Joe Lombardo
Governor

STATE OF NEVADA

Melissa Mackedon
Executive Director

STATE PUBLIC CHARTER SCHOOL AUTHORITY

3427 Goni Road, Suite 103
Carson City, Nevada 89706-7972
(775) 688-2235 · Fax (775) 684-9060

500 East Warm Springs, Suite 116
Las Vegas, Nevada 89119-4344
(702) 486-8895 · Fax (702) 486-5543

Via Electronic Mail

Dear Board Chair,

I hope your school year is off to a wonderful start!

A strong and engaged governing board is essential to the long-term success and sustainability of a charter school. Board members carry significant responsibilities, from supporting the school's mission and overseeing academic performance to maintaining strong financial stewardship and ensuring effective governance. My goal in this new role is to make sure you do not have to navigate those responsibilities without support.

My name is Karen Gordon, and this is my eighth year with the State Public Charter School Authority (SPCSA). Prior to joining the SPCSA, I had the opportunity to work within the Washoe County School District and at the state level in several different roles, including teacher, instructional coach, leadership, Title I, School Improvement, Foster Care, and the Education of Homeless Children and Youth.

Throughout my years working with charter schools, one thing has become increasingly clear: strong schools are supported by strong boards. Board members bring valuable expertise, commitment, and perspective to their schools, but they are also asked to navigate complex responsibilities, requirements, and decisions. That is why I am excited to step into a role specifically focused on supporting SPCSA governing boards and board chairs.

My role is intended to serve as a direct resource to you. I want to build a strong working relationship with your board, better understand your school's needs and priorities, and tailored support you need to confidently navigate the SPCSA's core frameworks and champion your school's unique mission:

- **Academic Excellence:** Collaborating on tools to help your board celebrate student growth and comfortably hold leadership accountable for the educational goals in the Academic Framework.
- **Financial Health:** Sharing data and friendly guidance to support your board's oversight of budgeting, fund accounting, and long-term fiscal planning aligned with the Financial Framework.
- **Organizational Integrity:** Standing by your side as a resource for establishing operational policies, navigating state compliance, and mastering the governance expectations of the Organizational Framework.

Just as importantly, I want to be someone you feel comfortable contacting when you have a question, need clarification, are looking for a resource, or simply want to talk through a governance issue.

Ultimately, I am here to help lighten your load, foster strong relationships with you, the school leader and other stakeholders, and ensure you have everything you need to provide visionary strategic direction.

Next Steps

I would love to set up a casual, brief virtual chat just to introduce myself and learn more about your board's unique goals and how I can best support you this year. Please let me know a few dates and times that might work for you over the next few weeks.

Thank you for the time, commitment, and leadership you provide to your school community. Serving on a charter school governing board requires a significant investment of time and energy, and I want you to know that you have a partner and resource at the SPCSA.

My Best,
Karen

Karen Gordon

Management Analyst IV
Supervisor, Risk-Based Monitoring
State of Nevada | State Public Charter School Authority
3427 Goni Rd, Suite 103 Carson City, Nevada 89706
O: 775.531-3378 karengordon@spcsa.nv.gov
Subscribe to our E-Mail List | Follow us on Twitter | http://CharterSchools.nv.gov

Joe Lombardo
Governor

STATE OF NEVADA

Melissa Mackedon
Executive Director

STATE PUBLIC CHARTER SCHOOL AUTHORITY

3427 Goni Road, Suite 103
Carson City, Nevada 89706-7972
(775) 687-9174 · Fax (775) 684-8020

500 East Warm Springs, Suite 116
Las Vegas, Nevada 89119-4344
(702) 486-8895 · Fax (702) 486-5543

Via Electronic Mail

September 09, 2026

Dr. Anthony Pollard
Ms. Kristy Borg
Ms. Janice Henry
Rainbow Dreams Academy
950 W Lake Mead Blvd
Las Vegas, NV 89106

RE: Preliminary Organizational Performance Ratings, School Year 2025-2026

Dear Dr. Pollard, Ms. Borg, and Ms. Henry:

As the State Public Charter School Authority (SPCSA) is responsible through Nevada Revised Statute (NRS) 388A.150 for providing "oversight to the charter schools...to ensure that those charter schools maintain high educational and operational standards," we have adopted a framework to evaluate "the organizational performance of the charter school."

