



# YEAR IN REVIEW

2024/2025



MORE INFORMATION:

**608-690-5100**

[www.thelincolnacademybeloit.com](http://www.thelincolnacademybeloit.com)



**The Lincoln Academy**  
**LIONS**

**I AM A MIGHTY LION**

I focus on rigorous academics, character development and career exploration. I am on a mission to discover my future and to lead a choice-filled life.

**I WILL** carry myself as a leader who shows courage and honesty.

**I WILL** serve others with kindness and respect.

**I WILL** use my creativity and find joy in all that I do.

**I WILL** cooperate with others and show empathy and gratitude.

**I WILL** be responsible, work hard and always do my best.

**I WILL** show perseverance and will welcome challenges as opportunities.

**I WILL** honor my community and my country.

I AM A MIGHTY LION... HEAR ME **ROAR!**

The TLA Proclamation is an integral part of school culture at TLA. It is recited at morning assembly, is visibly represented on the main stairway linking the three levels of the school, and is integrated into all classroom and school activities.

As the guiding star for scholar expectations at TLA, the proclamation focuses on emphasizing qualities and virtues that will support scholars in successfully achieving their dreams well beyond their time at TLA.

**OUR VISION:** The Lincoln Academy is a premier 4K-12 school in the state of Wisconsin providing college and career pathways for scholars to lead happy, choice-filled lives. TLA is committed to an equitable environment with rigorous instruction, joyous interactions, and strong community partnerships.



## LETTER FROM OUR CEO

This past year, The Lincoln Academy reached a milestone with the graduation of our very first senior class. The Class of 2025 began their journey with us as ninth graders when our school was just beginning, and they graduated as confident, capable leaders ready to shape the world. The Class of 2025 not only helped define who we are as a school, but they also proved what is possible when scholars are surrounded by a dedicated team and a deeply invested community.

These remarkable scholars earned over 460 college credits, secured more than \$700,000 in scholarships, and completed over 20,300 hours of work-based learning across 45 local sites. They didn't just meet expectations - they exceeded them. They modeled character, leadership, and resilience, and set a high bar for every class that will follow.

Our mission to prepare scholars for a choice-filled life is rooted in academic rigor, character development, and career exploration. The positive growth in academic achievement that our scholars have experienced across the board is evidenced by our most recent NWEA MAP test results. This data informs our goals for optimizing scholar learning. Our scholars showed 1.5 years growth for reading and 1.8 years growth for math compared to the national average of 1 year growth. We are also working on building our community through explicit teaching of character traits as well as expanding on our career pathways. We strive to give our scholars as many career opportunities as possible.

The success of our scholars is directly tied to the support of their families and the powerful partnerships that surround them. From internships and apprenticeships to career panels and dual credit college opportunities, our community stands shoulder to shoulder with us to ensure scholars have real-world experiences that shape their goals and future paths. Our scholars leave TLA with more than a diploma—they leave with confidence, purpose, and momentum.

This year's success would not have been possible without the dedication of our incredible staff, the vision of our Governance Board, the trust of our families, and the unwavering support from community partners. You believed in our mission before we had walls, and we thank you for walking with us every step of the way. Together, we can prove that vision, partnership, and hard work can change the trajectory of a community.

With deep appreciation,

A handwritten signature in black ink that reads "Kristi Y. Cole".

