



Highland Community School

2026 Annual



Agenda

- Welcome and Board Introductions (Mikaya)
- Family Engagement (Elizabeth)
- Board Strategic Plan Update (Kantara)
- Academics Update (Jean)
- Facilities Update (Ali)
- Financial Update (Brenda)
- Development (Annie)
- Closing & Thank You (Tracy)

Board Introductions



2026 Annual

Highland Community School Board Members

Officers

Mikaya Clark - President

Kantara Souffrant* - Vice President

Brenda Simonis* - Treasurer

Kia Green - Secretary

Board Members

Patrick Bader

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Benjamin Correia-Harker

Rashonda Jones*

Ali Kopyt*

Suave Kyles

Brittany Qualls

Tim Vargo*

Lakita Wells

*committee chairs

Newly Elected Board Members

Elected to serve a 3-year term beginning July 2026

CONGRATULATIONS



Priscilla Hayes



Kara Coleman



Stephanie Copeland



Melvin Guyton

Board Farewells

Thank you for your dedication and service!



Patrick Bader
Board Member



Ali Kopyt
Facilities Co-Chair



Kantara Souffrant
Vice President, Governance
Chair

Family Engagement

The image shows the exterior of Highland Community School. The building features a modern design with a combination of light-colored brick and large glass windows. A prominent section of the facade is composed of colorful, rectangular panels in shades of green, yellow, and blue, arranged in a grid-like pattern. A dark green awning extends over the entrance area. To the right, a curved section of the building is visible. The sky is clear and blue. The text "Family Engagement" is overlaid in a large, bold, red font across the upper portion of the image.

2026 Annual

Family Voice: 2025-2026 Survey Results

Where is Highland excelling?

Families consistently highlighted:

- **Clear, consistent communication**
Families feel informed, supported, and able to stay connected to their child's experience
- **Strong sense of community & belonging**
Frequent events and opportunities bring families together in meaningful ways
- **High-quality student support**
Students are supported academically, socially, and through individualized services
- **Rich programming & extracurriculars**
Expanded opportunities in arts, performances, clubs, and afterschool programs
- **Inclusive, values-driven environment**
A school culture that is welcoming, supportive, and responsive to the world around students

What could Highland do better?

Families shared opportunities to continue growing in:

- **Communication & transparency**
More consistent, clear insight into student learning, classroom experiences, and school-wide opportunities
- **Program consistency & transitions**
Greater alignment across classrooms and stronger support for key transitions, especially into the Adolescent Program
- **Expanded access & opportunities**
Increased availability of extracurriculars, enrichment, and wraparound care for families who need it
- **Student support & inclusion**
Continued growth in social-emotional support, neurodivergent inclusion, and accessible systems for all families
- **Family connection & engagement**
More opportunities for families to connect, access resources, and engage with the school community

Volunteer Impact

5,341 Community Hours and counting...

 Classroom Support

 Library

 Events

 Sports & Clubs

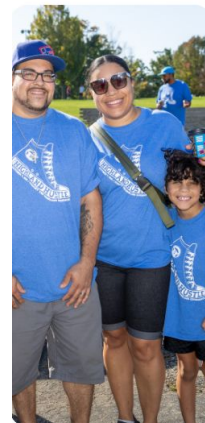
 Behind the Scenes



Events

Attendance Highlights

- Community Feast — **475**
- Winter Celebration — **480**
- Highland Hustle — **280**
- Follow the Child — **230**
- Black Heritage Celebration — **250**
- Circus (2 nights) — **260 total**
- Upper El Play (2 nights) — **350 total**
- Ice Cream Social — **140**
- Family Read-In — **100**



Final Reflections from Families

Over 90% of families continue to feel connected to Highland as a community and know how they can contribute to the school.

