



**Mackintosh Academy**  
**2022-23 Annual Report**



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MACKINTOSH  
ACADEMY

## OUR MISSION

*Mackintosh Academy nurtures the keen minds and compassionate hearts of the gifted child in a caring and responsive community of learners. Our students mature into confident, healthy human beings inspired to contribute to a world that needs them.*

## THE MISSION OF THE INTERNATIONAL BACCALAUREATE

*The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.*



Mackintosh Academy Littleton  
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Littleton, CO 80120

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

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# Letter from the Board

Dear Mackintosh Academy Families,

As Chair of the Mackintosh Academy Board of Trustees, I am pleased to present this Annual Report, which is not only a window into our school's fiscal health but also a celebration of exciting accomplishments and developments in the Mackintosh community.



During the 2022-23 school year, together we achieved remarkable success in various areas, including academics, community engagement, and philanthropic support. These accomplishments reflect the hard work, dedication, and talent of our students, staff, and loyal families.

As we celebrate these successes, we remain focused on our mission to provide an innovative and inclusive learning environment that enables our students to thrive. We are committed to building upon these accomplishments and further advancing Mackintosh Academy's reputation in the community.

Thank you for your ongoing support and partnership in our shared mission of nurturing the keen minds and compassionate hearts of the gifted child. Together, we will continue to equip and inspire these students to contribute to a world that needs them.

As you review our 2022-23 Annual Report, I am confident you, too, will take pride in the exceptional accomplishments of our students, staff, and community, and join us in envisioning the promising future ahead.

*Trey Douglass*

Trey Douglass, Chair  
Board of Trustees



## Board of Trustees

### 2023-24

- Trey Douglass, Chair
- Katharine Lindauer, Secretary
- Jennifer Chan Lyman, Treasurer
- Dr. Katie Bellon
- Tim Barrier
- Aaron Delabre
- Seth Jones
- Dr. Jason Widegren

### 2022-23

- Trey Douglass, Chair
- Katharine Lindauer, Secretary
- Jennifer Chan Lyman, Treasurer
- Alex Claypool
- Dr. Katie Bellon
- Chris Brion
- Tim Barrier
- Seth Jones
- Dr. Jason Widegren





# Head of School Report

The 2022-23 school year is best summed up by the word “community.” True post-pandemic learning and engagement brought a feeling of normalcy after some uncertain years. In spite of some difficult staffing illnesses, including my own cancer diagnosis, the community rallied and connected for a successful school year. Parent engagement was up considerably, with parents actively involved in campus volunteer efforts and exciting community events. This translated into a record year for development and a renewed sense of community overall. Students also benefited from the new normal with a return to overnight trips and on- and off-campus field trips.

Our campus grew through the year-long construction project of our new classrooms, design spaces, and outdoor enhancements, all of which finished in time for the 2023-2024 school year. This was accompanied by increased campus security measures and the completion of a campus safety audit allowing us to continue to prioritize a safe learning environment for our students. Finally, we installed new furnishings and enhanced our learning spaces with moveable walls in the middle school. A focus on flexible learning spaces, choice seating, and access to design materials campus-wide furthered our mission of nurturing the keen minds of gifted learners.

On a personal note, I wish to extend my sincere gratitude for the outpouring of support from the community as I endured periods of treatment in my very first year as Head of School. The Mackintosh family is deeply compassionate and the outpouring of love is indicative of the bright future for these children as they prepare for a world that needs them.

## People

- We continued to have a strong enrollment with many classrooms at or near capacity.
- Students in kindergarten, third, and fourth grades were impacted by some unexpected staffing challenges but showed resilience and compassion as they learned to be flexible together. We were able to learn from these experiences to build more efficient back-up plans for future years.
- We began the important work of integrating Diversity, Equity and Inclusion (DEI) goals into many facets of the organization and completed staff professional development around micro-aggressions.
- Parent Council hosted our first-ever Trunk or Treat event. The event was highly successful with significant community engagement and is set to become an annual tradition.
- Our middle school students held a dance, the first in many years, setting another new tradition for Mackintosh.

