

State of the Charter Schools

2025 - 2026



OUR VISION

Oasis Charter Schools believes that everyone can succeed in a nurturing and secure learning environment with support from diverse and meaningful community partnerships.

OUR MISSION

Our mission is to create a K-12 system that educates students to be responsible, critical thinkers who are prepared to successfully compete in a dynamic global workforce.

STATE OF THE SCHOOLS STRATEGIC GOALS FY25



01

STUDENT
ACHIEVEMENT

02

CONTINUOUS
IMPROVEMENT

03

COMMUNITY
ENGAGEMENT

STRATEGIC GOAL # 1

STUDENT ACHIEVEMENT

Oasis Charter Schools will cultivate academic achievement using a rigorous and aligned curriculum that will provide all students the opportunity to master knowledge and expand their learning

STRATEGIC GOAL # 1



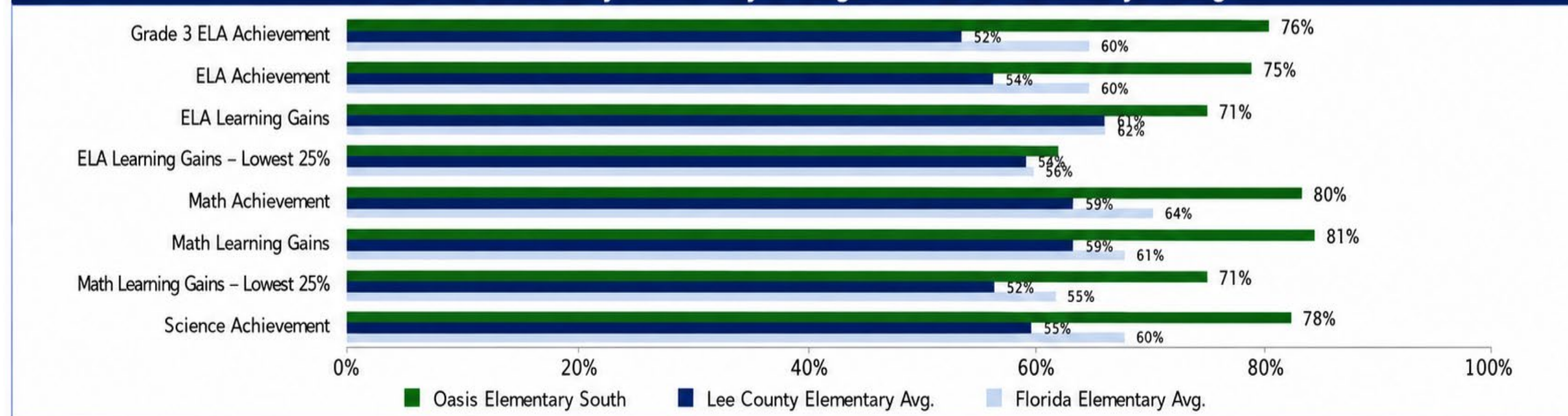
STUDENT **TEST DATA**: Proficiency, Gains, Trends

ELA/Math/Science Scores 2025 - 2026

OASIS ELEMENTARY SOUTH - 2025-26 SCHOOL YEAR COMPARISON

ACADEMIC INDICATOR	OASIS ELEMENTARY SOUTH	LEE COUNTY ELEMENTARY AVG.	FLORIDA ELEMENTARY AVG.	OES'S ADVANTAGE	
				ABOVE LEE COUNTY	ABOVE FLORIDA
Grade 3 ELA Achievement	76%	52%	60%	+24	+16
ELA Achievement	75%	54%	60%	+21	+15
ELA Learning Gains	71%	61%	62%	+10	+9
ELA Learning Gains – Lowest 25%	54%	55%	56%	-1	-2
Math Achievement	80%	59%	64%	+21	+16
Math Learning Gains	81%	59%	61%	+22	+20
Math Learning Gains – Lowest 25%	71%	52%	55%	+19	+16
Science Achievement	78%	55%	60%	+23	+18

OEN vs. Lee County Elementary Average vs. Florida Elementary Average

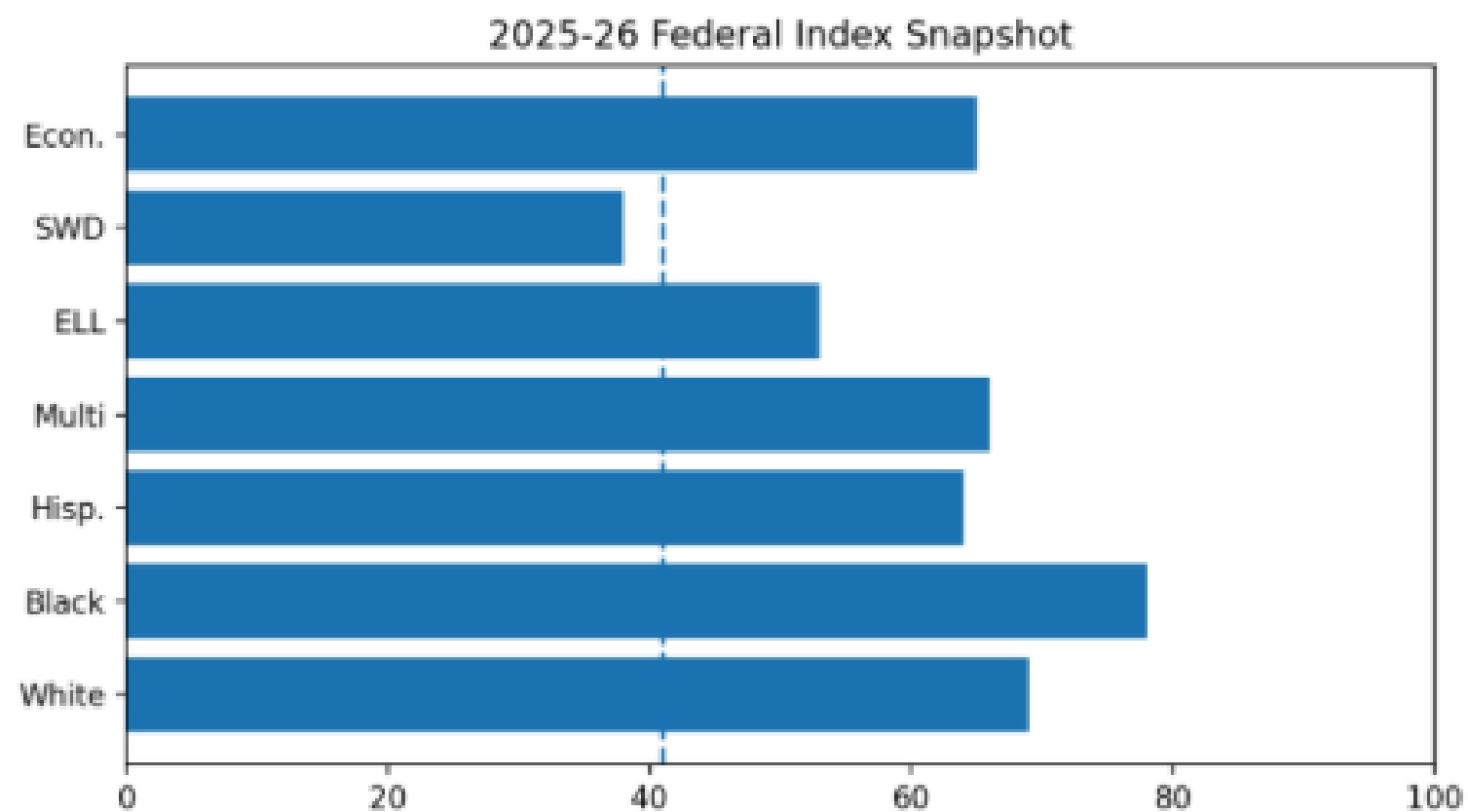


ESSA Subgroup Analysis FY22 – FY26

Executive Summary

- All reported subgroups except Students with Disabilities exceeded the 41% threshold in 2025-26.
- Students with Disabilities improved from 29% to 38% but remain below 41%.
- White and Economically Disadvantaged students showed strong recovery in 2025-26.
- Black/African American students remained the highest-performing reported subgroup.

