KIPP KC Board Meeting

April 21, 2025

5:30 p.m. - 7:00 p.m.

KIPP KANSAS CITY

Board Meeting Agenda

April 21, 2025

AGENDA ITEM	TIME	LEAD	ACTION REQUIRED	
			PURPOSE	PREWORK
Welcome & Call to Order	5:30	N. Rowles		Sign in to Zoom if accessing remotely
1. Public Comment (Please sign-in) 3 min slots, 10 slots max	5:30-6:00	N. Rowles	Inform	Please complete this form prior to meeting: Link - https://forms.gle/HbF2FUjLXGCsScJj6
2. Consent Agenda (Batch Vote) February Board Minutes February 2025 Check Registry	6:00-6:05	N. Rowles	Vote	Please read through the documents for approval prior to the meeting
3. Finance Committee	6:05-6:15	Kevin	Inform and Discuss Vote if necessary	Review financials sent in the board packet
4. Academic Committee	6:15-6:25	Charles	Inform and Discuss Vote if necessary	Review 2025-26 Calendar
5. Governance Committee	6:25-6:35	C. Perkins	Inform and Discuss Vote if necessary	
6. ED Report	6:35-6:50	D. Sanders	Inform and Discuss Vote if necessary	
5. Executive Session	6:50-7:30	N. Rowles	Inform and Discuss Vote if necessary	610.021.3 Closed meetings and closed records authorized

Call to order and public comment

)LQDQFH &RPPLWWHH 5HSRUW

.HYLQ 6PLWK
6WHYH -RQHV

Enrollment & Attendance

SY 2023 - 2024

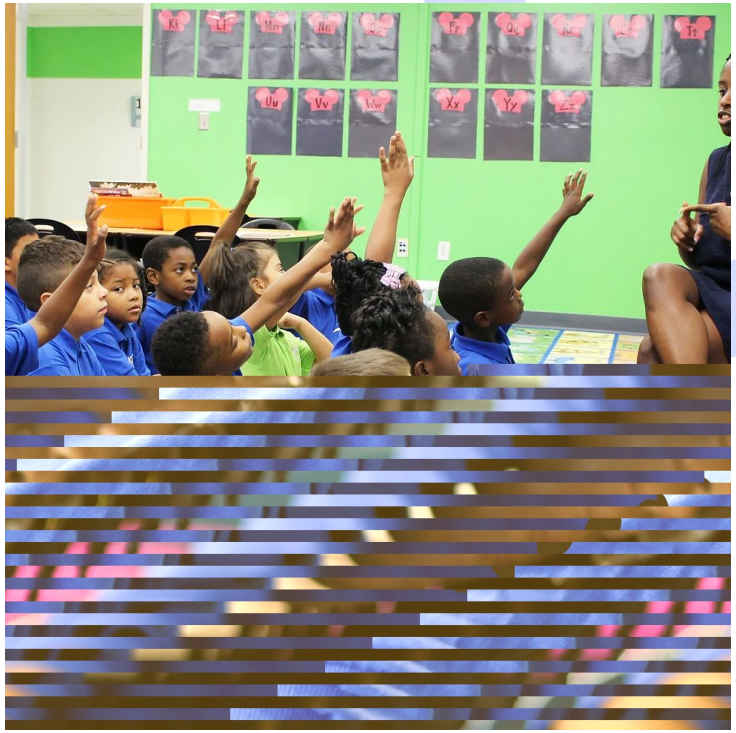
Grade Level		Enrollment	YTD Attendance (PK-11)
TOTAL		**810**	**82.95%**
	ES Subtotal	**328**	**83.3%**
ES	K	54	82.9%
ES	1	47	82.6%
ES	2	52	82.0%
ES	3	61	85.4%
ES	4	55	86.4%
ES	5	59	82.4%
	MS Subtotal	**188**	**83.3%**
MS	6	68	83.2%
MS	7	55	81.4%
MS	8	65	85.1%
	HS Subtotal	**258**	**82.2%**
HS	9	95	81.9%
HS	10	82	81.4%
HS	11	81	83.4%
Other	PK	35	80.2%
Other	R2	1	--

SY 2024 - 2025 *(2/20/25)*

Grade	Enrollment	% in Attendance	ADM	ADA
PK	72	85.60%	71.36	61.04
K	55	92.69%	54.11	50.13
1	61	91.24%	60.20	54.96
2	63	89.75%	62.75	56.31
3	59	91.94%	58.15	53.44
4	67	90.73%	67.02	60.85
5	53	91.28%	53.09	48.48
6	60	91.66%	61.34	56.18
7	79	84.99%	79.11	68.87
8	67	83.54%	67.09	56.18
Endeavor	636	89.45%	634.22	567.30
9	95	85.27%	94.46	82.93
10	106	81.36%	106.73	90.64
11	73	82.43%	72.57	62.68
12	90	83.40%	90	76.58
Legacy	364	83.09%	363.76	312.83
KIPP KC	**1000**	**86.24%**	**634.22**	**567.30**

Academic Committee Report

Charles King
Jennifer Cornett



The Office of Student Experience & Engagement

I. Performance Indicator Updates
   A. College & Career Readiness | KIPP Forward
   B. Student Achievement

KIPP Forward Monthly Progress Report Overview

KPI	TARGET	ACTUAL	STATUS	COMMENT
KPI: Matriculation: Deadline May 31, 2025	88%	19%		Due date is May 31st
KPI: Financial Aid: 90%; Deadline Feb. 28, 2025	90%	81%		Not met by deadline but we are working until Decision Day (5/15)
KPI: College Applications 3.0+ GPA; (9+ apps) 2.0-2.99 GPA: 44% (6+ app) Deadline Nov. 30, 2024	88% 44%	100% 83%		Performance Above Expectations **received celebratory email from Foundation for total and balanced apps*
KPI: Strong Transition: Deadline: Summer 2025	76%	0%		Due late Summer/Early Fall 2025

POSTSECONDARY DATA

90 CLASS OF 2025 STUDENTS

974 COLLEGE APPLICATIONS SUBMITTED

327 COLLEGE ACCEPTANCES

19% CONFIRMED MATRICULATION,
(BACHELOR: 15%/ AA: 1%, 3% WORKFORCE)
DUE 5/31

81% FAFSA COMPLETED WITH SUMMARY

Language Arts ANET Interim 3 Assessment History

	2021	2022	2023	2024 -25
2nd Grade	52%	55%	30%	35%
3rd Grade	33%	20%	30%	26%
4th Grade	44%	42%	30%	31%
5th Grade	33%	30%	33%	37%
6th Grade	38%	39%	23%	35%
7th Grade	28%	29%	36%	33%
8th Grade	51%	46%	34%	41%

The average score on ANET Interim 3 from 2021 - 2024

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Language Arts SY 2025 ANET Interim 1 & Interim 3

	Interim 1 Average Score	Interim 3 Average Score	+/- between
2nd Grade	26%	35%	+9
3rd Grade	21%	26%	+5
4th Grade	25%	31%	+6
5th Grade	35%	37%	+2
6th Grade	32%	34%	+2
7th Grade	27%	33%	+6
8th Grade	31%	41%	+10

Math ANET Interim 3 Assessment History

	2021	2022	2023	2024 - 25
2nd Grade	44%	52%	43%	**50%**
3rd Grade	35%	27%	26%	21%
4th Grade	30%	30%	27%	18%
5th Grade	31%	24%	20%	**33%**
6th Grade	25%	23%	22%	**25%**
7th Grade	19%	22%	19%	19%
8th Grade	37%	33%	31%	**50%**

The average score on ANET Interim 3 from 2021 - 2024

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Math SY 25 ANET Interim 1 & Interim 3

	Interim 1	Interim 3	+/- between
2nd Grade	34%	50%	+16
3rd Grade	28%	21%	-7
4th Grade	24%	18%	-6
5th Grade	38%	33%	-6
6th Grade	33%	25%	-8
7th Grade	23%	19%	-4
8th Grade	30%	50%	+20

