



# DIVISION OF ELEMENTARY & SECONDARY EDUCATION

**Open Enrollment Public Charter School Renewal Application for**

**KIPP Delta Public Schools**

**Deadline for Initial Submission: 5:00 PM on September 30, 2022**



**Department of Elementary and Secondary Education  
Charter School Office  
Four Capitol Mall  
Little Rock, AR 72201  
501.682.4472**

Event/Deadline	Renewal Applications
Initial Applications Due by 5:00 p.m. submitted to <a href="mailto:ade.charterschools@arkansas.gov">ade.charterschools@arkansas.gov</a>	September 30, 2022
Application Reviews with DESE	October 17-28, 2022
Application Revision Window	October 31-Nov. 14, 2022
Final Application Due by 5:00 pm Submitted to <a href="mailto:ade.charterschools@arkansas.gov">ade.charterschools@arkansas.gov</a>	November 14, 2022
Charter Authorizing Panel Hearings	December 13-14, 2022
State Board of Education Meeting- Review of Charter Authorizing Panel Decisions	January 12, 2023

### Charter Information

<b>Name of Charter:</b>	KIPP Delta Public Schools
<b>LEA Number:</b>	5440700
<b>Authorization Date:</b>	March 11, 2013
<b>Expiration Date:</b>	June 30, 2023
<b>Enrollment Cap:</b>	2,600
<b>Grades Served:</b>	PK - 12
<b>Superintendent/Director:</b>	Megan Stitzinger
<b>Charter Mailing Address:</b>	P. O. Box 743 Helena, AR 72342
<b>Charter Physical Address:</b>	P. O. Box 743 Helena, AR 72342
<b>Sponsoring Entity:</b>	KIPP Delta Board of Directors
<b>Charter Management Organization</b>	N/A
<b>Contact for Application:</b>	Megan Stitzinger
<b>Contact Email:</b>	megan.stitzinger@kipdelta.org
<b>Contact Phone:</b>	870-714-5940

### School Campuses

School Name	LEA Number	City	Grades Served
KIPP Delta Elementary Literacy Academy	5440701	Helena	K- 5
KIPP Delta College Preparatory School	5440702	Helena	6 - 8
KIPP Delta Collegiate High School	5440703	Helena	9 - 12
KIPP Blytheville College Preparatory School	5440705	Blytheville	K - 6
KIPP Blytheville Collegiate High School	5440706	Blytheville	7 - 12

**Number of Years Requested for Renewal (1-20): 5**

## Section 1: Charter Data

**Current Accreditation Status:** Fully Accredited as of 2021-22 School Year

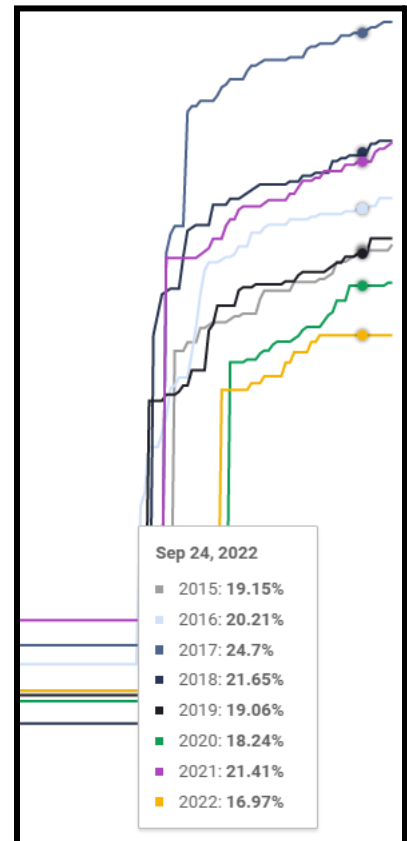
**Level of Support:** Level 3

### Enrollment (3rd Quarter ADM)

	17-18	18-19	19-20	20-21	21-22
<b>DELA</b>	464.11	467.26	456.5	366.25	348.53
<b>DCPS</b>	213.41	208.57	233.93	229.175	197.4
<b>DCH</b>	208.2	182.36	181.89	183.73	187.72
<b>BCPS</b>	90.7	83.85	198.36	211.28	227.64
<b>KBC</b>	234.35	165.36	150.43	138.38	123.9
<b>District</b>	1300.89	1201.27	1221.11	1128.8	1085.2