**Kristi Y. Cole, Ph.D.**

Chief Education Officer

# Scholar Demographics



**64%** Economically Disadvantaged



**16%** Special Education



**18%** English Learners

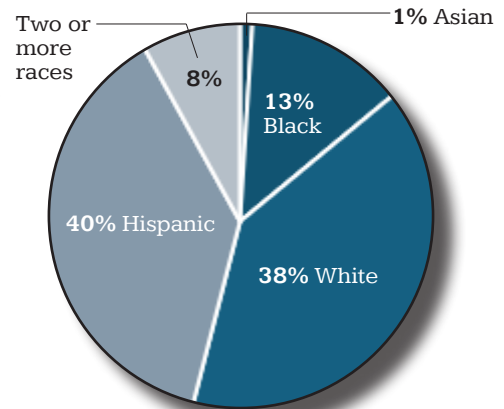
**724**

**Scholars Enrolled**

**51 Scholars in the first Senior class**

**Scholars on the waitlist: 175**

## Scholar Ethnicity



## Our Three Pillars

Our mission is rooted in three interwoven pillars: Academic Rigor, Character Development, and Career Exploration. Each of these work together to shape scholars into thoughtful, resilient, and goal-directed individuals. Our project-based and experiential learning model makes sure scholars have both fundamental academic skills and a strong understanding of the role education plays in career and life choices.

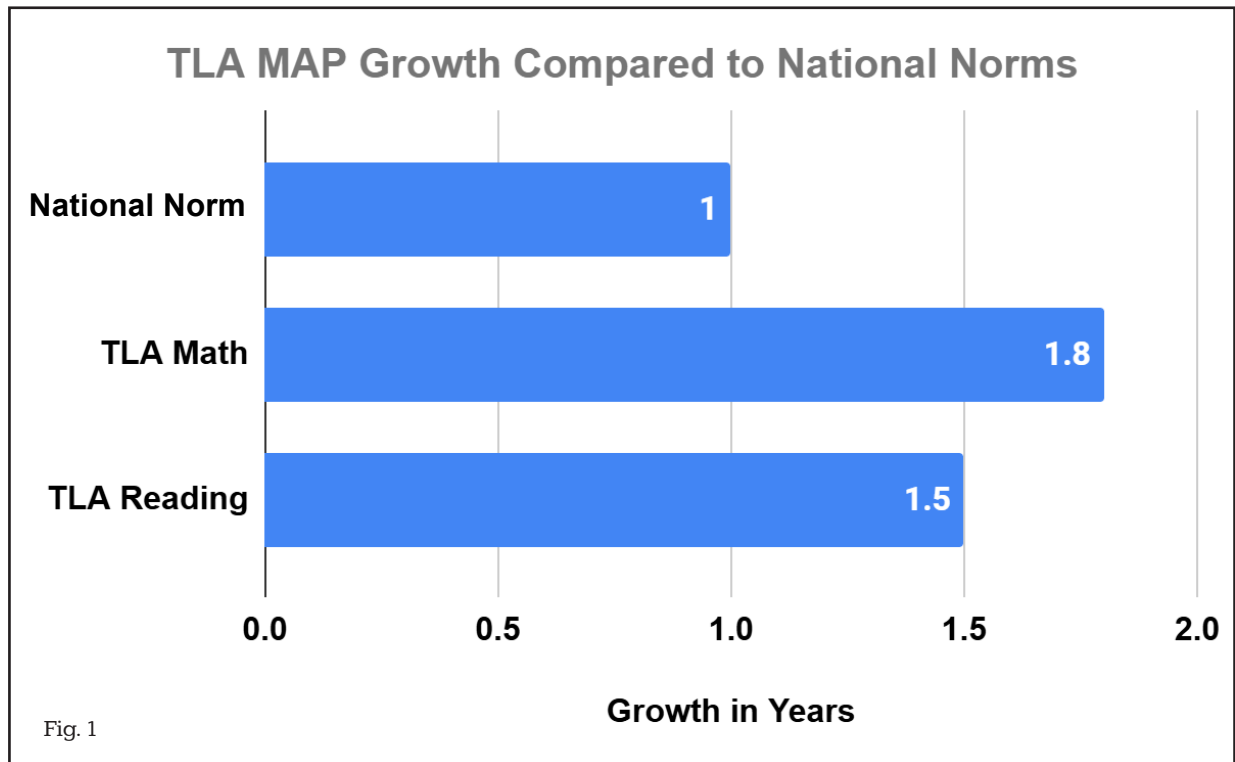
## Academic Rigor

Our latest MAP Results (Fig. 1) show an increase in all areas of math and reading goals compared to the national norms. We have also experienced growth in the scholar attendance rate and percentage of scholars on the Honor Roll.

