LIBERTAS ACADEMY CHARTER SCHOOL
EXECUTIVE DIRECTOR EVALUATION

Executive Director Name	Modesto Montero-Forman
Board of Trustees (list names)	
Review Period	2024-2025 School Year
Date of Review	6/3/2025
Reviewed By	Self (Modesto Montero-Forman) : Executive Director Committee “EDC”:

SECTION I: STUDENT ACHIEVEMENT

The leader has a sound vision for how students learn best. The leader uses data-informed practices to ensure all students have access to rigorous instruction and are learning grade-level content.

Leadership Goal: LACS will earn, on average, 75% of the possible points on the DESE accountability report

Indicators	Rating E: *exceeds expectations* M*: meets expectations* P: *partially meets expectations* D: *Does not meet expectations*	Comments
6-8 Proficiency, **30% ELA, 40% Math**	MM: _____ EDC:	MM: _____ EDC:
Biology MCAS Proficiency - 50%Prof	MM: _____ EDC:	MM: _____ EDC:
AP Human Geo Passage Rate - 30%	MM: _____ EDC:	MM: _____ EDC:

On-Track Academic Data:	MM:	MM:
90% of LACS will have GPA at or above 2.0 75% of LACS will have GPA at or above 2.5 50% of LACS will have GPA at or above 3.0 90% of all LACS students will reach their individual reading growth goals by the end of the academic school year. 100% of students make growth on ACCESS Assessment	Partially Met EDC:	

Culture & Investment (14%)	Owner	Goal	Date Updated	Recent Data	On/Off/Close
Students with GPA ≥ 2.0	Vincent	90%	5/23	91.61%	ON
Students with GPA ≥ 2.5	Vincent	75%	5/23	68.98%	CLOSE
Students with GPA ≥ 3.0	Vincent	50%	5/23	41.97%	CLOSE
Chronic Absenteeism (no buy back)	Vincent	15%	5/21	23%	OFF
% families giving us an A/B	Jackson	90%	4/11	81%	CLOSE
Student Investment - Priority Questions	Jackson	60%	4/4	87%	ON

Reading Growth: **Students are taking EOY assessment this week**

ACCESS Growth: 93%

Equity (24%)	Owner	Goal	Date Updated	Recent Data	On/Off/Close
Foundations Passage Rate	Collins	90% @ 100 pts 75% @ 150 pts 50% @ 175 pts	5/23	75% @ 100 pts 39% @ 150 pts 20% @ 175 pts	OFF
Compliance Percentage	Collins	95%	5/23	100%	ON
% of students that fall out of compliance	Collins	<10%	5/23	0%	ON
% of scholars with an IEP achieving a GPA over a 2.5	Collins	75%	5/23	53.45%	OFF
% of students meeting progress target on ACCESS	Venoutsos	50%	5/23	60%	ON
% of students making growth on ACCESS	Venoutsos	95%	5/23	93%	CLOSE

Comments: To what extent did you/the Executive Director achieve the Student Achievement goals for the position this past period? To what extent did you/the Executive Director do everything possible to reach the goals?

Modesto Montero:
Our key academic data won't be available until the Fall.

Last year, I shared I was concerned about our ELL data. This academic year we prioritize this data and I am really proud of our growth. ACCESS average last few years was 62.5%. This year we hit 93%. Our goal continues to be for all students to demonstrate growth,.

EDC:

SECTION II: MANAGEMENT & OPERATIONS

The leader demonstrates strategic thinking by:

a. Organizing resources on efforts that add significant strategic value and long-term advancement.
b. Re-conceptualizing issues and elevating collegial and collaborative strategies to advance LACS' mission.
c. Developing a budget that supports the school's vision, mission, and goals; allocates and manages expenditures consistent with the organization's goals and available resources.

Leadership Goal: LACS will secure a permanent home by summer of 2023

Indicators	**Rating** E: *exceeds expectations* M: *meets expectations* P: *partially meets expectations* D: *Does not meet expectations*	**Comments**
Operate a balanced budget (fiscal sustainability)	MM: Met EDC:	MM: We are ending the year with a balanced budget. EDC:
Reach Annual Development Goal (200K)	MM: Exceeded EDC:	MM: We exceeded our campaign goal of 200k and YTD we've raised over 340k. EDC:
Successfully oversee Facility growth	MM: Exceeded EDC:	MM: After almost 5 years of work, we are in our forever home! EDC:
95% attendance average	MM:	MM:

	Partially Met EDC:	We are on track to end the year about 93%, similar to last year. Our team is doing some work around this to improve this data point next school year. EDC:

Comments: To what extent did you/the Executive Director achieve the Management and Operations goals for the position this past period? To what extent did you/the Executive Director do everything possible to reach the goals?

