APPENDIX A

AMENDMENT REQUEST AND SUPPORT MATERIALS

1. ENROLLMENT CAP AMENDMENT REQUEST FORM
2. AMENDMENT REQUEST DOCUMENTS

Enrollment Cap Request

Charterholder Info

Charter Holder

Name:
Leman Academy of Excellence, Inc.

CTDS:
10-87-38-000

Mailing Address:
6601 East Grant Road
Suite 101
Tucson, AZ 85715

View detailed info

Representative

Name:
Dennis OReilly

Phone Number:
5208865354

Downloads

Download all files

Enrollment Cap

From:
3172

To:
5395

Attachments

Board Minutes

Download File — Board Minutes

Increase to Enrollment Cap Attachments

The following 2 attachments are only required if the enrollment cap is increasing.

Occupancy Documentation (Increase Only)

Download File — Cert of Occupancy Mesa
Download File — Cert of Occupancy East Tucson
Download File — Cert of Occupancy Marana
Download File — Cert of Occupancy Sierra Vista
Download File — East Tucson Floor plans
Download File — East Tucson Fire Inspection report
Download File — Sierra Vista Fire Inspection
Download File — East Tucson Site Plan
Download File — Mesa Fire Inspection Report
Download File — Oro Valley Fire Inspection
Download File — Cert of Occupancy Oro Valley
Download File — Mesa Fire Inspection Letter
Download File — Marana Fire Inspection 2018

Download File — SV Floorplan

Narrative — Download File

Additional Information

Download File — Enrollment Matrix
Download File — Staffing Matrix

Feedback

Feedback

Signature

Charter Representative Signature
Dennis OReilly 01/24/2019

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Enrollment Cap Amendment Request
Leman Academy of Excellence, Inc.

Rationale:

Leman Academy of Excellence (LAE) is requesting an enrollment cap increase for FY 20 from the current cap of 3,172 to 5,395. All the current campuses have seen and will continue to see exponential growth over the next fiscal year.

Staffing Plan:

The increase in personnel needed to accommodate the additional scholars is reflected in the Staffing Matrices and will be supported with further details in this section.

Sierra Vista: Currently, the Sierra Vista campus employs 48 instructional and non-instructional staff members. With the projected increase of 92 scholars in FY 20, LAE anticipates hiring one additional 8th grade teacher.

Marana: Currently, the Marana campus employs 80 instructional and non-instructional staff members. With the projected increase of 131 scholars in FY 20, LAE anticipates hiring one additional 7th grade teacher.

Oro Valley: Currently, the Oro Valley campus employs 63 instructional and non-instructional staff members. With the projected increase of 120 scholars in FY 20 due to the addition of 8th grade at the campus, LAE anticipates hiring three 8th grade teachers for FY 20.

Virtual: Currently, the Virtual Academy employs 6.5 instructional staff members. With the projected increase of 67 scholars in FY 20, LAE anticipates hiring 1.5 additional teachers including one specialty teacher. Further, the SPED instructor will increase to a full-time position.

East Tucson: Currently, the East Tucson campus employs 48 instructional and non-instructional staff members. With the projected increase of 210 scholars in FY 20, LAE anticipates hiring four additional teachers (one Kindergarten, two 2nd

and one 6th) in the grades it currently serves. With the addition of 7th grade at this campus, LAE anticipates hiring two 7th grade teachers for FY 20.

East Mesa: Currently, the East Mesa campus employs 13 instructional and non-instructional staff members. With the projected increase of 155 scholars in FY 20, LAE anticipates hiring one additional Kindergarten teacher in the grades it currently serves. With the addition of 7th grade at this campus, LAE anticipates hiring one 7th grade teacher for FY 20.

LAE and its recruiting, hiring, and training processes, described in the following section, have successfully met staffing, enrollment, and target population needs at our current campuses and will continue to do so at these and future campuses.

Recruiting

Teachers who are committed, engaged and skillful in their approach to instruction have a powerful, long-term impact on scholars' lives. The quality of instruction is critical to increased scholar learning and achievement in the classroom. LAE Administration starts its recruitment process by attracting and hiring the very best faculty and staff as early as possible. The recruiting process includes the following elements:

1. LAE shares our mission, vision, core values, and philosophy when advertising and interviewing for open staff positions to attract like-minded candidates whose values align with LAE.
2. LAE hosts a local teacher and staff recruitment event and places advertising of this event on the radio, at nearby colleges, and through social media. This event provides an excellent venue to meet potential candidates and an opportunity to share our school vision and philosophy with interested community members.
3. Additionally, LAE posts open staff positions on our school website, through social media, radio, online job boards, and both in online and print editions of local newspapers.
4. LEA communicates with the local colleges and universities to establish relationships with their education departments.