More growth is seen in the number of scholars participating in career exploratory and elective courses. Substantial growth has also occurred in the number of community Service Learning Hours that are available to scholars.



# Academic Rigor



**Service Learning Hours**

**3,250**



**Honor Roll**

High School Scholars on Honor Roll in 4th Quarter: **73**



MS Exploratory Courses:

**24**

Work-Based Learning Hours:

**14,500**

College Credits Earned:

**460**

HS Elective Courses:

**64**



**Attendance Rate**

Scholars: **96%**

Target Goal: **95%**



# Character Development

**1,235  
Character  
Awards**

Character development embodies monthly virtues and a focus on citizenship and service. **New this year, we recognized several scholars from each grade level as LEADING LIONS, which awarded scholars who excelled in all three of our pillars.**

Our 10 virtues are infused in all curricular content and taught through direct instruction in class and during weekly school assemblies.

Character Awards were granted to scholars who:

- Built relationships in the school community
- Relied on virtues to make good decisions
- Understood foundational concepts of the virtues



**CHARACTER VIRTUES**

CREATIVITY		01
RESPONSIBILITY		02
HONESTY		03
GRATITUDE		04
RESPECT		05
EMPATHY		06
KINDNESS		07
COOPERATION		08
COURAGE		09
PERSEVERANCE		10



# Career Exploration

## Quick Facts:

- 95% of scholars attended at least one career panel
- 96% of 6-9th Grade scholars attended a college visit
- 93% of scholars attended at least one industry field trip
- 100% of 8th Grade scholars completed a Virtual Job Shadow
- 93% of 10th Grade scholars completed job shadows in the community
- 99% of grade level Xello lessons were completed
- 100% of 8th Grade and Senior scholars presented their Individualized Learning Plan
- Scholars worked more than 20,300 hours at 45 different work sites
- Scholars earned 39 industry recognized certifications
- 13 scholars participated in Today's Dreamers, Tomorrow's Leaders

**9 Dual Enrollment  
Courses offered at TLA**

**13 scholars participated in  
Start College Now and Early  
College Credit Programs.**

**460 COLLEGE CREDITS  
EARNED  
\$70,000 IN SCHOLAR  
COLLEGE SAVINGS**

## 175+ Business Partnerships!

Our Career Exploration pillar empowers scholars from their very first day, engaging in goal-setting and Individualized Learning Plans that guide their academic and professional journeys.

Partnering with local businesses, colleges, and nonprofits, we ensure every scholar gains real-world experience and professional insight. This intentional integration connects academic rigor with career aspirations.

### WORK-BASED LEARNING CAREER PATHWAYS:

Hospitality, Healthcare, Human Services, Education, Manufacturing, STEM, Finance, IT, Marketing, Agriculture, Arts & Communication, Business, Government, Law & Public Safety, Transportation, and Construction.



# Sports, Extra-Curricular Activities & Community Services



## Clubs

21

Art (ES)  
Girls on the Run (ES)  
Tumbling (ES)  
Soccer (ES)  
PBS Ready to Learn (ES)  
Lego League (ES)  
Girl Scouts (ES)  
BookQuest (MS)  
Gaming (MS / HS)  
eSports (MS / HS)  
Culinary Club (MS / HS)  
Choir (MS / HS)  
Drama (HS)  
Yearbook (HS)  
Supermileage Vehicle (HS)  
Scholar Council (HS)  
National Honor Society (HS)



## Sports

14

Cross Country (MS / HS)  
Volleyball (MS / HS)  
Basketball (MS / HS)  
Track (MS / HS)  
Cheerleading (MS / HS)  
Wrestling (HS)  
Baseball (HS)  
Golf (MS / HS)



## Extra Services

8

Breakfasts, lunches & snacks  
Vision Screenings  
Hearing Screenings  
Dental Assessments & Sealing  
Bus Transportation  
Swimming Lessons  
English Language Learner Assessments  
Stateline Mental Health Services