- As the year closed, we celebrated the retirement of two parent council chairs who had led the parent community for many years and welcomed a new leadership team for 2023-24.

## Place

- Work on our north building expansion continued through the entire school year, with completion in the summer ready for occupancy in 2023-24. The expanded space provided new design and media labs to enhance the learning environment.

- Middle school classrooms were enhanced with the installation of two moveable walls creating the opportunity for larger group gatherings and presentations.
- Building security was improved through the completion of card access to all spaces and improved visitor systems.
- Campus safety and security remained a high priority with the completion of a campus security audit, enhanced cybersecurity and the establishment of a Risk Assessment Committee on the Board of Trustees.





## Program

- The Primary Years Programme (PYP) teaching team worked to further enhance our reading and writing curricula, including the development of reading and writing continuums to improve progress tracking.
- Our Mack students competed in the Colorado Future Problem Solving Program State Bowl. An eighth grader finished first in the Global Issues Problem Solving Middle Division Individual competition, and a team of middle school students placed first in the junior team competition. All of the student winners traveled to the FPSPI International Competition at University of Massachusetts Amherst in June.
- Mackintosh also celebrated an eighth grade student's first place in the Colorado Regional Finals of the 2023 National History Bee in May.
- Mackintosh established Professional Learning Communities as part of our program development goals. These communities explored concept driven inquiry practices, stewardship/service learning and social-emotional learning across all grades.
- Middle school students participated in the IB Association of Rocky Mountain Schools' Festival of Hope whose goal was to bring diverse voices together to highlight the issues that matter most in a student's life and community.

## Prosperity

- We launched our first Mack Day of Giving for The Mack Fund in November of 2022 and exceeded our fundraising goal.
- Funds raised helped enhance the school's ability to provide our students meaningful engagement with advances in science and engineering through improved tools, materials, environments, and professional development for teachers.
- We returned to an in-person Mack Event community gathering and auction for the first time since 2019, with record-breaking fundraising success and attendance.

The 2022-23 year was certainly worth celebrating! Our dedicated teaching team continued to be at the forefront of the craft of teaching, bringing their care and compassion to all students. In return, our parents and students actively engaged in the learning and campus activities creating a strong community of learners. I hope you enjoy this annual report showcasing our strong and vibrant school.



Beth Steklac  
Head of School







# Enrollment Management

*In 2022-23, we served 131 students, maintaining a low attrition rate of less than eight percent.*

At the outset of the 2022-23 academic year, Mackintosh Academy welcomed a new Director of Enrollment Management to our administrative team. With fresh perspectives and a deep commitment to the school’s mission, our new Director brought renewed energy and dedication to our already robust admissions process. Guided by a commitment to fostering a responsive and caring community of learners, the primary enrollment goal remained to attract and retain students who will excel academically, socially, and emotionally within our program, classrooms, and campus.

Through collaborative efforts with faculty and staff, we ensure that admitted students embody our core values of curiosity, empathy, and intellectual rigor. Throughout the year, we implemented new practices aimed at refining our enrollment processes and addressing the diverse needs of our student body. Integrating our Lower School and Middle School learning specialists, alongside our school psychologist, into the admissions process proved invaluable in evaluating the strengths and needs of prospective students. Working with classroom teachers, we conducted a comprehensive student needs assessment to better understand the current classroom dynamics and ensure admission offers to students who would enrich our learning environment most effectively.

We were thrilled to reintroduce in-person recruitment and retention events, including the New Parent Orientation, Fall Admissions Open House, and our Annual Meeting & Taste of the Apple, for the first time since the onset of the COVID-19 pandemic. New events such as Mythbusters MYP! and a virtual lower school “Meet and Greet” effectively supported our retention and recruitment efforts, with specific focus on our seventh and eighth grades, as well as pre-kindergarten, kindergarten, and first grades.