Hiring

Hiring decisions are critical to the success of the school and for scholar success in the classroom. The principal is primarily responsible for overseeing the selection process. LAE's hiring process follows the timeline below:

1. The candidate will submit an online application, cover letter, and résumé.
2. LAE staff will check references included with the application.
3. If the candidate is applying for an instructional position, he/she may be asked to participate in a teaching demonstration. Prior to the demonstration, the candidate will submit a written lesson plan.
4. The principal and administrative team will conduct the interview. More than one interview may take place, if necessary.

Training

LAE will host an eight-day orientation and in-service training program for our teachers and staff each July. Teachers will work individually, in grade level teams, and between grade level teams, to align the curriculum, assessments, and standards so that students receive a rich, coherent curriculum tied to state standards. The orientation will address the following topics: the mission, vision, and core values Leman Academy of Excellence; Classical Education; classroom environment; Dr. Leman's approach; academics and teaching; curriculum; and assessments and instruction.

In addition to the eight-day orientation and in-service, teachers will attend professional development sessions throughout the year focused on AZ Common Core Standards, differentiation, and Classical Education. LAE further supports teachers and staff by offering mentorship, supportive leadership, ongoing professional development, teacher collaboration, and planning time during the school day.

Enrollment Target Justification:

Plans for meeting each year's enrollment targets

LAE has considered the many facets of meeting each year's enrollment targets at each campus.

First, LAE has partnered with Tagline Media Group of Tucson. Tagline has proposed a combination of targeted advertising and very specific broadcast media buys. The goal of the marketing campaign is to reach households with children ages 4 to 11. Tagline has determined that the woman of the household is the primary decision maker and will target its design and messaging toward mothers of young children. All marketing prominently features Dr. Kevin Leman's body of work and national appearances on recognizable media outlets. Key marketing points of the campaigns include vital features of LAE: focus on the whole child with emphasis on Classical Education principles, state-of-the-art campuses and technologies, safety, and values-based education.

Second, LAE has retained a public relations consultant to facilitate community outreach. Her work is accomplished through visits to local churches and pre-k schools, setting up LAE information booths at child-related festivals and conferences, and by placing LAE in a variety of media outlets, both radio and print.

Third, LAE provides bi-weekly open houses for all new campuses, weekly school tours, and kinder camp (a kinder readiness summer camp) to introduce families to LAE and meet our target enrollment goals. Additionally, some campuses have established pre-k schools that feed into our K-8 program.

Necessary advertising and/or promotion to meet the targets

Tagline Media Group of Tucson has been working on the LAE marketing plan for all three of the current campuses, as well as the upcoming campuses in East Tucson and East Mesa. Because the East Mesa campus is in a new market (Phoenix Metro), a more rigorous marketing plan has been established; seventy-five thousand dollars has been allocated to this marketing plan with a sizeable portion being used for target population mailers and outdoor billboard signage.

Tagline has proposed a combination of targeted advertising and very specific broadcast media buys. The goal of the marketing campaign is to reach households with children ages 4 to 11. Tagline has determined that it will target its design and messaging toward young mothers. All marketing prominently features Dr. Kevin Leman's body of work and national appearances on

recognizable media outlets. Key marketing points of the campaigns include vital features of LAE: focus on the whole child with emphasis on Classical Education principles, state-of-the-art campuses and technologies, safety, and values-based education.

Direct Mail

Tagline utilizes a series of mailings targeted at families with children ages 4 to 11. The goal is to send at least two and up to four mailings to the LAE target population within a 10-mile radius of our school campuses.

Television—Cable

Tagline purchases cable television commercial spots on a schedule starting in early May through late July that will provide 6 to 10 views per target demographic.

Printing—Brochures and Hand-Outs

Brochures and hand-outs are designed and created for events that Dr. Leman attends while promoting LAE. Additionally, these brochures and hand-outs are distributed to libraries, preschools, and to the home school market.

Radio Advertising

Radio advertising options that Tagline includes in its plan are talk radio stations with a loyal listenership and a strong reach in the metro Phoenix and Tucson markets, as well as faith-based FM stations with large family-focused listenership in those same markets.

Social Media—Web Based Advertising

Tagline has recommended online banner advertising targeted at zip codes surrounding LAE campuses. The online banner program includes keyword ad placement and search word tracking to target our key demographic, mothers of school-age children. The plan also includes a targeted Facebook banner ad and keyword program.

The chart below outlines, month by month, the activities and projected results of the LAE marketing plan.