Families shared strong appreciation for:

- A caring, dedicated staff and leadership team
- A welcoming, community-centered school environment
- Support during challenging moments for students and families
- A strong sense of belonging and connection



The image shows the exterior of Highland Community School. The building features a modern design with a combination of light-colored brick and large glass windows. A prominent section of the building has a facade made of colorful, rectangular panels in shades of green, yellow, and orange. A dark green awning covers the entrance area. The text "Board Strategic Plan Update" is overlaid in large, bold, red letters across the top of the image. The text "2026 Annual" is overlaid in large, bold, red letters at the bottom right. The school's name, "HIGHLAND COMMUNITY SCHOOL", is visible on the brick wall to the right of the entrance.

Board Strategic Plan Update

2026 Annual

Highland Community School Board Strategic Plan 2023-2027

Students

- ❖ Monitor the school's progress towards meeting the goals in the School Improvement Plan
 - Create academic committee to review academic achievement & opportunity
- ❖ Reduce disparities in student achievement
 - Ensure resources are dedicated to reduce disparities in student achievement based on race and special education status
- ❖ Reduce disparities in student experience
 - Ensure resources are dedicated to ensure an equitable student experience for students of color as well as LGBTQ+ students

Staff

- ❖ Enhance benefits and opportunities for staff
 - Meet as committee of staff and families to brainstorm ways to relieve teachers of extra burdens
 - Look for grants or other funds to support staffing
- ❖ Support staff in their ability to serve students with an equity lens
 - Dedicate resources to staff professional development in equity with an emphasis on LGBTQIA rights and intersectionality (how various identities inform each other and structural oppression)

Board / School Community

- ❖ Refine transparency
 - Restructure board-school committees for alignment with strategic goals and increasing non-board involvement based on relevant best practices
 - Work with coach to refine board practices around open meetings, decision-making and voting, sharing of documents, and transparency
 - Identify HCS non-board committees for board member service
 - Develop system for matching Board skills and interests to committee structure
 - Map board members to committees
 - Revise board operational systems/documents: board calendar, new board member recruitment, board development, (new) member orientation
 - Board members attend all family engagement events
- ❖ Create long range facility improvement plan
 - Increase facilities committee meeting frequency
 - Create a scope and budget, including seeking quotes and establishing a timeline
 - Begin to find grants, potential funds to support this work
 - Participate in fund development to support this work

Mission

We are a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers, and inspire the whole child to reach their potential. We encourage and support parents to be responsible for, and involved with, their children's education

Vision

Changing the world by nurturing children and their families to be informed, compassionate, life-long learners who are a force for change in education, the community, and society.

Values

Montessori Pedagogy
Community Connection
Social Justice Practices
Parent-Centered
Environment
Arts



Highland Community School

Changing the world by nurturing children and their families

Academic Update

The image shows the exterior of Highland Community School. The building features a modern design with a combination of light-colored brick and large glass windows. A prominent section of the building has a grid of colorful glass panels in shades of green, yellow, and blue. A dark green awning covers the entrance area. To the right, a curved section of the building is visible. The sky is clear and blue. The text "Academic Update" is overlaid in a large, bold, red font.

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Educating the Whole Child

Five core components of Montessori education are:

Trained Montessori Teachers – Teachers guide learning through observation, individualized support, and prepared environments.

Multi-Age Classrooms – Students learn in 3-year age groups that encourage collaboration, leadership, and peer learning.

Hands-On Montessori Materials – Specially designed materials help students learn through exploration and self-discovery.

Child-Directed Learning – Students have choice and independence within clear limits, building motivation and responsibility.

Uninterrupted Work Periods – Long work cycles allow for deep concentration, independence, and meaningful learning.