Our goals for the upcoming year include refining tuition assistance practices and deepening our understanding of student profiles through collaboration with learning specialists and faculty. Our commitment to Diversity, Equity, and Inclusion remains steadfast as we strive to recruit and retain a diverse population of learners and educators, further enhancing our strong work in the neuro-diverse arena.



In the 2022-23 academic year, we served 131 students, maintaining a low attrition rate of less than eight percent. Additionally, we awarded over \$490,000 in tuition assistance to 38 students. Looking ahead, we will continue to grow our enrollment thoughtfully, aiming for 135 students for the 2023-24 academic year.





# Curriculum

In the academic year 2022-23, we continued to ensure that our curriculum was strongly aligned with our mission. We improved our "keen minds" by ensuring staff tracked the reading and writing developments of our lower school students. We tended to "compassionate hearts" and "confident, healthy human beings" by refining the social-emotional curriculum toolbox with a weekly social-emotional learning (SEL) class led by our school psychologist and supported by homeroom teachers. We strengthened our "responsive and caring community of learners" by highlighting and showcasing diversity in our curriculum materials and reflecting on the "micro-aggressions" found in our language and actions. Finally, we inspired our students "to contribute to a world that needs them" by helping them to find ways to meaningfully serve and contribute to the greater community.

## Developing Lower School Reading and Writing Continuums

We believe that literacy is the cornerstone of academic success and personal growth. We dedicated time and resources to refine our lower school reading and writing continuums, including connecting to the evolving philosophies and trends based on the Science of Reading methodology. Through collaborative efforts among faculty and thoughtful research, we crafted a framework tailored to track the developmental needs of our students and ensure students met their reading and writing milestones.

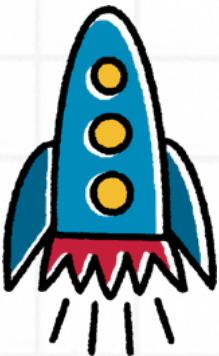
## Embracing Social-Emotional Learning, Diversity and Inclusion

At Mackintosh Academy, diversity is not merely a buzzword but a lived reality that enriches our community. In the spirit of inclusivity and social-emotional health, we embarked on initiatives to deepen cultural competency and promote healthy social-emotional practices. By embedding diverse perspectives in the curriculum, holding SEL classes, and organizing dialogues among staff and students, we committed to creating an environment that embraces a variety of perspectives. We reflected on how seemingly minor actions or words can have a major, long-term detrimental effect. Through collaboration with community partners, we cultivate an ethos of respect, empathy, and celebration of differences. Our commitment to diversity and inclusion is a dynamic journey of continuous learning and growth.



## Practices in the PYP and MYP Curriculum Framework

Aligned with our ethos of inquiry-based learning and interdisciplinary exploration, our Primary Years Programme (PYP) and Middle Years Programme (MYP) frameworks pulsated with transformative energy, fostering critical thinking, global awareness, and intercultural understanding among our students. From collaborative projects that transcended traditional subject boundaries to real-world explorations through service learning, our students were empowered to become principled, reflective, and empathetic learners. As we navigated the ever-evolving educational landscape, especially as artificial intelligence became more prevalent, we remained steadfast in leveraging the PYP and MYP frameworks as conduits for student agency in making the world a better place. Students continued in every unit of inquiry and in larger IB projects like the MYP Community Project and the PYP Exhibition, to provide meaningful service to a wide variety of communities. We ensured that community service was thoughtfully researched, that key people were consulted, and that any direct or indirect service was necessary and useful.





# Giving

We are so fortunate to be in a community that is so generous with their time and financial support. Families and friends supported our school in so many incredible ways this year, and we are grateful that the culture of philanthropy and community of giving at Mackintosh continues to grow stronger. All gifts – including those of time, talent, and treasure – are incredibly important and greatly appreciated at Mack.