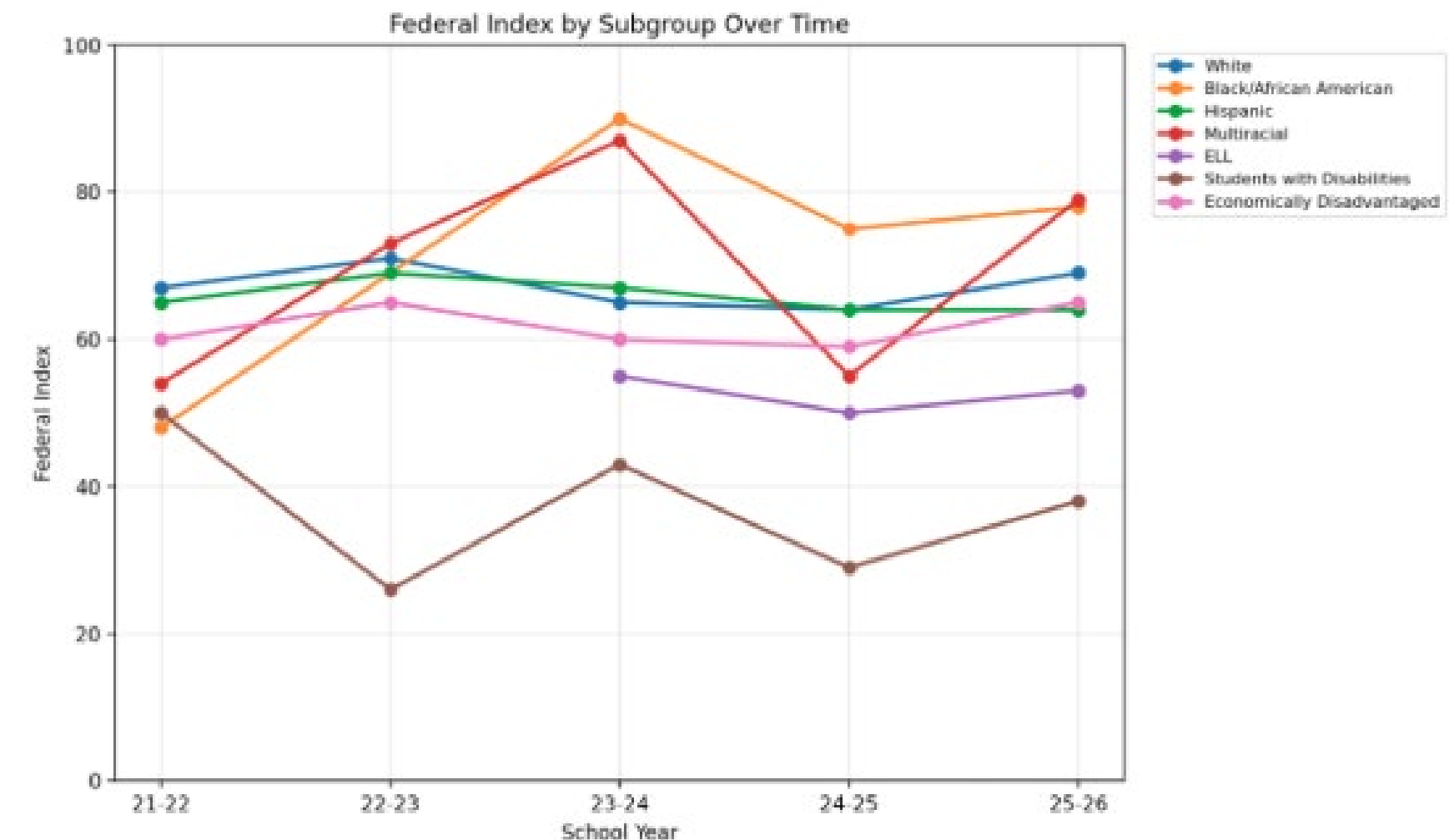
2025-26 Snapshot



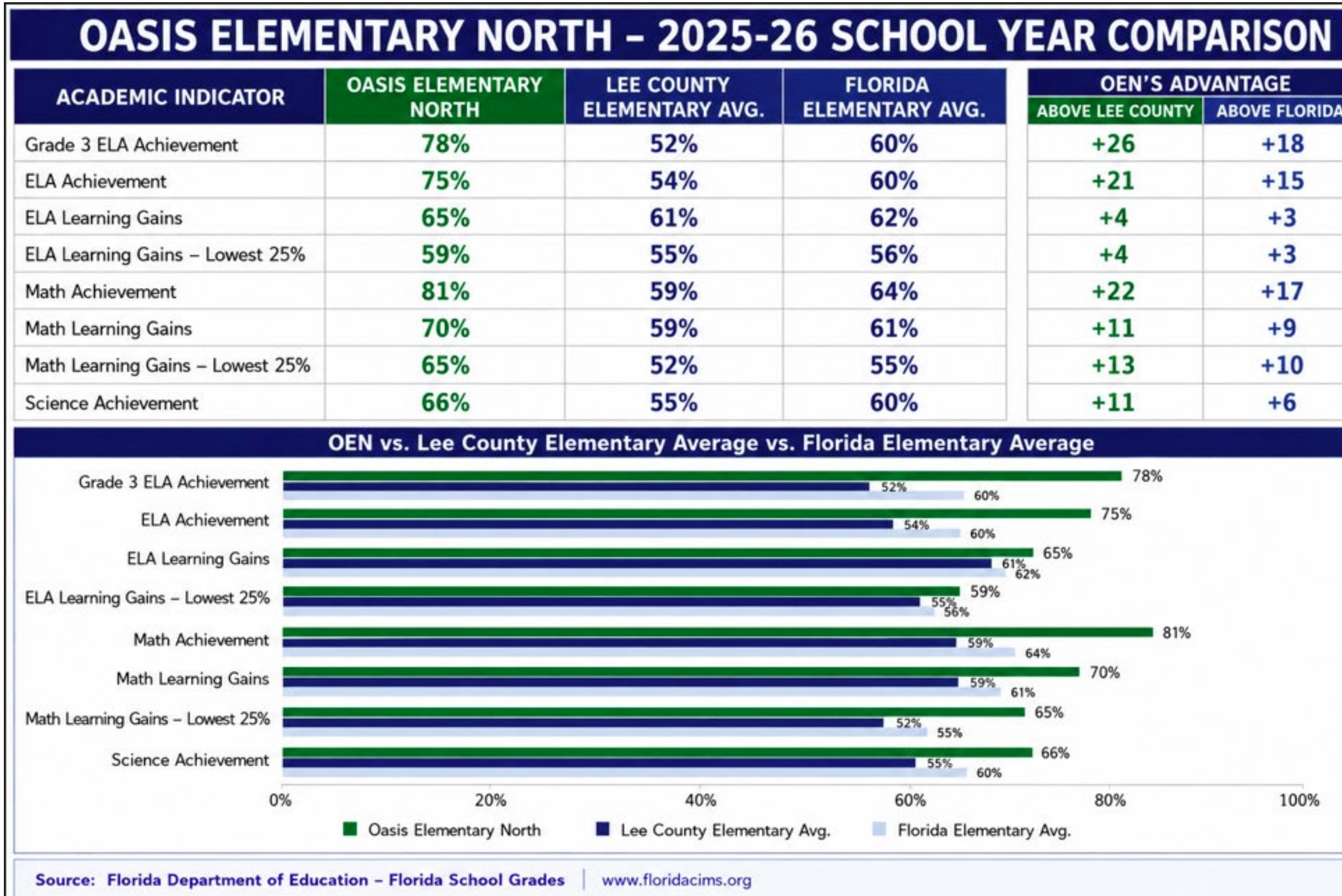
Key Takeaways

- Students with Disabilities remain the primary subgroup for continued focus.
- Economically Disadvantaged students rebounded to their highest recent performance.
- Hispanic performance has been relatively stable.
- English Language Learners improved in 2025-26.