Modesto Montero:
Operationally, this was a very strong year for our organization. Our biggest win has been moving into our forever home in February. Overseeing a project of this magnitude has been very time consuming but the end result is an incredible space for our community. In addition, we retain many of capital campaign donors and successfully raised an additional 340k to support our operations.

EDC:

SECTION III: SCHOOL CULTURE

The leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.

Leadership Goal: Students report LACS is a safe and supportive learning environment.

Indicators	**Rating** E: *exceeds expectations* M*: meets expectations* P: *partially meets expectations* D: *Does not meet expectations*	**Comments**
Suspension rates remain at or below 10%	MM: Met	MM: We are tracking to end the year with less than 6% OSS, a 2% reduction from last year.

<table>
<tr>
<td></td>
<td>EDC:</td>
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<tr>
<td>90% participation in Student Google Survey with 60% satisfaction rates.</td>
<td>MM:

Met (87%)

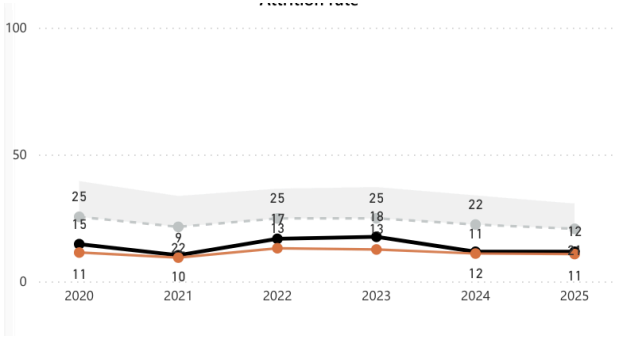
EDC:</td>
<td>MM:

<table>
<tr><th>Culture & Investment (14%)</th><th>Owner</th><th>Goal</th><th>Date Updated</th><th>Recent Data</th><th>On/Off/Close</th></tr>
<tr><td>Students with GPA ≥ 2.0</td><td>Vincent</td><td>90%</td><td>5/23</td><td>91.61%</td><td>ON</td></tr>
<tr><td>Students with GPA ≥ 2.5</td><td>Vincent</td><td>75%</td><td>5/23</td><td>68.98%</td><td>CLOSE</td></tr>
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</table>

<table>
<tr><th></th><th>FY24</th><th>FY25
< *still pending given year not closed></th></tr>
<tr><td>OSS</td><td>8.3%</td><td>2.9%
< ON TRACK ></td></tr>
<tr><td>ATTENDANCE
< YTD ></td><td>94%</td><td>93%*
< CLOSE TO GOAL ></td></tr>
<tr><td>CA</td><td>7%</td><td>16%* - pending summer recovery
< OFF TRACK ></td></tr>
<tr><td>STUDENT ATTRITION</td><td>4.7%</td><td>2.5%*
< ON TRACK ></td></tr>
<tr><td>STUDENT SURVEY</td><td>83%</td><td>87%
< ON TRACK ></td></tr>
</table>

EDC:</td>
</tr>
<tr>
<td>LACS maintains an attrition rate no higher than 10%</td>
<td>MM:

Partially Met

EDC:</td>
<td>

MM:

Our attrition data improved from the previous year, and we are close</td>
</tr>
</table>

		at 11.7% to our goal of 10%. This is similar to last year's data. EDC:

Comments: To what extent did you/the Executive Director achieve the School Culture goals for the position this past period? To what extent did you/the Executive Director do everything possible to reach the goals?

Modesto Montero:
Overall, I think the school climate and culture are in a much stronger place. The biggest improvement we've seen is in our overall student culture. There was a significant improvement in our student culture survey. In fact, we exceeded our goal across all grades. There was also a significant decrease in high level culture breaches. Both of these factors communicate that we have a much stronger student culture that we've ever had.

EDC:

SECTION IV: PARENT & FAMILY ENGAGEMENT

The leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the school.

Leadership Goal: Parents and Families report LACS is meeting the academic and social-emotional needs of their students.

