the key to an effective system. Kathleen's presentation is an update on the current HR goals and actions regarding human capital.

Topic for Presentation:

- After reviewing the linked presentation, are there any questions I can answer about my corner of the district?

Human Capital Update (aka: People Power!)

To: LCSD School Board

By: Kathleen Fitzsimmons, HR Director



Lake County School District
Learning Beyond Walls

State of the Union - from HR:

We have hired 53 brand new staff since July 1st when we started working with new employees. (8 more employees than we hired last year).

- ★ 12 Substitutes
- ★ 6 Certified Staff
- ★ 13 Paraprofessionals / Classified Staff
- ★ 4 Coaches
- ★ 3 cook, driver, or custodian



We have had roughly 16 people resign during this time, as well. Hiring managers do great work!

Of the 16 people who left this year, they have left for other work opportunities, moving from the area, health issues and other personal reasons.

We currently have a two certified positions open: Elementary Counselor at LCIS and 1st Grade teacher.

We currently have openings for Family and Community Partnerships Manager and a District Out of School Time Coordinator.

We have continued two full-time, benefited substitute teachers for K-12.

Current Employee Demographics

In January, we had 234 employees on payroll (including full-time, part-time, and early-out employees).

Gender: 178 Women

56 Men



We have hired 9 employees who were previous LCSD students.

Four employees are returning to work with us and worked with us previously.

We had a total of 353 employees last year (based on # of W2s).

We have about 180 full time employees at any given time.

Current, New *Full-Time* Staff by location since 08/01/2025:

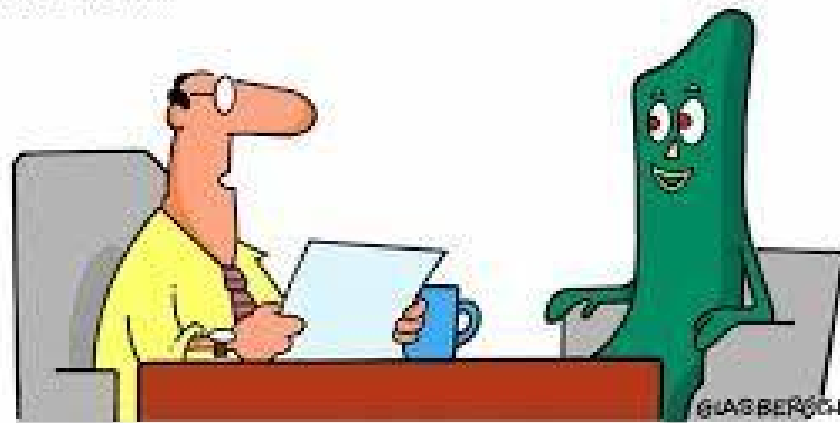
- LCHS: 2 certified and 8 classified
- LCIS: 2 certified, 5 classified
- LCES PK-2: 2 certified, 8 classified
- CCHS: 1 certified, 1 secretary
- Transportation: 1 driver, 1 manager
- Operations & Maintenance: 0 new
- Custodial: 1 custodian
- Food Service: 1 cook
- District: 1 new (IT)

***this does not include internal transfers into new positions, just new hires.**



Hiring is hard work - kudos to hiring managers and committees

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www.glasbergen.com



"We're looking for someone who can stretch with the demands of this job. Are you flexible?"



Staffing Challenges/ Goals

Context:

Housing costs in Leadville specifically, and Colorado in general, has increased greatly.

Enrollment in teacher preparation programs is decreasing nationwide.

Staff are opting out of education fields due to a variety of reasons.

Training and development of a new employee uses more resources than retaining them.

It is important for instructional leaders to reflect the student body.

Goals:

Increase participation in new pathways to licensure and ease the entry point into the District.

Increase retention of current employees.

Increase diversity / representation in our instructional staff.

Increase recruitment of candidates who *choose* Leadville and are people of color.



Human Capital Efforts by Kathleen:

- Offer support in terms of any HR requests- CDE recertification, FMLA, loan paperwork, PERA help, career counseling, financial awareness, conflict management, contract and policy provisions, etc.
- Be available, honest, accurate, efficient, reliable, and confidential in my interactions with all staff
- Identify training resources for areas of need, in concert with supervisors
- Empowering employees to have all information they need (from my HR world) to make the best decisions for themselves and their families
- Complete other duties of HR Director



Keep and Grow Our Own:



Ease the Entry: Recent Policy changes to make advancement/education easier for our current employees:

- Certificate Program Leave
 - National Board Certified Teachers
 - Alternative Teaching / Principal Programs
 - Interim Authorization
 - Concurrent Enrollment and Teacher Cadet program
-
- Encourage employees to join us full time from substitute or part-time employee to full-time with transfer process