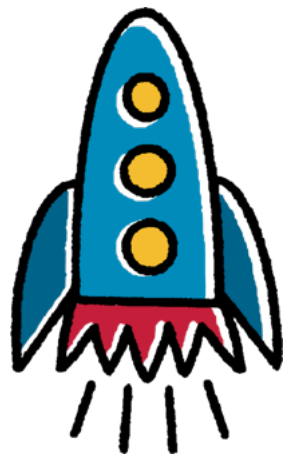
There are two primary sources of revenue at Mackintosh Academy: tuition and philanthropic support. We rely on the generosity of our community to further enhance the educational experience at Mack and provide the extra margin of excellence not afforded by tuition. This essential support is received from donors including our Board of Trustees, parents, grandparents, faculty, staff, alumni, and friends.

The Mack Fund, formerly called our Annual Fund, supports the four strategic initiatives of People, Program, Prosperity, and Place that are directly aligned with our Strategic Plan. Mackintosh Academy’s annual giving program, The Mack Fund, is a way to unite the entire school community behind the common goal of supporting our students. Funds raised through our Mack Day of Giving in the fall and our Mack Event in the spring help meet this annual fundraising goal.

For the 2022-23 school year, one area of focus was our strategic initiatives of both Program and Place by enhancing the school’s ability to provide our students meaningful engagement with advances in science and engineering. Key areas of impact this year included:

- Creating environments that encourage curiosity, exploration, and experimentation for all Mack learners;
- Providing innovative tools and materials for applied problem solving; and
- Supporting professional development for our teachers to continue building their knowledge and skills to cultivate innovation in the classroom

We launched our first-ever Mack Day of Giving on November 15th. This community-wide fundraising event, benefitting the Mack Fund, was designed to bring us together on a single day to celebrate and support our school and extraordinary students. Our fundraising goal for the Mack Day of Giving was \$75,000. We reached our goal raising \$75,306 on November 15 and far exceeded our goal by January 2023 with \$107,176 funds raised!



## The Return of a Tradition!

We were thrilled to bring back our school auction and social for the first time in-person since the Spring of 2019! Our Mack Event, with the theme "Boots and Bandanas," was a huge success and we more than doubled our fundraising goal and had a record number of 150 guests. 100% of our staff and faculty attended along with parents, trustees, and friends of the school. We were thrilled that we had parent representation from every grade at Mack!

For our special appeal and paddle raiser, we showcased a new bouldering traverse climbing wall and archery program for our physical education program. We also unveiled our plans to enhance our outdoor play and learning spaces. This multi-year project will help us make the best use of our open spaces and provide opportunities for students to take in the fresh air and connect with nature throughout the day. We exceeded our goal for the paddle raiser and were able to allocate funds to support the creation of a master design plan for the spaces. This critical piece is the first step and investment in our new playspaces.



Total Funds Raised in  
2022-23

\$248,627

Mack Day of Giving  
Funds Raised by Jan. 1

\$107,176

Funds Raised  
at Mack Event (gross)

\$112,246



\$112,246 was received in financial contributions to Mackintosh Academy through The Mack Event. In addition, we received \$56,238 in donated items and in-kind services for the silent/live auction and event execution.

