



OKLAHOMA STATE
DEPARTMENT *of* EDUCATION

MEMORANDUM

TO: The State Department of Education

FROM: Stacy Eden

DATE: November 18, 2025

SUBJECT: Lindsey Nicole Henry Scholarship

Empowered Solutions request approval to participate in the Lindsey Nicole Henry Scholarship for Students with Disabilities program. They are accredited through Cognia.

Empowered Solutions Microschool is dedicated to supporting both the academic and social-emotional needs of each student, ensuring every child is empowered to thrive in a learning environment tailored specifically to them. The school serves students with a wide range of learning needs and provides intentional accommodations throughout the day. Its small class size allows for consistent one-on-one instruction, individualized attention, and tailored support. The school utilizes magnification devices, adjustable desks, and offers flexible opportunities for movement or sensory breaks. Academic tasks are carefully adapted to match each student's skill level, and students have access to quiet, low-stimulus spaces for testing or focused work.

Included is compliance documentation that meets certain criteria in the application.

- Criteria 1: Fiscal Soundness – Certified Accountant Statement and LLC Filing
- Criteria 2: Non-Discrimination – Handbook
- Criteria 3: Teacher Requirement – Employee Handbook
- Criteria 4: Accreditation – Cognia Certificate

SE



Empowered Solutions

5-8

NAME OF PRIVATE SCHOOL

GRADE LEVELS

4001 N Classen Blvd. Suite 100

Oklahoma City

OK

73118-2648

ADDRESS

CITY

STATE

ZIP + 4

209-872-4788

empoweredsolution.org

PHONE NUMBER

WEBSITE ADDRESS

Amy Davis

SUPERINTENDENT, HEADMASTER OR PRINCIPAL NAME

Amy Davis

empoweredolutions4001@gmail.com

PRIVATE SCHOOL CONTACT FOR LNH

CONTACT EMAIL

The Lindsey Nicole Henry (LNH) Scholarship Act requires participating schools to be physical, brick-and-mortar institutions in Oklahoma and meet certain approval criteria. Schools must provide documentation to show they comply, which will be reviewed by the Oklahoma State Department of Education (OSDE). This documentation is often found in the school's policies or handbook. Please prepare a PDF for each item listed below to email with your application.

The OSDE will approve a private school for the scholarship program if it meets the following criteria:

1. The private school must demonstrate fiscal soundness by having been in operation for one (1) year or providing the OSDE with a statement by a certified public accountant confirming that the private school is insured and the owner or owners have sufficient capital or credit to operate the school for the upcoming year by serving the number of students anticipated with expected revenues from tuition and other sources that may be reasonably expected. In lieu of a statement, a surety bond or letter of credit for the amount equal to the scholarship funds for any quarter may be filed with the Oklahoma State Department of Education. **Proof of compliance required. Save in a PDF, and label it Criteria 1.**
2. The private school must comply with the antidiscrimination provision of 42 U.S.C. § 2000d. **Proof of compliance required. Save in a PDF, and label it Criteria 2.**
3. The private school must employ or contract with teachers who hold baccalaureate or higher degrees, or have at least three (3) years of teaching experience in public instruction in subjects taught. **Proof of compliance required. A statement or excerpt from the school polices or handbook stating the educational requirement for the teaching staff is acceptable documentation. Save in a PDF, and label it Criteria 3.**

4. The private school must meet the accreditation requirements set by the SDE or another accrediting association approved by the OSDE. ***Please type the name of your accrediting agency in the box below. Save the accreditation approval letter or certificate as a PDF, and label it Criteria 4.***

We are accredited with Cognia.

5. The private school must be able to provide services and/or accommodations for students with disabilities. ***Please describe in detail the services, programs and support you offer to students with disabilities in the box below.***

We currently serve four students, each with unique learning needs, and we provide intentional accommodations throughout every part of the school day. Our student population includes individuals diagnosed with visual impairment, auditory processing disorder, PANS disease, dyslexia, ADHD, and dysgraphia.

Our small class size allows students to receive consistent one-on-one instruction, individualized attention, and tailored support. We provide magnification devices for visual access, adjustable desks that allow students to stand or sit as needed, and flexible opportunities for frequent movement or sensory breaks. Academic tasks are carefully chunked and modified to align with each student's current skill level, ensuring both accessibility and meaningful progress.

Students also have access to quiet, low-stimulus spaces for test-taking or focused work, allowing them to perform at their best. At EmpowerED Solutions Microschool, we are committed to meeting the academic and social-emotional needs of every student daily. Our approach ensures that each child is supported, empowered, and able to thrive in a learning environment designed specifically for them.