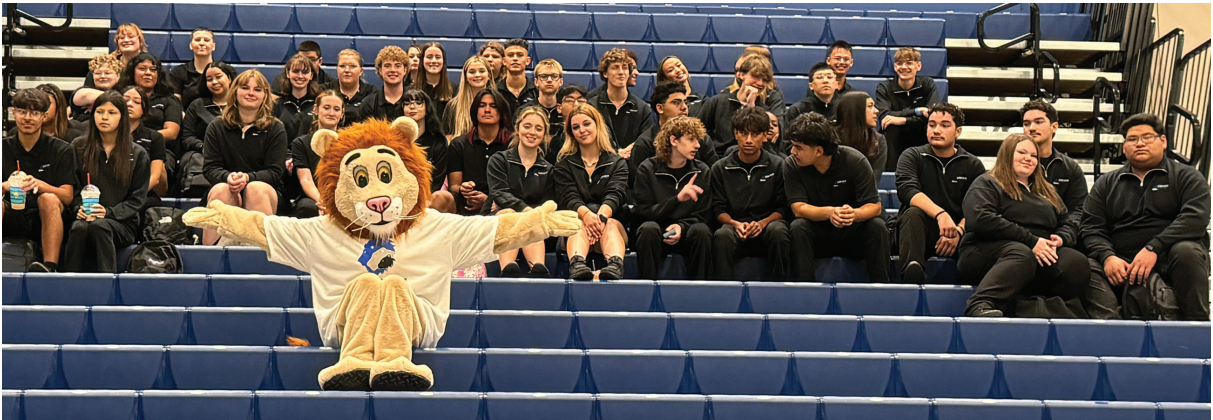
# Sports, Extra-Curricular Activities & Community Services



## NAVY JUNIOR RESERVE OFFICER TRAINING CORPS



# First Senior Class | Stories



**As impressive as this first senior class's accomplishments as a group are, their individual experiences reflect a senior class that has embraced the opportunities available to them to learn, grow and explore while at TLA, preparing them for a future filled with choices. Although we would like to share every scholar's experience, because ALL our scholars are amazing, here are just a few examples of scholar experiences.**



Emma credited the academic resources and opportunities that were available to her at TLA and some meaningful advice from one of her teachers during a freshman year study hall as really making an impact on her. She made a commitment to academics and immersed herself in a variety of opportunities while at TLA that included Scholar Council, Drama Club, and baseball. She explored her interest in healthcare by taking several healthcare courses and working in a variety of healthcare settings to learn about different career options in the field. In 2023, Emma was the youngest CNA in the state and worked at Riverside Terrace for a year. She completed her Youth Apprenticeship at SSM St. Mary's as a Medical Imaging Assistant, a career pathway more in line with her radiology interest. She also hopes to become a certified volunteer EMT. Emma said she feels confident her time at TLA allowed her to figure out her path and that she is more confident about what she can accomplish in the future. Emma plans to pursue a major in Biology and continue to medical school for radiology.

Carson has shared that TLA has helped him discover what he wants to do for his career. He has found a passion for teaching and has had the opportunity to experience teaching firsthand through his internship at The Lincoln Academy. He spent his entire senior year supporting younger TLA scholars and working with our PE teachers. He also took a referee class and learned how to referee for area school sports. Carson has participated in many sports at TLA and has led the baseball team through his pitching talents. He has also been one of the biggest fans and cheers for his classmates whenever he can. He is a true team player. Carson plans to attend Beloit College and get his teaching degree. He hopes to come back to The Lincoln Academy to teach someday, and we look forward to seeing that happen in the future!



# First Senior Class | Stories

Adrean completed a Youth Apprenticeship (YA) at Scot Forge, working second shift in addition to attending class and participating in school activities like the Supermileage Vehicle team. He said it sometimes made for long days and early mornings getting to school, but he enjoyed the work and took pride in finishing a machine repair by the end of his shift, even when it took a little extra time. Exposure to specialized repair work and a positive work environment at Scot Forge made an impression on Adrean. He is working in the Machine Shop at Scot Forge after graduation, with Scot Forge providing financial support for his continuing education in the Mechatronics Apprenticeship program at Blackhawk Technical College.