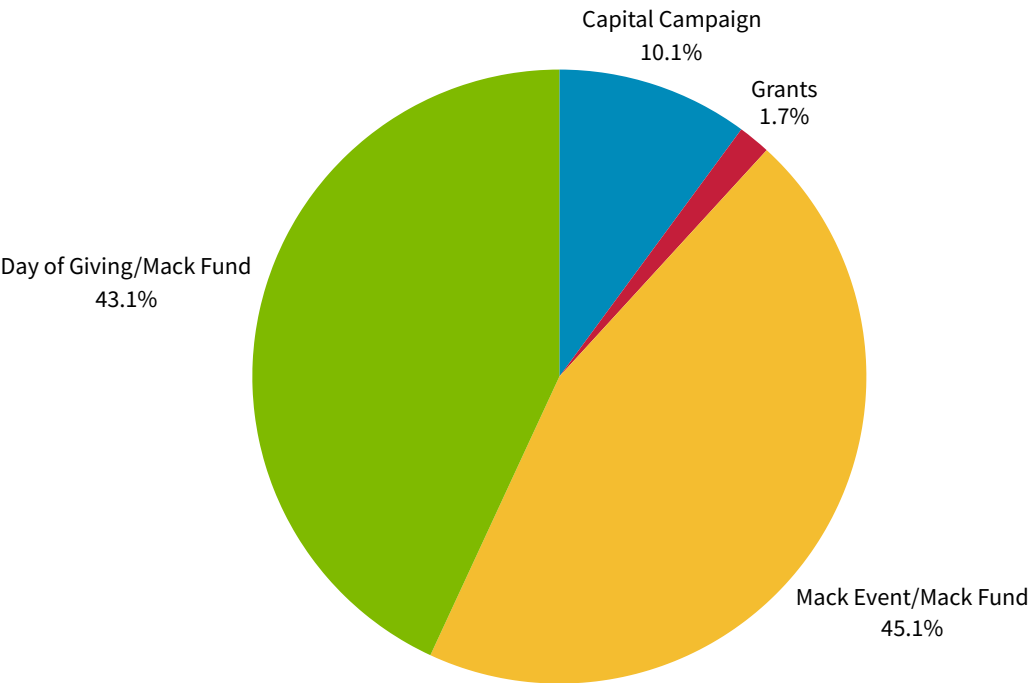
Thanks to our generous sponsors and our record-breaking ticket sales, we were able to cover all event expenses with those funds. This means that we net \$93,000 for Mack, which was more than double our budgeted goal. Thank you Mack community! You really know how to step up and support our school. Everyone who attended the event, purchased sponsor-a-teacher tickets, participated in the silent and live auctions, made a gift during the special appeal at the event, or made a donation on the website shares in this success.

And of course, the event and its success could not have been possible without the hard work of our dedicated volunteers on the Mack Event Committee. We are so grateful for our community’s support.

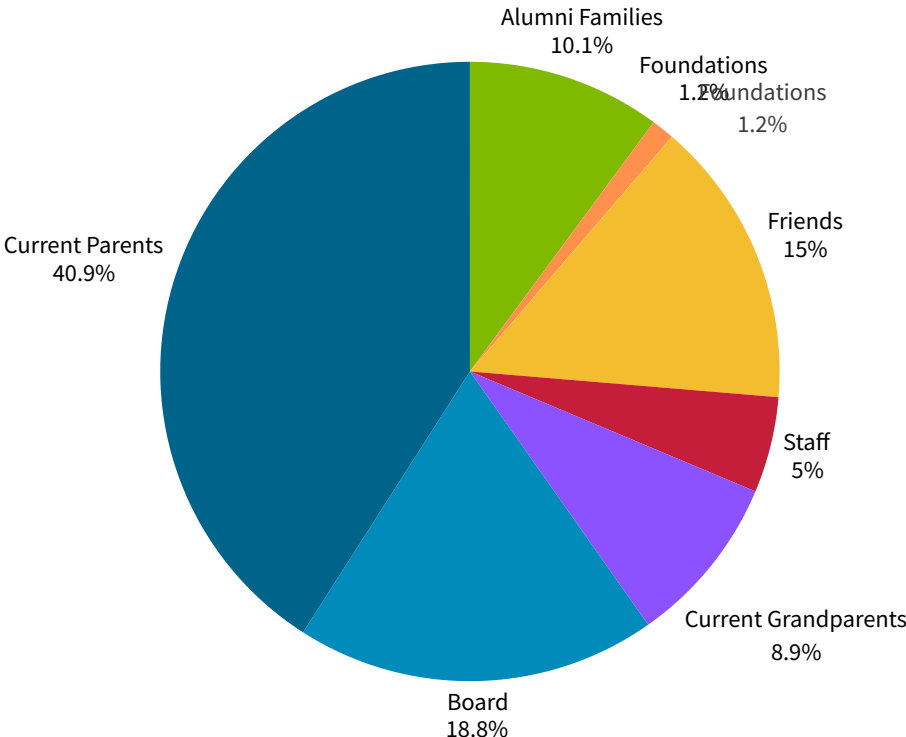
We greatly appreciate all of our donors for making Mackintosh Academy one of your family’s top giving priorities. Every gift is a gesture of support that truly matters. In addition, we would like to thank our Mack community members, including grandparents, alumni families, and our vendors and friends, for supporting our school with financial and in-kind support.