Five-Year Trends



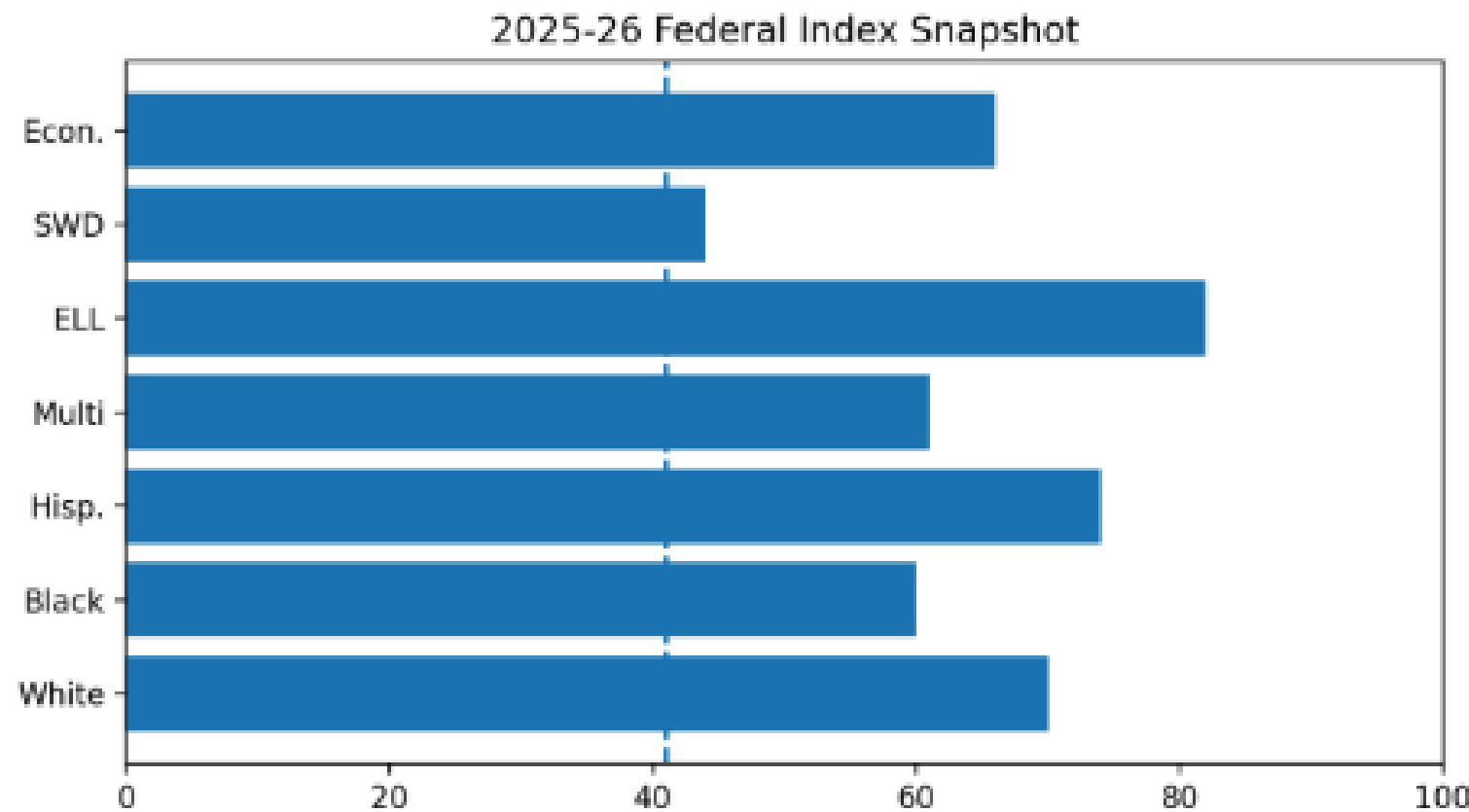
ELA/Math/Science Scores 2025 - 2026





ESSA Subgroup Analysis FY22 – FY26

2025–26 Snapshot



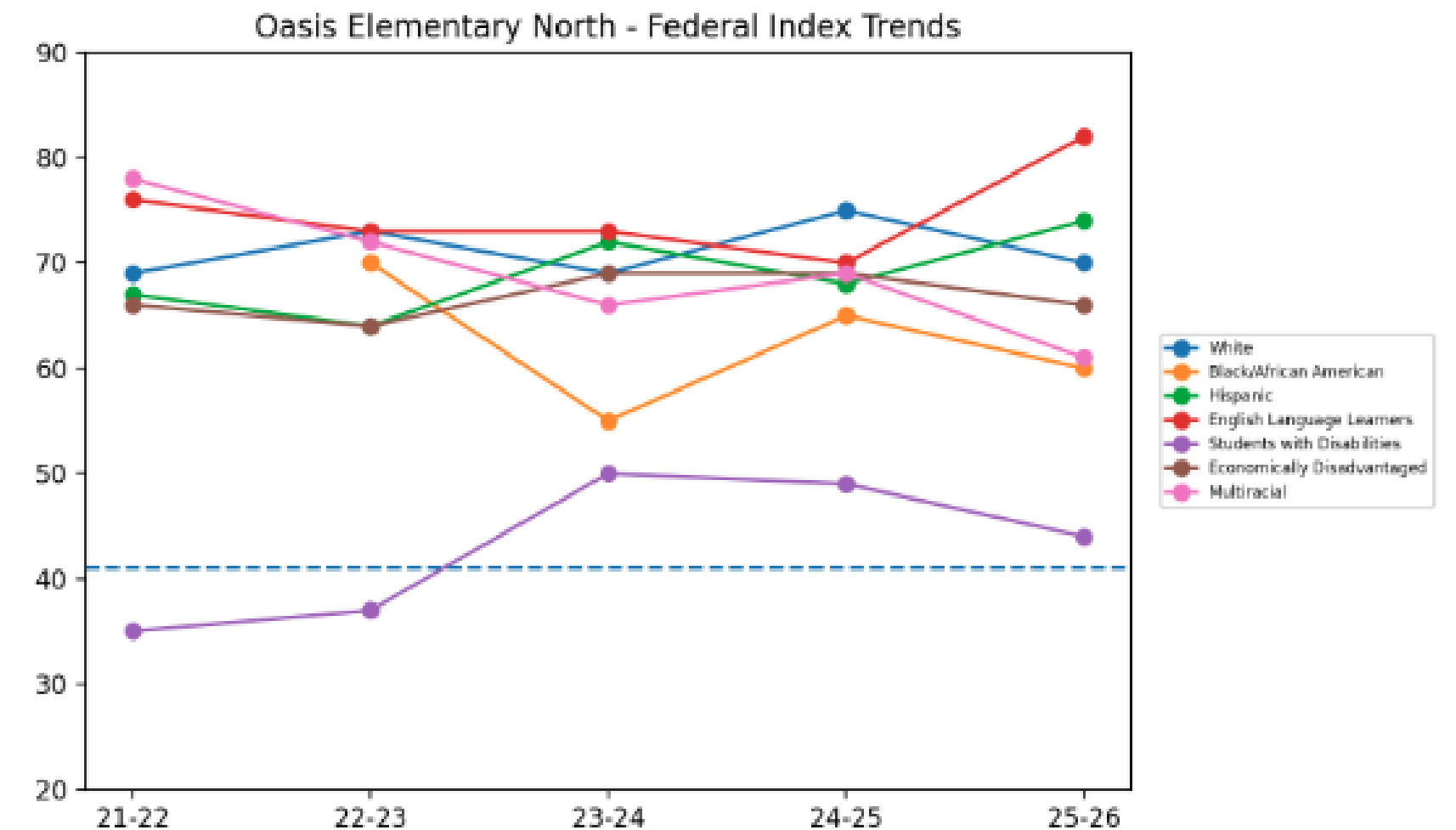
Key Takeaways

- No reported subgroup was below the 41% federal threshold in 2025–26.
- English Language Learners and Hispanic students demonstrated the strongest recent performance.
- Students with Disabilities have maintained performance above the threshold for three consecutive years after earlier improvement.
- Continue monitoring Multiracial and Black/African American subgroup trends.

Executive Summary

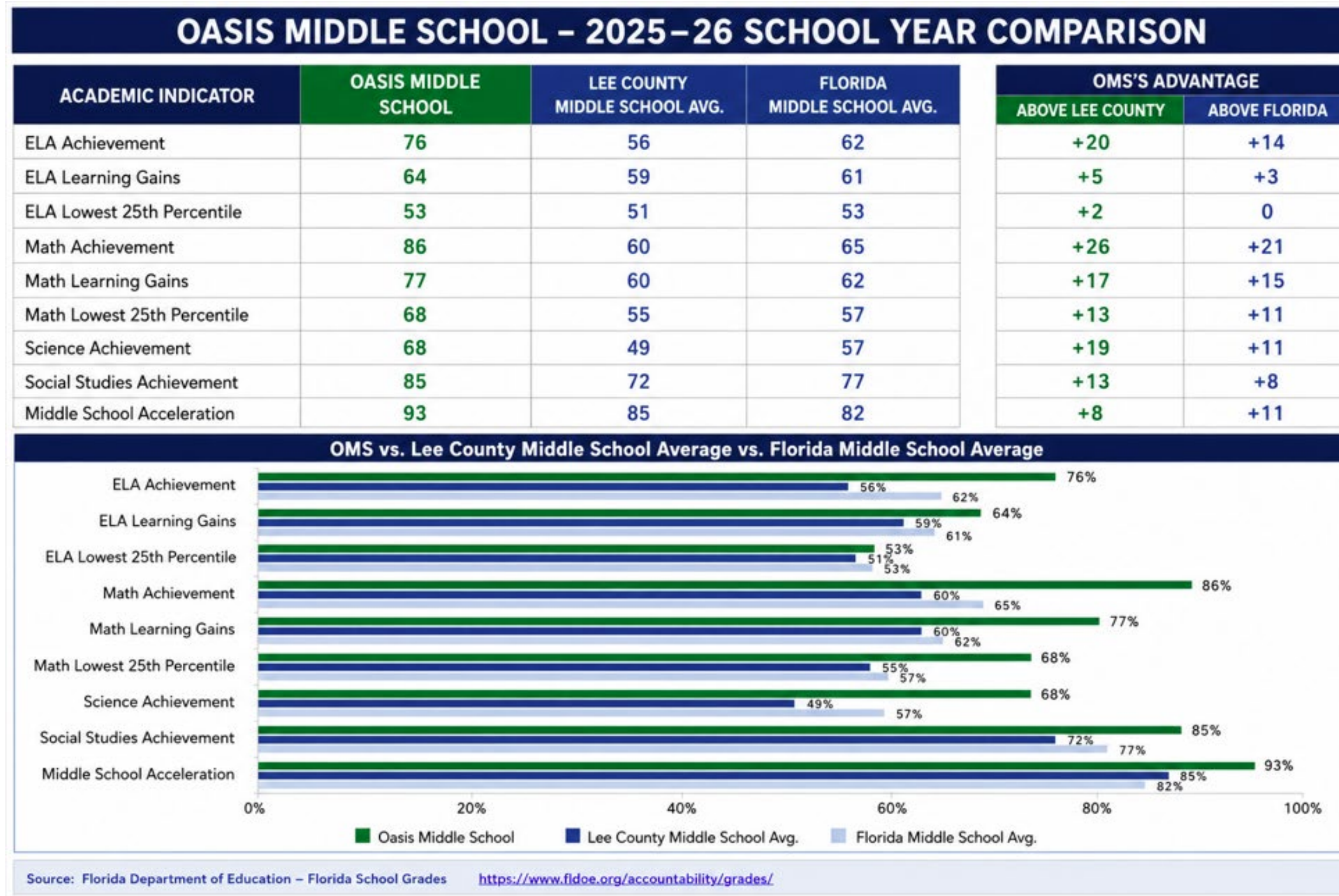
- All reported subgroups exceeded the 41% federal threshold in 2025–26.
- English Language Learners led all reported subgroups with an 82% Federal Index.
- Students with Disabilities improved from below the threshold in 2021–22 and 2022–23 to remain above the threshold for the last three years.
- Hispanic students showed strong long-term improvement.