KIPP Delta’s regional enrollment hit the highest enrollment in KIPP Delta’s history in the 2017-2018 school year. With the closure of KIPP Delta’s Forrest City campus at the end of the 2018-2019 school year, enrollment dropped slightly. Enrollment also suffered during the onset of COVID as typical recruitment efforts, such as door-to-door recruitment, were unable to be conducted. With COVID restrictions lifting, KIPP Delta could engage in normal recruitment and enrollment activities over spring and summer this year. As a result of these efforts, KIPP Delta received 725 student enrollment applications for the 2022-23 school year, nearly 200 more applications than the previous year. Additionally, KIPP Delta has registered 369 new students for the 2022-23 school year to date and began the school year with an enrollment of approximately 1,200 students, with an additional 69 students on the waitlist.

Preliminary attrition reports show that, year-over-year, attrition is trending lower than the past five years thus far (see chart on the left for more detail).



### Graduation Rates

	17-18	18-19	19-20	20-21	21-22
<b>DCH</b>	91%	79%	92%	81%	NA until Jan/Feb 2023
<b>KBC</b>	92%	71%	78%	79%	NA until Jan/Feb 2023
<b>District</b>	91%	75%	87%	80%	NA until Jan/Feb 2023

### Letter Grades

School Name	2017-18	2018-19	2019-20	2020-21	2021-22
KIPP Delta Elementary Literacy Academy	D	D		N/A	N/A
KIPP Delta College Preparatory School	C	C		N/A	N/A
KIPP Delta Collegiate High School	D	D		N/A	N/A
KIPP Blytheville College Preparatory School	D	D		N/A	N/A
KIPP Blytheville Collegiate High School	D	D		N/A	N/A

### ESSA School Index

School - KIPP Delta Elementary Academy	2017-18	2018-19	2019-20	2020-21	2021-22
Overall Index	60.8	61.01		58.32	Not available
Weighted Achievement	45.13	44.64		27.98	Not available
Growth	76.89	76.89		78.18	Not available
SQSS	43.73	46.24		62.92	Not available

School - KIPP Delta College Preparatory School	2017-18	2018-19	2019-20	2020-21	2021-22
Overall Index	64.14	63.95		54.58	Not available
Weighted Achievement	49.5	49.62		26.4	Not available
Growth	80.19	79.3		77.1	Not available
SQSS	44.8	46.2		45.24	Not available

School - KIPP Delta Collegiate High School	2017-18	2018-19	2019-20	2020-21	2021-22
Overall Index	57.71	60.44		56.44	Not Available
Weighted Achievement	29.96	31.84		23.02	Not Available
Growth	78.71	80.58		78.91	Not Available
SQSS	44.59	49		50.98	Not Available

School - KIPP Blytheville College Preparatory School	2017-18	2018-19	2019-20	2020-21	2021-22
Overall Index	60.68	62.35		55.9	Not Available
Weighted Achievement	44.69	46.01		30.62	Not Available
Growth	78.68	78.99		75.02	Not Available
SQSS	37.96	45.02		51.12	Not Available

School - KIPP Blytheville Collegiate High	2017-18	2018-19	2019-20	2020-21	2021-22
Overall Index	57.95	58.54		60.18	Not Available
Weighted Achievement	35.21	33.76		34.59	Not Available
Growth	77.95	76.78		82.34	Not Available
SQSS	44.34	40.04		48.07	Not Available

## Section 2: Charter Mission Statement

### Previous mission statement:

To create and support schools that empower students from underserved communities to develop the knowledge, skills, and character traits necessary to pursue a college education and a life of value, joy, and integrity.

### If the mission statement for the charter will change, please provide the new 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.