The 2025-2026 Organizational Performance Framework (OPF) is provided to public charter schools sponsored by the SPCSA to iterate key expectations of organizational compliance and serves for an external analysis based on four rated compliance categories and two quality indicator categories detailed in the OPF Technical Guide, approved by the Authority, and found on the State Public Charter School Authority website Accountability page.

A few benefits of this organizational framework include:

- providing clear guidance on important contractual obligations and expectations of compliancy;
- helping sponsored schools avoid common but significant and material organizational issues which befall many charter schools; and
- providing charter school stakeholders transparency and assurances that the school is meeting its obligations to ensure high-quality organizational environments where students can thrive.

In the 2025-2026 OPF, schools receive one of three ratings for each compliance category: Meets Standards, Approaches Standards, or Does Not Meet Standards, as well as evaluation in two quality indicator categories.

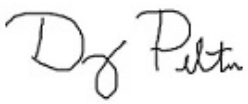
The preliminary ratings below are based on relevant reports and information collected between July 2025 and June 2026 in conjunction with compliance statistics as of July 01, 2026, and schools' responses in the OPF Self-Certification. Schools with a Does Not Meet Standards rating in three or more categories are subject to a Notice of Concern. Based upon the preliminary ratings, Rainbow Dreams Academy meets these criteria and will be recommended for a Notice of Concern at the Authority's October 09 board meeting.

The SPCSA is now providing your leadership team with a review period for this preliminary data through September 18, 2026, after which time the data will become final. Should you have questions or concerns, please contact us **no later than September 11, 2026**, to allow SPCSA staff time to respond accordingly. If you have any material evidence that may cause a rating in any category to change, please provide it by September 18, 2026, via e-mail to Danny Peltier (dpeltier@spcsa.nv.gov) and Molly Burkhardt (mburkhardt@spcsa.nv.gov.)

SPCSA staff anticipate final results being presented for possible Authority action during the scheduled SPCSA Board meeting on Friday, October 09, 2026.

We appreciate your continuing efforts to help prepare Nevada's students for academic, social, and economic success and support your commitment to ensuring strong organizational/operational performance, including timely submissions of complete, accurate reporting requirements in the current and future fiscal years.

Sincerely,



Danny Peltier, Manager
Organizational Performance Framework

CATEGORY		STANDARDS RATING	NOTES
Charter Contract		Meets	
Governance		Does Not Meet	• Failure to submit within 10 days of appointment all required member documents **NRS 388A.320(4)** • The Board held a meeting without posting notice/agenda on time and the submitted approved minutes did not align with agenda, including conducting Closed Session improperly, 06 AUG 25 (School website shows this meeting was on 07 AUG 25) -OML noncompliance **NRS 241.020** • The Board added action items during a meeting that were not on posted agenda, 27 AUG 25, with no indication of who motioned and seconded in the minutes -OML noncompliance • The Board did not hold a meeting in Q4, April-June 2026 **NRS 388A.320(6)** • The Board failed to record meetings (*see note under Quality Indicator 2*)
Federal & State Statute, Administrative Code, & Regulation	Education Personnel	Does Not Meet	• *OPF Self-Certification submitted via e-mail (59 *days late*) • Two Teachers of Gr-PK do not hold license • Only reported Counselor does not hold proper license/endorsement **NAC 391.180**
	Language & Culture	Does Not Meet	• *OPF Self-Certification submitted via e-mail (59 *days late*) • None of eight reported EL providers holds ELAD endorsement; from the *OPF Self-Certification, two of two EL *teachers* do not hold the ELAD endorsement; *plan of resolution includes initiating an active recruitment process for a qualified provider*. **NRS 388A.518**
	Special Education	Meets	• *OPF Self-Certification submitted via e-mail (59 *days late*) ***No staff reported as providing SPED services in the *Information for ALL Staff Report.
	Health & Safety	Does Not Meet	• *OPF Self-Certification submitted via e-mail (59 *days late*) • Failure to submit *Confirmation of Insurance Coverage (*returned for corrections and not resubmitted*)
	Education Requirements	Meets	
	CMO/EMO	Not Applicable	
Operations		Meets	While the Epicenter tasks were submitted **on time** at or above 90%, the **accuracy** of submissions was less than 90%. Epicenter submissions monitored for accuracy include: ○ *Parent and Student Handbook (*returned*) ○ *Information for ALL Staff Report (*returned 3x*) ○ *Emergency Operations Plan (*returned*) ○ *Student Lottery Application, Policy, and Lottery Date (*returned*)