Five-Year Trend Graph



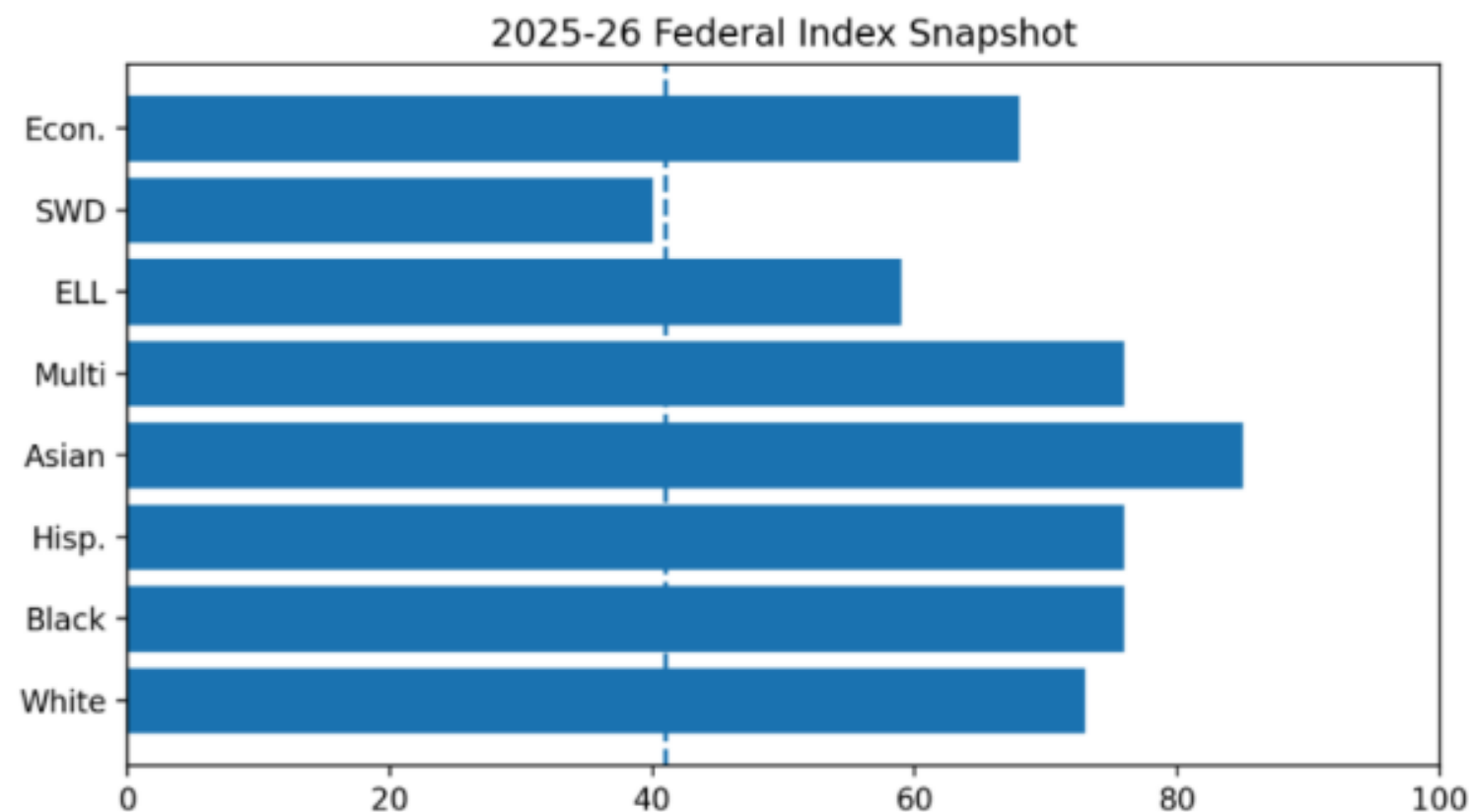


ELA/Math/Science/Social Studies Scores 2025 - 2026



ESSA Subgroup Analysis FY22 – FY26

2025–26 Snapshot



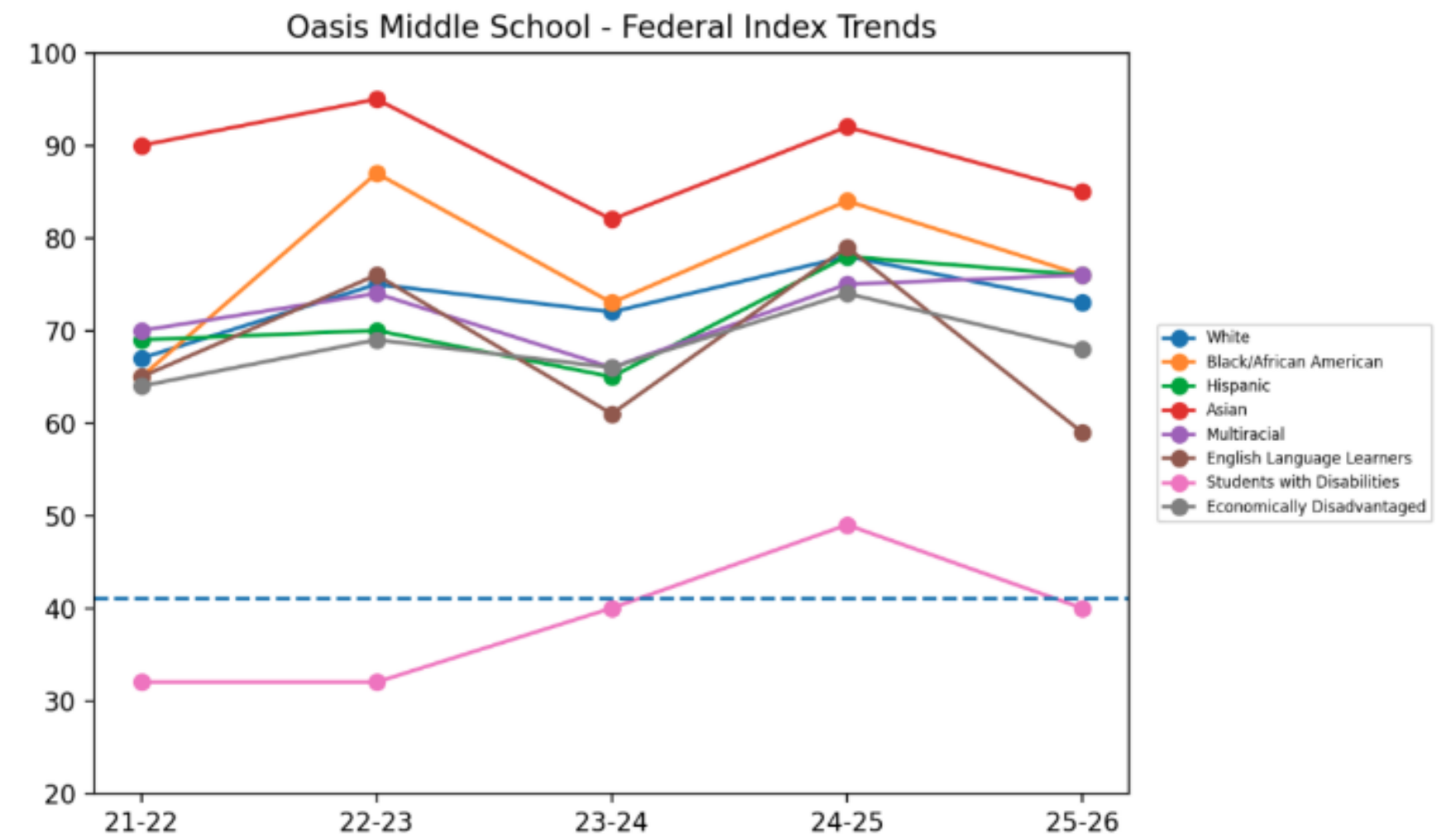
Key Takeaways

- Asian students remained the highest-performing subgroup.
- Students with Disabilities should remain an area of focused support.
- Hispanic and Multiracial subgroups ended the period stronger than they began.
- Continue monitoring English Language Learner performance due to large fluctuations.

Executive Summary

- Asian students consistently posted the highest Federal Index scores.
- Students with Disabilities remained the only subgroup below the 41% threshold in 2025–26.
- Hispanic and Multiracial students demonstrated overall improvement across the five years.
- English Language Learners showed notable year-to-year variability.

Five-Year Trend Graph



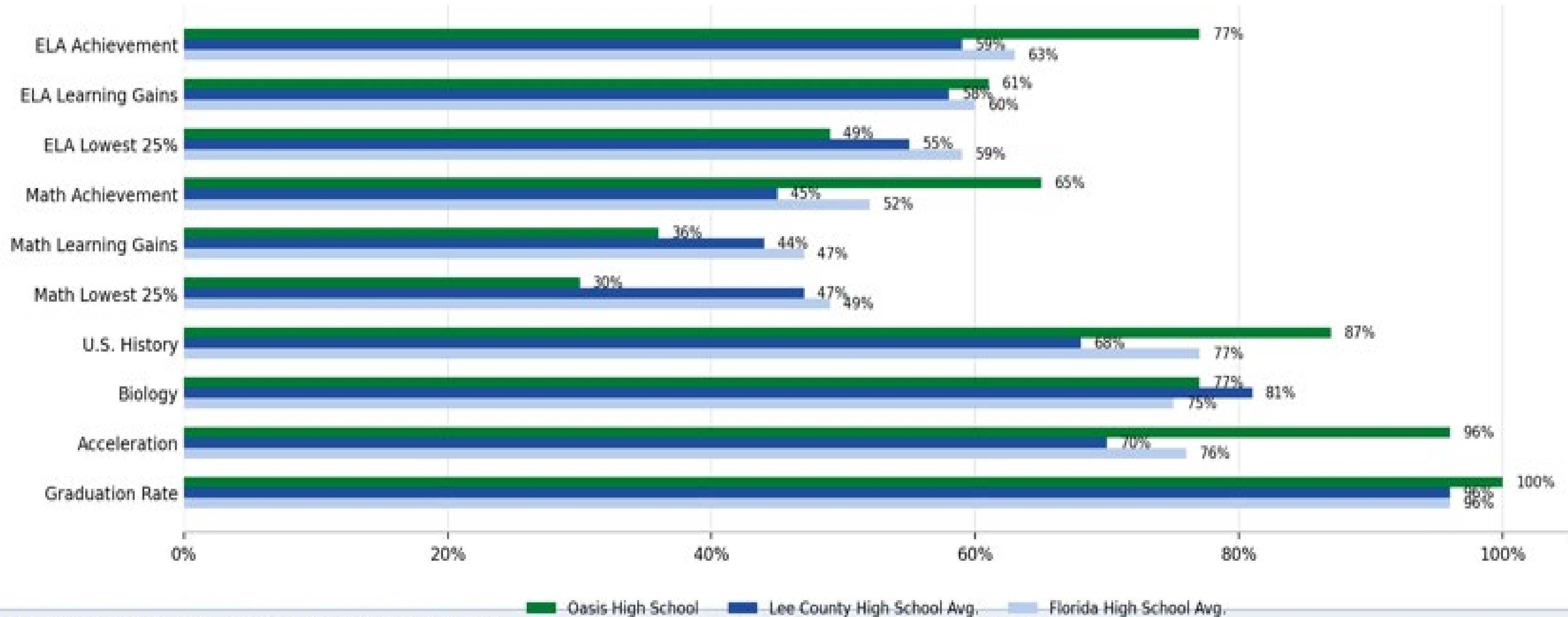


ELA/Math/History/Biology Scores 2025 - 2026

OASIS HIGH SCHOOL - 2025-26 SCHOOL YEAR COMPARISON

ACADEMIC INDICATOR	OASIS HIGH SCHOOL	LEE COUNTY HIGH SCHOOL AVG.	FLORIDA HIGH SCHOOL AVG.	OHS'S ADVANTAGE	
				ABOVE LEE COUNTY	ABOVE FLORIDA
ELA Achievement	77	59	63	+18	+14
ELA Learning Gains	61	58	60	+3	+1
ELA Lowest 25%	49	55	59	-6	-10
Math Achievement	65	45	52	+20	+13
Math Learning Gains	36	44	47	-8	-11
Math Lowest 25%	30	47	49	-17	-19
U.S. History	87	68	77	+19	+10
Biology	77	81	75	-4	+2
Acceleration	96	70	76	+26	+20
Graduation Rate	100	96	96	+4	+4
OHS vs. Lee County High School Average vs. Florida High School Average					