Leman Academy of Excellence Timeline for Advertising & Promotion		
Month / Timeframe	**Activity**	**Responsible Party**
January	· Radio advertising begins **Enrollment Goal: 50**	Tagline Media
February	· First direct mail piece sent (advertises Open House with Dr. Leman) · Radio advertising continues · Social media web-based advertising begins **Enrollment Goal: 100**	Tagline Media Group
March	· Radio advertising ends · Social Media web-based advertising continues · First Open House **Enrollment Goal: 150**	Tagline Media Group
April	· Second direct mail piece sent · Social Media web-based advertising ends **Enrollment Goal: 200**	Tagline Media Group
May	· Comcast television ads begin · Second Open House **Enrollment Goal: 250**	Tagline Media Group
June	· Third direct mail piece sent · Comcast television ads continue **Enrollment Goal: 350**	Tagline Media Group
July	· Comcast campaign ends **Enrollment Goal: 450**	Tagline Media Group

Number of returning students

Sierra Vista: LAE anticipates 604 returning scholars for FY 20.
Marana: LAE anticipates 1,003 returning scholars for FY 20.
Oro Valley: LAE anticipates 717 returning scholars for FY 20.
Virtual: LAE anticipates 68 returning scholars for FY 20.
East Tucson: LAE anticipates 575 returning scholars for FY 20.
East Mesa: LAE anticipates 79 returning scholars for FY 20.

Anticipated new student enrollment

Sierra Vista: LAE anticipates 92 new scholars for FY 20.
Marana: LAE anticipates 131 new scholars for FY 20.
Oro Valley: LAE anticipates 120 new scholars for FY 20.
Virtual: LAE anticipates 67 new scholars for FY 20.
East Tucson: LAE anticipates 210 new scholars in FY 20.
East Mesa: LAE anticipates 155 new scholars in FY 20.

Concrete Resources:

LAE recognizes that two additional campuses, as well as an increase in enrollment at the four existing schools, will require the acquisition of a variety of **concrete resources**. The following highlights the resources needed to implement the increase in enrollment.

Curriculum

This enrollment cap request involves Leman Academy continuing to serve grades K – 8. Therefore, new grade level curriculum will not need to be developed or acquired. As projects are developed, the funds used to purchase curriculum, to the total enrollment capacity, are included in the project's debt financing. Therefore, Leman Academy already has the curriculum needed to serve the existing campus' enrollment expansions. The new campus' curriculum will be acquired utilizing the project's debt financing arrangement.

Assessment

The following testing and assessment programs will be on ongoing part of the Leman Academy school system.

Following are the assessment programs and training each teach receives at an intensive beginning of the year in service and throughout the year.

- NWEA – MAP Testing System
    - Accessing MAP reports
    - Interpreting and implementing MAP results in the classroom

- DIBLES – Dynamic Indicators of Basic Early Literacy Skills
    - Used to assess reading fluency in our elementary grades
    - Compliant with Arizona's, Move On When Reading program

- Assessments & Instruction
    - Scholar assessment data
    - Types of assessments
    - Data collection, review and analysis
    - Instructional decision-making based on data
    - Differentiated instruction
    - Instructional material/resources for differentiated instruction
    - Setting goals in relation to scholar learning and the standards
    - Establishing objectives related to standards
    - Developing and implementing action plans

Leman Academy moved to NWEA - MAP assessments in the 2017-2018 school year. NWEA uses anonymous assessment data from over 10.2 million students to create national norms. Educators compare their students' performance against norms to improve instruction. The norming against multiple state standards is a critical component of the MAP program. MAP testing data will provide valuable feedback to ensure that our proprietary curriculum is aligned for quality instruction. With aligned curriculum and predictive testing data the Leman Professional Development team and site-based administrators can quickly and accurate guide teacher training.

MAP testing is recommended to start in 3rd grade, the year that scholars first take the AZ Merit assessment.
Our school system has elected to begin testing in the 2nd grade to gain valuable data on scholars reading proficiency and fluency.

All the costs associated with the NWEA – MAP Testing and DIBELS have been negotiated by the Leman Academy district office on a per pupil basis. These fees are paid out of the campuses ongoing operational budget.

Instruction

Instructional Staffing will increase to accommodate the additional scholars per the information provided in the “Staffing Plan” section. All salaries will be paid from State of Arizona funding.