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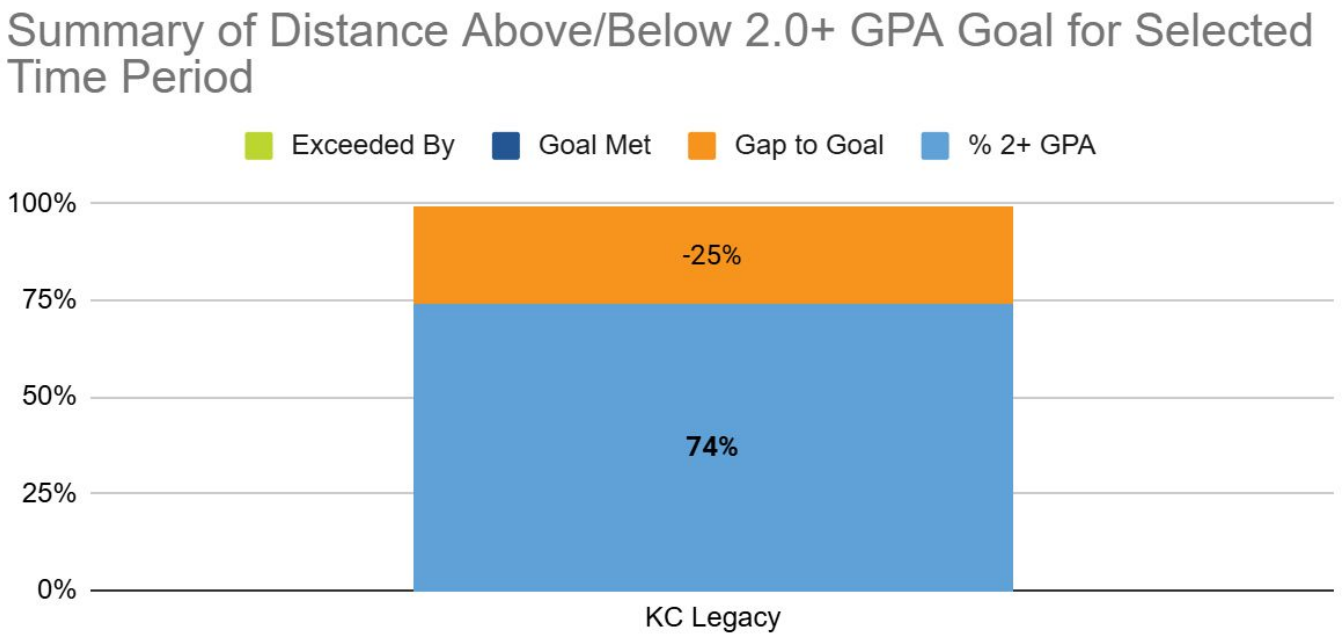
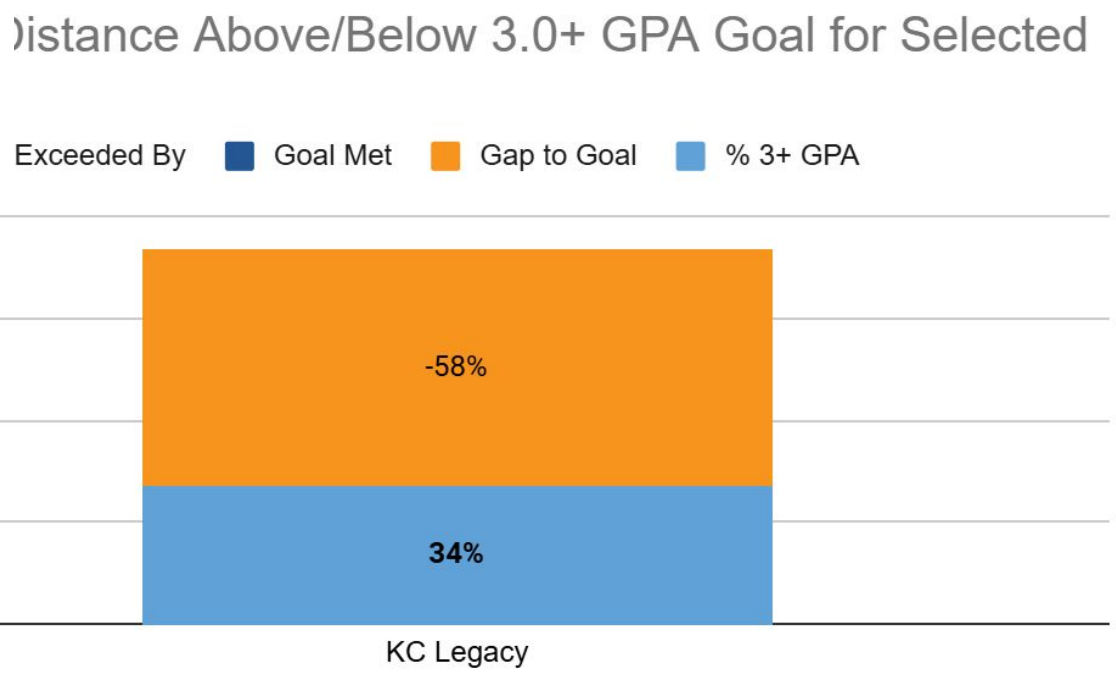
KIPP KC

One KIPP | High School Academic Health





One KIPP | KIPP KC Financial Aid Submission Status

FAFSA/State Financial Aid Submitted

For ALL students, regardless of selected Academic Profile/GPA/ACT or college Application Status

SSS| KPI Monthly Progress Report Overview

Annual KPI	TARGET	ACTUAL	STATUS	COMMENT
90% of SpEd and ELL staff apply explicit instruction strategies in lesson plans and observations.	90%	78%		**Teachers** = Yes, evidence through Sibme Recorded Observations **Paras** / **Interventionists** = Growing Skill, needs a slightly different version of the PD than Teachers received.
75% of students demonstrate measurable progress on assessments tied to explicit instruction practices.	75%	79%		-need to tie to explicit instruction
100% of campuses hold biweekly ESSH/HSSH meetings to monitor student progress.	100%	50%		-Legacy continues to facilitate fairly regularly unless rescheduled intentionally for conflict -Endeavor is piloting MTSS (list of 30) that seems to have hit a halt.
Achieve a 90% attendance rate for students receiving Special Education services.	90%	81%		-YTD likely won't be able to change drastically to EOY - Can Monitor Week to Week - 4/7 - 4/11= 82.5% - 4/14 - 4/18 = 81%
Biannual audits to confirm compliance with IDEA, EL, and McKinney-Vento requirements.	100%	98%		- 2 Meetings had to get rescheduled due to parent missing meeting (past deadline) - 1 Meeting past deadline due to staff error. Addressed w/ Staff Member. - Sent Social Worker (2) to McKinney Vento PD Last Thursday

KIPP KC

04.18.25

SSS KPI Monthly Progress Report Overview

Monthly Performance Overview

Annual KPI	TARGET	ACTUAL	STATUS	COMMENT
85% of SpEd students in grades 9-12 progress in credits on a 4-year graduation timeline.	85%	100		-This is our first senior class yay! -100% of our seniors are on track to graduate, we have one senior in credit recovery to ensure on time graduation
80% of K-6 students with IEPs show annual reading growth, with 50% meeting grade-level benchmarks or exceeding individualized growth goals.	80%			- iReady Testing currently going on - DIBELs and MAP coming up
100% of students with IEPs in grades 9-12 have transition plans by age 16, as required by Missouri DESE.	100%	100%		-met
At least 85% of SpEd students in grades 9-12 complete a post-secondary plan addressing their match goals	85%	93%		• 114 Applications Submitted • 17 Acceptances (5 out of 15 Students) • 93% Indicate Intent of Post-Secondary Education Program (14 out of 15)
85% of students with IEPs graduate within 4 years, supported by targeted transition services.	85%	100%		100% of our seniors of our first class are on track