I verify that Empowered Solutions complies with all the criteria listed
NAME OF PRIVATE SCHOOL

above and will provide documentation for each as proof. The information I have provided to the OSDE is correct and complete to the best of my knowledge.

Amy Davis
SIGNATURE

11/13/25

DATE

How to Submit the Private School Application to participate in the LNH Scholarship

1. Save each criterion as an individual PDF, labeling them as "Criteria 1," "Criteria 2," and so on.
2. Email the complete application, along with all required PDF attachments to stacy.eden@sde.ok.gov. You may also contact Stacy at (405) 521-4876.

Amy Fairbanks
3317 Eaglerock Lane
Norman, OK 73069

8/14/2025

To Whom It May Concern:

I conducted an independent review of the financial records of Empowered Education Solutions, LLC for the fiscal year ending 2024. The scope of this review included an examination of bank statements, accounting ledgers, income and expense reports, and other supporting documentation provided by the school.

Based on this review, I found the financial records to be accurate, complete, and maintained in accordance with generally accepted accounting principles appropriate for a school of this size and nature. In my professional opinion, Empowered Education Solutions, LLC is in good financial standing as of the date of this report.

This review was conducted in accordance with the requirements outlined by Cognia for independent financial review in cases where a formal audit is not required.

Sincerely,

A handwritten signature in black ink that reads "Amy Fairbanks". The signature is written in a cursive, flowing style.

Amy E. Fairbanks
Bookkeeper

OKLAHOMA Secretary of State Electronic Filing**ARTICLES OF ORGANIZATION****DOMESTIC LIMITED LIABILITY COMPANY**

Document Number: 64664020002 Submit Date: 3/21/2024

LIMITED LIABILITY COMPANY NAME

The name of the Limited Liability Company is:
EMPOWERED EDUCATION SOLUTIONS, LLC

PRINCIPAL PLACE OF BUSINESS ADDRESS

600 NW 23RD, SUITE 200
OKLAHOMA CITY, OK 73103 USA

Email - amy@fleskeholding.com

EFFECTIVE DATE

Effective Date:
Same as filing date.

DURATION

Perpetual

REGISTERED AGENT AND REGISTERED OFFICE ADDRESS**Agent Name**

NOVA D FLESKE

Address

600 NW 23RD ST, SUITE 200
OKLAHOMA CITY, OK 73103 USA

ATTACHMENTS**File Label****File Name and Path****SIGNATURE**

I hereby certify that the information provided on this form is true and correct to the best of my knowledge and by attaching the signature I agree and understand that the typed electronic signature shall have the same legal effect as an original signature and is being accepted as my original signature pursuant to the Oklahoma Uniform Electronic Transactions Act, Title 12A Okla. Statutes Section 15-101, et seq.

Dated - 3/21/2024

Signature Names

NOVA FLESKE

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Empowered Solutions Microschool Student Admissions Policy

Overview: Empowered Solutions Microschool is dedicated to fostering a personalized and supportive learning environment for all students. This admissions policy outlines the steps and criteria for enrolling students to ensure alignment with our educational values and commitment to individualized growth.

1. Initial Interest Process:

- **Initial Interest Form:** Prospective families must complete an initial interest form available on the Empowered Solutions website or at the school office. This form collects basic information about the student, including academic background, learning needs, and goals.
- **Submission Review:** The admissions team will review the form and contact families to schedule the next step if the student's initial profile fits the school's mission.

2. Scheduling the Initial Meeting:

- **Family Meeting:** The admissions team will schedule an initial meeting with the student and their family to discuss the student's academic history, learning preferences, and expectations.
- **Tour and Introduction:** Families will receive a tour of the school facilities and an introduction to Empowered Solutions' approach to personalized education.

3. Academic and Skills Assessment:

- **NWEA Testing:** For families who wish to proceed with enrollment, students will complete NWEA (Northwest Evaluation Association) testing. This assessment helps identify the student's academic strengths, areas for growth, and readiness for the Empowered Solutions curriculum.
- **Assessment Review:** Results of the NWEA test will be reviewed with the family to discuss the student's placement and any personalized learning strategies that would be implemented.