Enrollment Matrix by Campus

Leman Academy of Excellence Marana

	FY19	FY20	FY21	FY22
K	132	130	130	130
G1	134	135	135	135
G2	129	140	140	140
G3	127	140	140	140
G4	123	140	140	140
G5	123	140	140	140
G6	125	140	140	140
G7	110	140	140	140
G8	83	112	140	140
Total	1,086	1,217	1,245	1,245

Leman Academy of Excellence Sierra Vista

	FY19	FY20	FY21	FY22
K	77	84	84	84
G1	80	84	84	84
G2	80	84	84	84
G3	81	84	84	84
G4	80	84	84	84
G5	79	84	84	84
G6	79	84	84	84
G7	48	84	84	84
G8	26	50	84	84
Total	630	722	756	756

Leman Academy of Excellence Oro Valley

	FY19	FY20	FY21	FY22
K	118	81	125	125
G1	126	112	84	140
G2	78	140	130	140
G3	77	84	140	140
G4	86	84	140	140
G5	81	84	140	140
G6	74	84	140	140
G7	77	84	140	140
G8	-	84	84	140
Total	717	837	1,123	1,245

Leman Academy of Excellence East Mesa

	FY19	FY20	FY21	FY22
K	16	52	78	81
G1	7	26	54	81
G2	13	26	54	81
G3	11	26	54	81
G4	9	26	54	81
G5	12	26	54	81
G6	11	26	54	81
G7	-	26	54	81
G8	-	-	27	81
Total	79	234	483	729

Leman Academy of Excellence East Tucson

	FY19	FY20	FY21	FY22
K	97	130	130	130
G1	110	108	130	130
G2	76	135	130	130
G3	77	84	135	130
G4	87	84	104	135
G5	77	112	104	135
G6	51	78	135	135
G7	-	54	78	135
G8	-	-	54	135
Total	575	785	1,000	1,195

Leman Academy of Excellence Virtual Academy

	FY19	FY20	FY21	FY22
K	7	15	25	25
G1	8	15	25	25
G2	4	15	25	25
G3	7	15	25	25
G4	8	15	25	25
G5	6	15	25	25
G6	7	15	25	25
G7	10	15	25	25
G8	11	15	25	25
Total	68	135	225	225

Staffing Chart by Campus

School Name: Leman Academy of Excellence East Tucson				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	2	2	3	3
Teachers/Instructional Staff				
Kindergarten	4	5	5	5
1st	4	4	5	5
2nd	3	5	5	5
3rd	3	3	5	5
4th	4	3	4	5
5th	3	4	4	5
6th	2	3	5	5
7th	0	2	3	5
8th	0	0	2	5
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	4	5	8	8
Special Education	2	2	3	3
Paraprofessional	8	8	8	8
Additional Staff				
List title: Lunch Program	1	1	2	2
List title: Afterschool Program	4	5	6	7
List title: Health Office	1	1	2	2
List title: Facilities	1	1	2	2
List title: Admin Support	2	2	3	4
Total Number of Staff Members	48	56	75	84

School Name: Leman Academy of Excellence Mesa				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	1	1	2	2
Teachers/Instructional Staff				
Kindergarten	1	2	3	3
1st	1	1	2	3
2nd	1	1	2	3
3rd	1	1	2	3
4th	1	1	2	3
5th	1	1	2	3
6th	1	1	2	3
7th	0	1	2	3
8th	0	0	1	3
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	1	2	5	5
Special Education	0	1	1	2
Paraprofessional	1	2	4	7
Additional Staff				
List title: Lunch Program	1	1	1	2
List title: Afterschool Program	0	0	0	0
List title: Health Office	0	1	1	1
List title: Facilities	1	1	1	1
List title: Admin Support	1	1	2	3
Total Number of Staff Members	13	19	35	50

School Name: Leman Academy of Excellence Marana				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	3	3	3	3
Teachers/Instructional Staff				
Kindergarten	5	5	5	5
1st	5	5	5	5
2nd	5	5	5	5
3rd	5	5	5	5
4th	5	5	5	5
5th	5	5	5	5
6th	5	5	5	5
7th	4	5	5	5
8th	4	4	5	5
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	8	8	8	8
Special Education	2	2	2	2
Paraprofessional	8	8	8	8
Additional Staff				
List title: Lunch Program	2	2	2	2
List title: Afterschool Program	7	7	7	7
List title: Health Office	2	2	2	2
List title: Facilities	2	2	2	2
List title: Admin Support	3	3	3	3
Total Number of Staff Members	80	81	82	82

School Name: Leman Academy of Excellence Sierra Vista				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	2	2	2	2
Teachers/Instructional Staff				
Kindergarten	3	3	3	3
1st	3	3	3	3
2nd	3	3	3	3
3rd	3	3	3	3
4th	3	3	3	3
5th	3	3	3	3
6th	3	3	3	3
7th	2	3	3	3
8th	1	2	3	3
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	5	5	5	5
Special Education	2	2	2	2
Paraprofessional	8	8	8	8
Additional Staff				
List title: Lunch Program	2	2	2	2
List title: Afterschool Program	0	0	0	0
List title: Health Office	1	1	1	1
List title: Facilities	1	1	1	1
List title: Admin Support	3	3	3	3
Total Number of Staff Members	48	50	51	51