### What type of educational model does the school follow?

**Alternative Learning Environment**

**Traditional**

**Virtual Only**

**College Prep - X**

**Credit Recovery**

**Other Focus Area:** \_\_\_\_\_

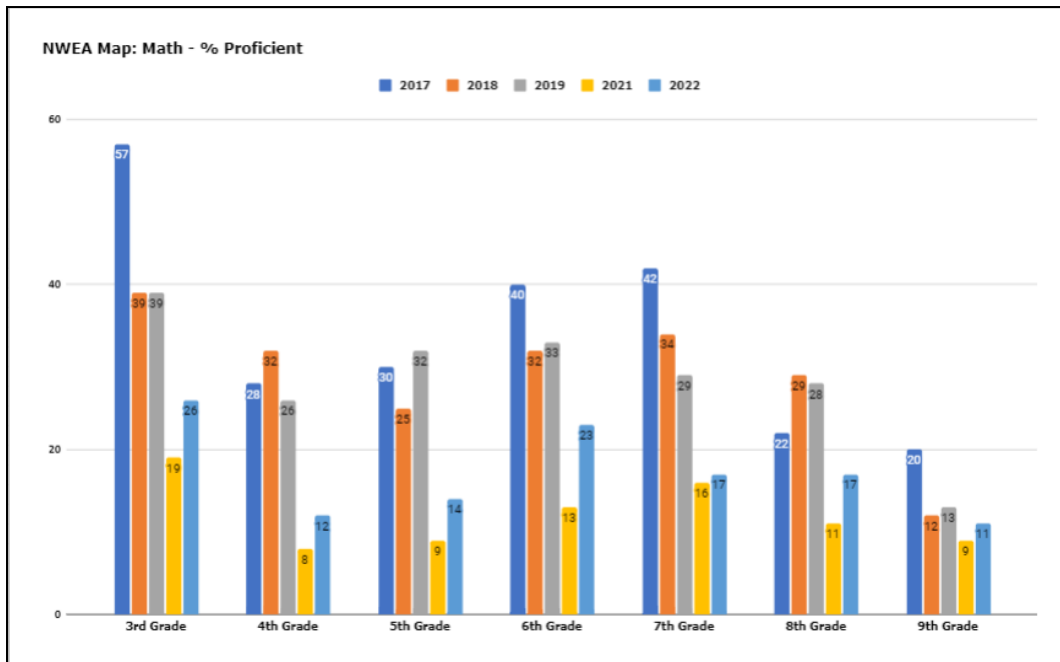


### **Section 3: Charter Goals**

At the time of KIPP Delta's Charter renewal, there were significant transitions between assessment systems at both the state and national levels. KIPP Delta was also in the process of determining additional supplementary assessment systems for use in schools. As a result of this uncertainty at the time of our charter renewal application, KIPP Delta requested and was granted the ability to re-examine and adjust project performance goals based on new testing requirements. As such, goals proposed during the 2013 charter renewal process included targeted outcomes for only (3) school years. Goals for the 2016 - 2022 school years were never set at the state level.

The 2013-2016 goals were set using outdated assessments as measurements; thus, KIPP Delta cannot accurately provide 1:1 reporting on these goals. In the absence of the ability to provide 1:1 reporting on our previous charter goals, we are providing academic data and an analysis of the outcomes for the last five years.

Goal 1	Metric
<p><b>2013-2016 Math Goals:</b> Achieve annual measurable growth (AMO) for students as demonstrated by state testing and NWEA MAP testing. Each of the following sub-objectives will be considered as indicators for meeting this goal:</p> <ol style="list-style-type: none"> <li>1. Each of our schools will increase academic achievement in Mathematics as indicated on the benchmark and end of course exams and demonstrate proficiency at the school's AMO</li> <li>2. Students in K-9 will take the NWEA MAP assessment in mathematics and over 60% of students will meet their growth targets</li> <li>3. 60% of all exiting 8th graders will have scored proficient or advanced on the Algebra I exam</li> <li>4. In the 2014-16 school years, each of our schools will increase academic achievement in Mathematics as indicated by outperforming the state average on the PARCC assessment.</li> </ol>	<ul style="list-style-type: none"> <li>• Student's annual growth on NWEA MAP assessment</li> </ul>