Manny graduated early this year and said he learned so much at TLA, crediting the teachers for their guidance. In late January, Manny headed out to Boot Camp, with a plan to become an Army Ranger, Special Forces. He hopes to complete two contracts and then explore his interests outside of the military, possibly in government contracting or real estate. The military was not always part of Manny's plan. He originally wanted to be an electrician. Manny explored hands-on classes like construction, welding, CNC, engineering, and robotics while at TLA, learning that he really enjoys working with his hands. Talking with family members, he realized the military could be a great path to continue to develop these and other skills in a way that would help him set himself up for a great future. Manny successfully completed Boot Camp, and we are proud of his dedication to serving our country.

Kemoria has said that TLA pushed her to be the best version of herself; both finding herself and picking a perfect career path. A personal experience led her to realize how someone's confidence can be impacted by a dental issue. She became interested in exploring the dental field and completed an internship at Clinton Family Dental, getting the opportunity to see how a clinic runs, how dental hygienists work with people, and to observe a variety of dental procedures. Kemoria was the captain of the TLA Cheer Team and participated in the



Start College Now program while at TLA, completing microbiology and a biochemistry course; both prerequisites for the Dental Hygiene major she will be undertaking while attending Blackhawk Technical College.

Pictured at left:  
Kemoria, along with several TLA Seniors, participated in Blackhawk Technical College's Signing Day.

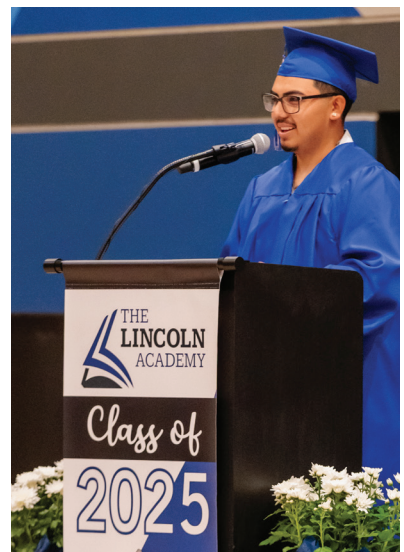
# Graduation Day



Valedictorian Mary Katherine McKearn speaks about Academic Rigor.



Samara Escobar addresses the audience about Character Development.



Adrean Casique relays his personal story about Career Exploration.



# Graduation Day

The Class of 2025 is the embodiment of the TLA Proclamation. They have set a high bar for each of the classes that will come after them.

We celebrate their collective accomplishments:

- A 100% anticipated graduation rate.
- Over 460 college credits were earned by the class prior to high school graduation.
- Over \$700,000 in scholarship dollars were secured by scholars.
- Over 2,300 documented Service Learning Hours in our community.
- Everyone completed an internship, with some completing multiple semesters.
- 100% passed the Civics Exam.
- 42 industry recognized certificates earned.
- More than 20,300 hours of work-based learning were completed at 45 different work sites and at two distinct levels of Youth Apprenticeship (Level 1 at a minimum of 450 hours and Level 2 at a minimum of 900 hours).
- Apprenticeships were undertaken in the career pathways of: Hospitality, Healthcare, Education, Manufacturing, STEM, Business Administration, and Construction.

## Seniors have indicated their next steps after graduation:

- 47% - Attending 2-year/technical college/training
- 30% - Attending 4-year school
- 15% - Entering the workforce
- 8% - Entering the military



# Scholar Showcase Fundraiser

Parents, staff, local business partners, and community members gathered at the school for the Scholar Showcase Fundraiser in May 2025. The event raised over \$25,000 to support the purchase of equipment and materials used within the school's specialty labs.

The evening's highlights included entertainment by the Feestet Trio band, drinks, appetizers, and silent auction items created by scholars. There were also items made by scholars for sale featuring a wide range of construction, metal, and applied art items created by scholars from K4 through 12th grade.