Keep and Grow Our Own:



Decrease the Financial Impact:

- [Educator Recruitment and Retention Program](#)
- [Special Services Provider Stipend \(SSPS\)](#)
- [National Board Certified Teacher \(NBCT\) Stipend](#)
- [Federal Educator Loan Forgiveness](#)

Total Compensation for Employees (FYI):

- Salary/wages
- PERA (Public Employees Retirement Association – Employer contributes additional 21.4% and employee contributes 11% into PERA account- fully vested after 5 years; excellent 401K through payroll deduction)
- Health Care – District pays an average of \$18, 300 per year all eligible employees – which means bus drivers and all employees over 30 hours per week
- Supplemental Insurance available through payroll deduction (American Fidelity)
- Medicare -1.45%

Additional Benefits Include:

- Paid Time Off 12-16 days per year, depending upon contract length (Contracts vary from 165-260 days per year)
- Annual Leave for employees with 240-260 day contracts
- Unused PTO rolls into accumulated sick leave (or paid out for AFSCME- cooks, bus drivers, and custodians)
- Sick Leave bank for qualifying employees
- District paid \$20,000 life insurance policy (\$28/year)
- Dental and vision coverage available
- Early retirement for qualifying employees



Early Out /Incentive Retirement Program

- 8 employees are currently in early retirement program; annual cost of around \$64, 273
- 48 more employees for whom this benefit may apply (hired before June 30, 2016)

- Policy GCQEA

- Employee must have a minimum of twenty years of full assignments in the district, the last ten years of which must be uninterrupted service to the district.
- Employee shall be entitled to a severance bonus equal to the highest year's annual salary, to be paid in sixty equal monthly installments.



Hiring Season Planning



- It may be a BIG hiring year for 2026-2027!
- Both employees and hiring managers value predictability and planning as we look at the next school year.
- Managers are having mid-year check ins as a temperature check for next year hiring, to give us a sense of hiring needs.
- We plan to send work out agreements in early March.
- We are advertising 2026-2027 openings to hire early. The earlier we can hire, the better the pool.
- Continue to look at opportunities to get the word out to new markets and recruit our own past students.

Recruitment:

- Advertising through: School Spring, Indeed, Craigslist, targeted Facebook ads, LCSD Website, Herald Democrat, Chalkbeat and other platforms.
- Our new Applicant Tracking System is much more streamlined and professional than our earlier application methods
- School Spring is saving well over \$20,000 from Indeed costs (and listings still go to Indeed)
- Our substitute teachers and Project Dream leaders often become full-time employees, which is great for the schools and hard on Bunny and Mike who train them!
- School Spring and personal recommendations are the biggest sources of applicants in the past year.
- Please help by spreading the word to your talented friends and family!



Questions? Thoughts?

Thank you for the opportunity to serve the staff of LCSD and the Leadville community.



Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Jim Mulcey
MEMO PREPARED BY: Jim Mulcey
INVITED GUESTS: 0
TIME ALLOTTED ON AGENDA: 15 min
DATE OF MEETING: 2/8/2026
ATTACHMENTS: 0

RE: Consolidation Construction

TOPIC SUMMARY

Background: For consolidation, the District is modifying both LCES and LCHS to accommodate an increase in students. At LCES, the District plans to build a floor-to-ceiling wall in the library to convert it into two classrooms. At LCHS, the District plans to build a wall in the library to make one additional classroom and a wall in one faculty neighborhood to create a special education classroom.

Topic for Presentation: The contractor provided updated estimates on the construction costs and there is significant cost growth. In Fall 2025, we anticipated construction costs of just over \$400K, however, now those costs are exceeding \$800K. We. The District is working with the contractor to pull back on scope to reduce costs. The District will discuss options for moving forward.

Lake County School District
328 West 5th Street
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AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Kate Bartlett
MEMO PREPARED BY: Kate Bartlett
INVITED GUESTS: 0
TIME ALLOTTED ON AGENDA: 5 min
DATE OF MEETING: 2/9/2026
ATTACHMENTS: 0

RE: *Enrollment Choice In / Choice Out and Mobility 2025-26*, Presentation

TOPIC SUMMARY

Background: The Superintendent reports annually to the Board on the number of students who live outside our district boundary who are attending our schools (choice in), as well as the number of students who reside in Lake County but attend in another district (choice out).

Topic for Presentation: To provide some longitudinal data on these trends, I pulled four years of data from the CDE website: 2025-26, 2024-25, 2023-24 and 2018-19.

Choice In Data: The choice in data has been remarkably consistent over time. Typically 10 or 11 students choose to attend our district though they live elsewhere. This year, that number dropped slightly to 7.

