Team & Family,

Love. Literacy. Leadership. These three strategic anchors represent key areas we must get right if we want to continue making progress toward our goal of getting 80% of our students to and through college.

We must love our students and parents by creating a culture that leverages their strengths. We must continue to double down on literacy—just this past year, we more than tripled the number of students (grades 3–8) reading on or above grade level. This is great progress, but we must push the bar higher. Last, we must leverage our own team’s strengths through leadership coaching and development that pushes us to continually get better at what we do.

As we look to the future, we have never been more optimistic. We recognize there is more work to be done, but our progress to date has clearly demonstrated what is possible. Today we stand in partnership with other organizations committed to educational excellence and equity—working together so that all children have the opportunity to lead choice-filled lives.

With gratitude,

Scott Shirey
Founder & Executive Director
KIPP Delta Public Schools

LOVE
First and foremost, we love our students and their families. We know where our students are at all times. This guarantees our classrooms are places where students grow as scholars and as individuals who pursue their passions. We also consistently communicate with families about academic results and school events and regularly recognize the work our parents do to ensure the success of their children.

LITERACY
We believe in the power of literacy and its ability to positively affect the trajectories of our students’ lives. We know our students’ reading levels and whether or not they have moved in an upward direction. We implement several strategies, including guided reading, KIPP Wheatley, and interim assessments to make sure we are consistently assessing our students and remediating when necessary. Most of all, we seek to build an intense love of reading in our students, knowing that such a love forms the groundwork for a fulfilled life.

LEADERSHIP
We spend time developing our people. Managers must coach to their employees’ strengths and challenge them to leverage those same strengths when tackling challenges. Our teachers receive the time, coaching, support, and resources to dramatically improve their instruction each year. School directors spend at least 70% of their time on instructional coaching so that teachers receive enough quality feedback to improve their instruction and craft.
School Year 2015-16 // Six Essential Questions

Q1 Are We Serving the Children Who Need Us?

- 1,382 students served
- 93% African-American
- 90% qualify for free or reduced-price meals

Q2 Are Our Students Staying with Us?

- 76% stayed with KIPP Delta
- 8% relocated out of charter boundary or proximity

Q3 Are Our Students Progressing & Achieving Academically?

- % of students meeting college readiness on ACT Aspire in English and Math:
  - KIPP Delta: 58.7%
  - Helena Local: 45.4%
  - Blytheville Local: 44.2%
  - Forrest City Local: 37.4%
  - KIPP Delta: 30.7%
  - Helena Local: 17.1%
  - Blytheville Local: 19.5%
  - Forrest City Local: 17.3%

Q4 Are Our Alumni Climbing the Mountain to & Through College?

- 229 KIPP Delta Alumni
- % of students who graduate high school:
  - KIPP Delta Class of 2016: 83%
  - Low-income avg.: 77%
- Start college:
  - Class of 2016 Grads: 45%
  - Complete 4-yr college: 44%

Q5 Are We Building a Sustainable People Model?

- 173 KIPP Delta Staff
- Staff retention: 72%
- Teacher retention: 69%

Q6 Are We Building a Sustainable Financial Model?

- Revenue: $18.9M
- Expenses: $18.1M

- Revenue distribution:
  - 62% State
  - 21% Federal
  - 16% Fundraising
  - 1% Activity fees

- Expense distribution:
  - 64% Salaries & Benefits
  - 17% Student Services
  - 15% Other operating
  - 4% Facilities

For more details about the information displayed above, visit kippdelta.org/six-essential-questions