			○ AB285 (2023) Student Discipline and Progressive Discipline Data Report -Q2, Q3, and Q4 (*each returned*) ○ Annual Website Certification (*returned*) NOTE: SPCSA staff continue to monitor the Accuracy statistic as part of the OPF.
Quality Indicator 1	Education Program		**Reenrollment Rate**: not applicable due to first year of sponsorship under SPCSA
Quality Indicator 2	Governance Membership & Responsibilities	25% Meets 25% Approaches 50% Does Not Meet	**In SYE26, quality ratings (see image) were given on the following Epicenter tasks; school related tasks were based on timeliness and content accuracy, and board-related tasks were determined by Open Meeting Law (OML) compliance and meeting Governance Standards:** ○ *Parent and Student Handbook (*returned*) ○ *Information for ALL Staff Report (r*eturned 3x*) ○ Board Meeting Recording (Fall and Spring) (*Failed to submit in Fall/Spring)* ○ Board Meeting Agendas (multiple) ○ Board Meeting Approved Minutes (multiple) **Governance Notes**: • At the start of the year, the Board was missing a statutory member: School Admin/Licensed Teacher (NRS 388A.320); the Board **did not** appoint someone to fill this post. Also, Parent members (Manor & Robinson appointed SEP 2025) had children in Gr K for a PK-K school. *The Board will need to appoint two new members to regain compliance with NRS 388A.320 in SY26-27. The Board **may have** done this in AUG 2026 with the appointment of two new members, though the SPCSA has not yet received any member documents*. • SPCSA staff feedback on board tasks included ensuring agendas list clear and complete topics marked for possible action as applicable, and ensuring minutes include substantive summaries of discussion, voting outcomes, and formatting aligns with agendas. • From the Fall meeting recording, it was reported that the Board Secretary's device suffered technical failure, and all recordings were lost. Files were not saved anywhere else. From the Spring meeting recording, it was reported that because the Board Secretary was absent, the meeting was not recorded. (The meeting schedule was one per quarter.)

Table 1 An asterisk (*) denotes a key submission on the Compliance Checklist.

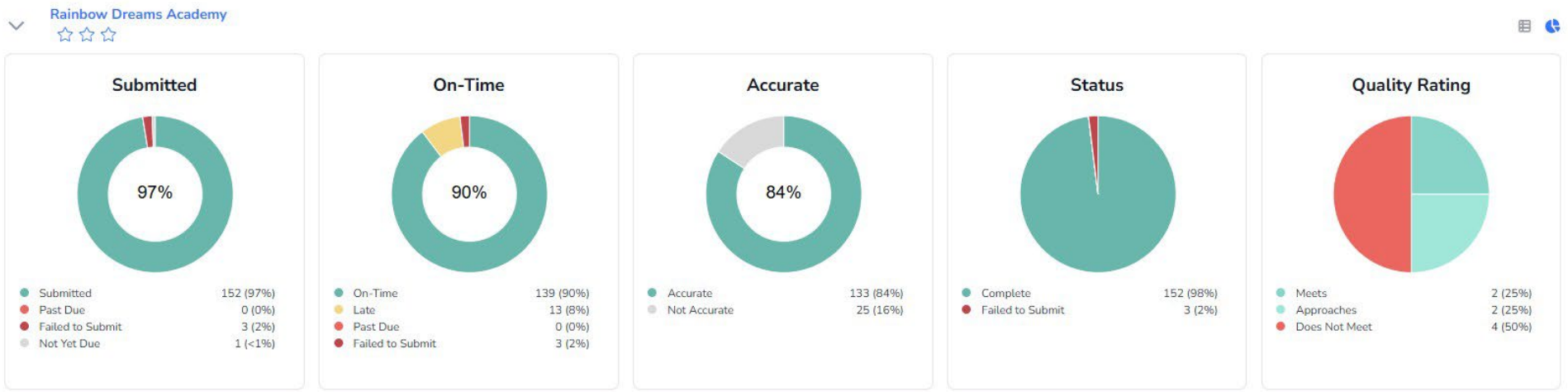


Table 2 Epicenter Compliance Statistics as of July 01, 2026.