



**KIPP:KC**  
E N D E A V O R


**KIPP:KC**  
LEGACY HIGH SCHOOL



Board Meeting  
April 2022



**KIPP KANSAS CITY**  
Board Meeting Agenda  
Apr 18, 2022

AGENDA ITEM	TIME	LEAD	ACTION REQUIRED	
			PURPOSE	PREWORK
<b>Welcome &amp; Call to Order</b>	5:30	K. Smith		Sign in to <a href="#">Zoom</a> if accessing remotely
<b>1. Public Comment</b> (Please sign-in)	5:30-5:40			
<b>2. Consent Agenda (Batch Vote)</b> <a href="#">Minutes 2/28/22</a> <a href="#">February 2022 Check Register</a> <a href="#">February 2022 Financials</a>	5:40-5:45	K. Smith	Vote	Read all documents sent in board packet
<b>3. Finance Committee</b> HS Financing	5:45-5:55	J. VanDyke	Inform	Review check registrar(s) and financials in board folder
<b>4. Governance Committee</b> Merger timeline update	5:55-6:10	J. Kalafatas	Inform and discuss	Read slides
<b>5. Academic Committee</b> PreK	6:10-6:20	J. Cooper	Vote	Read green lighting criteria
<b>6. ED Report</b> School updates Real World Learning Hiring	6:20-6:45	J. Cooper	Inform and discuss	Read slides
<b>5. Executive Session</b>	6:45-7:00	K. Smith	Personnel Discussion	ED Evaluation 

# Board DEI Goal

## Next Steps

- Review Board member profiles on matrix
- Examine board member recruitment - explore new strategies and pipelines
- Review and propose board member development and onboarding plan
- Create a cadence of community engagement events where board members can listen to teachers, students and parents.

Call to order and public comment

# Consent Agenda (Batch Vote)

- Minutes 2/28/22
- February Check Register 2022
- February 2022 Financials



# Finance Committee



# HS Close + Next Steps

## High School Financing -close on 4/19/22

- Permits last Friday, 4/15
- Breaking ground on 5/2
- Land Blessing - in ED report

## FY22 Budget

- 31 days of cash on hand
- Set to end the year at 1.1 million

## FY23 Budget

- Board approved budget in June
- Working through 3rd party vendors now with EdOps



# Governance







**KIPP:**  
Public Schools

**KIPP in Missouri**  
Merger Pre-Due Diligence  
Update to KC/STL Full Boards

CONFIDENTIAL 4/18/22

# SUMMARY: Most Pre-Due Diligence indicators are positive. Push full Diligence vote to June to secure leadership capacity.

## SUMMARY

- **Joint Board Task Force completed initial assessments of Pre-Due Diligence criteria.**
  - Most are green or yellow, which indicate moving forward. No deal breakers.
- **Regions have strong leaders eager for collaboration, but have roles transitioning.**
  - Leadership Capacity is “orange,” a mix of yellow and red.
  - Some roles in transition/open, making fast start to full full diligence difficult.
  - We need time to solidify Leadership Capacity before a vote to launch full Due Diligence.

## RECOMMENDATION (Task Force discussing 4/15)

- **Given general interest, proceed with merger exploration.**
- **Push votes to June** board meetings on launching full due diligence.
- **Pursue a modified timeline** that (1) accelerates collaboration, yet (2) allows KC/STL to ready their teams before (3) tackling the diligence for merger decision and the planning for phased integration over Year 1 and beyond.




