B.1 Applicant Entity

A. Organizational History

The foundational principles for the educational philosophy of The Leman Academy of Excellence has been formed and established by Dr. Kevin Leman the founder of the school. An internationally known psychologist, radio and television personality, educator, speaker, and author of over 45 books on parenting, marriage and family living, Dr. Kevin Leman has taught and entertained audiences worldwide with his wit and commonsense psychology. The *New York Times* bestselling and award-winning author of *T*he *Birth Order Book, Parenting Your Powerful Child, Have a New Kid by Friday*, *Have a New Teenager by Friday, Have a New Husband by Friday*, *Have a New You by Friday*, and *Sheet Music* has made thousands of house calls for radio and television programs, including *Fox & Friends*, *The View*, Dr. Bill Bennett's *Morning in America,* Fox's *The Morning Show*, *Today*, *Oprah*, CBS's *The Early Show*, and CNN*,* and has also served as a contributing family psychologist to *Good Morning America*. He is a frequent speaker to schools, businesses, including Fortune 500 companies (YPO, Million Dollar Roundtable, Top of the Table and other CEO groups), and civic and church organizations. A practicing psychologist for over 40 years, Dr. Kevin Leman has helped thousands understand the dynamics of a healthy relationship between parent and child.

Family Background
Dr. Kevin Leman grew up in the Buffalo, New York area in a very modest home with two working parents whose income never exceeded $12,000 total in any given year.

Elementary through High School Years
Dr. Leman did poorly in school—so poorly, in fact, that he has a vivid memory of sitting in a 1st grade reading group, watching a girl who was eating paste instead of paying attention to her reading. But he also candidly remembers thinking as a six-year-old, *I know I don't belong in this group.* However, he continued to struggle through school, graduating high school near the bottom of his class. His SAT scores were near the 0 percentile. He applied to over 140 colleges and universities, but his high school counselor told him, "Leman, I couldn't get you admitted to reform school." No school institution wanted him.

University Years
Twelve days before the school semester was to start, Dr. Leman was admitted on probation with a 12-unit maximum load to North Park University in Chicago. His freshman year, he managed to eke out a C-average. However, during his sophomore year, he stole the men's dorm "conscience fund" as a prank. Unfortunately, the Dean of Students didn't think it was that funny and unceremoniously sent Kevin Leman packing.

Early Work Years
After being kicked out of North Park University, Dr. Leman moved to Tucson, Arizona, in 1962. He got a job as a janitor in a local hospital and was on a trajectory of heading nowhere fast.

Marriage and Family
About a year and a half into working at the local hospital, Dr. Leman met his future wife in, of all places, the men's rest room. She was a nurse's aide, he was a janitor, and it was love at first sight. Three and a half years later, they married. Kevin and Sande have now been married for 46 years, and have four daughters, a son, three son-in-laws, and two grandchildren, and still live in Tucson, Arizona, for the majority of the year, spending their summers in Buffalo, New York.

The Transformation Begins
While growing up, Dr. Leman didn't receive encouragement from any teachers in his public school education, with one exception. In April of his senior year of high school, an older teacher pulled him aside and suggested that maybe he could use his skills for something positive in life. That was the very first time he remembered a teacher saying he had skills, and it was an eye-opening moment. Up until that time, only one person had believed in him—his mother. And even she confessed to him when he was an adult, "When you were in school, I prayed fervently for just one C to appear on your report card."

His future wife, Sande, was the third woman to believe in him. It was her love and belief, as well as some other life-changing experiences that motivated him to apply to the University of Arizona as a full-time scholar. Not only did he take a full load of classes but he worked full-time and also made the Dean's List. The spotlight of his motivation was switched on, and Dr. Leman has never looked back.

Dr. Leman earned all three of his degrees (bachelor's, master's, and doctorate) at the University of Arizona. During his tenure there, he served as Assistant Director of High School Relations, where he was instrumental in establishing the university's New Start program for economically disadvantaged scholars. Since then, the program has assisted over 4,000 scholars in receiving their bachelor's degrees and is still going strong today. Dr. Leman also served as an Assistant Dean of Students and taught graduate-level courses for the Department of Counseling and Guidance, College of Education.