# Survey Results



Parent and scholar feedback continues to indicate strong satisfaction in the areas of **LEARNING, FRIENDSHIPS, and SAFETY.**

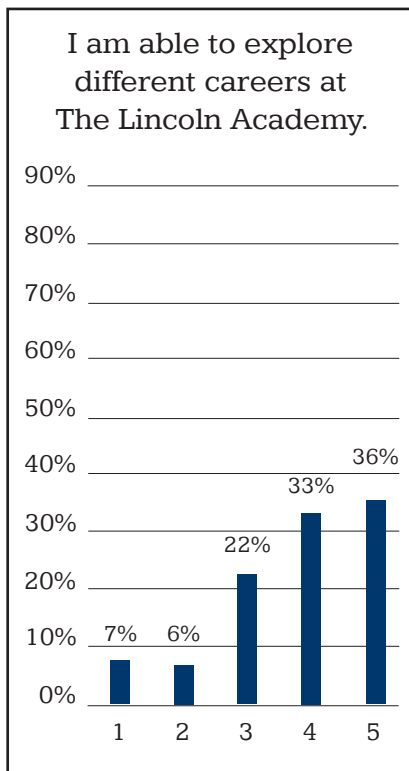
Also, **OPPORTUNITIES FOR CAREER EXPLORATION** received high marks from both parents and scholars.

"It's great to be at a school that does such a good job of preparing us for the future."  
~ TLA Scholar

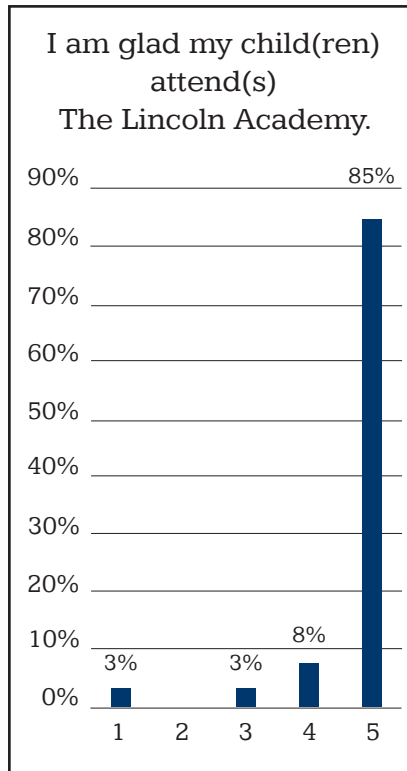
"I'm thankful my children get the privilege to attend TLA. The staff have been nothing short of amazing. Thank you!"  
~ TLA Parent

"I love it here! I could not imagine a better place to be teaching."  
~ TLA Staff

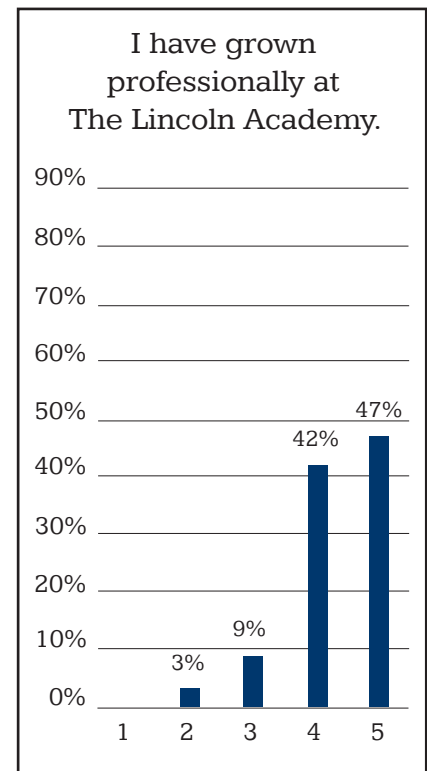
## 6-10th Grade Scholars



## Parents / Guardians



## Staff



1 = Strongly Disagree    2 = Disagree    3 = Neutral    4 = Agree    5 = Strongly Agree

# Financial Review | Revenues

TLA's anticipated total revenue for the 2024-2025 fiscal year is \$12,186,212.