ELA/Math/History/Biology Scores 2025 - 2026

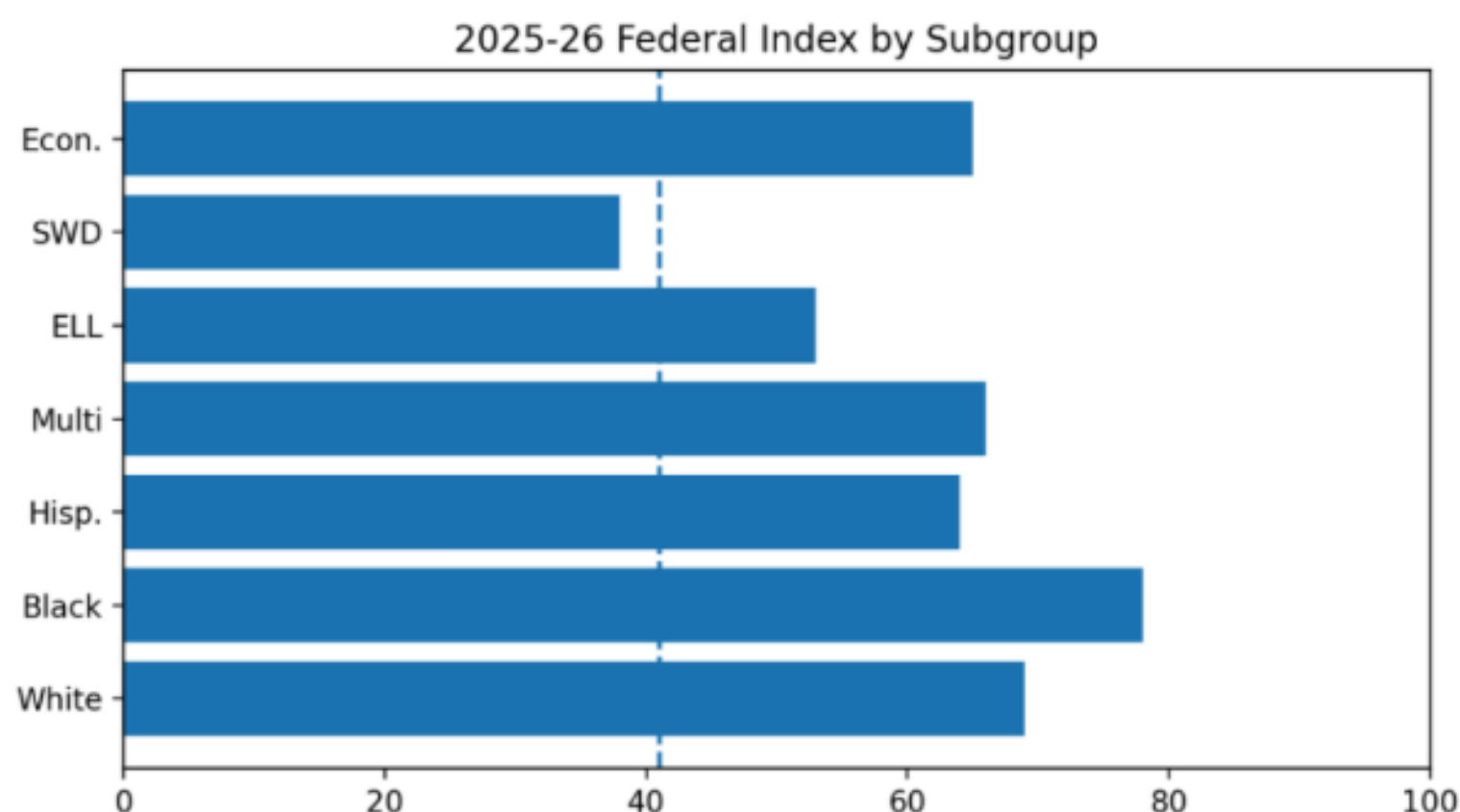


Cambridge Testing Highlights 2025 - 2026

Year	2026 # Tested	2025 # Tested	2026 % Passed	2025 % Passed	2024 % Passed	2023 % Passed
Group 1						
Chemistry	14	0	14	0	11	28
Environmental	93	103	62	72	69	82
Mathematics	91	75	28	23	26	63
Physics	26	24	44	21	18	31
Psychology	46	50	44	62	69	72
Group 2						
English Language	131	113	74	76	78	85
Spanish Language	8	7	100	86	89	100
Group 3						
International History	126	113	56	40	40	52
Literature in Eng 1 & 2	188	180	75	69	80	80
US History	110	85	47	81	80	77
Music	0	0	0	0	100	0
Travel and Tourism	36	31	39	13	0	0
Interdisciplinary and Skills						
Thinking Skills	130	117	75	75	82	86
General Paper (Gen Ed/AICE)	103/141	98/118	69/95	79/100	80	95
Global Perspectives	109	91	96	99	100	96
Total Tests	1349	1207	65	69	70	74
Total Diplomas	92	62	54	65	66	61

Subgroup Analysis 2025 - 2026

2025-26 Snapshot



Key Takeaways

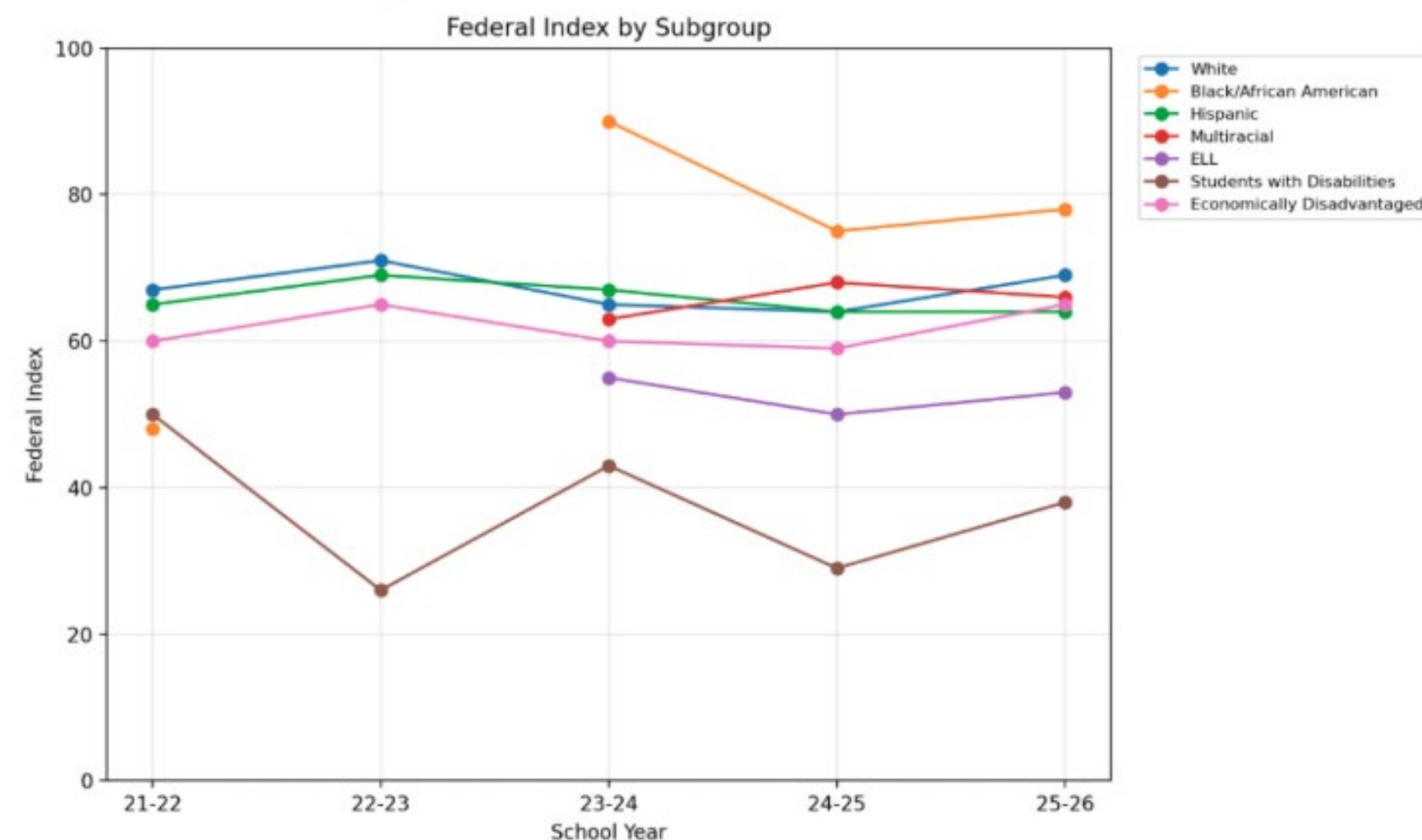
- Highest reported subgroup: Black/African American.
- Greatest area for continued focus: Students with Disabilities.
- Hispanic performance has remained relatively stable.

School Years: 2021-2022 through 2025-2026

Executive Summary

- All reported subgroups except Students with Disabilities exceeded the 41% federal threshold in 2025-26.
- Students with Disabilities improved 9 points from 2024-25 but remain below the threshold.
- Economically Disadvantaged students rebounded to 65%.
- White students recovered to 69% after two years of decline.

Five-Year Trend Graph



STRATEGIC GOAL # 1

- 1.1 Align K-12 Measurable Curriculum
- 1.2 Provide Innovative Curriculum to promote high academic performance
- 1.3 Integrate Resilience learning
- 1.4 Develop Professional Teaching Corps



THE OASIS WAY

Our Vision. Our Mission. Our Commitment.



VISION: Four schools, one vision. We believe that everyone can succeed in a nurturing and secure learning environment that is supported by diverse and meaningful community partnerships.

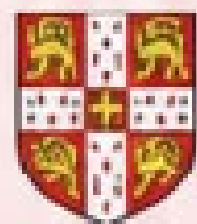


MISSION: Our mission is to create a K-12 system that educates students to be responsible, critical thinkers who are prepared to successfully compete in a dynamic, global workforce.

OUR PILLARS. OUR APPROACH. STUDENT SUCCESS.

We use proven frameworks and strategies to prepare our students for life beyond Oasis.

CAMBRIDGE



- Innovative, rigour and a global approach to learning
- Real-world opportunities for all students
- College Credits
- International Diploma

AVID



- Provides a systemic framework to close achievement and opportunity gaps
- Prepares students with the knowledge, skills and confidence to be successful in college, careers and life

KAGAN



- Proven, specific strategies for engagement
- Increases collaboration
- Improves accountability for students and learning
- Develops student skills both academically and socially
- Makes learning fun!