School Name: Leman Academy of Excellence Oro Valley				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	3	3	3	3
Teachers/Instructional Staff				
Kindergarten	5	3	5	5
1st	5	4	3	5
2nd	3	5	5	5
3rd	3	3	5	5
4th	4	3	5	5
5th	3	3	5	5
6th	3	3	5	5
7th	3	3	5	5
8th	0	3	3	5
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	5	5	8	8
Special Education	1	1	2	2
Paraprofessional	14	12	12	12
Additional Staff				
List title: Lunch Program	2	2	2	2
List title: Afterschool Program	4	5	7	7
List title: Health Office	1	1	2	2
List title: Facilities	1	2	2	2
List title: Admin Support	3	3	3	3
Total Number of Staff Members	63	64	82	86

School Name: Leman Academy of Excellence Virtual Academy				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	1	1	1	1
Teachers/Instructional Staff				
Kindergarten	0.5	0.5	1	1
1st	0.5	0.5	1	1
2nd	0.5	0.5	1	1
3rd	0.5	0.5	1	1
4th	0.5	0.5	1	1
5th	0.5	0.5	1	1
6th	0.66	0.66	1	1
7th	0.66	0.66	1	1
8th	0.68	0.68	1	1
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	0	1	1	1
Special Education	0.5	1	2	2
Paraprofessional	0	0	0	0
Additional Staff				
List title: Lunch Program	0	0	0	0
List title: Afterschool Program	0	0	0	0
List title: Health Office	0	0	0	0
List title: Facilities	0	0	0	0
List title: Admin Support	0	0	0	0
Total Number of Staff Members	6.5	8	13	13

Leadership Staffing Chart

School Name: Leman Academy of Excellence, Inc. Management Office				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
CEO	Joe Higgins	Joe Higgins	Joe Higgins	Joe Higgins
CFO	Katie Determan	Katie Determan	Katie Determan	Katie Determan
Head of Schools	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly
Director of Professional Dev	David Towne	David Towne	David Towne	David Towne
Instructional Coach	Krissy O'Reilly	Krissy O'Reilly	Krissy O'Reilly	Krissy O'Reilly
Special Education Director	Brenda Moseley	Brenda Moseley	Brenda Moseley	Brenda Moseley
Human Resources Generalist	Niki Giammarco	Niki Giammarco	Niki Giammarco	Niki Giammarco
Accounting Coordinator	Christina Schuler	Christina Schuler	Christina Schuler	Christina Schuler
Business Manager	Misty Fite	Misty Fite	Misty Fite	Misty Fite

Staffing Leadership By Campus

School Name: Leman Academy of Excellence - Marana				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal/Head of Schools	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly
Vice Principal	Luke Kollasch	Luke Kollasch	Luke Kollasch	Luke Kollasch
Vice Principal	Cindy Senn	Cindy Senn	Cindy Senn	Cindy Senn

School Name: Leman Academy of Excellence – Oro Valley				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Bethany Papajohn	Bethany Papajohn	Bethany Papajohn	Bethany Papajohn
Vice Principal	Gayle Macklin	Gayle Macklin	Gayle Macklin	Gayle Macklin
Asst Principal	Jackie Todd	Jackie Todd	Jackie Todd	Jackie Todd

School Name: Leman Academy of Excellence – Sierra Vista				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Raquel Lis	Raquel Lis	Raquel Lis	Raquel Lis
Vice Principal	Marsha Jones	Marsha Jones	Marsha Jones	Marsha Jones

School Name: Leman Academy of Excellence – Virtual Academy				
	Leadership Team			
Title	Current—FY18	Anticipated—FY19	Anticipated—FY20	Anticipated—FY21
Principal	Eric Carey	Eric Carey	Eric Carey	Eric Carey

School Name: Leman Academy of Excellence – East Mesa				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Diane Mesa	Diane Mesa	Diane Mesa	Diane Mesa
Vice Principal	N/A	N/A	TBD	TBD

School Name: Leman Academy of Excellence – East Tucson				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Nathan Edwards	Nathan Edwards	Nathan Edwards	Nathan Edwards
Vice Principal	Michelle Wohlford	Michelle Wohlford	Michelle Wohlford	Michelle Wohlford
Vice Principal	N/A	N/A	TBD	TBD

