

# EMO/LMEG Evaluation

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TPAN Governing Board  
July 23, 2025


# Academic Performance (Meets Expectation)

- EMO/CMO/ESP assists School Leader with implementing the educational program as outlined in Charter.
  - Principal Medina on LMEG Ed Services Team
  - Weekly compliance meetings between Vince Medina & Dr. Amy
  - Weekly leader support meetings between Vince Medina & Eric Clapeck
  - Regular collaboration among LMEG and Principal Medina
- EMO/CMO/ESP conducts consistent evaluations and reviews of data to assess student improvement
  - LMEG provided student data for CSP grant goals, approved APF application, and mission-based goals.
  - LMEG continues to inquire accountability needed for APF.
- EMO/CMO/ESP provides support to special populations that aligns with federal, state, and district requirements
  - LMEG actively worked with the Founding principal on pre-opening requirements & throughout the school year as evidenced by completed Epicenter tasks.
  - Special Ed services provided by ESSA.

# Organizational Performance (Meets Expectation)

- EMO/CMO/ESP assists School Leader with providing information to the Board concerning school issues.
  - Issues are effectively solved in a timely manner using collaboration.
  - LMEG works with Mr. Medina to organize board meeting agendas and compliance posting.
- EMO/CMO/ESP assists School Board as needed.
  - LMEG works with School board at each meeting & on tasks assigned by BD.
- EMO/CMO/ESP effectively assists in the implementation of Board policies.
  - TPAN is in compliance with all internal and external policies and procedures and current on board related EpiCenter tasks.
- EMO/CMO/ESP assists the school in being compliant with all state and federal statutory and regulatory requirements.
  - TPAN collaborates with LMEG to remain compliant with SPCSA, NV, & federal requirements.
  - Compliance oversight happens weekly with meetings with Mr. Medina & Dr. Amy
  - Mr. Medina was supported in preparation of data, documents, and coordination with site visits from the SPCSA and Opportunity 180.


# Financial Performance (Meets Expectation)

- EMO/CMO/ESP assists School Leader in providing the Board with financial data that is understandable.
  - LMEG & CBO provide understandable info to TPAN Board consistently in every Board meeting.
  - LMEG & CBO are also readily available to review items in detail and answer questions for the board.
- EMO/CMO/ESP provides the financial resources needed to fulfill the school's mission. 
- LMEG is using resources responsibly and not adding charges already covered in general fee.
- EMO/CMO/ESP assists School Leader in effectively monitoring the budget and making any needed changes.
  - Principal Medina's testimony.
  - Mr. Medina meets consistently with CBO group to be compliant in budge tasks directed by the SPCSA and make amendments to federal funding.
  - TPAN does not experience financial crises.
- EMO/CMO/ESP trains the school staff, as needed, to implement financial policies and standard operating procedures at the school.
  - TPAN staff exhibit knowledge, understanding and implementation of policies & Procedures.
  - Training for necessary staff is provided as needed.

# Cultural and Climate (Exceeds Expectation)

- EMO/CMO/ESP establishes relationships with School Leader. ✓
  - Principal Medina 's testimony.
  - LMEG intentionally provides professional development of the principal and provides an environment for collaboration with other school leaders of LMEG schools.
- EMO/CMO/ESP establishes relationships with the School Board. ✓
  - TPAN Board testimony
- EMO/CMO/ESP assists School Leader in ensuring the facility is operating in a manner that is safe and supportive to student learning. ✓
  - Dr. Amy has worked with TPAN on Emergency Operating Procedures.
  - TPAN maintains a safe school environment.
  - Mr. Medina identifies all instructional materials and facility maintenance needed to LMEG. LMEG ensures all needs are met.
- EMO/CMO/ESP effectively assists School Leader in managing school operations. ✓
  - LMEG staff collaborate with Principal Medina and TPAN staff on implementing the ThrivePoint schooling model.
- EMO/CMO/ESP effectively assists School Leader in managing the safety and security of the school. ✓
  - LMEG's facilities personnel ensure that the TPAN facility has safety equipment such as fire alarms, security, and services.

# Personnel (Meets Expectation)

- EMO/CMO/ESP consults with the Board with respect to hiring a School Leader. 
  - LMEG hired Principal Medina before TPAN was in operation.
- EMO/CMO/ESP consults with School Leader on Professional Development to meet the needs of the School Staff.
  - LMEG leaders ask Mr. Medina for suggestions when planning LMEG system-wide PD. LMEG staff (e.g. Shannon Pfleiderer) provide PD on Educational Initiatives.
- EMO/CMO/ESP Reviews salary range and total benefits package/offers to be competitive with local school district offerings
  - Adequate salaries attract high performing teachers and staff, improving parent satisfaction and academic performance
- EMO/CMO/ESP ensures that all applicable state and federal FOIA guidelines for open meetings are met.
  - TPAN board meetings are FOIA compliant.
- EMO/CMO/ESP assists school in providing professional development based on student performance data and needs.
  - TPAN staff regularly participate in LMEG PD events, and LMEG staff come to TPAN to provide PD.

# Federal Programs (Meets Expectation)

- EMO/CMO/ESP assists the school in seeking and applying for grants
  - [TPAN was awarded a CSP grant.](#)
- EMO/CMO/ESP provides regular reimbursement requests to the district
  - [Work completed in SPCSA Grant Management System by CBO Group.](#)
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