Education Awards
- The University of Arizona presented Dr. Kevin Leman with the highest award they can give one of their own—the Alumni Achievement Award.
- North Park University, the same school that gave Dr. Leman his walking papers in 1962, invited him back to award him a Doctorate of Humane Letters in 2010.

The Dream
Dr. Leman has often dreamed of launching a school and learning environment for young people that willingly engages and embraces parents in the educational process,

highlighting the parent/teacher/scholar relationship to bring out the best in the child. The Leman Academy of Excellence is founded on the key principle that parental involvement is essential in maximizing the scholar's educational experience. It is a school where:

- Encouragement reigns.
- Learning is fun.
- Teachers really care about young people and emphasize the uniqueness and giftedness of every individual in their classes.
- Expectations for scholars are very high but manageable and motivating. The school has an accelerated program that is competitive with the most rigorous standards of top-notch international schools.
- Scholars are challenged to learn in a safe environment, devoid of bullying and putdowns, and in which they are treated and treat others in the way in which they would like to be treated.
- Practical skills for everyday living, including good manners, self-discipline, basic etiquette, how to meet and greet people, how to get along with others, how to write a check, etc., are taught. Scholars are prepared for life beyond the classroom.
- Parents, teachers, administration, and scholars work together for the best possible education in all areas.
- The key principles of respect, accountability and individuality, as distilled from Dr. Kevin Leman's *NY Times* bestseller *Have a New Kid by Friday,* as well as the timeless mega-sellers *The Birth Order Book* and *Making Children Mind Without Losing Yours,* are highlighted.
- The kind of place that takes education from this type of conversation between parent and child: *Parent:* "So, what did you learn at school today?" *Child:* "Nothin'." And transforms it to a stimulating, lively interaction where the parent doesn't even need to prod. The child bounces into the car after school and says: "Guess what I learned at school today…!"

Dr. Leman and three other board members who share a common vision created The Leman Academy of Excellence Inc. Dr. Leman comes from a family of educators and his son-in-law, Dennis O'Reilly, is an LAE Board Member, elected Executive Director and is slated to be the school's first Principal. Mr. O'Reilly brings expertise in Classical education to the table and together, Dr. Leman and Mr. O'Reilly were the driving force behind creating the organization. As an incorporated entity The Leman Academy of Excellence, Inc. ties together the undeniable synchronicity between the hallmarks of a Classical education and the down-to-earth, straightforward honesty that pervades Dr. Leman's philosophy and body of work.

The group is rounded out with the addition of Joe Higgins and Lynn Houghton. Mr. Higgins is a long time friend of Dr. Leman's with school board experience as a board member of Salpointe Catholic High School, business experiences as a well-established entrepreneur in Tucson, and a shared belief that charter schools hold the potential to change education in America on school and one neighborhood at a time. Ms. Houghton's addition to the organization was based on a past working relationship with

Mr. O'Reilly. Her knowledge of classical education, and her voice as an educator is pivotal to rounding out the organization.

These four people – Dr. Leman, Mr. O'Reilly, Mr. Higgins and Ms. Houghton – have been informally planning the Leman Academy of Excellence since the Fall of 2013. More recently, they have brought additional community members and educators into the conversation to develop the core of an Advisory Board. The application process for a charter with the State of Arizona has brought so much into focus for the entity and has culminated with the organization formally incorporating in May 2014.