## JOINT BOARD TASK FORCE

<p><b>KIPP KC Board</b></p> <ul style="list-style-type: none"> <li>•Kevin Smith (Chair)</li> <li>•Julie Gronquist-Blodgett</li> <li>•Charles King</li> <li>•Chris Perkins</li> </ul> <p><b>KIPP KC ED</b></p> <ul style="list-style-type: none"> <li>•Jana Cooper</li> </ul>	<p><b>KIPP STL Board</b></p> <ul style="list-style-type: none"> <li>•June Fowler (Chair)</li> <li>•John Capps</li> <li>•Erika McConduit</li> <li>•Pat Sly</li> </ul> <p><b>KIPP STL ED</b></p> <ul style="list-style-type: none"> <li>•Kelly Garrett</li> </ul>	<p><b>KIPP Foundation</b></p> <ul style="list-style-type: none"> <li>•John Kalafatas, Relationship Manager</li> </ul> <p><b>Partners</b></p> <ul style="list-style-type: none"> <li>•Tom Durphy, attorney, both regions</li> </ul>
--	---	--

# CRITERIA: We will answer 10 key questions to confirm what must be true to recommend formal due diligence.



## Dealbreakers

*Are there any red flags that should stop the process now?*

Topic	Greenlight Criteria – Question to Answer	Assessment
<b>1. Legal</b>	Are there regulations precluding some type of merger? Are there viable scenarios for legal structure? Do regions have deal-breaking legal risks?	
<b>2. Authorizer &amp; Sponsor</b>	Are there viable scenarios to hold charter with authorizer/sponsor for some type of merger? Have we confirmed authorizer(s) do not oppose merger?	
<b>3. Financial</b>	Is either region too financially unstable to consider merger? Any deal-breaking financial risks or liabilities?	




## Stakeholders

*Would influential external players jeopardize merger?*

<b>4. Political &amp; Community</b>	Do we expect elected or appointed officials or community leaders to oppose merger?	
<b>5. Funders</b>	Is there expected opposition from influential funders?	



## Readiness

*Are we prepared for rigorous diligence to reach the right answer?*

<b>6. Expertise</b>	Do we have a playbook for a strong diligence and strategic planning process?	
<b>7. Resources</b>	Do we have the funds, partners/consultants, and staffing to invest in diligence and planning?	
<b>8. Leader Capacity</b>	Do we have (or can we assemble) the team with capacity to drive process and still manage regions?	

## Opportunity

*Do we believe merger potential is promising?*

<b>9. Mission Alignment</b>	Are the two organizations aligned enough on vision, values, and culture to be mission-driven partners?	
<b>10. Interest</b>	Are EDs/Board/KIPP FDN excited about potential opportunity? Is emerging case compelling?	 TBD

# CRITERIA: How do we assess Greenlight Criteria?

We use objective evidence and judgement to assess each Greenlight Criteria. To advance to full due diligence, we **expect a mix of Greens and Yellows, with no Reds or Grays**. During pre-due diligence, we are only ruling out deal breakers and confirming interest – not trying to completed full diligence.

We expect mergers moving forward to have a mix of **Green** and **Yellow**



**GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.



**YELLOW – Some Risk:** Questions appropriately requiring full diligence.

A **Red** on one or more criteria likely means do not advances time



**RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

Pre-Due Diligence is not complete until all **Grays** are assessed a color.











**GRAY – Not Enough Info** – Assessment is forthcoming. Not answered yet.


**DECISION RIGHTS:** By majority vote, the Task Force will (1) assess a rating to each criteria, and (2) decide our go/no go recommendation about to full Boards


# ASSESSMENT SUMMARY: Dealbreakers

Are there any deal breakers or red flags that should stop the process now?

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
1. <b>Legal</b>	Are there regulation precluding some type of merger? Are there viable scenarios for legal structure? Do regions have deal-breaking legal risks?		No law prevents merger. Structure options exist. Neither region carries major legal risks.
2. <b>Authorizer &amp; Sponsor</b>	Are there viable scenarios to hold charter with authorizer/sponsor for some type of merger? Have we confirmed authorizer(s) do not oppose merger?		Viable options for charters. Sponsors do not oppose merger. In full diligence, resolve sponsor/DESE specifics.
3. <b>Financial</b>	Is either region too financially unstable to consider merger? Any deal-breaking financial risks or liabilities?		Both regions have sustainable track records on indicators of financial health.
4. <b>Political</b>	Do we expect elected or appointed officials or community leaders to oppose merger?	 	No known opposition from stakeholders expected, but possible.
5. <b>Funders</b>	Is there expected opposition from influential funders?	 	Key funders expressed support or questions, not opposition. May prefer better results first.

