LeadJoy
Education Solutions, Inc.

Startup Coaching: Year 0

Individualized Finance & Operations Coaching for Startup Charter Schools Opening Fall 2027

Great Schools Colorado | Colorado League of Charter Schools
Finance & Operations Technical Assistance Information Session

Kim McClelland & Glenn Gustafson, CPA

November 12, 2026 • 12:25–12:35 PM

WHO WE ARE

Paired Expertise for Startup Success

Kim McClelland

Provider Project Lead
Operations & Policy Coach

- Executive Director of a Colorado Springs charter school
- Deep experience in charter leadership, governance, and charter operations
- Expertise in school readiness, policy, authorizer relations, and building supportive cultures
- Focus: Operational systems, leadership readiness, and practical implementation

Glenn Gustafson, CPA

Finance & Operations Coach

- Former Deputy Superintendent & CFO of a large Colorado district
- Former School Finance Manager at Colorado Department of Education
- Contract CFO for multiple charter schools in the Pikes Peak region
- Focus: Budgeting, cash flow, financial systems, policy and sustainability

PROGRAM OVERVIEW

Building Readiness for Fall 2027 Openings

LeadJoy provides individualized startup finance and operations coaching to three Great Schools Colorado subgrantees preparing to open in Fall 2027.

Adaptive Support

Prioritizes school readiness and adapts to each school's leadership capacity, resources, timeline, and most pressing barriers.

Proven Approach

Drawing on our successful FY26 pilot, we strengthen financial planning, cash flow, budgeting, systems, and operational readiness.

Durable Foundation

We build smart systems early while documenting progress so growth is responsible and mission-aligned for years to come.

Paired Coaching

Every school works with both Kim (operations, readiness, policy) and Glenn (finance, policy, sustainability).

WHAT YOU'LL RECEIVE

Hands-On Support Tailored to Your School

Shared bank of 200 total coaching hours across three schools
Average 67 hours per school — flexible based on need

- Initial readiness assessment and school-specific coaching plan
- Budgeting, audit prep, cash flow/investments, enrollment & revenue assumptions, staffing, purchasing, finance policies, vendor/systems setup, and compliance readiness
- Practical templates, implementation assistance, and stakeholder coordination
- Regular check-ins and trainings for leadership and the board; targeted site visits as feasible
- Paired coaching model with both Kim and Glenn throughout the engagement

WHO SHOULD APPLY

Ideal Schools & Leaders

✓ **Great Schools Colorado Subgrantees**

Opening in Fall 2027 with priority consideration

✓ **Engaged Leadership**

Schools with leaders ready to partner actively in the coaching process

✓ **Clear Readiness Gaps**

Priority for schools with high-priority needs in finance, operations, or opening readiness

✓ **Hands-On Support Needed**

Teams seeking practical guidance, not just advice

• **Pipeline & Expansion Schools**

Business managers and operations leaders exploring new, expansion, or replication opportunities are also encouraged to attend and learn

PROGRAM STRUCTURE

Timeline Through Opening Readiness

Oct–Dec 2026

Recruitment & Selection

League-led process; LeadJoy supports the information session and selection

January 2027

Readiness Assessment

Individual coaching and training plans developed with each selected school

Jan–Sep 2027

Coaching & Implementation

Individualized coaching and training focused on budgeting, cash flow, systems, and startup priorities through opening readiness

Through Sept 30, 2027

Program Term

Support continues through the critical opening period

WHY START EARLY

“We see coaching not as remediation, but as a way to build smart, durable systems early so that our growth is responsible, sustainable and mission-aligned.”

— High Rockies Community School founding team

Strong financial and operational foundations protect your mission,
support your staff and give students and staff the environment they deserve.

NEXT STEPS

How to Apply & Stay Connected

1

Applications Close November 30, 2026

Space is limited. Priority consideration for Great Schools Colorado subgrantees.

2

Review Program Details & Apply

Full program descriptions and application available on the League website.

3

Optional Office Hours

We welcome follow-up questions before the deadline. Contact us to schedule time with Kim or Glenn.

4

Questions Today?

We’re happy to answer questions now or via email after the session.

Learn More & Apply: coloradoleague.org/about/great-schools/technical-assistance-offerings.html



Let's Build Your School's Foundation
&
If you're going to Lead why not Lead with Joy

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Questions?
We're here to help you open strong.