Staffing Chart by Campus

School Name: Leman Academy of Excellence East Tucson				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	2	2	3	3
Teachers/Instructional Staff				
Kindergarten	4	5	5	5
1st	4	4	5	5
2nd	3	5	5	5
3rd	3	3	5	5
4th	4	3	4	5
5th	3	4	4	5
6th	2	3	5	5
7th	0	2	3	5
8th	0	0	2	5
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	4	5	8	8
Special Education	2	2	3	3
Paraprofessional	8	8	8	8
Additional Staff				
List title: Lunch Program	1	1	2	2
List title: Afterschool Program	4	5	6	7
List title: Health Office	1	1	2	2
List title: Facilities	1	1	2	2
List title: Admin Support	2	2	3	4
Total Number of Staff Members	48	56	75	84

School Name: Leman Academy of Excellence Mesa				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	1	1	2	2
Teachers/Instructional Staff				
Kindergarten	1	2	3	3
1st	1	1	2	3
2nd	1	1	2	3
3rd	1	1	2	3
4th	1	1	2	3
5th	1	1	2	3
6th	1	1	2	3
7th	0	1	2	3
8th	0	0	1	3
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	1	2	5	5
Special Education	0	1	1	2
Paraprofessional	1	2	4	7
Additional Staff				
List title: Lunch Program	1	1	1	2
List title: Afterschool Program	0	0	0	0
List title: Health Office	0	1	1	1
List title: Facilities	1	1	1	1
List title: Admin Support	1	1	2	3
Total Number of Staff Members	13	19	35	50

School Name: Leman Academy of Excellence Marana				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	3	3	3	3
Teachers/Instructional Staff				
Kindergarten	5	5	5	5
1st	5	5	5	5
2nd	5	5	5	5
3rd	5	5	5	5
4th	5	5	5	5
5th	5	5	5	5
6th	5	5	5	5
7th	4	5	5	5
8th	4	4	5	5
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	8	8	8	8
Special Education	2	2	2	2
Paraprofessional	8	8	8	8
Additional Staff				
List title: Lunch Program	2	2	2	2
List title: Afterschool Program	7	7	7	7
List title: Health Office	2	2	2	2
List title: Facilities	2	2	2	2
List title: Admin Support	3	3	3	3
Total Number of Staff Members	80	81	82	82

School Name: Leman Academy of Excellence Sierra Vista				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	2	2	2	2
Teachers/Instructional Staff				
Kindergarten	3	3	3	3
1st	3	3	3	3
2nd	3	3	3	3
3rd	3	3	3	3
4th	3	3	3	3
5th	3	3	3	3
6th	3	3	3	3
7th	2	3	3	3
8th	1	2	3	3
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	5	5	5	5
Special Education	2	2	2	2
Paraprofessional	8	8	8	8
Additional Staff				
List title: Lunch Program	2	2	2	2
List title: Afterschool Program	0	0	0	0
List title: Health Office	1	1	1	1
List title: Facilities	1	1	1	1
List title: Admin Support	3	3	3	3
Total Number of Staff Members	48	50	51	51

School Name: Leman Academy of Excellence Oro Valley				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	3	3	3	3
Teachers/Instructional Staff				
Kindergarten	5	3	5	5
1st	5	4	3	5
2nd	3	5	5	5
3rd	3	3	5	5
4th	4	3	5	5
5th	3	3	5	5
6th	3	3	5	5
7th	3	3	5	5
8th	0	3	3	5
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	5	5	8	8
Special Education	1	1	2	2
Paraprofessional	14	12	12	12
Additional Staff				
List title: Lunch Program	2	2	2	2
List title: Afterschool Program	4	5	7	7
List title: Health Office	1	1	2	2
List title: Facilities	1	2	2	2
List title: Admin Support	3	3	3	3
Total Number of Staff Members	63	64	82	86

School Name: Leman Academy of Excellence Virtual Academy				
	Number of Staff Members			
Position	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Administration	1	1	1	1
Teachers/Instructional Staff				
Kindergarten	0.5	0.5	1	1
1st	0.5	0.5	1	1
2nd	0.5	0.5	1	1
3rd	0.5	0.5	1	1
4th	0.5	0.5	1	1
5th	0.5	0.5	1	1
6th	0.66	0.66	1	1
7th	0.66	0.66	1	1
8th	0.68	0.68	1	1
9th	0	0	0	0
10th	0	0	0	0
11th	0	0	0	0
12th	0	0	0	0
Specialty Staff (Music, Art, PE, etc.)	0	1	1	1
Special Education	0.5	1	2	2
Paraprofessional	0	0	0	0
Additional Staff				
List title: Lunch Program	0	0	0	0
List title: Afterschool Program	0	0	0	0
List title: Health Office	0	0	0	0
List title: Facilities	0	0	0	0
List title: Admin Support	0	0	0	0
Total Number of Staff Members	6.5	8	13	13