## Source of Funds



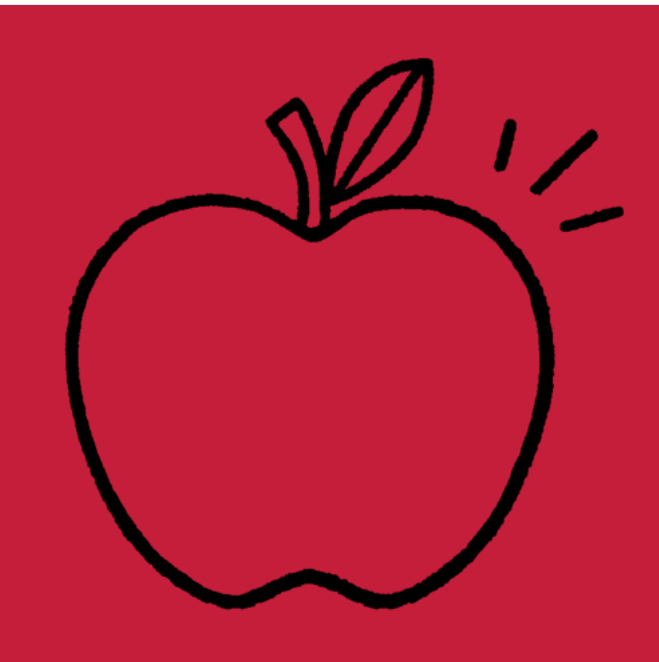
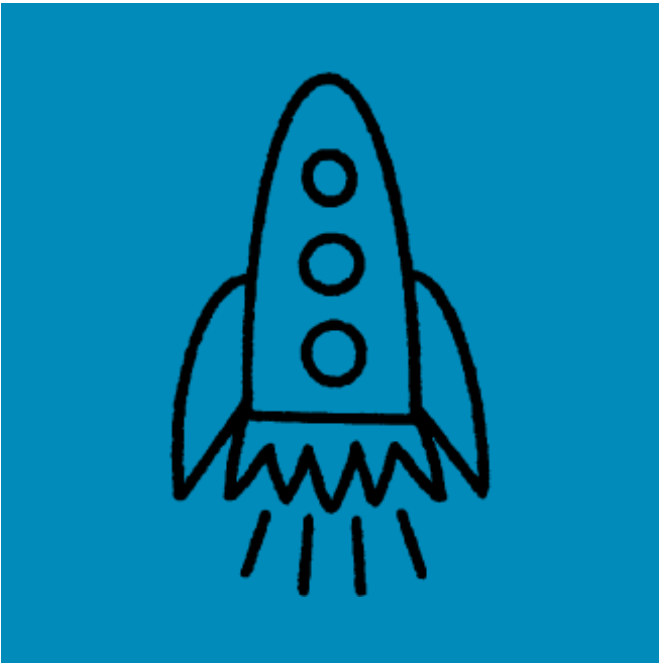
## Giving by Constituency





# Financial Overview

ASSETS	
Cash and cash equivalents, net of restricted cash	\$1,722,238
Operating investments	\$457,197
Tuition and other accounts receivable, net	\$18,887
Prepaid expenses	\$7,838
Promises to give	\$30,657
Property and equipment, net	\$2,578,083
Beneficial interest in assets held by community foundation	\$102,769
Endowment investments	\$249,185
TOTAL ASSETS	\$5,166,854
LIABILITIES	
Accounts payable and accrued expenses	\$263,321
Tuition and fees, paid in advance	\$1,219,558
Note payable, net	\$938,529
TOTAL LIABILITIES	\$2,421,408
NET ASSETS	
<i>Without donor restrictions</i>	
Undesignated	\$471,397
Board-designated for PPRSM	\$15,000
Invested in property and equipment, net of related debt	\$1,639,554
<i>With donor restrictions</i>	\$619,495
TOTAL NET ASSETS	\$2,745,446
TOTAL LIABILITIES AND NET ASSETS	\$5,166,854