KIPP KC

04.18.25

SY26 Academic Calendar Proposal

Key Date Comparison

KIPP KC		KCPS	
Event	**Date**	**Date**	**Event**
Start Date	August 11	August 18	**Start Date**
Thanksgiving Break	November 24-28	November 24-28	**Thanksgiving Break**
Winter Break	December 22 - Jan 2	December 22 - Jan 2	**Winter Break**
Spring Break	March 23-27	March 23-27	**Spring Break**
End Date	May 28	May 27	**End Date**
Teacher Development Days **13 full day** **38 half day**	(9) July 29 - August 8 (1)October 13 (1)January 5 (1)March 13 (1) May 29 (38) Early Release Wednesdays	(9) August 4 - 14 (1) October 3 (1) November 7 (1) January 5 (1) February 13 (1) April 10	**Teacher Development Days** **14 full day**

2025-26 Draft Calendar

Instructional Days: 177
Instructional Hours: 1118
Inclement Weather Days: 8
AMI Hours: 36

July 2025						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

15 days

September 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

21 days

October 2025						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

15 days

December 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

15 days

January 2026						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

18 days

February 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

15 days

April 2026						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

21 days

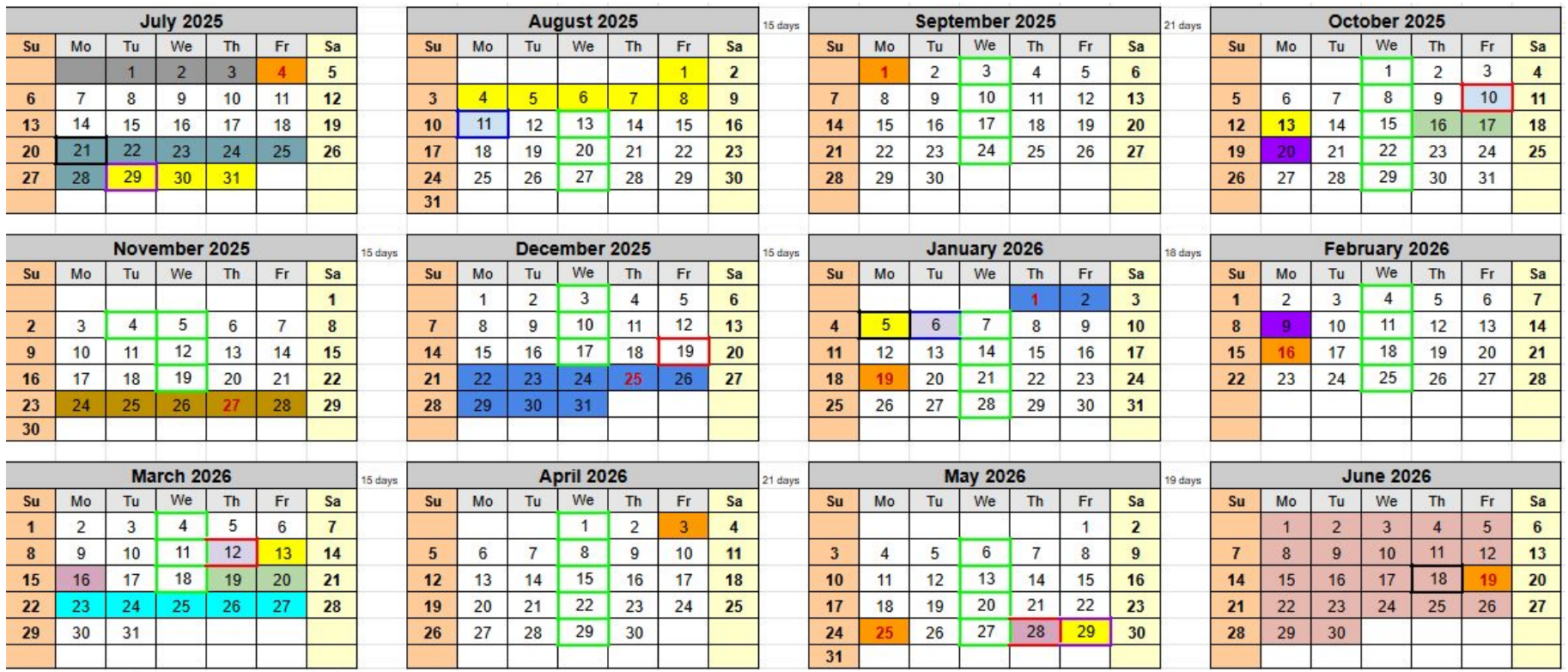
May 2026						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

19 days

June 2026						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Assumptions: No changes to Daily School Hours, Full day = 426 Minutes, Half Day = 213 Minutes

SY 26 Academic Calendar



1. *Motion to Adopt SY 26 Academic Calendar*

Governance

Chris Perkins

The Office of Talent & Human Resources

I. Performance Indicator Updates
II. EpiCenter Compliance
III. Student & Staff Handbook Amendments
IV. Board Staff Engagement Summary