Newly Trained Montessori Guides

Ms. Beth (Lower Elementary)—Masters of Science in
Education—Montessori

Mr. Brian (Adolescent Program)—American Montessori
Society Secondary I-II Credential

Ms. Hart (Adolescent Program)--American Montessori
Society Secondary I-II Credential



Guides in Training

Ms. Wonderful (Student Support Specialist)—Masters of Science in Education—Literacy w/ a Reading Teacher and Specialist License

Ms. Lindsay (Lower Elementary)—Elementary I Montessori Training

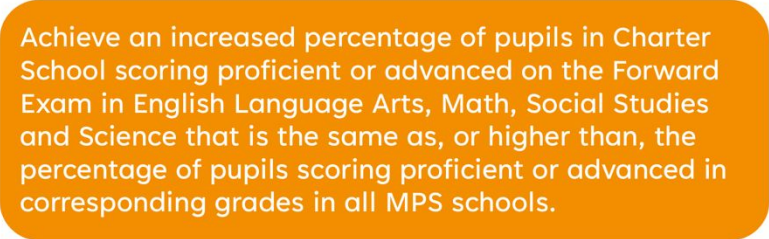
Ms. Michele (Adolescent Program)—American Montessori Society
Secondary I-II Credential



Maintaining our Charter with MPS



Academic Goals

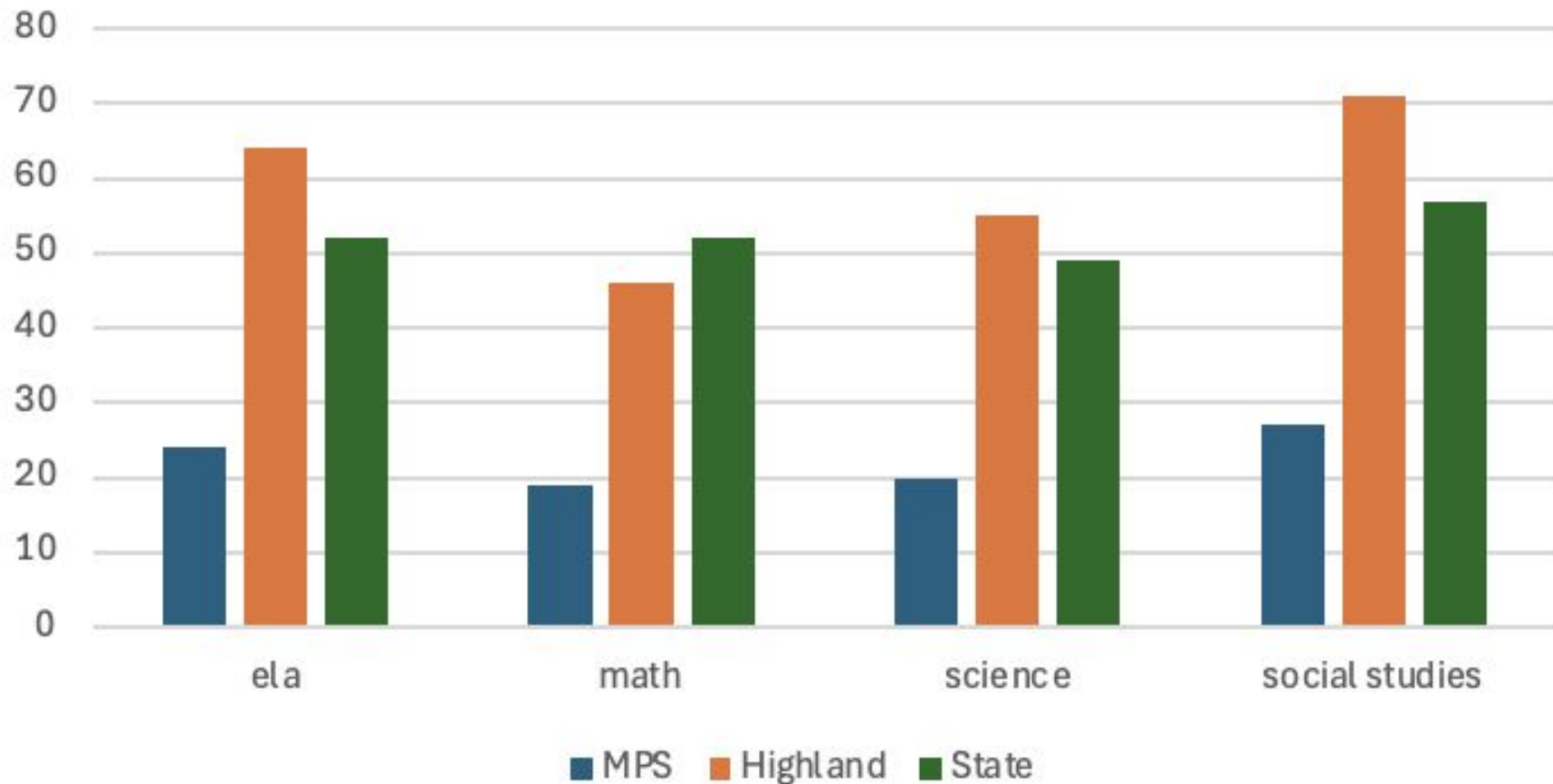


Achieve an increased percentage of pupils in Charter School scoring proficient or advanced on the Forward Exam in English Language Arts, Math, Social Studies and Science that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools.