 **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

 **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

 **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

 **GRAY – Not Enough Info –** Assessment is forthcoming.

# ASSESSMENT SUMMARY: Stakeholders, Readiness & Interest

*Do any external stakeholders oppose merger? Are we prepared and motivated for rigorous diligence to reach the right answer?*

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
6. <b>Expertise</b>	Do we have a playbook and expertise for a strong diligence and strategic planning process?	●	KIPP has experience and tools from 6 prior mergers.
7. <b>Resources</b>	Do we have the funds, partners, consultants, and staffing to invest in diligence and planning?	●	KIPP Foundation provides \$600K, expert consultants, integration manager.
8. <b>Leader Capacity</b>	Do we have (or can we assemble) the team with capacity to drive the merger and still manage regions?	● ●	Regions have strong leaders eager for collaboration. Key roles are in transition or open, making fast start to full process difficult.
9. <b>Mission Alignment</b>	Are the two organizations aligned enough on vision, values, and culture to be mission-driven partners?	●	KC/STL share the same mission, vision, and values. Staff and student culture vary somewhat.
10. <b>Interest</b>	Are EDs/Board/KIPP FDN excited about potential opportunity? Is emerging case compelling enough for next step?	●	TBD: For discussion

● **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

● **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

● **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

● **GRAY – Not Enough Info –** Assessment is forthcoming.

# 1. LEGAL: There are no laws or legal risks preventing merger.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
1. Legal	Are there regulations precluding some type of merger? Are there viable scenarios for legal structure? Do regions have deal-breaking legal risks?	●	No law prevents merger. Structure options exist. Neither region carries legal risks.

**Are there laws or regulations precluding mergers?**

- No.** There is nothing in the law that would prevent a merger or other combination.
- However, merger will require the cooperation and approval of various oversight entities. (See Authorizer page.)
  - May require 2 LEAs, one in each district.

**Are there viable scenarios for legal and entity structure?**

- Yes.** Viable options exist for legal structure:
- Merge two existing 501(c)(3) *KIPP STL* and *KIPP KC* entities into one *KIPP MO* 501(c)(3) entity (simplest), or
  - Continue two existing *KIPP STL* and *KIPP KC* entities and form one *KIPP MO* entity to manage and govern both as one org.
- During full diligence, research on authorizer, compliance, and financial/lender constraints would determine which structure to establish.

**Does either region have deal-breaking legal cases or risks?**

- No.** Neither ED nor counsel report existing or potential legal cases that could jeopardize regions or merger.
- Full diligence includes litigation/lien search. (trust but verify)

SOURCE: Attorney Tom Durphy [memo](#)

- **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.
- **YELLOW – Some Risk:** Questions appropriately requiring full diligence.
- **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.
- **GRAY – Not Enough Info –** Assessment is forthcoming.

## 2. AUTHORIZER: Sponsors do not oppose merger, charter options exist, vet with DESE during full diligence.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
2. <b>Authorizer &amp; Sponsor</b>	Are there viable scenarios to hold charter(s) in multiple districts? Have we confirmed authorizer(s) and sponsor(s) do not oppose merger?	●	Viable options for charters. Sponsors do not oppose merger. In full diligence, resolve sponsor/DESE specifics

### Are there viable scenarios to hold charter(s) in multiple districts?

**Yes.** There is nothing preventing a combined KIPP MO from holding charter(s) in KC and STL.

- A KIPP MO 501(c)(3) could hold one multi-district charter or two separate district charters.
- Multiple options for sponsors.
- Sponsors must approve changes to charters they oversee.