\*Students were not tested in 2020 due to COVID

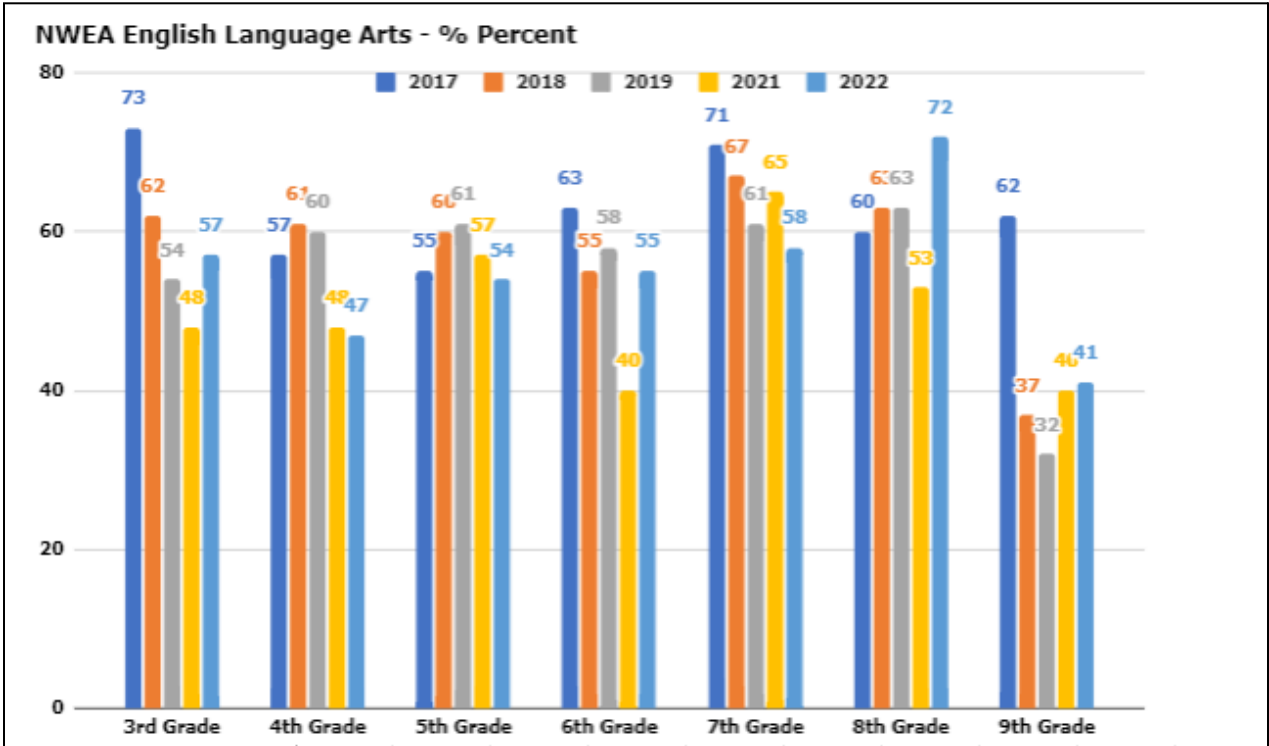
From 2017 through 2022, the percentage of 3rd through 9th grade students identified as proficient in Math by the NWEA MAP assessment declined by an average of 17 percentage points. This decline is due to inconsistent use of high-quality instructional materials, changing core curricula, and teacher attrition.

NWEA MAP assessment results remained steady during the 2017 - 2019 school years. However, there was a sharp decline in KIPP Delta's academic performance after two years of COVID interruptions, which though expected and experienced by school districts across the country, was more significant than anticipated.

From 2021 to 2022, the percentage of 3 through 9 grade students identified as proficient in Math by the NWEA Map assessment increased by an average of 5 percentage points. The increase is attributed to increased professional development opportunities, improved teacher retention, and other academic supports, including Tier 1 and Tier 2 interventions.

While results have increased post-COVID, we realize more work must be done to accelerate learning and increase academic achievement. We are confident that, with the additional support and services detailed below, KIPP Delta will continue to see an increase in the percentage of students proficient in Math.