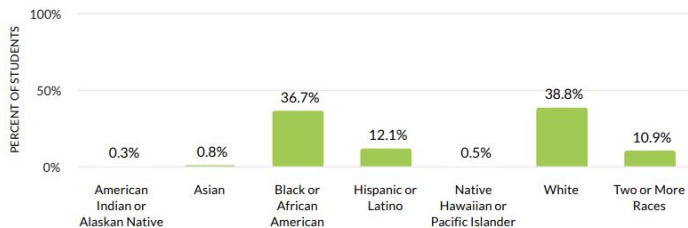
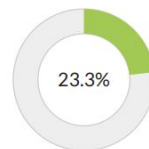
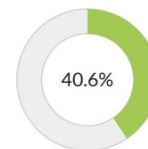
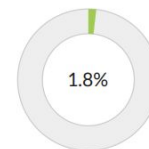
Achieve a percentage of pupils promoted from grades 4 and 8 that is the same as, or higher than, the percentage of pupils being promoted from the corresponding grades in MPS schools.

2024-25 Forward Proficiency Percentiles



State Report Card 2024-25

Student Groups

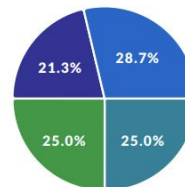
**STUDENTS WITH DISABILITIES****ECONOMICALLY DISADVANTAGED****ENGLISH LEARNERS**

Score Summary

Report cards, including the weighting of the Achievement and Growth priority areas, are governed by Wis. Stat. § 115.385. For more information, including updates for 2024-25, see <https://dpi.wi.gov/accountability/resources>.