OPERATING REVENUE	
Tuition and fees	\$2,321,887
Student activities and camps	\$92,981
Other income	\$6,682
TOTAL OPERATING REVENUE	\$2,421,550
OPERATING EXPENSES	
Educational programs	\$1,942,312
Administrative support	\$597,562
TOTAL OPERATING EXPENSES	\$2,539,874
NET OPERATING INCOME (loss)	(\$118,324)
NON-OPERATING ACTIVITIES	
Contributions and grants	\$111,381
Special events revenue (net)	\$92,705
Fundraising and development costs	-\$125,135
Net investment return	\$37,090
Change in fair value of beneficial interest in assets held by community foundation	\$6453
NET NON-OPERATING ACTIVITIES	\$122,494
CHANGE IN NET ASSETS	\$4,170





# Donors

We would like to thank the following individuals, organizations, foundations, and corporations for supporting Mackintosh Academy between July 1, 2022 and June 30, 2023. Donor lists are inclusive of all fundraising efforts including Mack Day of Giving, The Mack Event, One Campaign, Solar Scholars, and other fundraising efforts for the Mack Fund. Thank you for your generous support.

## Individual Donors

- Stacey and Wayne Anderson

Greg Ashworth Fanch

Jim and Mary Austin

Natalie Austin

Tim Barrier

Dr. Rebecca Beavers

Morgan Beidleman

Rich and Katie Bellon

Camille Boyd

Christopher and Susan Brion

Molly Brown

Maria Cardona

Roger Chow

Alex and Brianne Claypool

Sherry Claypool
- Bayard and John Cobb

JJ and Jonine Collins

John and Marg Collins

Cathy and Steve Connolly

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Timothy Jack Daugherty

Aaron and Nicole Delabre

Marco Bello and Lynette DeSchepper

Erica and Tony Di Tirro

Jenifer Doane

Trey Douglass

Diane Dunne

Allison and Noah Eckert

Paulo Tabares Velasco and

Paulina Erices

- The Espineira Family

Mary Lou Faddick

Marie and Michael Flaim

Nancy Gary

The Gibbons Family

Stephanie Gill

The Greiving Family

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Sue Hamm

Sarah Heath

Anne and Robert Hempel

Cliff and Leigh Hickerson

Lauren and Chris Hillary

Sarah and Matt Hogan

Bob and Deb Howard

- Thomas and Heather Jakub

Brynn and Steph Jaouen-Starr

Michael Cox and Judy Jensen

Alison Madauss and Panasarn Jirut

The Johnson Family

Seth and Allison Jones

Andrew Wolf and Auna Jornayvaz

Shelby and Joshua Jouppi

Kelly Kates

Cathy and Ray Kawano

Dave Kelley

Kelly Keena

The Kelly-Williams Family

Joe Kukuchka

Nike Langhans

Kandy Lau

Stephen and Mary Leathers

Alison and Josh Lee

Casey and Dawn Lems

Uta Letbetter

Lisa Lewis

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Sheila and John McMullen

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Anna and Scott Merritt

Christine and Nathan Miller

Delaney Monroe

Karen and Michael Mortonson

Writer Mott

Cory and Sharon Muench

Barry and Nancy Muhich

Susie Naiberk

Sydney Nelson

Kelly Noble and Nadine Neswadi

Nina and John Newcomb

Brenda Newton

Darrah O'Flaherty

Frances O'Laughlin

Josh Onderdonk

- Ashley and Bryant Ottaviano

Lara and Joe Pausback

Richard and Leslie Pedersen

Steve and Cori Peterson

Elizabeth and Matt Pierce

Stephanie Price

Kathleen and Daniel Puchek

Morgan and Kristen Puchek