### Have we confirmed that the authorizer and sponsors will not oppose the merger?

**Yes with Sponsors.** Neither current sponsor opposes idea of merger. (**KIPP STL:** Washington Univ., **KIPP KC:** Missouri Public Charter School Commission). Sponsors can be changed. Scenarios to vet in full diligence include: 2 charters vs 1 charter, 2 LEAs vs 1 LEA, and 2 sponsors vs 1 sponsor.

**Hold on DESE:** State appears empowered to approve or deny single LEA charter mergers. Precedent exists for (same district) merger (Confluence + Grand Center Arts). If DESE opposes merger into one LEA, then two LEAs still viable. Resolve in full diligence.

● **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

● **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

● **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

● **GRAY – Not Enough Info –** Assessment is forthcoming.



### 3. FINANCIAL: Both regions are financially stable.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
3. Financial	Is either region too financially unstable to consider merger? Any deal-breaking financial risks or liabilities?	●	Both regions have sustainable track records on indicators of financial health

#### Budget Performance

Both regions historically deliver annual operating surpluses

#### Balance Sheet

Both regions have appropriate debt, no unsustainable liabilities, and sufficient cash

#### Controls

Both regions have had clean audits (no major findings) and board financial oversight

#### Philanthropy

Both regions have produced sufficient fundraising to grow and operate

NOTE: Formal due diligence would include rigorous analysis with independent consultants of past financials, current position, and combined financial model to fully test the merger's financial sustainability.


● **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

● **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

● **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

● **GRAY – Not Enough Info –** Assessment is forthcoming.

## 4. POLITICAL/COMMUNITY: No opposition expected, but possible.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
4. <b>Political or Community</b>	Regardless of authorizer policy, do we expect any elected or appointed officials, community leaders, or media to oppose merger?		No known opposition from stakeholders expected, but possible

Neither region is aware of or predicts known or active opposition to some form of KC/STL merger from:


- State or local elected or appointed political leaders
- Community leaders
- Media


However, we should be prepared for unexpected opposition from anti-charter or other stakeholders to criticize a mergers intent or implications.


Stakeholder support would be further tested in full due diligence.

A **communications plan** would be enacted for proactive and responsive stakeholder relationship management as needed.

Opportunities will be created for feedback from student families.

 **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

 **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

 **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

 **GRAY – Not Enough Info –** Assessment is forthcoming.

## 5. FUNDERS: No key funders oppose merger, several support.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
5. Funders	Knowing city-focused donors can always restrict funds to one region, is there any expected deal-breaking opposition from must-have funders?	●	Key funders expressed support or questions, not opposition.

We have identified the key funders in each region to engage in the merger process:

- **NOW – Pre-Due Diligence:** Funders we prioritized now raised no opposition, expressing either support or questions to learn more.
- **LATER – Full Due Diligence:** We do not expect concerns from those we will engage later.

### KIPP KC Funders

- SchoolSmartKC (*discussed*)
- Sherman Family Foundation (*discussed*)
- Kauffman Foundation (*aware*)

### KIPP STL Funders

- Opportunity Trust (*discussed*)
- Commerce Bank (*discussed*)
- Centene Charitable Foundation (*on KIPP STL Board*)
- Charter School Growth Fund (*discussed*)
- Emerson Charitable Trust