Overall Score**81.0****Exceeds Expectations**

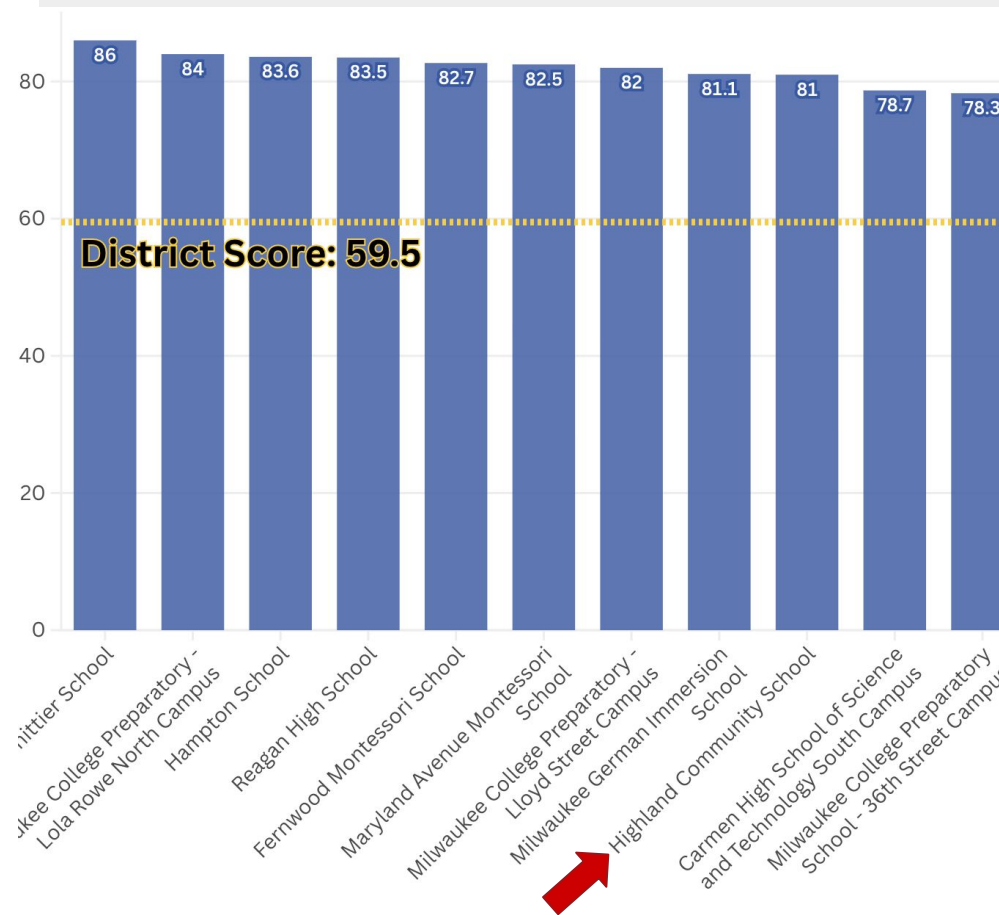
PRIORITY AREA WEIGHTS



- ACHIEVEMENT
- GROWTH
- TARGET GROUP OUTCOMES
- ON-TRACK TO GRADUATION

How does Highland compare overall?

Top 10 charter and non-charter
schools in MPS



HOW DOES THIS COMPARE TO LAST YEAR?

When compared to all schools in MPS:

- 8th highest score in the district
- up from #14 last year

When compared to other k-8 schools:

- 5th highest score in the district
- Up from #9 last year

Continued Growth

- Our new **progress reports** for our elementary level have been designed to give families a clearer picture of student growth and development. Children's House will be done next year.
- We held our first annual ***Intro to Adolescence*** session to support a smoother transition.
- Ms. Bri joined our team in the role of **School Counselor** to continue weekly SEL lessons, support our Student Council, lead the AP Leadership occupation, and do small group work on social emotional learning
- Our staff participated in **LETRS training** (literacy) and math PD with the **Mathematics Institute of Wisconsin** to strengthen our academic practices.
- We will continue using data and feedback from students, staff, and families to support **equitable experiences and outcomes** for all members of our community.

Facilities Update

The image shows the exterior of Highland Community School, a modern building with a mix of brick and light-colored tiled walls. A prominent feature is a large, multi-story window wall with colorful, rectangular panels in shades of green, yellow, and blue. The building has a flat roof with a dark green overhang. To the right, there is a curved section of the building. The foreground includes a paved area, some landscaping with small plants and rocks, and a wooden mailbox on a post. The sky is clear and blue.

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2025 to 2026 Completed Projects

- ➡ New Windows
- ➡ AC units in the Toddler & CHECK rooms
- ➡ New Toilet Partitions on the 2nd and 3rd floors
- ➡ Elevator Repairs

Summer 2026*

2026: Roof replacement



*Already factored into summer programming



THE ROAD TO **AIR CONDITIONING**

- ➔ Replacement of building windows - Completed
- ➔ Roof replacement - Summer 2026
- ➔ HVAC Upgrades / Air Conditioning - Summer 2027
- ➔ Boiler replacement - Summer 2028



Financial Update

The image shows the exterior of Highland Community School. The building features a modern design with a combination of light-colored brick and large glass windows. A prominent section of the building has a glass facade with colorful, vertical panels in shades of green, yellow, and blue. The entrance is covered by a dark green awning. To the right, a curved section of the building is visible. The sky is clear and blue. The text "Financial Update" is overlaid in a large, bold, red font.