B. Organizational Chart

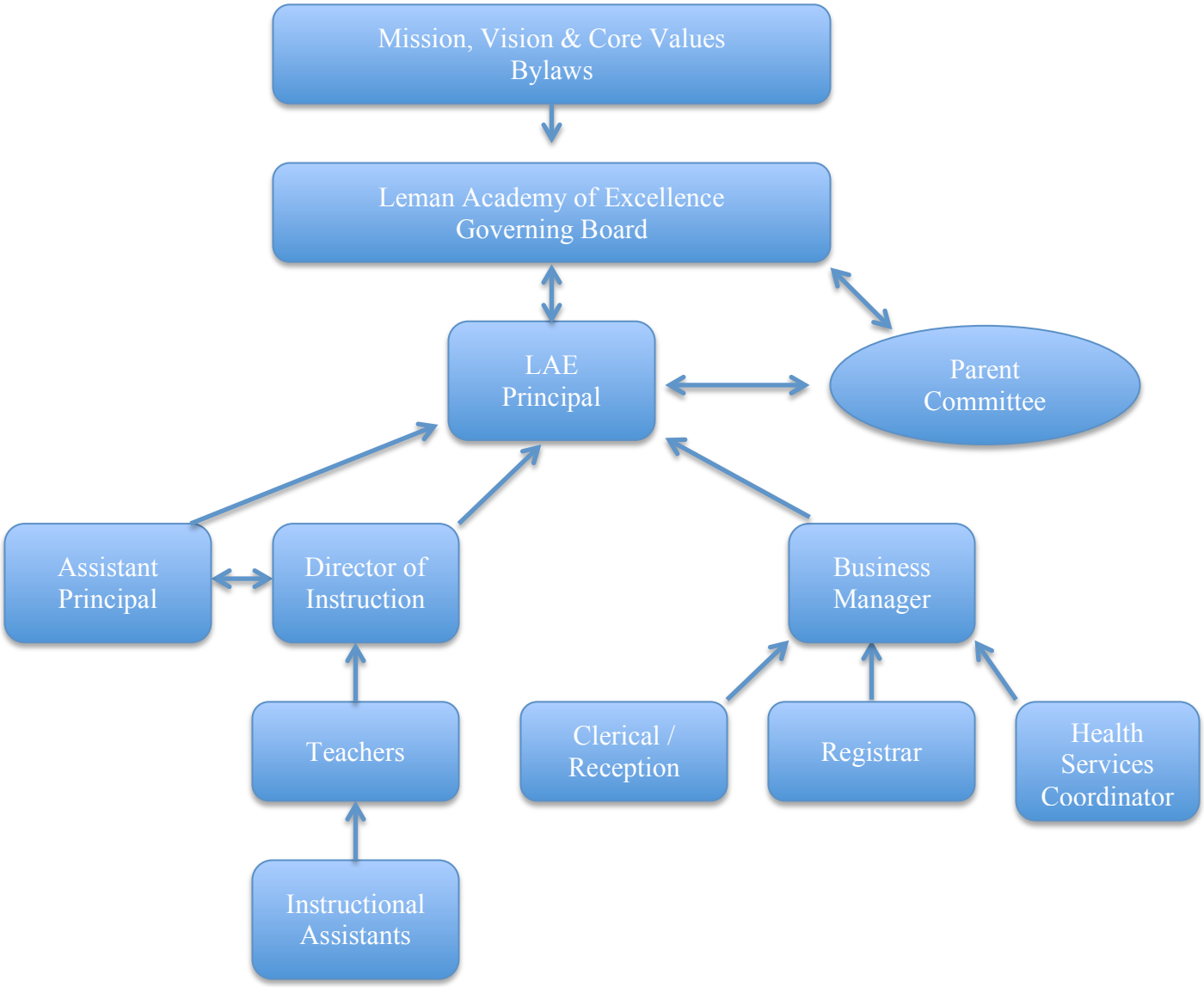
The Governing Board is responsible for hiring the school Principal; similarly, the Governing Board has the sole power to terminate the Principal. As demonstrated in the organizational chart, the mission, vision and core values and the Leman Academy Of Excellence, Inc. Bylaws are at the helm for the Governing Board. These tenants of the school's values are the factors that influence decision making at the Board level.

In year one, Dennis O'Reilly is the Executive Director on the LAE board, and once funding is available to hire a Principal, Mr. O'Reilly will fill that position. While the Principal is a direct report to the Board of directors, the arrow on the organizational chart points in both directions. This is an indication of the two-way conversation that pervades the Principal/Board relationship. While the Board of Directors adopts policies, they also accept input from the Principal who represents the interests of LAE staff, faculty, scholars and parents. The principal is also responsible for communicating policy decisions to school staff, faculty, scholars and parents.