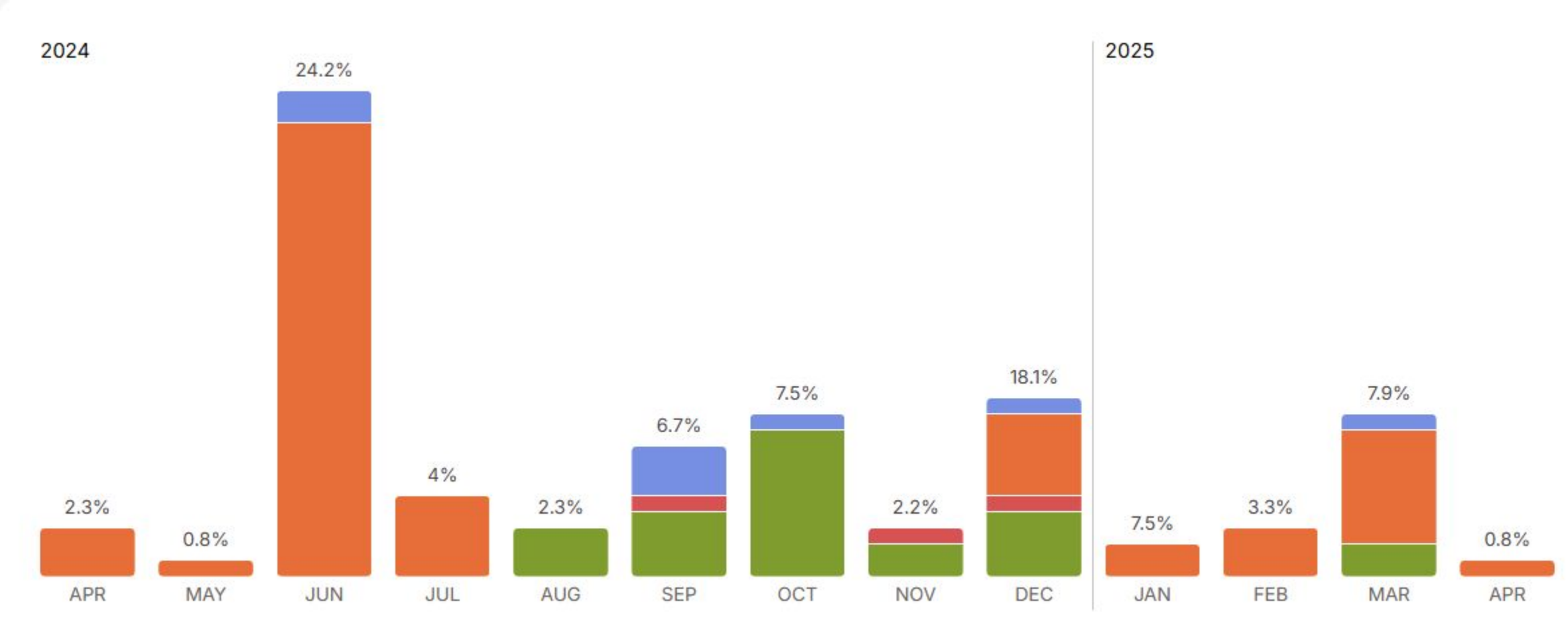
HR & Talent KPI Monthly Progress Report

KPI	TARGET	ACTUAL	STATUS	COMMENT
Employee Retention Rate By the end of each **month,** maintain an employee retention rate of at least 90% by implementing retention strategies such as mentorship programs and regular check-ins with staff.	90	98		Met goal for month 3 staff turnovers in April
Onboarding Ensure that 100% of new hires complete the full onboarding process within their first 30 days, including orientation, mandatory training, and mentorship meetings. Track onboarding completion rates and gather feedback to maintain an average satisfaction score of 4.5/5 on post-onboarding surveys.	100	100		All new hires were onboarded using the new onboarding passport for weeks 1-3
Benefit Enrollment Management **Part A: Ensure 100% of new hires complete benefits enrollment within their first 30 days by providing clear instructions, timely reminders, and one-on-one support as needed.** Part B: For existing staff, maintain an annual benefits re-enrollment completion rate of at least 98% by tracking deadlines, offering informational sessions, and resolving enrollment issues within five business days.	100 (part A) 98 (part A)	100 (part A)		2 employees experienced delays due to HR turnover. No data for Part B.
Certified Teacher Ratio Ensure that at least 80% of teachers hold proper certification each month, with a structured plan to increase this percentage by 5% per quarter, moving toward 100% certification compliance within the next two years. Achieve this by providing certification support, professional development opportunities, and targeted recruitment of certified educators.	80	71		Approaching goal.

Human Resources KPI Monthly Progress Report

KPI	TARGET	ACTUAL	STATUS	COMMENT
New Hire Turnover Rate (First 90 days) Reduce new hire turnover within the first 90 days to below 10% per month by improving onboarding programs and conducting follow-up check-ins at 30, 60, and 90 days.	<10%	<1%		We had 2 new staff (campus monitors) leave within 30 days.
Time to Fill Open Positions Reduce the average time to fill open positions to 20-30 days for teachers and support staff by streamlining recruitment processes and improving job posting reach.	<30 days	28+		This is a work in progress. This data varies by role.

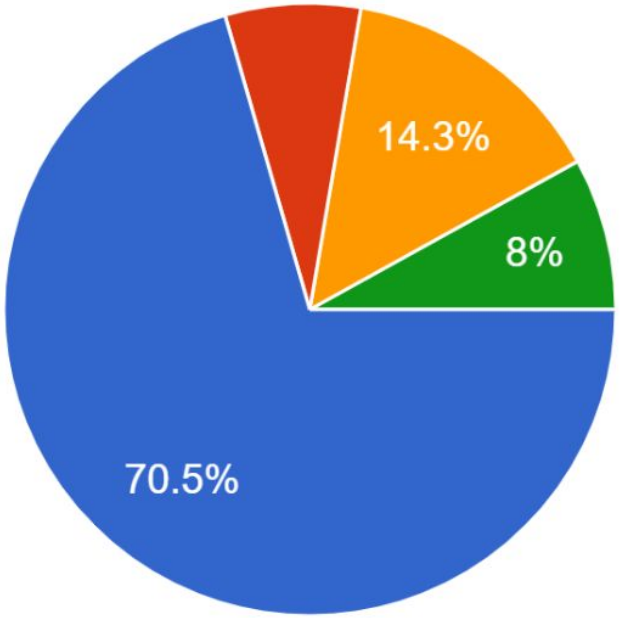
Employee Turnover 2024-2025



Employee Intent to Return for 2025-26

Please select the option below to share your plans for the 2025-26 school year:

112 responses

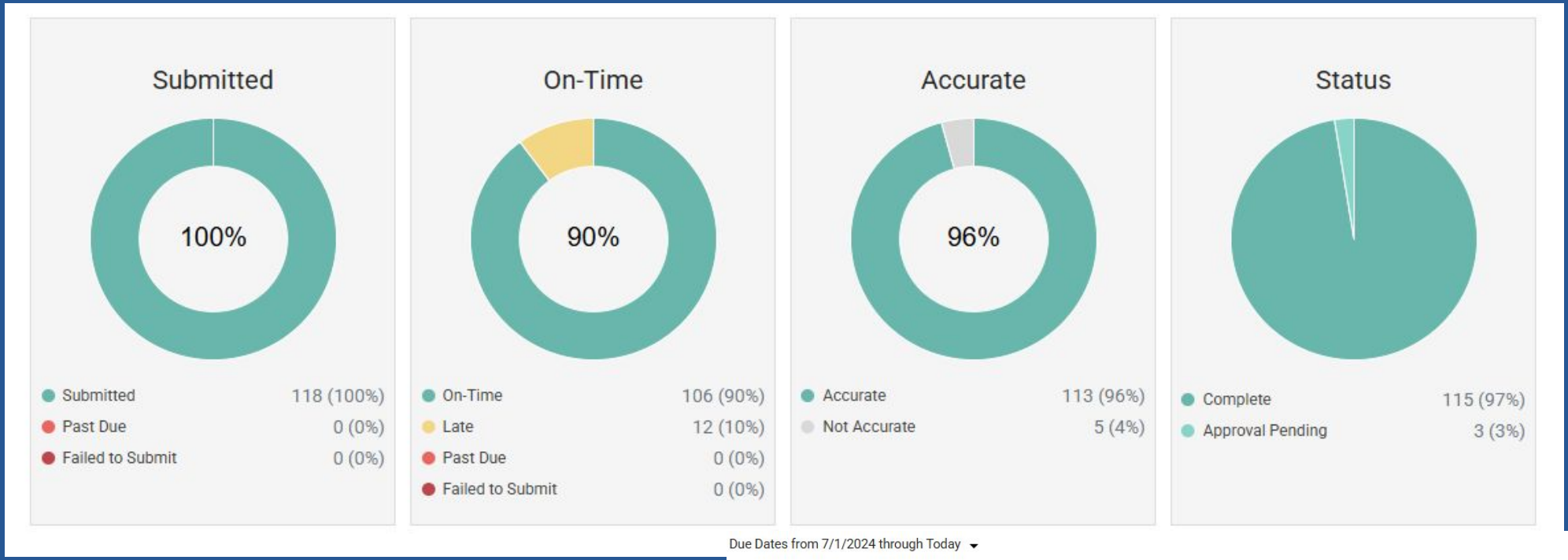


- I plan to return to my current position.
- I am considering other opportunities within the district.
- I am unsure about returning next school year.
- I do not plan to return next school year.

Returning: 77.7%
Unsure: 14.3%
Not Returning: 8%

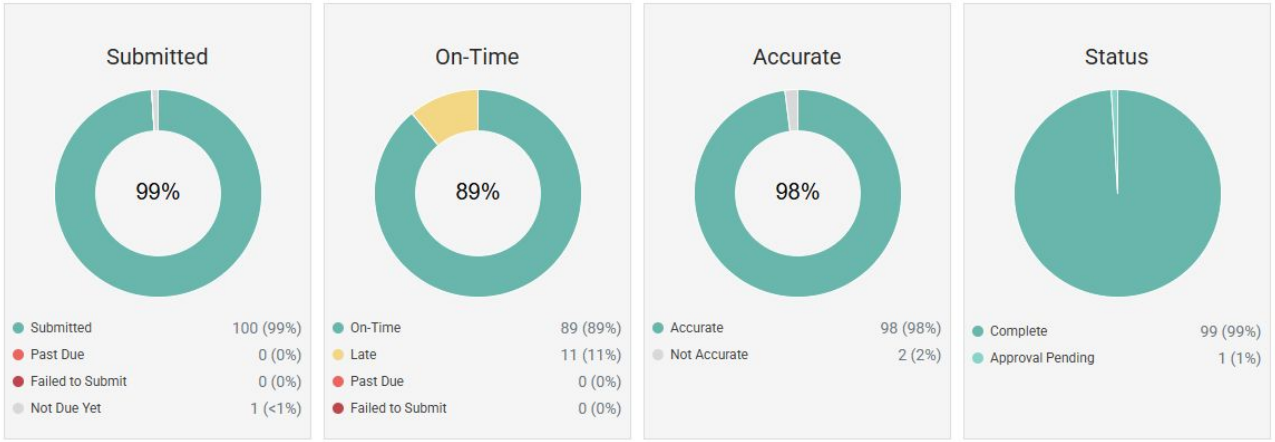
Data as of 04/20/25

EpiCenter Reporting Compliance Statistics



March Report

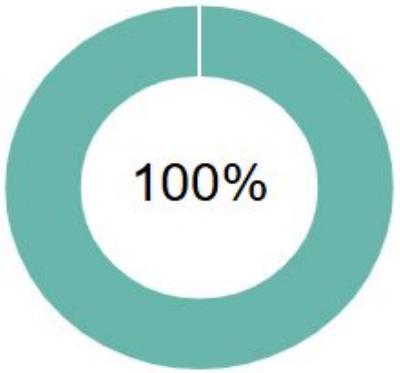
- 100% Submission
- 90% on time submissions (cumulative up 1% from February)