Goal 2	Metric
<p><b>2013-16 Literacy Goals:</b> Achieve annual measurable growth (AMO) for students as demonstrated by state testing and NWEA MAP testing. Each of the following sub-objectives will be considered as indicators for meeting this goal:</p> <ol style="list-style-type: none"> <li>1. Each of our schools will increase academic achievement in literacy as indicated on the benchmark and end of course exams and demonstrate proficiency at the school's AMO.</li> <li>2. Students in K-9 will take the NWEA MAP assessment in literacy and over 60% of students will meet their growth target.</li> <li>3. In the 2015-16 school years, each of our schools will increase academic achievement in literacy by outperforming the state average on the PARCC assessment.</li> </ol>	<ul style="list-style-type: none"> <li>• Student's annual growth on NWEA Map and PARCC assessments</li> </ul>



\*Students were not tested in 2020 due to COVID

From 2017 through 2022, the percentage of 3rd through 9th grade students identified as proficient in English Language Arts by the NWEA MAP assessment declined by an average of 8 percentage points. The decline is attributed to inconsistent use of high-quality instructional materials, changing core curricula, and teacher attrition.

NWEA Map assessment results remained steady during the 2017, 2018, and 2019 school years. However, there was a sharp decline in KIPP Delta’s academic performance after two years of COVID interruptions, which though expected and experienced by school districts across the country, was more significant than anticipated.

From 2021 through 2022, the percentage of 3 through 9 grade students identified as proficient in English Language Arts by the NWEA Map assessment increased by an average of 5 percentage points. The increase is attributed to increased professional development opportunities, support from TNTP (formerly The New Teacher Project), teacher retention, and other academic supports, including Tier 1 and Tier 2 interventions.

While the results increased last school year, we realize more work must be done to accelerate learning and increase academic achievement. We are confident that, with the additional supports and services listed below. KIPP Delta will continue to see an increase in the percentage of students proficient in English Language Arts.

Goal 3	Metric
<p><b>2013-16 College Preparation Goals</b>            Achieve an increase in college preparation for the students at KIPP Delta. Each of the following sub-objectives will be considered as indicators for meeting this goal:</p> <ul style="list-style-type: none"> <li>● KIPP Delta Collegiate High School will increase the number of exiting seniors who have scored a three (3) or higher on an Advanced Placement Exam from the previous year.</li> <li>● 100% of KIPP Delta Collegiate High School seniors will be accepted into a post-secondary educational institution or enter the military</li> <li>● KIPP Delta Collegiate High School alumni will outperform the national six-year graduation rate</li> <li>● KIPP Delta Collegiate High School juniors will outperform the state and/or national average on the ACT exam</li> </ul>	<ul style="list-style-type: none"> <li>● Student’s Advanced Placement Scores</li> <li>● School graduation rate</li> <li>● ACT scores</li> </ul>