The Leman Academy of Excellence Principal is solely responsible for hiring and terminating employees. Three staff members are direct reports to the Principal: the Assistant Principal, the Business Manager and the Director of Instruction. Additionally, the Principal is responsible for the parent community. This relationship is also demarked with a two-sided arrow to represent the value LAE places on open dialogue, ensuring that the needs of the parent community are met. The parent community has a formal role with the Governing Board as well. One of the standing committees of the Governing Board will be the "Parent Committee." As with all committees of the Board, it will be populated with two board members – one of whom is the Executive Director. The Parent Committee will have a non-voting representative at the Leman Academy of Excellence, Inc. board meetings.

The organizational chart on the following page graphically represents the reporting structure described above. More important, the chart conveys the value LAE places on this mission, vision and core values as well as two-way communication and open dialogue. These pillars of the school's governance structure will foster a strong sense of trust, community and mutual respect.

LEMAN ACADEMY OF EXCELLENCE – ORGANIZATIONAL CHART



Note: This organizational chart is provided to demonstrate the basic reporting structure that will be in place from year to year. The staff position of Registrar is reflected on this organizational chart, but that position is not funded until year two. The number of teachers and instructional assistants changes from year to year until the school is at full capacity (year 6). In year three, a second clerical/reception position is funded. Detailed organizational charts specific to each of the first three years are provided in section, B.3 Management & Operations.

C. Subsidiary Relationships with Other Organizations

Leman Academy of Excellence does not have a subsidiary relationship with any other organization.

D. Other Charters Operated by Applicant

Leman Academy of Excellence is not currently and has not previously been involved in the operation of any other charter school.

E. Roles of Charter Principals

The current Leman Academy of Excellence Governing Board members are Dr. Kevin Leman, Dennis O'Reilly, Joseph Higgins and Lynn Houlton. In addition to these four Directors, LAE has an Advisory Board that brings a wide range of the knowledge, skills and abilities to run a charter school. The Governing Board may grow to include a few of the current Advisory Board members. The school governing body and the Leman Academy of Excellence, Inc. Governing Board are one in the same.

BOARD OF DIRECTORS

Dr. Kevin Leman
Dr. Leman's full biography including family history, educational background and achievements as an internationally known psychologist, radio and television personality, educator, speaker and author are provided above on pages 1-3.

In addition to the brand awareness of Dr. Leman, he brings a wealth of experience and community connections to the Governing Board. Additionally, he is a skilled fundraiser and provides an unparalleled passion for the mission, vision and core values.

Dennis M. O'Reilly
Dennis O'Reilly is the Executive Director of the LAE Governing Board; he will be the school's first Principal. As the Executive Director, Mr. O'Reilly has the power to contractually bind the Leman Academy of Excellence, Inc, according to the by-laws. Mr. O'Reilly is also the primary point of contact regarding LAE, Inc.'s charter application.

The Governing Board and Advisory Board feel strongly that Mr. O'Reilly is the ideal leader for the school based on his deep understanding of Classical education, which was garnered as both a teacher and school administrator. Additionally, he has first hand experience with implementing Dr. Leman's approach to child development and learning in the classroom. Mr. O'Reilly represents a unique convergence of these two mainstays of the Leman Academy of Excellence: Classical education and a through a understanding of Dr. Leman's body of work.

Dennis M. O'Reilly has dedicated his professional career to education. He received his Masters in Educational Leadership from Chapman University and has been working as an administrator since 1999. Initially, he began his work in education as a volunteer coach at Grace Christian School in 1990 and moved into classroom instruction at Grace in 1993. From 2000 – 2009 Mr. O'Reilly was the Principal of Desert Christian Middle School and then Assistant Principal at Pusch Ridge Christian Academy from 2009 – 2010. He is the former Head of Schools for the Catalina Foothills Church School (k-12 system) since 2010. Pusch Ridge Christian Academy maintained a enrollment of 600 students and a budget of $5 million.

Mr. O'Reilly is incredibly versed in both Classical education, school administration and fundraising for education. His leadership will ensure that the school is properly staffed, well prepared with a solid curriculum and grounded with an involved and satisfied parent group.