## FEDERAL GRANTS

- Title Grants 45%
- IDEA & Preschool 40%
- Medicaid 15%



## REVENUE BY CATEGORY

- State Aid 68%
  - Donations 14.8%
  - Federal Grants 3%
  - Other School Revenues 0.2%
  - Other State Aid 14%\*
- \*Includes Special Education Aid 2%;  
WI School Charter Grant 5%;  
Operating Transfer for Special Ed 6%;  
Local Revenues 0.6%;  
Other State Aid 0.4%



# Financial Review | Expenses

Department	Fiscal Year-to-Date Spend	Percentage
Instructional	\$6,305,371	53.9%
General Administration	\$1,692,527	14.5%
Support Services	\$1,874,203	16.0%
Facility Services	\$1,075,821	9.2%
School Level Administration	\$ 626,944	5.4%
Insurance	\$ 115,900	1.0%
Total Operating Expenses	\$11,690,765	100.0%

Total Revenues: **\$12,186,212**

Total Operating Expenses:  
**\$11,690,765**

Net Investments in Building  
and Equity: **\$495,447**

TLA's depreciation expense has not been factored into these expenditures. All revenue and expenditure numbers are preliminary. A complete financial audit for the 2024-2025 school year will be conducted in September 2025.

## Charter School State Funding

In May 2025, the Wisconsin Department of Public Instruction awarded monies in federal subgrants to support the expansion of charter schools across the state. This marks the second round of funding under a U.S. Department of Education grant designed to strengthen and grow charter school opportunities in Wisconsin.

Wisconsin's charter school program gives priority to schools that provide strong academic achievement and student growth goals, sound financial practices in compliance with state and federal regulations, and clear and measurable improvements in student academic outcomes - including graduation rates.

The 2025-27 biennium state budget has been approved, setting the per-pupil funding amount at \$12,369. Additionally, the state will increase the special education reimbursement rate to 42% of eligible costs in 2025-26, up from an estimated 30%. While this budget does not fully address the gap in funding between charter and public schools, it goes a long way toward ensuring all scholars have access to a high-quality education.

# Donors

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Cally Baroni  
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Visit Beloit  
Elizabeth Wilkie  
Eric Xanthopoulos & Dorine Hoeksema  
Nicole Yoss  
Scott & Pamela Young  
Zion-Benton Township High School

## Community Support

**175+**  
**Community**  
**Partners!**

The Lincoln Academy is truly grateful for the support we have received this past year from individuals, families, businesses, and organizations throughout the different corners of our community. These valuable contributions of time and/or materials have made it possible for scholars to explore and enrich their learning, development, aspirations, and outcomes.

Community support included activities such as:

- Reading in the classrooms
- Career Spotlight Speakers
- Community Helper Week
- Engaging in career-focused, hands-on learning activities
- Chaperoning field trips
- Donating materials or equipment for labs
- Participating in business panels and mock interviews
- Providing job shadow opportunities
- Volunteering at school activities
- Attending the College and Career Fair
- Supplying items to support scholar incentives

# Governance Board

Governance members are selected to ensure the Board has the collective skills and diverse perspectives to effectively oversee The Lincoln Academy.

**A SPECIAL THANK YOU TO OUR BOARD FOR A SUCCESSFUL 2024-2025 SCHOOL YEAR!**



**Front Row:** Lisa Furseth, Chair; Dr. Eric Xanthopoulos, Vice Chair; Maria Elena White; Miguel Guzman;

**Middle Row:** Darian Snow; Diane Hendricks, Secretary; Elizabeth Munnelly, Treasurer;

**Back Row:** Joe Stadelman; Barbara Hickman, Dr. Roger Kapoor.



## THANK YOU!

The Lincoln Academy is continually grateful for the incredible support we receive from our local Beloit community and beyond.

We recognize the individuals, companies, and foundations that have supported TLA during the 2024-2025 school year. We couldn't do this without you.

# The Lincoln Academy

## 2024-2025 Year In Review



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