February Report

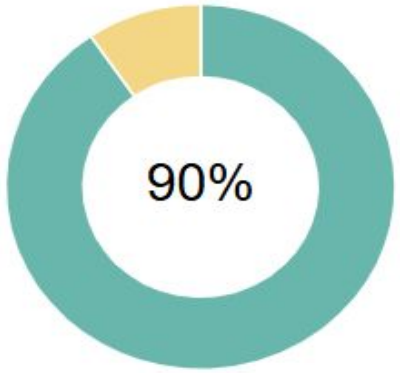
EpiCenter Reporting Compliance Statistics | April

Submitted



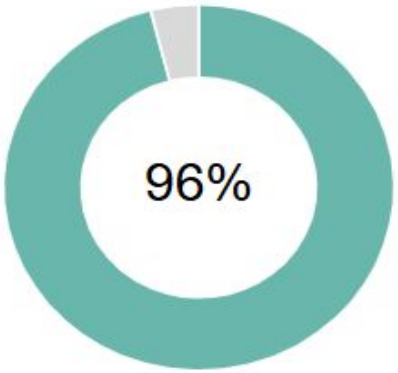
- Submitted 126 (100%)
- Past Due 0 (0%)
- Failed to Submit 0 (0%)
- Not Yet Due 0 (0%)

On-Time



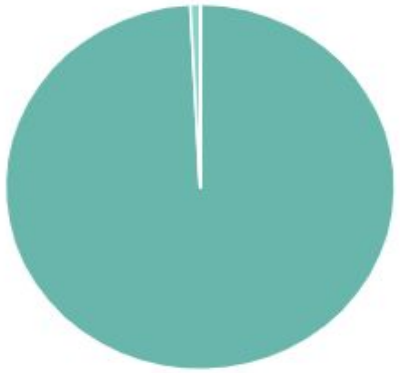
- On-Time 114 (90%)
- Late 12 (10%)
- Past Due 0 (0%)
- Failed to Submit 0 (0%)

Accurate



- Accurate 121 (96%)
- Not Accurate 5 (4%)

Status



- Complete 125 (99%)
- Approval Pending 1 (<1%)

AMI Days & Snow Days

1. *Motion to extend student school year by 3 days to end on May 29, 2025.*

- **AMI**
  - 1/6,1/7,1/21, 2/5, 2/18, & 2/19
  - We have 0 hours left
- **Snow Days**
  - 1/8,1/9/,1/10,2/11,2/12, & 2/13
    - 2/11(only Legacy)
  - We have 0 days left
- **Ask:**
  - Extend the school year by three days for students
    - Add 5/27, 5/28, & 5/29
- **FY25 Calendar Approved in June 2024, outlines staff last day as May 30th. No change is needed.**

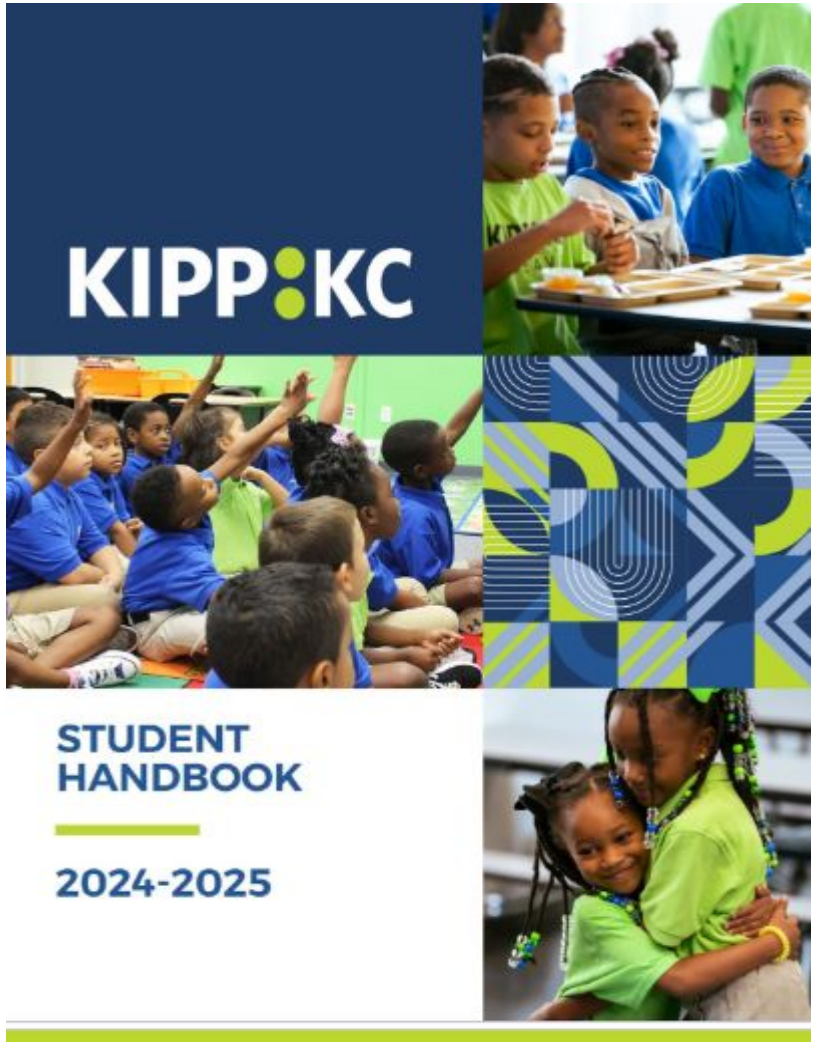
May 2025

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May 23: Grades Due; Last day of class for students
May 26: Memorial Day; Region Closed
May 27: CR/BLDG Clean Out / HS Commencement
May 28-30: EOY Trips; Regional Planning Days
May 30: Last Day for School Staffs

Critical Attendance Days:
May 23, 27, 28, 29, 30

Staff & Student Handbooks Amended to Align to DEI Compliance



1. *Motion to Adopt Amended Staff Handbook*

2. *Motion to Adopt Amended Student Handbook*

SPED Compliance Update

- 100% evaluations in Compliance through extended timelines PWNs
  - 98 out of 100 IEPs are in compliance (the 2 below are planned for above to be complete at conferences)
  - 1 IEP dependent on evaluation at Endeavor with Extended Timeline, due to potential new diagnosis that did not work out. Move forward with language impairment. Will move forward at conferences.
  - 1 IEP in need of interpreter to be in compliance which plan to be rectified at conferences with interpreter scheduled.
  - 100% that are 16 or going to be 16 before IEPs will be up by the time they are 16 have b
    completed.