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REVENUE OVERVIEW

- Total projected revenue = 7.2 Million
- MPS Revenue \$5.3M for FY27 is based on an estimated 417 MPS students @ \$12,797 = \$5,356,349 (3.5% FTE rate increase from prior year). Enrollment declines as we work towards smaller class sizes over the next few years.
- Fundraising Revenue \$124K includes:
 - Highland Hustle funds raised
 - Grant income
 - School & Costa Rica fundraising
- Special Ed Includes 11 special education teachers, Counselor and Social Worker. Also includes funding for contracted services (Psych + SPED).

<u>Revenue</u>	<u>FY27 Budget</u>	<u>FY26 Budget</u>
MPS Charter Contract	\$ 5,356,349	\$ 5,392,688
Contributed Support	\$ 124,000	\$ 160,000
Special Ed, Title I & CSF	\$ 657,425	\$ 684,965
Program & Parent Fees	\$ 1,130,404	\$ 1,108,884
	\$ 7,268,178	\$ 7,346,537



EXPENSE OVERVIEW

- Increase of \$100K over current year
- Total personnel costs increase 3.6% including cost of living increase for staff and 12% increase on health insurance renewal
- Education costs went down due to shifting of contracted staff to hired staff.
- Occupancy costs include an expected increase in utilities as well as depreciation expense for planned capital projects. We also continue to add to the building reserve annually.

Expense

Personnel

Education

Operations

Occupancy

FY27 Budget

\$5,611,298

\$ 590,102

\$ 308,070

\$ 567,085

\$ 7,076,555

FY26 Budget

\$ 5,414,250

\$ 687,744

\$ 307,495

\$ 566,400

\$ 6,975,889

Development Update

The image shows the exterior of Highland Community School. The building features a modern design with a combination of light-colored brick and large glass windows. A prominent section of the facade is composed of vertical glass panels framed in green and yellow. A dark green overhang covers the entrance area. To the right, a curved brick section of the building is visible. The sky is clear and blue.

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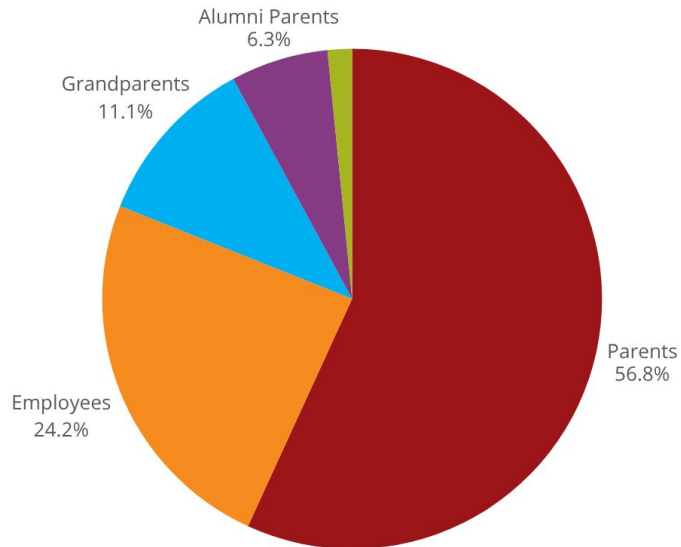
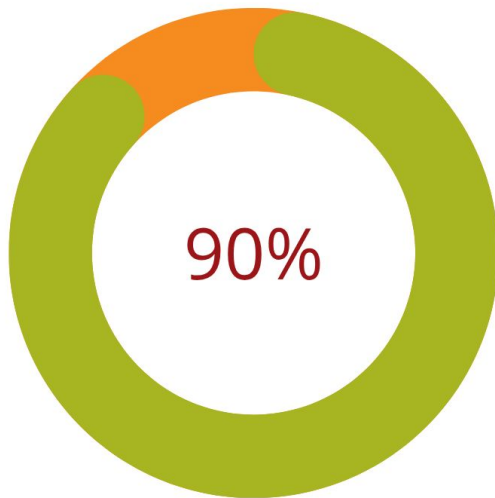
2025-2026 DEVELOPMENT UPDATE