● **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

● **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

● **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

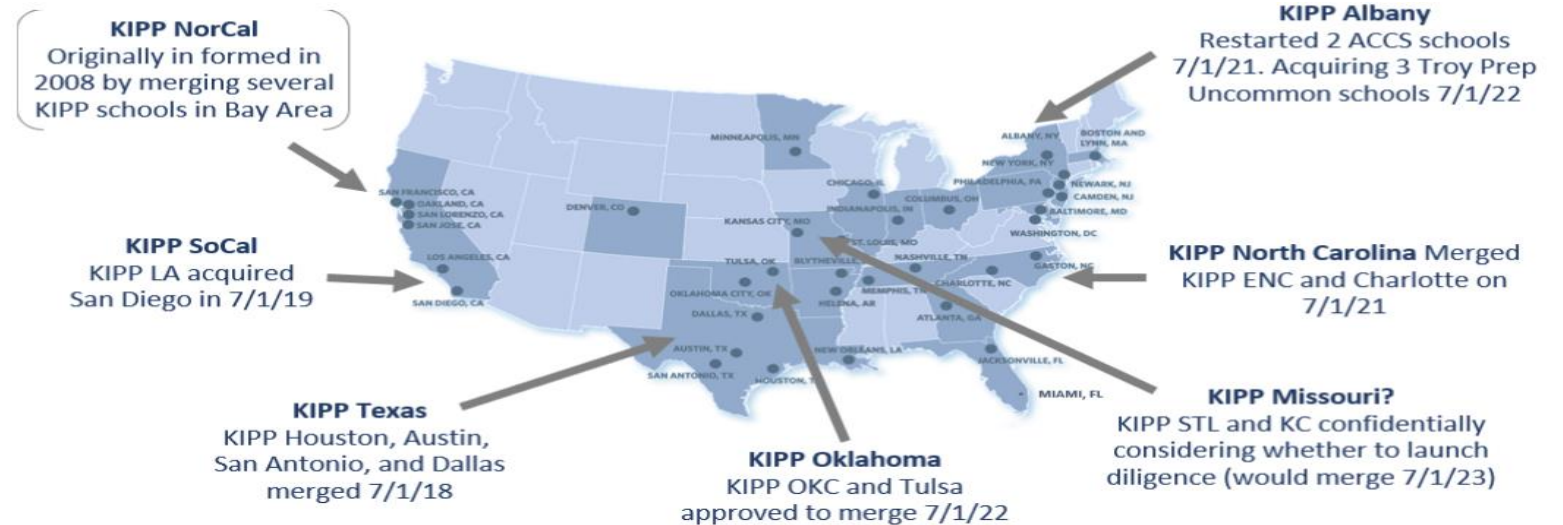
● **GRAY – Not Enough Info –** Assessment is forthcoming.

# 6. EXPERTISE: KIPP's playbook is informed by 6 prior mergers.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
6. Process	Do we have a playbook and expertise for a strong diligence and strategic planning process?	●	KIPP has experience and tools from 6 prior mergers

KIPP gained lessons learned and built tools from 6 other mergers in the network:

- KIPP NorCal (2008)
- KIPP Texas (2018)
- KIPP SoCal (2019)
- KIPP N. Carolina (2021)
- KIPP Albany (2021)
- KIPP Oklahoma (2022)



● **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.


● **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

● **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

● **GRAY – Not Enough Info –** Assessment is forthcoming.

# PROCESS: The merger decision is driven by rigorous full due diligence against agreed-upon Greenlight Criteria.

## Program & Organization Greenlight Criteria

-  Mission Alignment
-  Strategic Plan
-  Staff Leadership
-  Board Leadership
-  Community Support
-  Talent
-  Org Culture
-  Academic Program
-  Operations
-  Authorizer

## Financial Greenlight Criteria

-  Financial Philosophy
-  Current Financial Position
-  Future Operating Model
-  Long-Term Commitments
-  Philanthropic Need / Opportunity
-  Financial/Legal/Timing Risk
- 

*Greenlight Criteria test what must be true for confidence in a merger, identify risks to be mitigated, and inform the merged region's strategic plan*

## 7. RESOURCES: KIPP FDN provides \$600K, consultants, staffing.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
7. Resources	Do we have the funds, partners/consultants, and staffing to invest in diligence and planning?	●	KIPP Foundation provides \$600K, expert consultants, integration manager.

### KIPP Foundation provides \$600K in funds for diligence, planning, and integration.

- Expert merger and planning consultants with KIPP experience (examples below).
- Dedicated staff support from Relationship Manager and Integration Project Manager.