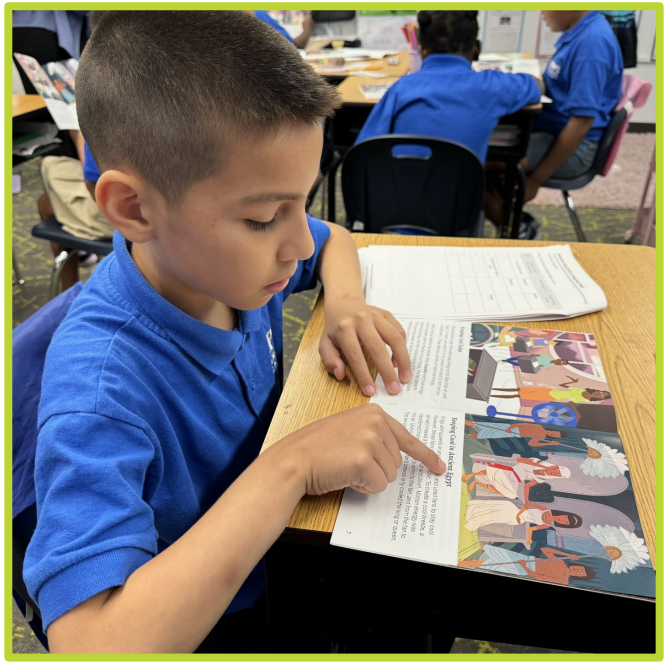
Reimagine Questionnaire: Staff Summary (n=13)

- Lots of emotions (fear, frustration, confusion, anxiety, intimidation) from the magnitude of change, some support and resources not happening as anticipated; feel unheard, trust was fractured
- Concerns around high turnover; slow/no/poor hiring; inconsistent coaching/mentoring/support
- Regional team changes caused instability/uncertainty; multiple changes in supervisors each resetting expectations; missing those with institutional knowledge
- Perceived ‘silence’ from the Board; seeking transparency
- Early signs of positive student engagement, improved behavior (how to improve consequences/minimize disruptions), positive classroom energy; curriculum changes are working. Solid commitment to continually improving student outcomes. This framework was shared.

Reimagine Questionnaire: Parents Summary (n=3)

- Aware of lots of changes and staff turnover
- Elementary - teachers dealing with lots behavioral issues making it hard to learn/focus
- Middle School - behavior issues of others leading to recess being taken away from those around

Observations & Opportunities

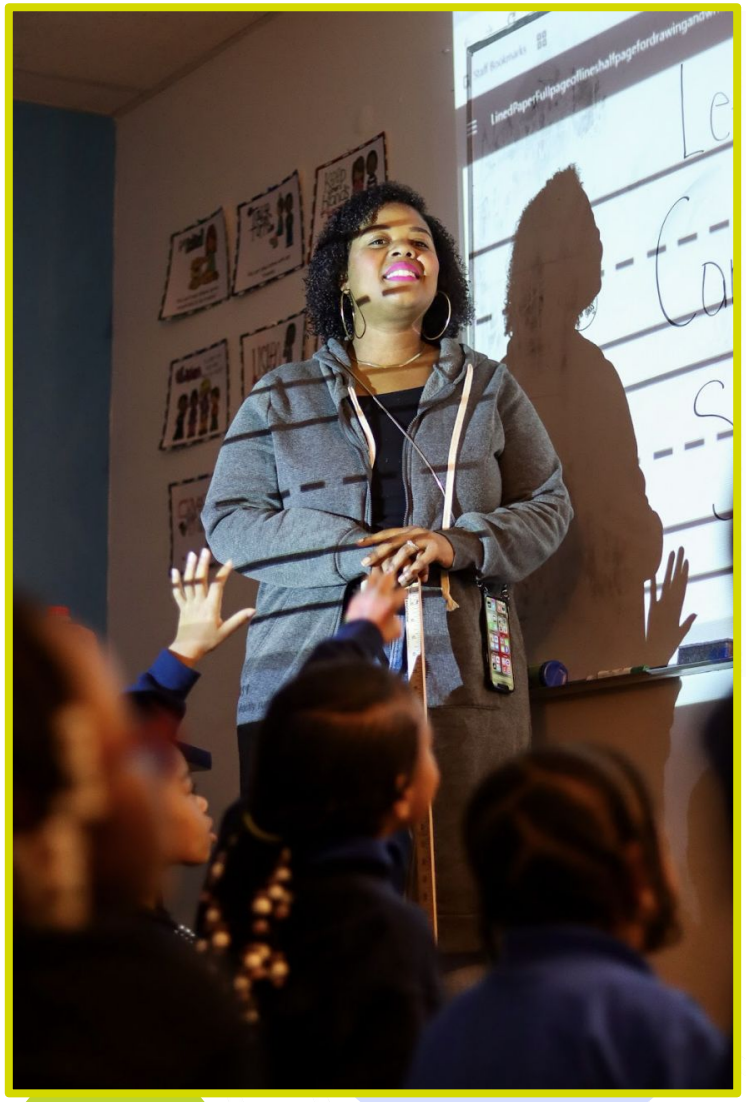


- Acting on the learnings from the questionnaire - thank you.
- The Reimagine Initiative had gaps at launch. It has been challenging overcoming these and resetting.
- Increased Board member presence
  - Always open to constructive feedback
    - NaTika Rowles - natikarowles@gmail.com
    - Charles King - charles@educator-academy.org
    - Chris Perkins - topher.perkins@gmail.com
- Town Hall meetings for all staff to share an update and provide an another opportunity for input
- We’re focused on looking forward, not backward.

Key Board Titles: Recommendations

- Board:
  - President
  - Vice President
  - Treasurer
  - Secretary
- Committee Chairs
- Executive Director

With agreement, we seek a motion to approve the adoption of these titles for use in both the Bylaws and 24-25 Model Policy Series.



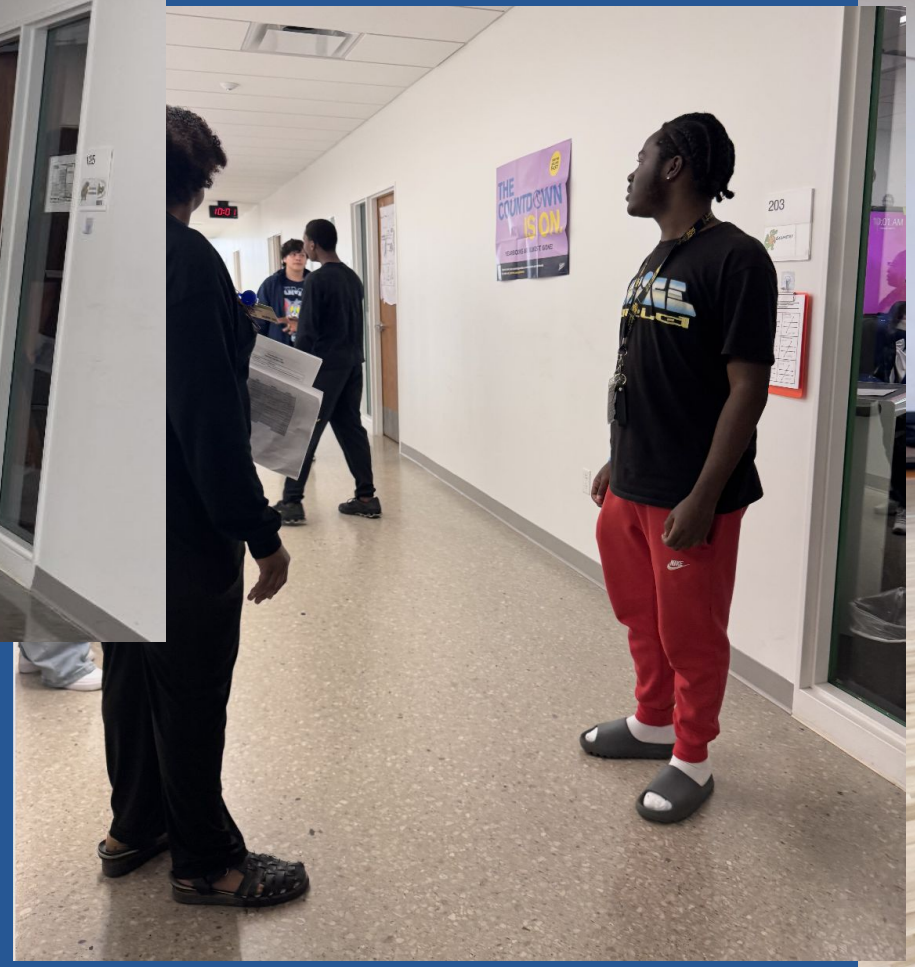
ED Report

Dayna Sanders

Additional KIPP KC Updates

I. Enrollment & Registration Experiences
II. College & Career Experiences
III. Athletic Experiences
IV. Literacy & Intervention Experiences
V. Celebrating Teachers
VI. Facilities Update
VII. One KIPP Initiatives
VIII. Upcoming Events