Leadership Staffing Chart

School Name: Leman Academy of Excellence, Inc. Management Office				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
CEO	Joe Higgins	Joe Higgins	Joe Higgins	Joe Higgins
CFO	Katie Determan	Katie Determan	Katie Determan	Katie Determan
Head of Schools	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly
Director of Professional Dev	David Towne	David Towne	David Towne	David Towne
Instructional Coach	Krissy O'Reilly	Krissy O'Reilly	Krissy O'Reilly	Krissy O'Reilly
Special Education Director	Brenda Moseley	Brenda Moseley	Brenda Moseley	Brenda Moseley
Human Resources Generalist	Niki Giammarco	Niki Giammarco	Niki Giammarco	Niki Giammarco
Accounting Coordinator	Christina Schuler	Christina Schuler	Christina Schuler	Christina Schuler
Business Manager	Misty Fite	Misty Fite	Misty Fite	Misty Fite

Staffing Leadership By Campus

School Name: Leman Academy of Excellence - Marana				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal/Head of Schools	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly	Dennis O'Reilly
Vice Principal	Luke Kollasch	Luke Kollasch	Luke Kollasch	Luke Kollasch

Vice Principal	Cindy Senn	Cindy Senn	Cindy Senn	Cindy Senn

School Name: Leman Academy of Excellence – Oro Valley				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Bethany Papajohn	Bethany Papajohn	Bethany Papajohn	Bethany Papajohn
Vice Principal	Gayle Macklin	Gayle Macklin	Gayle Macklin	Gayle Macklin
Asst Principal	Jackie Todd	Jackie Todd	Jackie Todd	Jackie Todd

School Name: Leman Academy of Excellence – Sierra Vista				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Raquel Lis	Raquel Lis	Raquel Lis	Raquel Lis
Vice Principal	Marsha Jones	Marsha Jones	Marsha Jones	Marsha Jones

School Name: Leman Academy of Excellence – Virtual Academy				
	Leadership Team			
Title	Current—FY18	Anticipated—FY19	Anticipated—FY20	Anticipated—FY21
Principal	Eric Carey	Eric Carey	Eric Carey	Eric Carey

School Name: Leman Academy of Excellence – East Mesa				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Diane Mesa	Diane Mesa	Diane Mesa	Diane Mesa
Vice Principal	N/A	N/A	TBD	TBD

School Name: Leman Academy of Excellence – East Tucson				
	Leadership Team			
Title	Current—FY19	Anticipated—FY20	Anticipated—FY21	Anticipated—FY22
Principal	Nathan Edwards	Nathan Edwards	Nathan Edwards	Nathan Edwards
Vice Principal	Michelle Wohlford	Michelle Wohlford	Michelle Wohlford	Michelle Wohlford
Vice Principal	N/A	N/A	TBD	TBD

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Arizona State Board for Charter Schools

Enrollment Matrix

Complete the table to provide the current and target enrollment, indicating the proposed timeline for implementing the request.

Directions*:

- In each box under the "Number of Students" columns, identify the number of students served per grade for the current and upcoming three fiscal years.
- In the "Total Enrollment" row, provide the total enrollment for each fiscal year.
- Copy and paste the chart for each school operated by the Charter Holder.

School Name:				
Leman Academy of Excellence Marana				
	Number of Students			
Grade Level	Current - FY 19	Target - FY 20	Target - FY 21	Target - FY 22
Kindergarten	**131**	**130**	**130**	**130**
1st Grade	**134**	**135**	**135**	**135**
2nd Grade	**129**	**140**	**140**	**140**
3rd Grade	**127**	**140**	**140**	**140**
4th Grade	**123**	**140**	**140**	**140**
5th Grade	**123**	**140**	**140**	**140**
6th Grade	**125**	**140**	**140**	**140**
7th Grade	**110**	**140**	**140**	**140**
8th Grade	**83**	**112**	**140**	**140**
9th Grade				
10th Grade				
11th Grade				
12th Grade				
Total Enrollment	1085	1217	1245	1245

*To view an example of a completed Enrollment Matrix, please see The Guide *(Attachment Guidelines).*

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Arizona State Board for Charter Schools

Enrollment Matrix

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Directions*:

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- In the "Total Enrollment" row, provide the total enrollment for each fiscal year.
- Copy and paste the chart for each school operated by the Charter Holder.