#### GENERAL MERGER Due Diligence & Strategic Planning

- Attuned Education Partners
- Bellwether Education Partners
- Bain & Co
- Bridgespan Group

#### FINANCE & FACILITIES Diligence, Modeling, & Planning

- Level Field Education Partners
- DGW Financial Group

#### LEGAL Diligence, Planning, Implementation

- Akin Gump (pro bono)
- Local Counsel (Tom Durphy)
- KIPP Foundation General Counsel

#### TALENT Planning & Executive Search

- Work Renewed
- On-Ramps
- Edgility
- Koya Partners
- DGW Consulting Group

● **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

● **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

● **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

● **GRAY – Not Enough Info** – Assessment is forthcoming.

# 8. LEADERSHIP CAPACITY: Strong leaders eager to collaborate, but transitions make timing challenging.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
-------	--	------------	----------

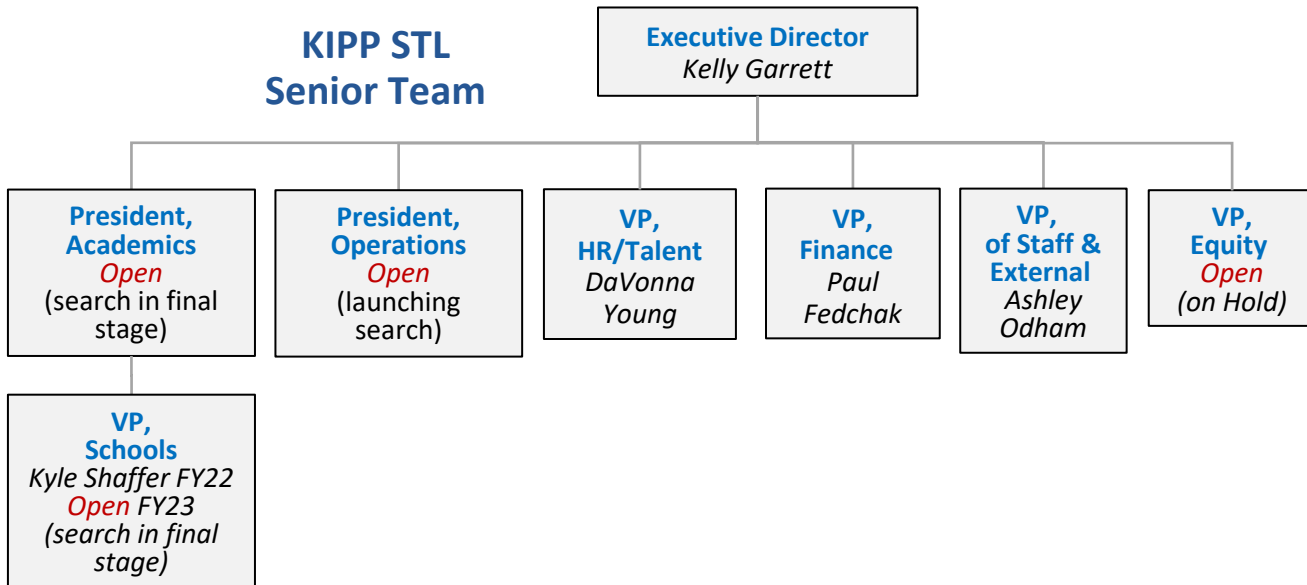
8. Leadership Capacity

Do we have (or can we assemble) the team with capacity to drive merger and still manage regions?

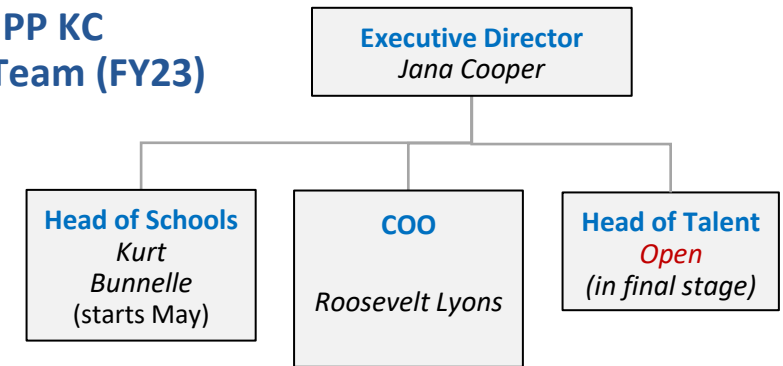


Regions have strong leaders eager for collaboration. Key roles are in transition or open, making fast start to full process difficult.