8th Grade Transition Day



Enrollment & Registration

- **Online Registration Windows**
  - Registration Window for current families April 18th - May 2nd, 2025 *(end date may be extended)*
  - Registration Window for incoming families May 5th - May 26th, 2025

- **Registration Week - April 28 - May 2, 2025 (tentatively)**
  - We will station enrollment kiosk for families to schedule appointments to upload documents/re-register families. We will end the week with a celebration (bbq, neighborhood open house, etc.)

- Front Office Coordinators are sifting through out EAD Exit Audits to ensure compliance with state data reporting. This task should be completed within the next two weeks.

- SY25-26 Retention Strategy Developments

*Shout out to the work of our RWL team over the course of the school year -- our students were able to share their takeaways with the regional RWL conference -- **Keon and Sage** did AMAZING*

KIPP FORWARD ANNUAL COLLEGE & CAREER FAIR

KIPP KC

$5,616,200
Scholarships

Congratulations our boys for making history!
2nd place in Class 3 State
Ranked 2# in Class 3

March Sports

Congratulations to our boys and coaches for placing 2nd in State. Our boys finished the season 18-10. Hype video below:

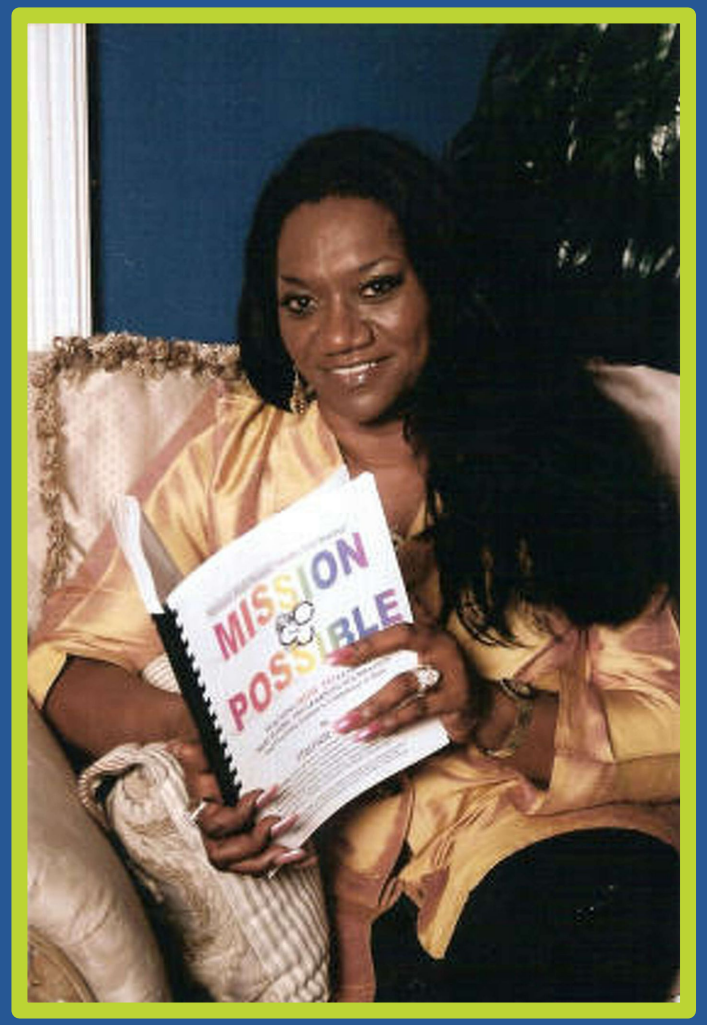
Congratulations to our girls 4x100 relay team for placing 1st in the Al Hobson Classic. Our lady gators are ranked 1st in Class 3 Girls and 4th in the State.

KIPP Endeavor | iReady March Madness

Congratulations to our March Madness Champions!

KIPP Legacy

9th Grade Reading Celebration
April 7, 2025
7:30 a.m. - 10:30 a.m.



March | Teach Like Harriet, Congratulations to…

Ms. A. Martin
Ms. A. Taylor
Ms. A. Chiney

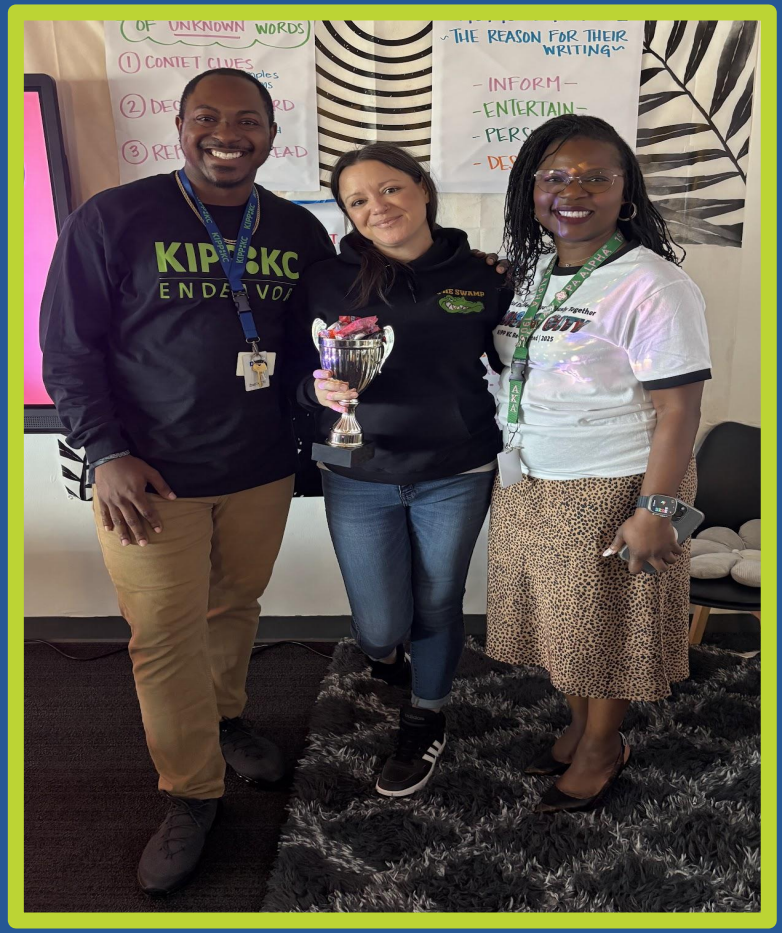
Well at KIPP KC means…

- KIPPsters are thriving.
- KIPPsters find value in their physical space
- Learning happens everywhere.
- Learning is joyful and engaging.
- KIPPsters feel brave, belong and are comfortable with making and learning from their mistakes.
  - *It's ok to try again.*

KIPP:KC

Congratulations to our Traveling Trophy Teachers!

Rachel Roi-Taylor | Endeavor (pictured below)
Adrianne Clayton | Legacy (picture coming soon)



March Parent Teacher Conferences | Goal 85%

Congratulations to the following teachers with 100%! Lunch will be delivered to you this Friday.