Joseph T. Higgins
Joe Higgins has been rapidly building his reputation as one of Tucson's younger and engaged business people. Mr. Higgins is a leader in the small business community and champion for their issues. He recently ran for public office and serves on a number of non-profit boards. Joe has served on the Board of Directors of Salpointe Catholic High School since 2005. Salpointe is a 50-year-old institution with a 1100 students with a college preparatory education focus. Joe also served on the Board of Directors at Sts. Peter and Paul Catholic grade school a k-8 institution with an enrollment of 500 students and a 75-year history in Tucson.

He has served on many municipal business panels, including the past Chair of the Arizona Small Business Association, Arizona's largest trade association with 11,000 members and was appointed by Governor Brewer to the University of Arizona Hospital Oversight Committee. Joe ran for public office in 2008 as a candidate for the Pima County Board of Supervisors and is involved in numerous local and state wide economic development efforts.

He is the owner of a number of successful Tucson start-ups, including Sports Buzz Haircuts and Talking Trash Waste Removal, Rainmaker Medical, QMed Clinics and Gotta Go Wireless. Joe has developed commercial real estate in Tucson and his entities have grown from idea to multi state operations in Arizona and New Mexico. Mr. Higgins is married and a father of two students.

Mr. Higgins' knowledge, skills and abilities span multiple aspects of a well-rounded Governing Board. His business experience lends the organization a strong connection to the community, finance and budgeting expertise and advertising and promotion skills.

Lynn Christine Houlton
For close to four decades, Lynn Christine Houlton has dedicated herself to her community as an educator. More than just working at a local school, education is truly the fabric of Ms. Houlton's life. Since 1977 she has consistently volunteered her time as

a mentor and teacher to all walks of life. Her community service includes teaching English as a second language as well as Ministry for the homeless, women, children and couples.

Ms. Houlton holds a Bachelors Degree in Early Elementary Education and English Literature. She attended both University of Mexico (1975-1977) and Whitworth University (1977-1979). Her formal teaching experience focuses largely on second, third and fourth grade and she has worked at Sunset Mesa Elementary, Onate Elementary and Cornerstone Elementary schools in the Tucson Area.

Ms. Houlton is currently serving as a private tutor and homeschooling her youngest daughter, age 13. Her family of seven children includes foster children and they range in age from 13 to 30.

ADVISORY BOARD

Michael R. Farley

Michael Farley is President of Farley & Associates, Inc. (F&A), a company that provides financing and strategic business plans for small and medium sized client companies. F&A and Mr. Farley personally provide seed capital and help raise both dent and equity capital for the client companies. Mr. Farley also takes an active management role and serves as an officer and boar member of the client companies.

After graduating from the University of Arizona in 1967 and serving in the United State Army Signal Corp (1967-1969), Mr. Farley started his business career as a specialist in family and business insurance planning with particular expertise in estate and income tax planning and business continuation planning.

In 1981 Mr. Farley was appointed Director of Advance, Office of Vice President George H.W. Bush, The White House, Washington, DC. As a member of the Vice Presidents senior staff, he directed logistical planning of the Vice President's domestic and international travel.

Upon returning to Arizona from Washington, D.C., F&A's client business began to increase with a particular emphasis on communications – from regional paging systems to the development of cellular telephone systems thought the United State, F&A's client business ultimately led to the internet and digital content.

Mr. Farley's professional memberships and community service experiences includes:

- Appointed by Governor Janice K. Brewer as a Member of the Arizona State Liquor Board for a three year term beginning January 2010
- Appointed by President George H.W. Bush as a Member of the Advisory Committee of the Art for the John F. Kennedy Center for the Performing Arts
- Appointed by President Ronald Regan as Chairman of he National Council on Vocational Education
- Member, Arizona State Board of Vocational/Technical Education

- Board of Trustees, Foundation for St. Joseph's Hospital
- Member, National Financial Committee, George Bush for President
- Member, National Association of Life Underwriters
- Member, Million Dollar Roundtable
- Member, Board of Directors of the University of Arizona Foundation

The Leman Academy of Excellence will benefit greatly from Mr. Farley. His depth of knowledge regarding start up businesses, raising capital and growing an organization from ideas to substance is simply unmatched.