School Name:				
Leman Academy of Excellence Sierra Vista				
	Number of Students			
Grade Level	Current - FY 19	Target - FY 20	Target - FY 21	Target - FY 22
Kindergarten	**77**	**84**	**84**	**84**
1st Grade	**80**	**84**	**84**	**84**
2nd Grade	**80**	**84**	**84**	**84**
3rd Grade	**81**	**84**	**84**	**84**
4th Grade	**80**	**84**	**84**	**84**
5th Grade	**79**	**84**	**84**	**84**
6th Grade	**79**	**84**	**84**	**84**
7th Grade	**48**	**84**	**84**	**84**
8th Grade	**26**	**50**	**84**	**84**
9th Grade				
10th Grade				
11th Grade				
12th Grade				
Total Enrollment	630	722	756	756

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Arizona State Board for Charter Schools

Enrollment Matrix

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Directions*:

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- In the "Total Enrollment" row, provide the total enrollment for each fiscal year.
- Copy and paste the chart for each school operated by the Charter Holder.

School Name:				
Leman Academy of Excellence Oro Valley				
	Number of Students			
Grade Level	Current - FY 19	Target - FY 20	Target - FY 21	Target - FY 22
Kindergarten	**118**	**81**	**125**	**125**
1st Grade	**126**	**112**	**84**	**140**
2nd Grade	**78**	**140**	**130**	**140**
3rd Grade	**77**	**84**	**140**	**140**
4th Grade	**86**	**84**	**140**	**140**
5th Grade	**81**	**84**	**140**	**140**
6th Grade	**74**	**84**	**140**	**140**
7th Grade	**77**	**84**	**140**	**140**
8th Grade		**84**	**84**	**140**
9th Grade				
10th Grade				
11th Grade				
12th Grade				
Total Enrollment	717	837	1123	1245

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Arizona State Board for Charter Schools

Enrollment Matrix

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Directions*:

- In each box under the "Number of Students" columns, identify the number of students served per grade for the current and upcoming three fiscal years.
- In the "Total Enrollment" row, provide the total enrollment for each fiscal year.
- Copy and paste the chart for each school operated by the Charter Holder.

School Name:				
Leman Academy of Excellence Virtual				
	Number of Students			
Grade Level	Current - FY 19	Target - FY 20	Target - FY 21	Target - FY 22
Kindergarten	**7**	**15**	**25**	**25**
1st Grade	**8**	**15**	**25**	**25**
2nd Grade	**4**	**15**	**25**	**25**
3rd Grade	**7**	**15**	**25**	**25**
4th Grade	**8**	**15**	**25**	**25**
5th Grade	**6**	**15**	**25**	**25**
6th Grade	**7**	**15**	**25**	**25**
7th Grade	**10**	**15**	**25**	**25**
8th Grade	**11**	**15**	**25**	**25**
9th Grade				
10th Grade				
11th Grade				
12th Grade				
Total Enrollment	68	135	225	225

*To view an example of a completed Enrollment Matrix, please see The Guide *(Attachment Guidelines).*

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Arizona State Board for Charter Schools

Enrollment Matrix

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Directions*:

- In each box under the "Number of Students" columns, identify the number of students served per grade for the current and upcoming three fiscal years.
- In the "Total Enrollment" row, provide the total enrollment for each fiscal year.
- Copy and paste the chart for each school operated by the Charter Holder.

School Name:				
Leman Academy of Excellence East Tucson				
	Number of Students			
Grade Level	Current - FY 19	Target - FY 20	Target - FY 21	Target - FY 22
Kindergarten	97	130	130	130
1st Grade	110	108	130	130
2nd Grade	76	135	130	130
3rd Grade	77	84	135	130
4th Grade	87	84	104	135
5th Grade	77	112	104	135
6th Grade	51	78	135	135
7th Grade		54	78	135
8th Grade			54	135
9th Grade				
10th Grade				
11th Grade				
12th Grade				
Total Enrollment	575	785	1000	1195

*To view an example of a completed Enrollment Matrix, please see The Guide *(Attachment Guidelines).*

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Arizona State Board for Charter Schools

Enrollment Matrix

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Directions*:

- In each box under the "Number of Students" columns, identify the number of students served per grade for the current and upcoming three fiscal years.
- In the "Total Enrollment" row, provide the total enrollment for each fiscal year.
- Copy and paste the chart for each school operated by the Charter Holder.

School Name:				
Leman Academy of Excellence East Mesa				
	Number of Students			
Grade Level	Current - FY 19	Target - FY 20	Target - FY 21	Target - FY 22
Kindergarten	16	52	78	81
1st Grade	7	26	54	81
2nd Grade	13	26	54	81
3rd Grade	11	26	54	81
4th Grade	9	26	54	81
5th Grade	12	26	54	81
6th Grade	11	26	54	81
7th Grade		26	54	81
8th Grade			27	81
9th Grade				
10th Grade				
11th Grade				
12th Grade				
Total Enrollment	79	234	483	729

*To view an example of a completed Enrollment Matrix, please see The Guide *(Attachment Guidelines).*