Indicators	Rating E: *exceeds expectations* M: *meets expectations* P: *partially meets expectations* D: *Does not meet expectations*	Comments
90% response rate on annual survey	MM: Met	MM:

<table>
<tr><td></td><td>EDC:</td><td>EDC:</td></tr>
<tr><td>70% favorable average on 5 priority questions here</td><td>MM:

Exceeds

EDC:</td><td>MM:

<table><tr><th></th><th>FY24</th><th>FY25
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FAVORABILITY - 86%</td><td>COMPLETION - 93% < ON TRACK >
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EDC:
More than 70% favorable = exceeds</td></tr>
</table>

Comments: To what extent did you/the Executive Director achieve the Parent & Family Engagement goals for the position this past period? To what extent did you/the Executive Director do everything possible to reach the goals?

Modesto Montero:
With an average satisfaction rate of 85%, we continue to be a good choice for our families.

EDC:

SECTION V: PROFESSIONAL CULTURE

The leader promotes success for all students by nurturing and sustaining a school culture of reflective practice, high expectations, and continuous learning for staff.

Leadership Goal: Teachers report LACS is a safe & supportive environment and the professional culture fosters collegiality and personal professional growth.

<table>
<tr><th>Indicators</th><th>Rating
E: exceeds expectations
M: meets expectations
P: partially meets expectations
D: Does not meet expectations</th><th>Comments</th></tr>
<tr><td>Ensure retention of 80% of teachers rated effective of highly effective</td><td>MM:
Exceeds

EDC:</td><td>MM:
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EDC:</td></tr>
<tr><td>100% of staff complete Google Survey with an average of 3 (out of 5) or higher on all metrics</td><td>MM:
Met

EDC:</td><td>MM:
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Comments: To what extent did you/the Executive Director achieve the Student Achievement goals for the position this past period? To what extent did you/the Executive Director do everything possible to reach the goals?

Modesto Montero:
Our professional culture is really strong as evident by both the survey results and our very strong teacher retention data.

EDC:

SECTION VI: SUMMARY ASSESSMENT, NEXT STEPS & PROFESSIONAL DEVELOPMENT

Directions: Please complete the prompts below.

Overall Performance Rating:

- Exceeds Expectations
- Meets Expectations
- Partially Meets Expectations
- Does Not Meet Expectations

Qualitative Comments:

EDC Synthesizing Comments:

MM Comments:

1. How are you/the Executive Director ("ED") performing overall? **My number one priority this year was ensuring the successful completion of our forever home. While dedicating a large portion of my time and energy to this project, I also kept a good pulse on the day-to-day operations of our school to ensure we continued on our upwards trajectory. My secondary priority was ensuring our first graduating class was supported and ready to enroll in ambitious and feasible colleges.**

2. What are the 1-3 most notable areas of strength?
   - 2.1. Staying laser-focus on a key goal, securing our forever home & supporting our first graduating class.
   - 2.2. Overseeing and ensuring the financial health of our organization.
   - 2.3. Fundraising! We had a great fundraising year.

3. What are the 1-3 areas for growth or improvement?
   - 3.1. Next year, I must show greater discipline in codifying our systems and ensuring stronger oversight across all key metrics. (Getting back to the appropriate level of weedy work.)
   - 3.2. I need to continue to improve my delegating skills so that I am free up my time to own/do the things I'm uniquely positioned to do.

4. What are the next steps for growth or improvement in terms of your/the ED's professional development ?
   - 4.1. Board should push me to delegate more as I need a degree of accountability on this front.
   - 4.2. MM shares priorities & goals for next year.

5. What do you see as your/the ED's future in the organization? Where do you see yourself/the ED in the next 3-5 years (inside or outside the organization)?
   I continue to be committed to seeing the school through its growth phase and eventual purchase of a forever home. Goal is to be able to purchase our forever in SY26-27. This aligns well with the conclusion of our 4-year strategic plan.

SECTION VII: BOARD OF TRUSTEE FEEDBACK

Directions: Executive Directors: Please share feedback for the Board of Trustees on their work with you this year.

1. What is the Board of Trustees doing well in their support of your work?

2. How could the Board of Trustees support your work more effectively?

3. To what extent has the Board of Trustees tailored their management approach to your leadership philosophy and background? How could the Board of Trustees improve in this area to better personalize their approach to developing you as a leader?