FUNDRAISING GOAL

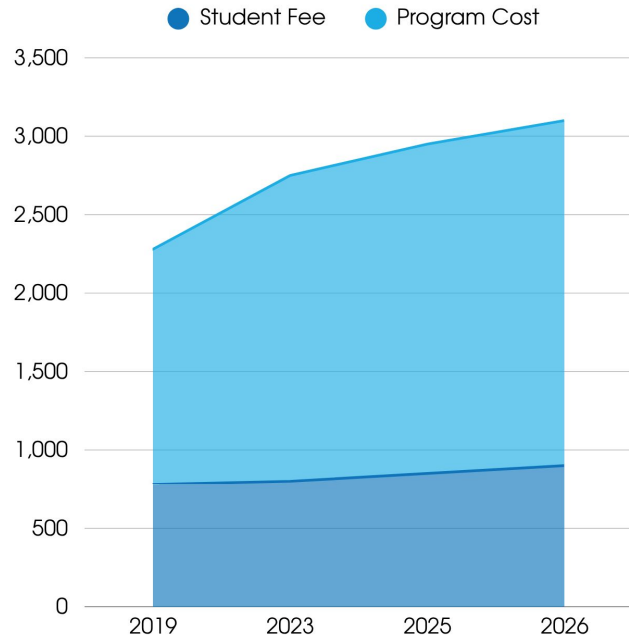
\$154,000

PROGRESS TO DATE

\$139,615



MAKING MMUN POSSIBLE



2019 - 2026

Program Cost Increase: +50%

Student Fee Increase: +16%



MAKING MMUN POSSIBLE



THREE PRICING TIERS

\$900 / \$1,200 / \$2,200



FINANCIAL AID AVAILABLE

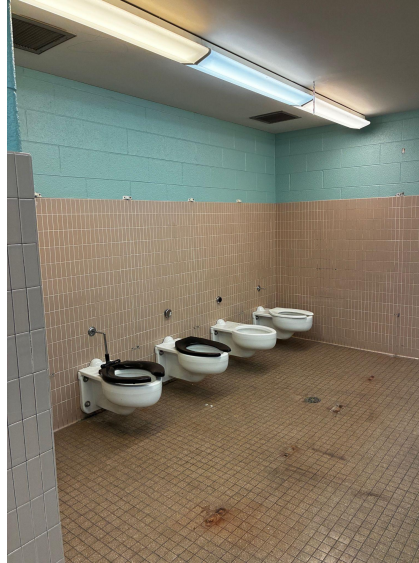


FOUR FUNDRAISERS



SHARED RESPONSIBILITY

2025-2026 DEVELOPMENT UPDATE: FACILITIES GRANT



The image shows the exterior of Highland Community School, a modern building with a mix of brick and light-colored tiled walls. A prominent feature is a large window wall on the left side, composed of numerous rectangular panes in shades of green and yellow. The building has a flat roof with a dark green overhang above the entrance. To the right, there is a curved section of the building. The sky is clear and blue. In the foreground, there is a paved area with some landscaping, including a wooden mailbox and some small plants.

Questions

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The image shows the exterior of Highland Community School, a two-story building with a mix of brick and light-colored tiled walls. A prominent feature is a large window on the upper left with a colorful geometric pattern of green and yellow panels. The entrance is covered by a dark green awning. To the right, a sign reads "HIGHLAND COMMUNITY SCHOOL". The text "Thank You" is overlaid in large, bold, red letters with a slight shadow effect. The sky is clear blue, and there are some bare trees and shrubs in the foreground.

**Thank
You**

HIGHLAND
COMMUNITY
SCHOOL