John Ridgley and Sarah Quinlan

Amanda Raddatz

Stefanie and Evan Rauen

Michael Richter

Jennifer Rodina

Kristen Russell

Mary Schaefer

The Schlegel Family

Christopher and Sarah Schultz

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Andrew Cai and Stella Shen

Patrick and Katherine Shwartz

Denise Sironen

Annie and Hill Slothower

Tari St.Marie

Lee Starr

Beth and Ivo Steklac

Val Steklac

Joe SteMarie

Joe and Kathy Stommel

Joshua Lee and Jesse Stommel

Angela Strange and Alfred Schulz

Shannon and David Szczesny

Josh Taylor and Amy Szychowski

Alexa and Todd Tetre

Carrie Ann and Ryan Thimsen

Jason Ross and Carly Topley

Gary and Cheryl VanMatre

The VanMatre Family

The Villier Family

The Vinson Family

Christina Von Stroh

Jonathan and Jennifer Von Stroh

Patrice Von Stroh

Stacey and Owen Walker

Tsegi Wangberg

Kirk Ward

Sarah and Bradley Weltzer

Keith Wenzel

- Ken and Debbie Whaley

Caroline Ponce-Wortmann and

Richard Wortmann

Sarah Whitehouse

Jason Widegren and Michelle Beutz

Rose Widegren

Adele and Joe Wimmer

Christina Wimmer

Anne Wolf

Robin and Brian Wolff

Sandra Young

Arezou Zarafshan

The Zimmerman Family

Anonymous (6)

## Foundation, Organization & Corporate Donors

- Colorado Garden Foundation

Community First Foundation

CSD Studio

Denver Integrative Assessment

Driftwood Builders LLC

Envedst Charitable Fund at The

Denver Foundation

First Bank

Groove Auto/Summit Automotive

Partners, LLC

King Soopers

The Larrk Foundation

Momence

Oak Street Staging and Interiors

Parent Council

True Touch Typing

True Spruce Tree Farm, LLC

VMware Foundation

Wolff Child Psychology, PLLC





# 2022-23 Staff

**Christy Allen**  
Visual Arts Teacher

**Stacey Anderson**  
Lower School Learning Specialist

**Greg Ashworth Fanch**  
Kindergarten Lead Teacher  
After Care/Enrichment Director

**Arleen Brogan Smith**  
Business Manager

**Maria Cardona**  
Spanish Teacher

**Roger Chow**  
5/6 Lead Teacher

**Mia Dixon**  
3/4 Lead Teacher

**Andrés Espineira**  
Director of Technology

**Kristi Espineira**  
Director of Marketing

**Lula Guilbert**  
3/4 Lead Teacher

**Brynn Jaouen-Starr**  
2nd Grade Lead Teacher

**Kelly Kates**  
Performing Arts Teacher

**Uta Letbetter**  
Pre-K Associate Teacher

**Lisa Lewis**  
3/4 Lead Teacher

**Delaney Monroe**  
1st Grade Lead Teacher

**Sharon Muench**  
Director of Curriculum

**Nancy Muhich**  
5/6 Lead Teacher

**Darrah O'Flaherty**  
7/8 Lead Teacher

**Josh Onderdonk**  
Physical Education Teacher

**Joe Pausback**  
7/8 Lead Teacher

**Lara Pausback**  
2nd Grade Lead Teacher  
Curriculum Coordinator, Pre-K-4th

**Stirling Rutty**  
3/4 Associate Teacher

**Sarah Schultz**  
Office Manager

**Ocean Sehlmeier**  
Preschool Director and Lead Teacher

**Denise Sironen**  
School Psychologist

**Tari St.Marie**  
Director of Operations

**Beth Steklac**  
Head of School

**Val Steklac**  
Design, Media and Tech Teacher

**Tami Vinson**  
Director of Development and  
Community Engagement

**Anne Wolf**  
Middle School Learning Specialist





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