Au'Tiana Bostic, 12th Grade

Frank Dominguez-De Leon, 11th Grade

Sydney Davis-Denney, 10th Grade

Haley Meyers, 10th Grade

LoRance Hendricks, 9th Grade

Kiran Sonnad, 9th Grade

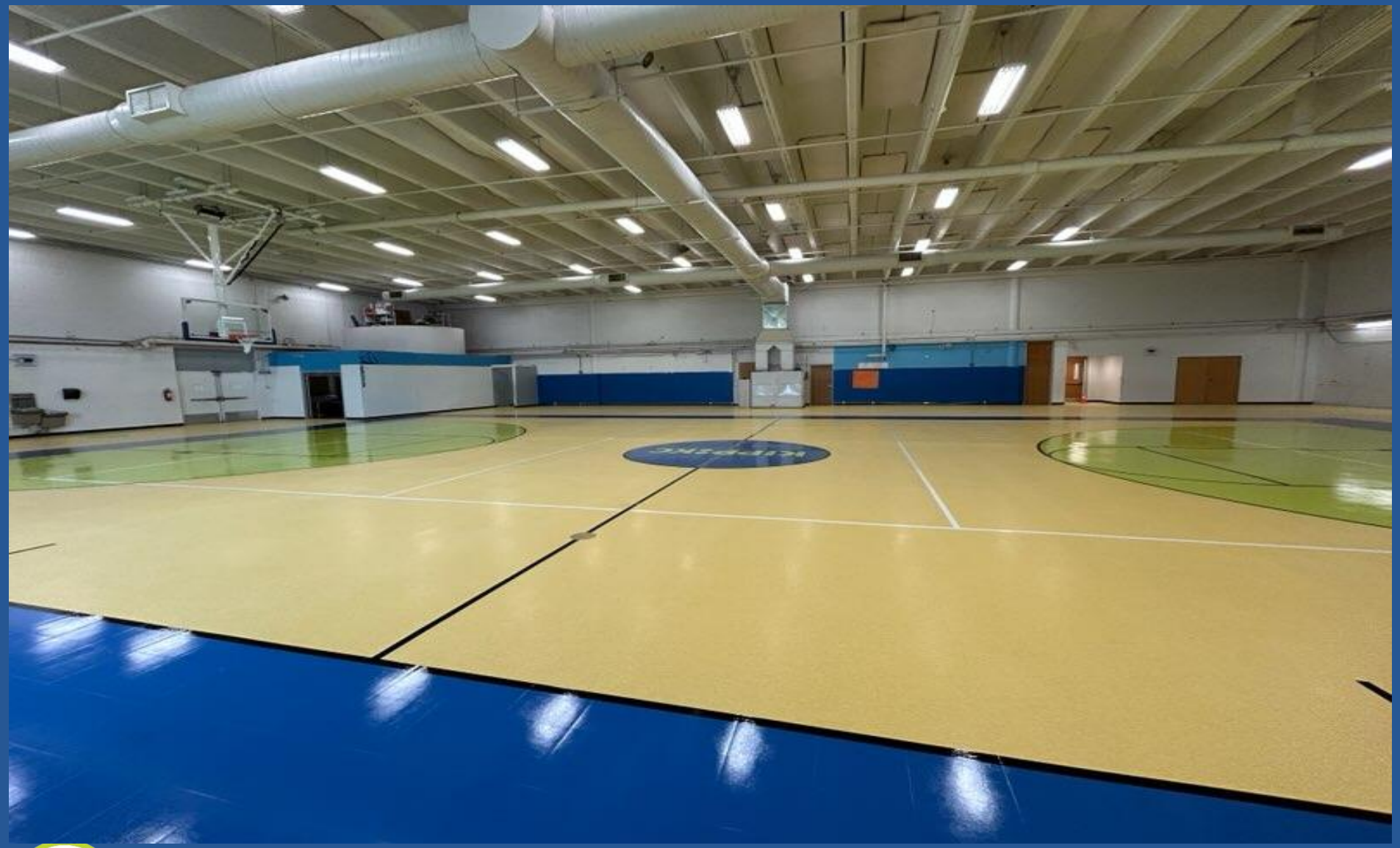
Simone Wells, 9th Grade

Dawnya Taylor, Pre-K

Endeavor Gym Project Update

Ribbon Cutting Ceremony

April 21 - 9:30 am



KIPP
KIPP KC

JBL

SY26 One KIPP Initiatives

One KIPP | Curriculum Adoption & Professional Development Strategy

	Curriculum	Assessments	Professional Development
PreK - 8	FishTank CKLA Amplify Eureka Math 2	DIBELS iReady Reading iReady Math Common Math Assessments (CMS)	Fish Tank CKLA
High School	Novel English Illustrative Math HS3 Student Success Systems (HS3)	End of Unit Assessments for Reading & Math Curriculum	Illustrative Math Novel ELA Student Success Systems with iReady

Required PD for Regional Positions (EDs,CAOs, CoSs, SLMs):
Cohesive Coaching Cycles, Goal Setting, Academic Progress Monitoring Meetings

KIPP KC April Important Dates

TNTP Survey	04/07/25 - 04/25/25
DIBELS Proctor Training 4-4:45pm	April 8, 2025
KIPP KC Commitment Deadline	April 18, 2025
iReady Testing K-8	04/14/25 - 04/17/25
DIBELS Testing	04/21/25 - 04/25/25
EOC Testing 9-12	04/28/25 - 05/07/2025
MAP Testing Spirit Week (Endeavor)	04/28/25 - 05/02/25
MAP Testing G3-G8	05/05/25 - 05/23/25

Hiring Event!

Share with Colleagues!

Date: Saturday, May 3, 2025

Time: 9 am - 1 pm

Location: 2700 E 18th St, Kansas City, MO 64127

KIPP:KC

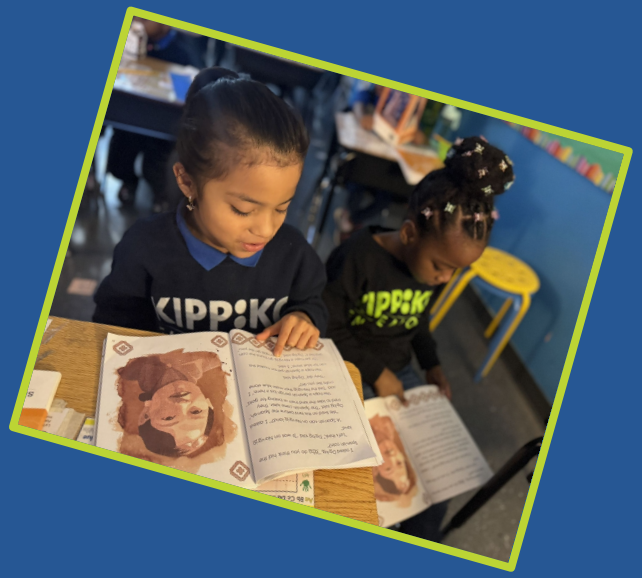
K-8 Literacy Night!

Date: Thursday, May 8, 2025

Time: 6 - 7:30pm

Location: **Endeavor Campus**

2700 E 18th St, Kansas City, MO 64127



KIPP:KC

KIPP KC Common PD | April

Week	Topic	Facilitator
Week 1 | *April 2*	1. LTRs Training (3 Hours) 2. Using Data to Drive Instruction w/ Interim Assessments	1. J. Cornett 2. Principals/RP
Week 2 | *April 9*	Performance Training I Roll-Out (3 Hours)	1. Principals /RP & Step Up
Week 3 | *April 16*	1. DIBELS Proctor Training (1 Hour) 2. Performance Training II | Plan & Practice (2 Hours) 3. Show It Season & The Joy Factor (1 Hour)	1. J. Cornett 2. Principal 3. Principal/RP
Week 4 | *April 23*	MAP Test Administration/ Proctor Training (2 Hours)	1. Principals/RP
Week 5 | *April 30*	Performance Training Part III (Data) (2 Hours)	1. Principals/RP
Week 6 | May 7	Performance Training Part IV (Prepping the Room) (2 Hours)	1. Principals/RP

New Website is LIVE!

Thank You!!

Executive Session