2025-26

Organizations Serving Non-Resident Students (District of Attendance by Parent's Residence)				
Organization of Attendance Code	Organization of Attendance	Parents' Residence Code	Organization, State, or Country of Parents' Residence	PK-12 Total
1510	Lake County R-1	0490	Buena Vista R-31	4
1510	Lake County R-1	0910	Eagle County RE 50	3
1510	Lake County R-1	-	District Total	7

Colorado Department of Education				
2024-2025 Pupil Membership: Organizations Serving Non-Resident Students				
Organization of Attendance Code	Organization of Attendance	Parents' Residence Code	Organization, State, or Country of Parents' Residence	PK-12 Total
1510	Lake County R-1	0490	Buena Vista R-31	7
1510	Lake County R-1	0910	Eagle County RE 50	4
1510	Lake County R-1			11

Colorado Department of Education				
2023-2024 Pupil Membership: Districts Serving Non-Resident Students				
District of Attendance Code	District of Attendance	Parents' Residence Code	District, State, or Country of Parents' Residence	PK-12 Total
1510	Lake County R-1	0490	Buena Vista R-31	5
1510	Lake County R-1	0910	Eagle County RE 50	5
1510	Lake County R-1			10

COLORADO DEPARTMENT OF EDUCATION				
2018-2019 PUPIL MEMBERSHIP: DISTRICTS SERVING NON-DISTRICT STUDENTS				
DISTRICT OF ATTENDANCE CODE	DISTRICT OF ATTENDANCE	PARENTS' RESIDENCE CODE	DISTRICT, STATE, OR COUNTRY OF PARENTS' RESIDENCE	PK-12
1510	LAKE COUNTY R-1	0490	BUENA VISTA R-31	3
1510	LAKE COUNTY R-1	0910	EAGLE COUNTY RE 50	5
1510	LAKE COUNTY R-1	3000	SUMMIT RE-1	1
1510	LAKE COUNTY R-1	JPN	Japan	1
1510	LAKE COUNTY R-1	TOTAL	TOTAL	10

Choice Out Data: The trend over time is that the number of students who live in Lake County, but choose to attend school in a different district, has declined. In 2025-26, we saw a slight uptick from a year ago in this number to 113 students. In 2024-25, there were 98 students. In 2023-24, there were 128 students. In 2018-19, there were 134 students. We saw a 27% decrease in the number of students choosing a different district this year from 2018-19 to 2024-25. Note that the students attending districts that are not geographically contiguous to Lake County are in all likelihood enrolled in those districts' online schools.

2025-26

Students Attending Public Schools not in their Parents' Organization, State, or Country of Resident (Parents' Resident LEA)

Parents' Residence	Organization, State, or Country of Parents' Residence	Organization of Attendance Code	Organization of Attendance	PK-12 Total
1510	Lake County R-1	0040	School District 27J	3
1510	Lake County R-1	0190	Byers 32J	15
1510	Lake County R-1	0490	Buena Vista R-31	36
1510	Lake County R-1	0910	Eagle County RE 50	18
1510	Lake County R-1	1110	District 49	1
1510	Lake County R-1	1500	Burlington RE-6J	1
1510	Lake County R-1	3000	Summit RE-1	22
1510	Lake County R-1	8001	Charter School Institute	1
1510	Lake County R-1	9170	Education reEnvisioned BOCES	16

Colorado Department of Education				
2024-2025 Pupil Membership: Students Attending Public Schools not in their Parents' Organization, State, or Country of Residence				
Parents' Residence Code	Organization, State, or Country of Parents' Residence	Organization of Attendance Code	Organization of Attendance	PK-12 Total
1510	Lake County R-1	0040	School District 27J	4
1510	Lake County R-1	0190	Byers 32J	10
1510	Lake County R-1	0490	Buena Vista R-31	27
1510	Lake County R-1	0910	Eagle County RE 50	20
1510	Lake County R-1	1110	District 49	1
1510	Lake County R-1	3000	Summit RE-1	22
1510	Lake County R-1	8001	Charter School Institute	1
1510	Lake County R-1	9170	Education reEnvisioned BOCES	14

Colorado Department of Education				
2023-2024 Pupil Membership: Students Attending Public Schools not in their Parents' District, State, or Country of Residence				
Parents' Residence Code	District, State, or Country of Parents' Residence	District of Attendance Code	District of Attendance	PK-12 Total
1510	Lake County R-1	0040	School District 27J	2
1510	Lake County R-1	0190	Byers 32J	8
1510	Lake County R-1	0490	Buena Vista R-31	32
1510	Lake County R-1	0910	Eagle County RE 50	20
1510	Lake County R-1	1110	District 49	2
1510	Lake County R-1	1520	Durango 9-R	1
1510	Lake County R-1	2862	Julesburg Re-1	1
1510	Lake County R-1	3000	Summit RE-1	28
1510	Lake County R-1	3020	Woodland Park Re-2	10
1510	Lake County R-1	9170	Education reEnvisioned BOCES	24