### KIPP STL Senior Team



### KIPP KC Senior Team (FY23)



**GREEN** – All Clear: No/low risk. Already resolved or straightforward questions answerable in full diligence.

**YELLOW** – Some Risk: Questions appropriately requiring full diligence.

**RED** – Dealbreaker: High risk or barrier that may warrant ending merger process before full diligence.

**GRAY** – Not Enough Info – Assessment is forthcoming.

## 9. MISSION ALIGNMENT: KC and STL already share a common mission, while culture varies to a degree.

Topic	Greenlight Criteria (Question to Answer)	Assessment	Evidence
9. <b>Mission Alignment</b>	Are the two organizations aligned enough on vision, values, and culture to be mission-driven partners?	●	KC/STL share the same mission, vision, and values. Staff and student culture vary somewhat.

### Mission & Vision

KIPP KC and KIPP STL ready share the same Mission and Vision:

**VISION:** Every child grows up free to create the future they want for themselves and their communities.

**MISSION:** Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

● **GREEN – All Clear:** No/low risk. Already resolved or straightforward questions answerable in full diligence.

● **YELLOW – Some Risk:** Questions appropriately requiring full diligence.

● **RED – Dealbreaker:** High risk or barrier that may warrant ending merger process before full diligence.

● **GRAY – Not Enough Info –** Assessment is forthcoming.





# Academic Committee



# Data Reporting

October - DIBELS

December - ANET

February - DIBELS + ANET

April - No Academic Data

June - DIBELS + ANET

August - State Test Data

ANet: 2-8th Grade Reading and Math

DIBLES: K-6 Reading

# Pre-Kindergarten Greenlighting Criteria

Lead indicators that must be met			
#	Category	Indicator	Status
1	Leadership	Principal must be selected at least 3 months before opening and there must be no vacant principal roles in the network.	ES Principal is supportive of PreK
2	Performance	All schools in the network must outperform the local district on ELA and Math on state exams (or higher bar TBD).	We don't know this right now. Won't know, actually, till after May (when MAP results come out)
3	Facilities/ location	Identified space on Endeavor Campus for 20 PreK students that meets all state/federal/local requirements for physical space.	Confirmed with state our space works
4	Demand	Evidence that families want us and that data suggest full enrollment is likely (family intent-to-enroll signatures and demographic/population evidence).	Current waitlist is 27
5	Finance	All mature schools in the network must be on track for sustainability on public \$\$, <b>and the new school must have a clear path to financial sustainability and a funding source/commitment to cover the first three years of operating loss.</b>	We to discuss if a hybrid finance model could/can be a path for KIPP.
6	Approval	The board must vote to approve opening.	Could easily move this forward if all else were green
7	Curriculum & Model	There is an identified, comprehensive curriculum AND we have identified which model we are going to base ours from (e.g., Montessori, Waldorf, Reggio Emilia, Microschool, etc)	Yes. For microschool/ school within a school we have literacy and math have a curriculum that plugs into Pre-k.
8	Assessment	There is a research-based, state-aligned assessment to determine Kindergarten readiness	Yes. DESE KOF
9	Schedule	There is a written schedule for PreK that includes specials classes	<a href="#">Sample Schedule</a>
10	Staffing	Identify teacher to fit the pre-k model & adjusted staffing model that could support addition of pre-k.	TK wants to be the teacher.