**ACADEMIC
ACHIEVEMENT
& STUDENT
SUCCESS**

INSTRUCTIONAL PRACTICES: WICOR STRATEGIES IMPLEMENTED IN EVERY LESSON



WRITING

Focused Note Taking
Strategies:
Cornell Notes,
Two Column Notes,
Thinking Maps



INQUIRY

Higher Order Thinking
Strategies:
Essential Questions,
Costa's/Bloom's Levels
of Questioning,
Socratic Seminar,
Philosophical Chairs



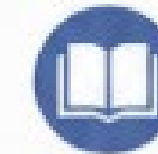
COLLABORATION

Kagan Systems Strategies
Strategies:
Seating/Grouping,
Class Building,
Team Building,
Random Calling on Students,
Structures for Engagement



ORGANIZATION

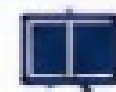
Keeping Students Organized
and Prepared for Success
Strategies:
Schoolwide Binder (8 Tabs),
Interactive Notebooks,
Assignment Logs and Data
at the FRONT of each tab,
Binders checked every Friday



READING

Strategies in ALL
content areas
Strategies:
Vocabulary Activities,
Marking the Text,
Jigsaw

WICOR IN ACTION: EVERY CLASS, EVERY LESSON



CLASSROOM BOARDS

Common board configuration • Magnets • Updated daily
Student friendly language



SEATING

All desks arranged in 4's for collaboration
Kagan labeling of tables and desks



PROGRESS MONITORING

Data placed at the front of each tab in student binders...
all students must know their data



LEARNING ENVIRONMENT

College Wall / Inspirational Text / Print Rich Environment /
Quality Displayed Student Work



STUDENT PASSES

ONE person out of your room at a time



ATTENDANCE & LUNCH

All students MUST be in their assigned period each period
Students MUST eat lunch in the lunchroom



BOOKBAGS / ELECTRONICS

All electronics are to be off when students enter the building
and should be placed in backpacks
Backpacks go to one designated wall in the classroom
away from desks

**If a student is accessing their electronics during class,
send them to the main office with the items*

PROFESSIONAL RESPONSIBILITIES



HOURS

At your doors by 6:45 / Available until 2:15 for conferences etc.



DRESS

Professional Daily / Fridays enjoy jeans with Oasis gear



FOCUS ATTENDANCE

Completed Accurately Daily EVERY PERIOD first 10 minutes



GRADES

Updated by Wednesday – *One minimum required a week



FOCUS NOTES

Calling parents when needed and documenting in FOCUS Notes.



GOOGLE FOLDERS

- All documents go in the Google Drive
- Lesson Plans up for the following week uploaded
by Fridays into individual Google Folders
- Seating Charts kept current and loaded
- Emergency Plans must have at least 5 days
worth of plans uploaded



SCHOOL WIDE PROCEDURES

All staff rowing the boat in the same direction...
Together, we create a positive, consistent experience
for every Shark! —

ONE VISION. ONE MISSION. ONE OASIS WAY.

Danielson Evaluation Model

Danielson Evaluation model focuses on exceptional teaching beginning with intentional planning, purposeful instruction meaningful assessment and strong relationships. This framework recognizes that strong teacher-student relationships are foundational to effective instruction and student achievement.

Domains 2 and 3 Focus On Building Strong Relationships:

- 1. Domain 2a – Creating an Environment of Respect and Rapport**
- 2. Domain 2d – Managing Student Behavior**
- 2. Domain 3a – Communicating with Students**
- 3. Domain 3b – Using Questioning and Discussion Techniques**

Current research shows that positive teacher-student relationships are associated with improved academic achievement, stronger student engagement, better attendance, and fewer behavioral issues.

AVID/WICOR strategies are integrated into these domains.

STRATEGIC GOAL # 2

CONTINUOUS IMPROVEMENT

Oasis Charter Schools will identify, recruit and retain high caliber educators by offering a competitive salary, shared educator values and opportunities for professional development

STRATEGIC GOAL # 2



2.1 Recruit and Retain Qualified Staff
2.2 Educator Development



INSTRUCTIONAL STAFF TURNOVER

FY24

17.43%

FY25

14.00%

=

FY26

14.00%



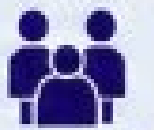
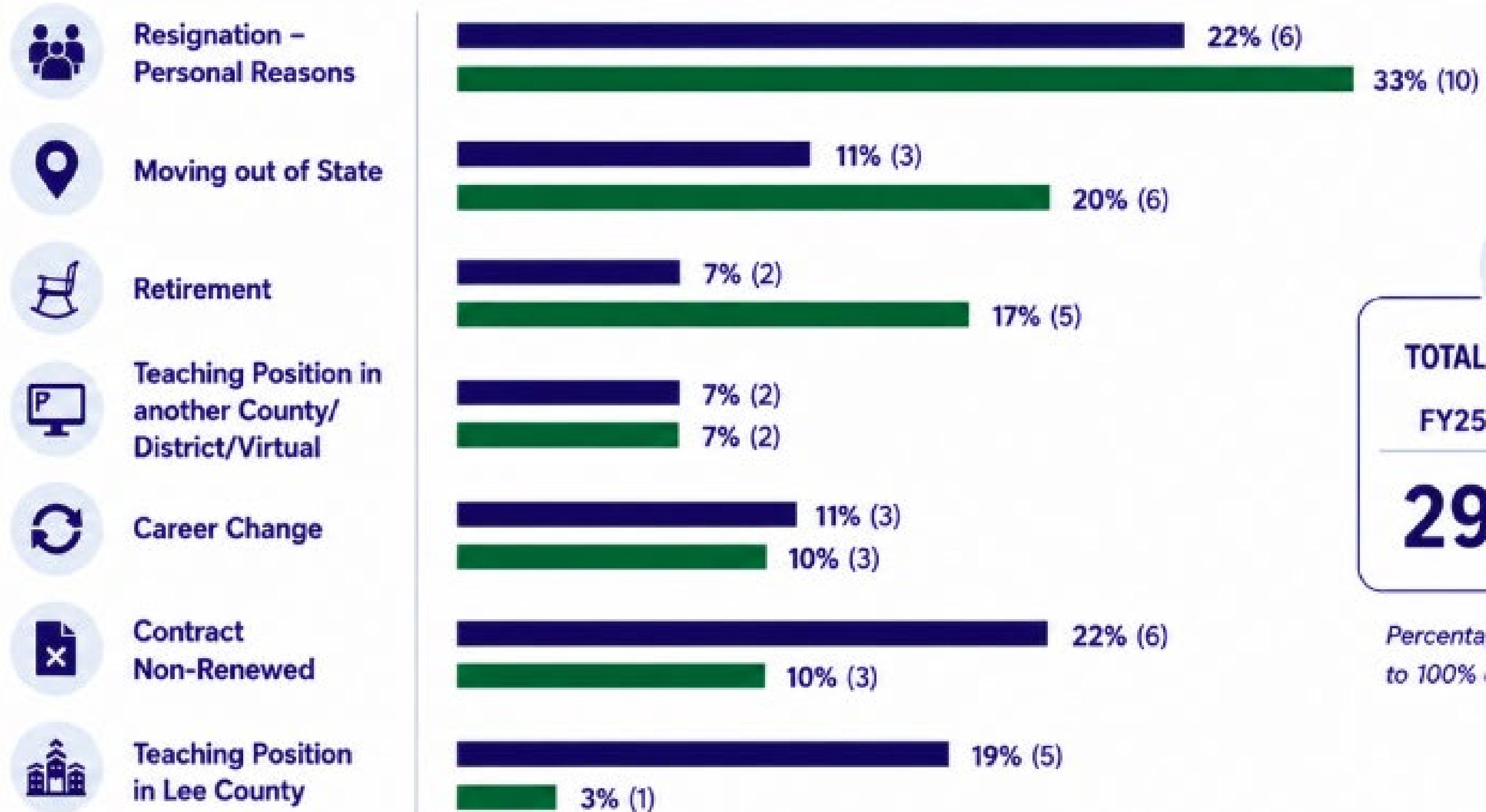
STABLE YEAR
OVER YEAR

INSTRUCTIONAL STAFF TURNOVER BY REASON

FY25 Compared to FY26

■ FY25 (29 Separations)

■ FY26 (30 Separations)



TOTAL SEPARATIONS

FY25

FY26

29

30

Percentages may not add to 100% due to rounding.



SUPPORT STAFF TURNOVER

FY24

24.35%

FY25

22.86%

=

FY26

19.67%

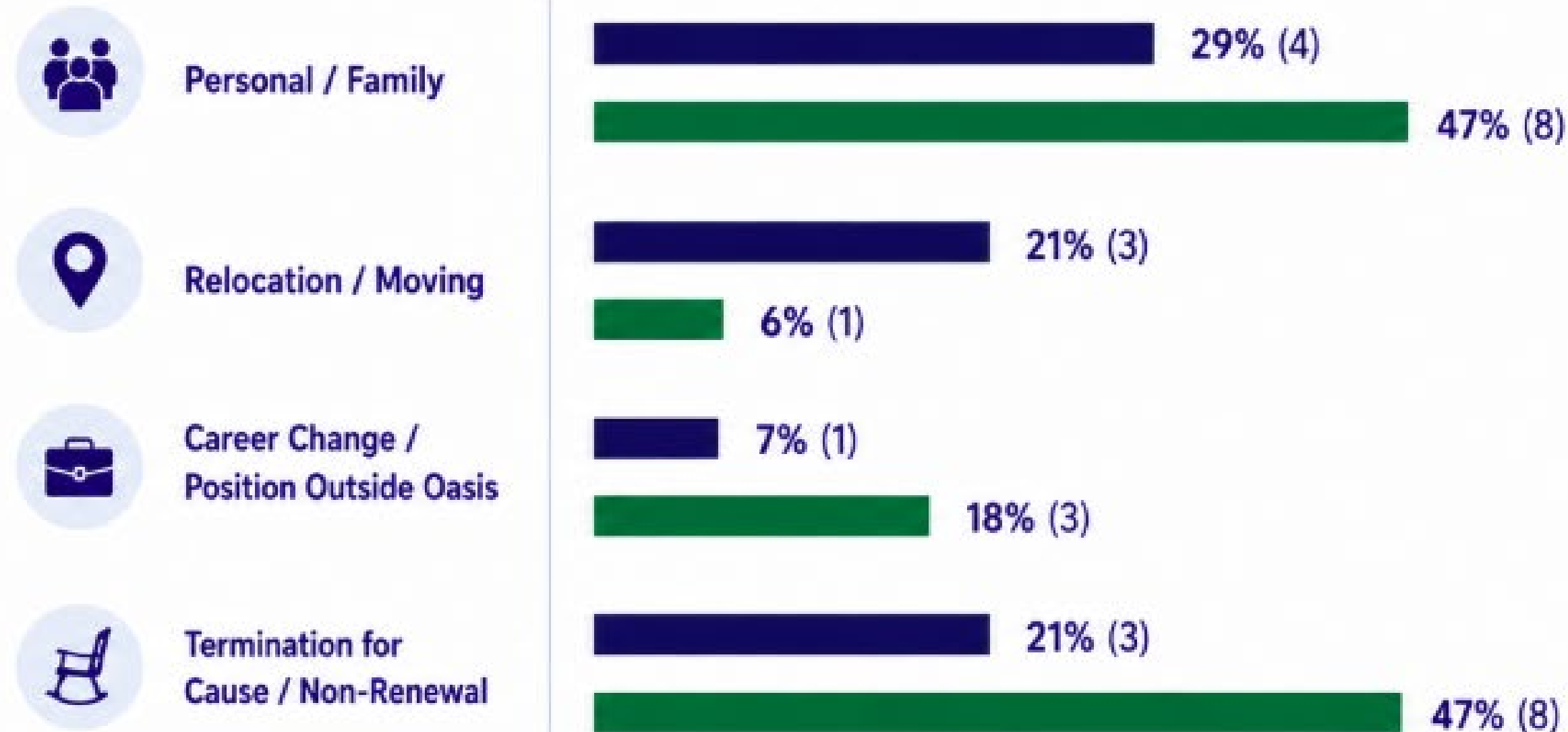


IMPROVEMENT
OVER YEAR

SUPPORT STAFF TURNOVER BY REASON

FY25 Compared to FY26

■ FY25 (14 Separations) ■ FY26 (12 Separations)



TOTAL SEPARATIONS

FY25

14

FY26

12

Percentages may not add to 100% due to rounding.