4. Enrollment Decision:

- **Evaluation Criteria:** Enrollment decisions will consider academic readiness, behavior compatibility with a positive learning environment, and alignment with Empowered Solutions' mission.
- **Right to Refuse Admission:** Empowered Solutions reserves the right to decline enrollment if it is determined that the school cannot adequately meet the student's needs or if the student does not meet the criteria for a positive learning experience.
- **Non-Discrimination Clause:** The admissions process at Empowered Solutions Microschool is inclusive and complies with all applicable laws. Decisions will not be based on race, religion, gender, or disability.

5. Notification and Next Steps:

- **Enrollment Offer:** Families will receive an official notification of the enrollment decision. If accepted, a welcome packet with necessary forms and details will be provided.
- **Enrollment Fee:** To secure a spot, an enrollment fee must be paid by the specified deadline.
- **Orientation:** Newly enrolled students and families will attend an orientation to meet the staff, learn about school policies, and discuss personalized learning plans.

Review and Updates: The student admissions policy will be reviewed annually and revised as needed to align with best practices and school growth.

By following these steps, Empowered Solutions Microschool ensures a transparent and structured admissions process that upholds the values of personalized and student-centered education.

Empowered Solutions Microschool Hiring Procedures for Additional Staff

Purpose: To establish a structured, transparent, and effective process for hiring qualified teachers and tutors who align with the values and mission of Empowered Solutions Microschool.

1. Identifying Staffing Needs:

- **Assessment:** The school administration will evaluate current student-to-staff ratios and program needs to determine if additional staff is required.
- **Approval:** Any new position must be approved by school leadership.

2. Job Description Creation:

- **Position Details:** Develop a detailed job description that outlines responsibilities, qualifications, required skills, and expected hours.
- **CoreValues Alignment:** Include requirements for candidates to demonstrate alignment with Empowered Solutions' core values, such as individualized growth, adaptability, and student-first mindset.

3. Recruitment Process:

- **Advertisement:** Post job openings on educational job boards, Empowered Solutions' website, and relevant local channels.
- **Networking:** Utilize connections within the educational community and referrals from current staff.
- **Application Period:** Set a timeline for application submissions.

4. Application Review and Selection:

- **Initial Screening:** Review resumes and cover letters for relevant experience, certifications, and alignment with the school's mission.
- **Shortlisting:** Identify and shortlist candidates who meet the essential qualifications.

5. Interview Process:

- **Pre-Interview Task:** Candidates will be asked to complete a task relevant to their subject area (e.g., preparing a lesson plan or tutoring strategy).
- **Interview Panel:** Leadership or an interview panel will conduct structured interviews focused on educational philosophy, problem-solving, and teaching approaches.
- **Behavioral Questions:** Use questions to assess candidates' adaptability, creativity, and alignment with Empowered Solutions' values.

6. Background Checks and References:

- **References:** Contact at least three professional references provided by the candidate.
- **Background Check:** Conduct a thorough background check to ensure the safety of students and school community.
- **Qualifications:** Teachers need to have a minimum of an undergraduate degree and hold a valid Oklahoma teaching credential.

7. Final Selection and Offer:

- Evaluation: The interview panel will meet to discuss each candidate's qualifications and fit.
- Decision: The top candidate will be selected, and an employment offer, including compensation details, will be extended.
- Contract Signing: Ensure all necessary documentation is completed before the candidate's start date.

8. Onboarding Process:

- Orientation: New hires will attend an orientation to familiarize themselves with Empowered Solutions' policies, core values, and procedures.
- Training: Provide training specific to their role, including classroom management practices, curriculum standards, and safety protocols.
- Mentorship: Assign a mentor or peer to support new hires during their initial period.

9. Continuous Review:

- Feedback: Gather feedback from new staff members after their onboarding period to improve future hiring and onboarding procedures.
- Evaluation: Review and update hiring procedures annually or as needed to align with best practices and school growth.

By adhering to these procedures, Empowered Solutions Microschool aims to build a team of highly qualified and committed educators who support the school's mission to provide personalized, student-focused education. Empowered Solutions Microschool does not discriminate in employment practices on the basis of race, color, national origin, sex, religion, disability, age, or genetic information in accordance with federal and state laws.

THIS IS TO CERTIFY THAT

Empowered Solutions

has met the criteria for educational quality
established by the Cognia Global Commission
and is hereby presented this

Certificate of Accreditation

by the North Central Association Commission on Accreditation and School Improvement, the Northwest Accreditation Commission, and the Southern Association of Colleges and Schools Council on Accreditation and School Improvement.

Valid Through 6/30/2032



Mark A. Elgart

Mark A. Elgart, Ed.D.
President and CEO, Cognia