# ED Report

# Transportation Update

## Survey Data

- Attendance Stipend - 41%
- City Bus Pass - 25%
- Affordable/Free Before and After Care Programming - 63%
- My child could no longer attend KIPP - 26%
- No Impact - 22%

## Summary of parent meeting

- 50 attendees
- Feedback mirrored survey data - most important is childcare

## Next steps and thinking

- Keep HS busing
- Move K-8 to menu of options - stop busing within 1 mile radius (~200K savings)
- Pilot Assist during summer school

# Other Regional Business

- Mask Policy - Currently mask optional
- Family Dinner - highlights
- Meet some “new leaders”

# Other Regional Business

## Hiring and Teacher Pipeline

- 9 staff members terminated or left mid-year (10%)
- 6 staff member leaving at the end of the year (6%)
- 7 staff members considered “maybe” for returning for next school year (8%)
- Agreements for next year going out this week

## Conclusions

- Highlighted gaps in the life cycle of an employee
  - Hiring, onboarding, celebrating all spread to many leaders plates and not strategic
- Need to address gaps in hiring and talent acquisition quickly because teacher pipeline is diminishing

Next Step - present some solutions and new org chart to Governance Committee

# KIPP: Forward

KIPP KC **earned \$75k** to join Kauffman Foundation's Real World Learning (RWL) Initiative. In April we pitched our strategic plan with the hopes of earning \$150,000 over the next two years.

RWL learners are prepared for work, school, and life after high school graduation. By gaining immersive experiences across a multitude of interests, industries, and employers through real-world projects and internships, learners gain the skills to navigate their future.

**Shared Goal:** By 2030, all high school students across our region graduate with a market value assets AND a diploma, preparing them for future work and learning.








# What is the goal of Real World Learning?

By 2030, all high schoolers in our region will graduate with a diploma and Market Value Assets (MVAs), preparing them for future work and learning.

-   
**Work Experiences**
-   
**Dual-College Credit**
-   
**Industry-Recognized Credentials**
-   
**Entrepreneurial Experiences**

### KC High Demand Industry Sectors

 <b>Advanced Manufacturing</b> Over the next 10 years, Kansas City companies are expected to hire over 100,000 people for supply chain and manufacturing jobs due to growth and replacement.	 <b>Design and Build</b> Kansas City has long had a strength in global design occupations. Over the next 10 years, Kansas City companies will hire over 17,000 people due to growth and replacement.	 <b>Finance and Insurance</b> Kansas City companies are expected to hire nearly 60,000 workers in finance and insurance over the next 10 years. This sector is expected to grow 5 percent over that period.
 <b>Information &amp; Technology</b> Employees with IT skills are in high demand. Over the next 10 years, Kansas City companies will hire over 37,000 people due to growth and replacement.	 <b>Life Sciences</b> Over the next 10 years, Kansas City companies are projected to hire over 47,000 people due to growth and replacement.	

# Real World Learning at KIPP Legacy High School

- This year ('21-'22) is our Design and Planning Year
- Current updates
  - Developed a Strategic Plan Design Team
  - Developed a Feedback Committee
  - Collaborating with ALL stakeholders
- Future
  - Build strong community and business partnerships
  - Design and write strategic plan
  - Presentation to Kauffman



# 2021-22 Design + Plan Grant Timeline

January – March 2021 <u>Application</u>	April – February 2021 - 22 <u>Design &amp; Plan</u>	March 2022 <u>Submit &amp; Present</u>	April 2022 <u>Report &amp; Finalize</u>
<ul style="list-style-type: none"><li>• Grant applications submitted and finalized</li><li>• Applications due: February 12</li><li>• Grants awarded in March</li></ul>	<ul style="list-style-type: none"><li>• Grant period starts</li><li>• Establish design team</li><li>• Align MVA quality standards</li><li>• Visit high school exemplars</li><li>• Form 3-year strategic plan</li></ul>	<ul style="list-style-type: none"><li>• Submit and present 3-year strategic plan</li><li>• Submit baseline MVA data</li></ul>	<ul style="list-style-type: none"><li>• Finalize strategic plan</li><li>• Report learnings</li><li>• Grant period ends</li></ul>