EMPLOYEE COMPENSATION ROADMAP

Investing in Our People. Strengthening Our Schools. Building Our Future.



Strengthening our schools through grants, partnerships, and community support.



FY25

EMPLOYEE COMPENSATION &
CLASSIFICATION STUDY



Total investment
\$1,458,500



Average increase for
teachers
13%



A significant investment in
our educators and staff.



FY26

COST OF LIVING
ADJUSTMENT
(1%)



Total investment
\$158,403

BONUSES AWARDED

Holiday Bonus	\$400,000.00
AICE/AP Bonus	\$52,550.00
Recognition Bonus	\$287,278.17
CTE Bonus	\$2,200.00

Maintaining competitive
compensation and
supporting our team.



FY27

COST OF LIVING
ADJUSTMENT
(1%)



Total investment
\$167,632



Evergreen Compensation
Study Conducted.



FY28

**SALARY
INCREASES**



Implementing
recommendations to
reward and retain
excellence.



We value
our people.



We stay
competitive.



We invest in
our future.



Stronger staff.
Stronger schools.
Stronger community.



PROFESSIONAL DEVELOPMENT *for Teachers*

Investing in Excellence. Empowering Educators. Elevating Student Success.

INSTRUCTION & STRATEGY

-  AVID Training
-  Kagan Training
-  Learning and the Brain;
Teaching Stronger Brains
-  STEM Institute for Teachers FGCU
-  Univ of Florida Literacy Institute

STEM, LITERACY & INNOVATION

-  ISTE+ASCD
-  Cambridge: (AICE)
-  ITEEA (STEM)
-  Makerpalooza STEM;
SW Fla Library Network
-  Literacy Microcredential



100%

OF INSTRUCTIONAL STAFF
RECEIVED PROFESSIONAL
DEVELOPMENT IN **FY 26**



100%

OF ADMINISTRATIVE STAFF
ATTENDED PROFESSIONAL
DEVELOPMENT IN **FY 26**

STRATEGIC GOAL # 2



2.3 Refine Educator Evaluation Process
2.4 Develop Workforce Pathways



EVALUATION. *ELEVATED.*

We have fully implemented the **Danielson Evaluation Model** on the **Perform** platform.

IT'S COMPLETE. IT'S DIGITAL. IT'S DESIGNED FOR GROWTH.



DANIELSON FRAMEWORK FOCUSED ON EXCELLENCE

Our evaluation model is built on the **4 Danielson Domains**:

-  **Domain 1:** Planning and Preparation
-  **Domain 2:** The Classroom Environment
-  **Domain 3:** Instruction
-  **Domain 4:** Professional Responsibilities

 **WICOR** strategies are embedded into our evaluation model to promote high-impact teaching and continuous improvement.

W Writing **I** Inquiry **C** Collaboration **O** Organization **R** Reading



MEANINGFUL EMPLOYEE GOALS THAT DRIVE RESULTS

Employee goals are:

-  Aligned to school and district priorities
-  Data-driven and measurable
-  Created at the beginning of the year
-  Monitored and scored within the school year
-  Focused on student success and growth

 **Goals are no longer "checkboxes" – they are purposeful, timely and impactful.**



ADJUSTED SCORING MODEL FOR GREATER IMPACT

We've adjusted our overall scoring to better reflect what matters most.

PREVIOUS MODEL		UPDATED MODEL	
Goals	17%	Goals	10%
Student Growth	33%	Student Growth	33%
Personal Evaluation	50%	Personal Evaluation	57%
100%		100%	

 This shift places greater emphasis on the most influential component: **teacher performance** in the classroom.

Workforce Pathways

Connecting opportunities
today with careers
tomorrow.



Annual Job Fairs



Annual College Fairs



Career Day



Career's Class



Certifications that lead to workforce readiness by area:



Entrepreneurship and Small Business – **121**



ServSafe® (certified Food Protection Manager) – **19**



Autodesk Certified User Fusion 360 – **6**

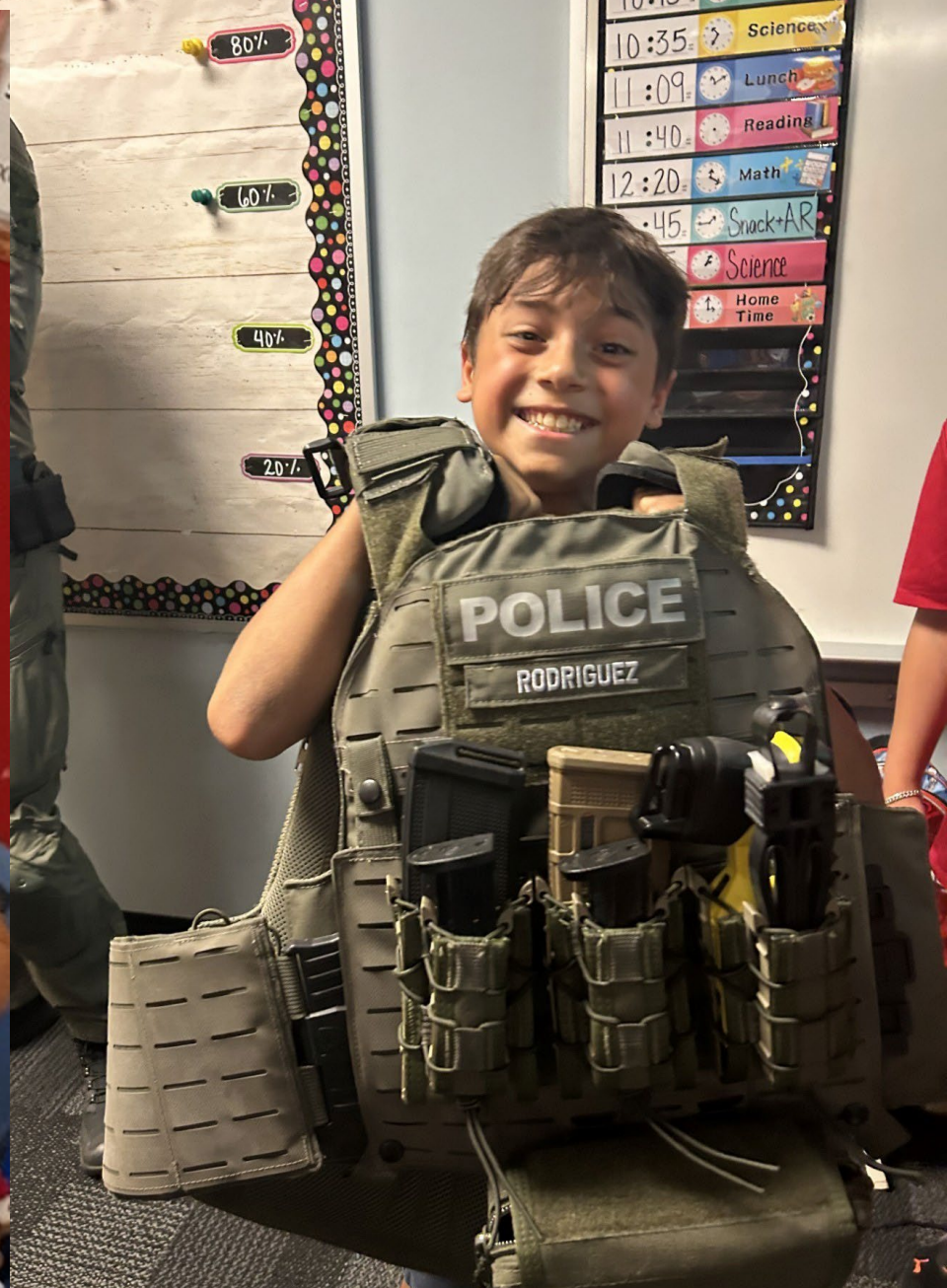
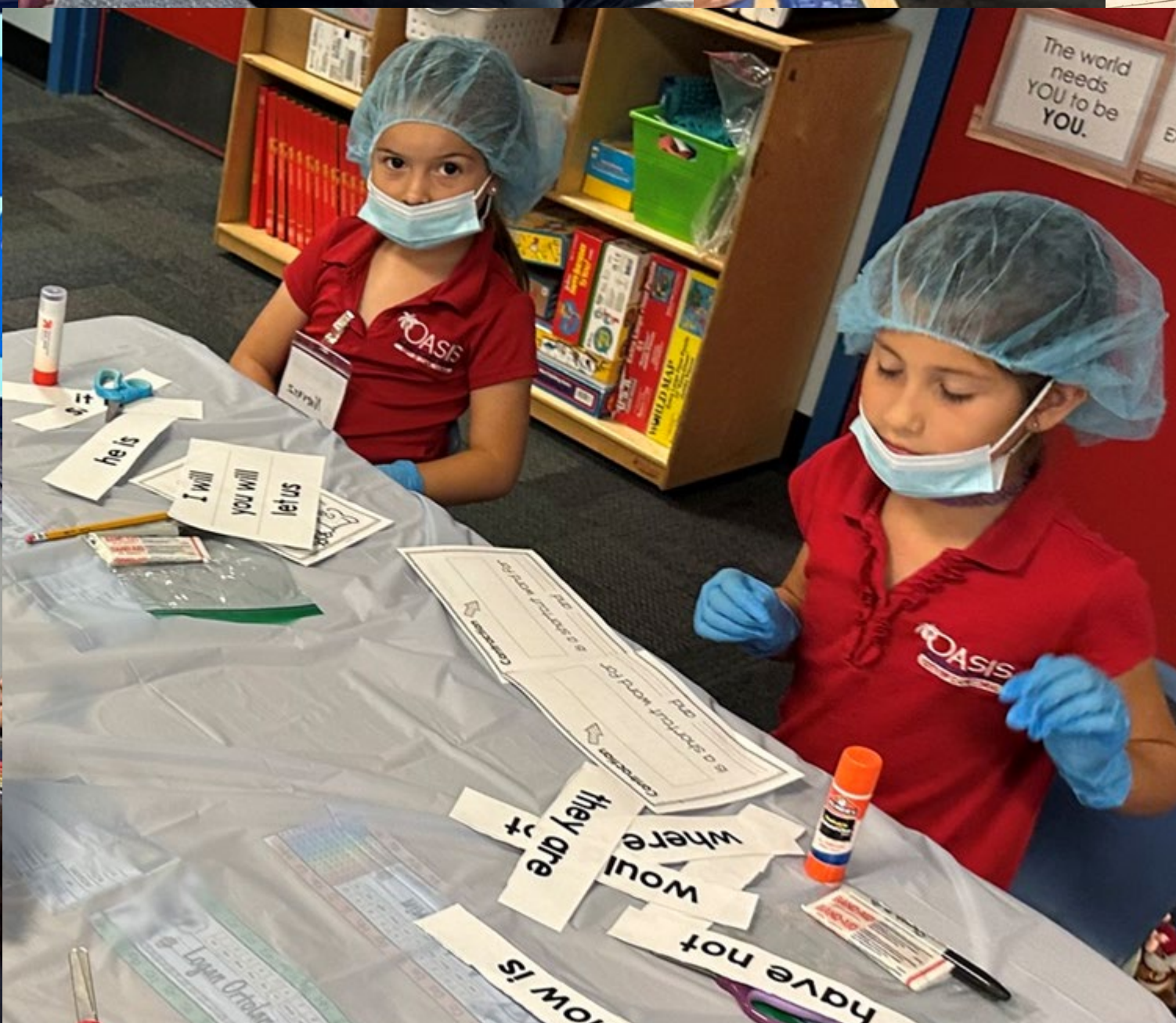
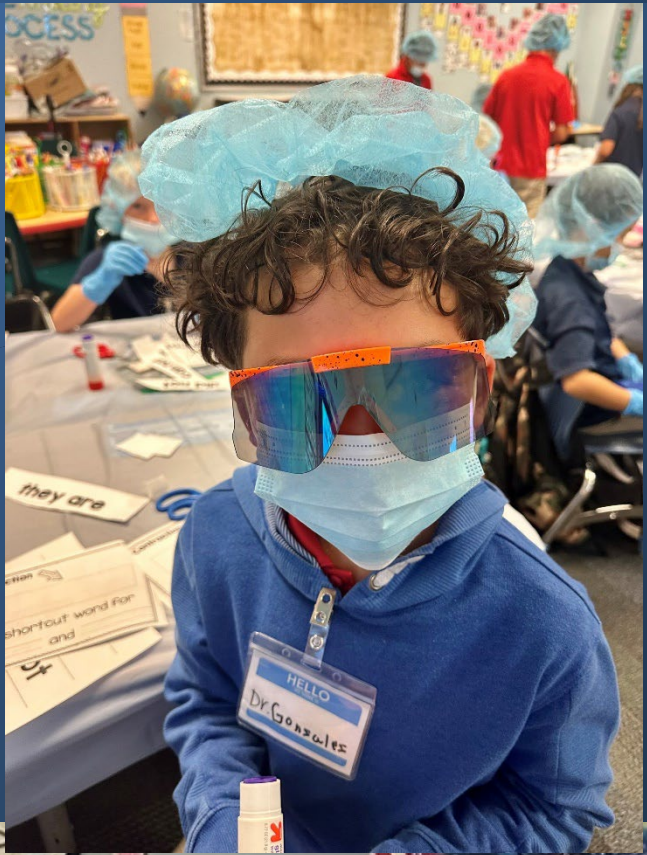