Wendell Neal
Wendell Neal is a 1977 graduate of Dayton High School in Dayton, TX and received a Bachelor of Science degree in Education from University of Houston. While a student in high school and college, he prepared himself for his career as a student manager for football.

In August of 1984, Mr. Neal became the first ever full time equipment manager at Sam Houston State University in Huntsville, TX. As Director of Facilities/Equipment, he oversaw equipment operations for all varsity sports, in addition to overseeing all sports facilities, including a brand new football stadium. In 1989, a new opportunity brought Mr. Neal to the Pacific Northwest as the Director of Equipment Operations at Washington State University in Pullman, WA.

Since 1998 to present, Me. Neal has been the Associate Athletic Director for Equipment Operations at the University of Arizona in Tucson where he oversees the equipment operations for all twenty athletic teams at the University. In 2009 he received the very prestigious Admiral's Trophy, which recognizes commitment, dedication and sacrifice to help the team succeed, as voted on by the players and coaches.

Mr. Neal has spent much of his life working with youth sports organizations - from Little League to starting AAU programs. Additionally he has served as a community representative on the Soleng Tom Elementary School Site Council in Tucson, AZ.

Andrea Arthur Owan, M.S., A.T., R.
Ms. Owan has thirty years of experience in teaching and curricula development at the K-12, college, technical school, professional, and general public level. Her major was physical education with an emphasis in sports medicine, and she holds a B.S. and K-12 teaching certification from the University of Wisconsin-Madison as well as a M.S. from Indiana University. Her expertise was in the biomechanics of the lower extremities and treatment of knee, ankle, and foot injuries. She was a physical therapy clinic director of sports medicine, and a program director at physical therapy and sports medicine clinics in Wisconsin and California. Following clinic and formal teaching, Ms. Owan home-schooled her two sons for thirteen years. Andrea is also a published writer with a background in journalism, writing, public speaking, drama, dance, and singing. She has been involved with Southern Arizona Regional Science and Engineering Fair competition since 2000 where she and her husband have mentored their two sons to numerous special,

and top Grand Award finishes at the regional and international levels. Andrea is on the SciEnTeK-12 (Science, Engineering, and Technology K-12) Foundation Advisory Board that holds the yearly SARSEF competition and is a community liaison member of the University of Arizona's Institutional Biosafety Committee.

Burney Starks
Burney Starks is a 1969 graduate of Pueblo High School an a 1974 honors graduate of the University of Arizona where he played football, and participated in band, student government, drama and ROTC. After graduating, Mr. Starks went on active duty as an Army officer and has tours of duty in Georgia, Indiana, Missouri and South Korea.

When Mr. Starks returned to Tucson after his tour of duty, he hosted a TV talk show called "Looking Black" and worked for the Tucson Unified School District as a campus supervisor at Tucson and Cholla High Schools. He was an assistant football coach at Cholla where he worked with former Wildcat running back and Denver Broncos receiver, Vance Johnson.

Mr. Starks has serves on the boards of the Tucson Arizona Boys Chorus, Las Familias, The Dunbar Coalition, and the America Israel Friendship League. He currently serves on the boards of the Tucson Juneteenth Festival Committee and the Pueblo Warrior Alumni Foundation. He is a former Lieutenant Governor for Kiwanis International, Division Six; past commander in the Military Order of the World Wars and past president in the Reserve Officers Association.

As an actor, he has been in numerous stage productions and has appeared in movies with Robert Duvail, Treat Williams, Gene Wilder, Gilda Radner and George C. Scott. Mr. Starks is a write of novels, poetry and plays, and he is the lead vocalist for the Start Ink, a Motown Review show group. Additionally, he is the inventor of a futuristic, circular chess game called W.A.R.P.S.

A retires Army major, Mr. Starks is a former program coordinator for the Tucson Urban League, Magnet Program Marketing Specialist with Tucson Unified School District and is currently a Drop Out Prevention Specialist for TUSD.

F. Other Charters Operated by Principals
None of the Leman Academy of Excellence Principals are currently nor previously involved in the operation or governance of charter schools.