

## **Sponsor Statement SY2017 KIPP KC**

KIPP Endeavor Academy (KEA) is in its tenth year of operation, serving grades five through eight, and its second, serving grades Kindergarten through four. Preparing for expansion and its first renewal, KEA experienced significant change and many challenges. Turnover on the Board, in leadership, and role changes for virtually everyone on the leadership team, has been a challenge. Acquiring, renovating, and adapting to the new building has been a fiscal challenge. And, the education team is working diligently to maintain excellent academic outcomes while doubling the student population.

The OCSO continues to view the changes at KEA as leading in a positive direction and recognizes that the board and its leadership team will be working in the following ways to continue to improve KEA:

- The Board of Directors has experienced significant growth and turnover in the last two years. Expanding the board has generated fresh ideas and a new commitment to the mission of KEA. However, growth and turnover are not without some pains, and formal board training and significant strategic planning is highly recommended before KEA considers any further expansion. This will help the board to align all school goals, action plans, and key priorities across all levels. Plus, a plan for evaluating the regional team and school leaders is important.
- KEA has completed the financing and purchase of the building and conquered many operational challenges in the past year. The school remains fiscally sound for this year. However, the staff, and board, will need to continue to pay close attention to the budget in order to resolve current challenges, especially in academics. And again, further expansion should be considered cautiously until the budget stabilizes.
- Administrators have been shifting the culture towards high expectations. Past surveys showed that teachers felt supported by and supportive of leadership, but the leadership team must continue to monitor culture and pay close attention to mission fit through this growth period.
- Making all students agents in their learning experience, especially those with diverse needs, is key for any school aggressively pursuing strong academic outcomes. KEA will ensure no student is being left behind by developing and retaining effective staff members whose skills align with the needs of special populations as that population continues to grow.
- Math and science continue to be challenges, but the school recognizes this and is showing gains in some grades. Recognizing and capitalizing on those wins will be important in the next several years.