Unity Certified User: Artist – **4**



Empowering students. Building futures. Strengthening our community.





STRATEGIC GOAL # 3

COMMUNITY ENGAGEMENT

Oasis Charter Schools will nurture alliances with community partners who share the same vision, mission and commitment to the community at large.

STRATEGIC GOAL # 3

3.1 Brand Expansion

3.2 Cultivate Economic Allies

3.3 Increase Parent Involvement Support

3.4 Develop Funding Support

Strengthen the Oasis Charter Schools Brand

— **START HERE. GO EVERYWHERE.** —



PROTECT & PROMOTE OUR BRAND

- Established and consistently used Oasis Charter Schools logo
- Unified brand identity with our tagline



MAKE THE BRAND EXPERIENCE CONSISTENT

- Unified customer service messaging (response)
- Unified electronic signatures
- Consistent use of logos and brand materials



BOOST COMMUNITY PRESENCE

- Active and engaging social media platforms
- Athletics, PTOs, and school administration continuously promoting student success
- Strong community alliances with partners who share our values



START HERE. GO EVERYWHERE.



**NEXT
STEP**

FINAL INITIATIVE (2026–2027):

RE-ESTABLISH OUR WEBSITE



Easier navigation
and user experience



More functional
for families and staff



ADA compliant
and accessible



Modern, professional
online presence



Strategic Goal 3.1 is nearly complete. The final phase is the modernization of our website to provide a professional, accessible, and user-friendly experience for every stakeholder.

STRATEGIC GOAL 3.3 | Increase Parent Involvement Support



Our parents are partners in student success. Together, we make a difference every day!



EXPANDING PARENT VOLUNTEER OPPORTUNITIES

More Opportunities. More Engagement. More Impact.



OMS FY26



Parent Volunteer Opportunities Include:

- Athletic Games/Concessions
- Gator Jog
- Winter Dance
- 8th Grade Dance
- Drama/Musical Production
- PTO Events
- Fall Fest
- Open House
- Band/Choral Concerts
- Career Day



Number of Volunteer Hours (FY26):

N/A



OHS FY26



Parent Volunteer Opportunities Include:

- Athletic Events (Ticket Takers, Music DJ, Announcer)
- School Advisory Committee
- Theater Trips
- Drama Production Assistance
- Homecoming Dance
- Athletic Boosters
- Pre-game Meals & Travel Support
- Senior Night Organization
- Open House

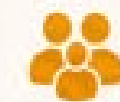


Number of Volunteer Hours (FY26):

N/A



OES FY26



Parent Volunteer Opportunities Include:

- Boosterthon
- Trunk o' Treat
- Fall Fest
- PTO Events
- Classroom Parties
- WatchDogs
- Book Fairs
- Field Day
- Jingle Jog
- Career Day



Number of Volunteer Hours (FY26):

17,230

(increased from 7,446 in FY25)



OEN FY26



Parent Volunteer Opportunities Include:

- Boosterthon
- Trunk o' Treat
- Fall Fest
- PTO Events
- Halloween Parade
- Parent/Teacher Conferences
- Lunch Room Volunteering
- WatchDogs
- Classroom Parties
- Field Trips
- Curriculum Nights



Number of Volunteer Hours (FY26):

12,184

(Increased from 8,050)



Through expanded volunteer opportunities across all schools, we continue to cultivate a strong school community where families are engaged, valued, and making a meaningful impact on student success.



*Thank you,
Oasis Parents!*

FUNDING OPPORTUNITIES

Investing in Excellence. Expanding Opportunities.



Strengthening our schools through grants, partnerships, and community support.

ADDITIONAL GRANTS SUMMARY			
FUNDING SOURCE	END OF YEAR FY25 Amount	END OF YEAR FY26 Amount	NOTES
 Google Grant – STEM/AI	\$20,000	\$20,000	No change
 Gunterberg Foundation – STEM	\$70,000	\$62,176.34	Updated balance
 Rist Foundation	\$30,000	\$23,682.52	Updated balance
 Glenn W. Bailey	\$20,000	\$486.41	Reduced balance
 TOTAL FUNDS	\$140,000	\$106,345.27	

Amounts reflect committed and/or applied funding.



START HERE. GO EVERYWHERE.

FUNDING OPPORTUNITIES

Investing in Excellence. Expanding Opportunities.



Strengthening our schools through grants, partnerships, and community support.

CPA GRANT – CULINARY REMODEL

(Applied in FY26)



**CAP Workforce
Capitalization Grant**
(Applied for culinary
remodel project)

AMOUNT APPLIED
\$1,236,979
(CAP Grant Applied)

PROJECT FOCUS



CAP Workforce Capitalization Grant applied for culinary remodel project.



STATUS: PENDING
Awaiting award notification.

FDA GRANT – FOOD SERVICES

(Applied in FY26)



**FDA Grant
Food Services**
(One-Year Grant)

AMOUNT APPLIED
\$1,200,000
AMOUNT SPENT
\$179,345.34
(Spent to Date)

EXPENDITURES TO DATE



New Equipment for Kitchens **\$149,555.76**



Organic and Whole Foods **\$28,839.27**



STATUS: COMPLETE
One-year grant; expenditures to date \$179,345.34.



START HERE. GO EVERYWHERE.

COMMUNITY PARTNERSHIPS

Stronger Together. Building Brighter Futures.



Together, we **invest** in our students, **support** our schools, and **strengthen** our community.



The Rist Family
Foundation



The Gunterberg Foundation
and Culliton Family



Florida Gulf Coast
University



Florida Southwestern
State College



Keiser
University



Full Sail
University



The Cape Coral Municipal
Charter School Foundation



Frances R. Dewing
Foundation



Glenn W. Bailey
Foundation



KeyBank



BirdBrain
Technologies



Avalon
Engineering



The Scientists' Society
of Southwest Florida



Cape Coral
Animal Shelter

Thank you 

to our generous partners for helping
our students start **HERE** and go **EVERYWHERE.**

OUR GOVERNING BOARD

Board Members are appointed by City Council and serve two-year terms.
They are certified by Florida Charter School Governance Training.

Kristifer Jackson, Chair

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|----|-------------------------------|----|-----------------------------|
| CA | Mykisha Atisele
Vice Chair | CA | Jay Santos |
| CL | Joseph Kilrane,
District 5 | PR | Micela Hueglin
PR/OHS |
| BC | Karen Michaels, | PR | Gregor Schade,
PR/OMS |
| BC | TBD | PR | Brittany Gibson
PR/OES |
| ED | Sara Katine | PR | Caroline Rouzeau,
PR/OEN |



Thank You!