COLORADO DEPARTMENT OF EDUCATION				
2018-2019 PUPIL MEMBERSHIP: STUDENTS ATTENDING PUBLIC SCHOOLS NOT IN THEIR PARENTS' DISTRICT, STATE, OR COUNTRY OF RESIDENCE				
PARENTS' RESIDENCE CODE	DISTRICT, STATE, OR COUNTRY OF PARENTS' RESIDENCE	DISTRICT OF ATTENDANCE CODE	DISTRICT OF ATTENDANCE	PK-12 TOTAL
1510	LAKE COUNTY R-1	0190	BYERS 32J	5
1510	LAKE COUNTY R-1	0490	BUENA VISTA R-31	74
1510	LAKE COUNTY R-1	0910	EAGLE COUNTY RE 50	14
1510	LAKE COUNTY R-1	1110	DISTRICT 49	1
1510	LAKE COUNTY R-1	1420	JEFFERSON COUNTY R-1	1
1510	LAKE COUNTY R-1	1520	DURANGO 9-R	1
1510	LAKE COUNTY R-1	1750	BRANSON REORGANIZED 82	1
1510	LAKE COUNTY R-1	2740	MONTE VISTA C-8	1
1510	LAKE COUNTY R-1	3000	SUMMIT RE-1	34
1510	LAKE COUNTY R-1	9170	EDUCATION REENVISIONED BOCES	2

2025-26 Trends in Mobility

The Board of Education asked for some more detail around students entering and exiting the district. The following charts show approximate entrances and exits between August 2025 and January 2026 for our 3 largest schools. Note that sometimes we don't know the exact reasons for an entrance or an exit, so some of this data represents our best guess based on the information we have. You can see that students moving (within the US) represents by far the biggest driver of mobility:

Entrance Data - Each entry represents 1 student

LCES	LCIS	LCHS
Entering from another country	Entering from another country	Choice - BV
Moved	Homeschool	Choice - Eagle
Moved	Homeschool	Choice - Eagle
Moved	Moved	Choice - Summit

Moved	Moved	Choice - Summit
Moved	Moved	Entering from another country
Moved	Moved	Entering from another country
Moved	Moved	Entering from another country
Moved	Moved	Entering from another country
Moved	Moved	Homeschool
Moved	Moved	Homeschool
Moved	Moved	Homeschool
Moved	Moved	Homeschool
Moved	Moved	Homeschool
	Moved	Moved
	Moved	Moved
	Moved	Moved
	Moved	Moved
	Online	Moved
	Online	Moved
		Moved
		Moved
		Moved
		Moved
		Moved
		Moved
		Online
		Online

Exit Data - Each entry represents 1 student

LCES	LCIS	LCHS
Choice - BV	Choice - BV	Choice - Eagle
Choice - BV	Choice - BV	Choice - Summit
Homeschool	Choice - BV	Homeschool
Leaving country	Choice - BV	Leaving country
Moved	Choice - BV	Leaving country
Moved	Choice - Private School	Leaving country
Moved	Homeschool	Leaving country

[illegible]

		Online
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Monitoring Report: SSG-5, Emergency Superintendent Succession

Date of Report: February 9, 2026

Monitoring Period: 1 Year

Report Prepared by: Kate Bartlett, Superintendent

I. Policy

Here is a link to the policy: <https://www.lakecountyschools.net/wp-content/uploads/2024/07/SSG-5.pdf>

II. Interpretation

The policy is intended to ensure continuity of operations should the Superintendent become unavailable or incapacitated.

III. Evidence

Create a table or other means of highlighting the key elements of the policy and the district's compliance with the element, i.e.

Evidence of Compliance

#	<i>Policy Requirement</i>	<i>Evidence or Process to Ensure Compliance with Examples</i>	<i>Instances of Non-Compliance</i>
1	Identify a staff member who will serve as the interim Superintendent on a short term basis.	The policy currently names Kathleen Fitzsimmons, HR Director. I recommend changing this to Scott	None

		Carroll, LCHS Principal.	
--	--	--------------------------	--

IV. Compliance

I report that the Superintendent and the district are in compliance with policy SSG-5.

V. Monitoring Work

Future:

-

VI. Considerations for Revision

- Update with current school year and update named staff member

Signature: *Kate Bartlett*

Title: Superintendent

Date: 2/9/2026

Policy Type: Staff/Superintendent Guidelines

Global Staff and Superintendent Guideline

The Superintendent shall not cause or allow any practice, activity, decision or organizational circumstance which is unlawful, unethical, unsafe or imprudent.