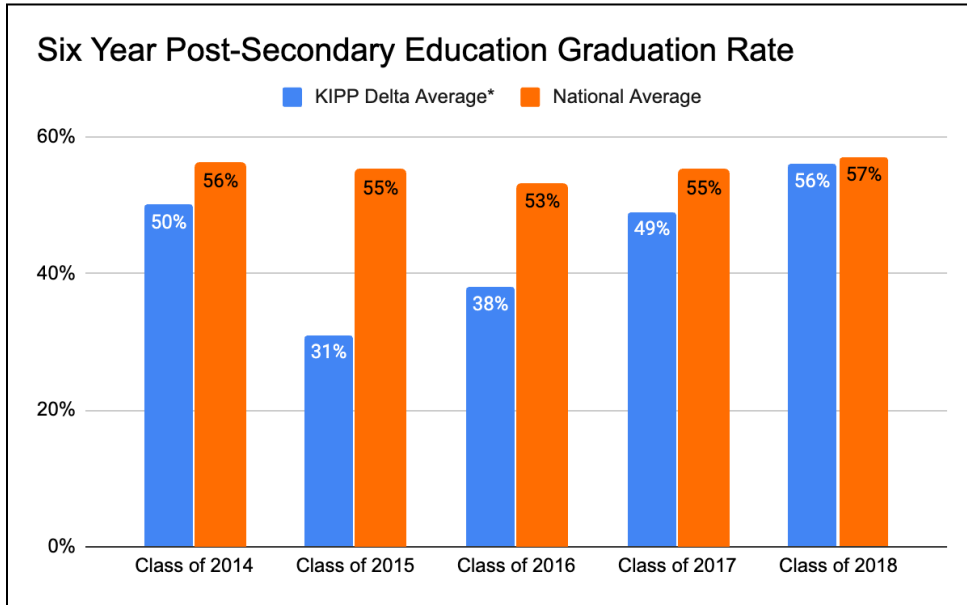
*Post-Secondary Acceptance*

The KIPP Forward program at KIPP Delta Public Schools supports students in selecting and preparing for the educational and career path that fits their goals and sense of purpose. As a result of the work of the KIPP Forward team, 100% of KIPP Delta’s graduating classes of 2017 through 2022 were accepted into a post-secondary educational institution or entered the military.

*Graduation Rate*

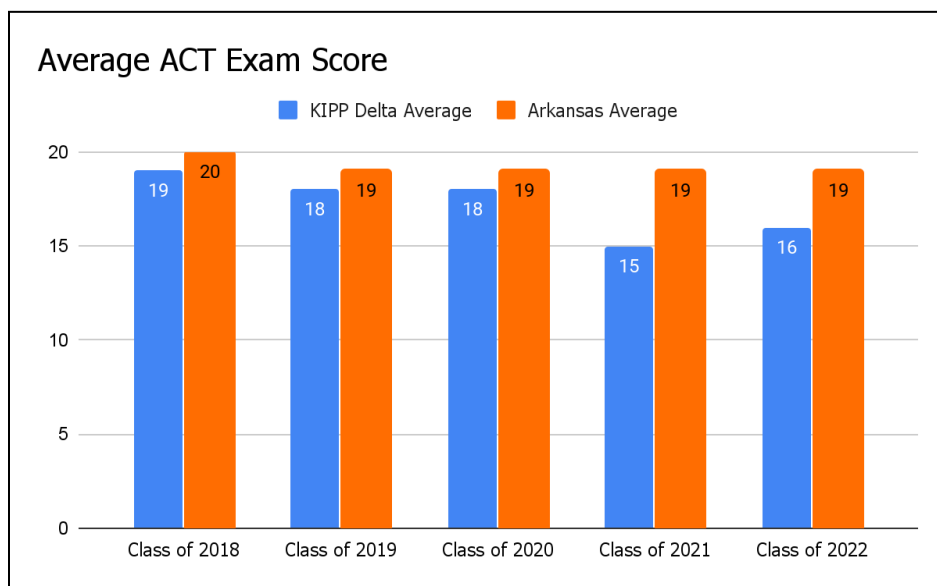
Once KIPP Delta alums are on their desired educational or career path, the KIPP Forward team helps alums move forward while pursuing their goals with college and career advising after high school

graduation. As a result of the work of the KIPP Forward team, the gap between the KIPP Delta and the national average for the post-secondary education graduation rate has narrowed in the last two years. More intensive support, an increase in the number of alumni counselors, as well as better systems to track and support students' success has led to this increase.



**ACT Scores**

ACT composite scores remained steady for the class of 2018, 2019, and 2020. However, there was a slight decline in scores after two years of COVID interruptions that mirror KIPP Delta's academic results, which though expected and experienced by school districts across the country, was more significant than anticipated.



### *Advanced Placement*

Advanced Placement data is not available due to no exams being completed in the past three years. KIPP Delta students are offered the opportunity to complete Advanced Placement courses and exams, but may have declined the opportunity. Over the next three years, KIPP Delta is committed to increasing the number of students who complete AP courses and exams and the number of teachers trained by the College Board so we can offer a wider variety of courses. Additionally, we will create better awareness among our students and families about the benefits of completing Advanced Placement courses and exams, including the opportunity to better prepare for college, boost their GPA, save time and money in college, and receive merit-based financial aid.

### **Academic Growth Recognition**

KIPP Delta's continued efforts to increase academic rigor across all grade levels and subject areas resulted in four of our schools being recognized in 2021 by the Office for Education Policy (OPE) at the University of Arkansas as schools that are "Beating the Odds" because students demonstrated high growth on the ACT Aspire. Awards were based on the 2021 content growth score calculated by the Arkansas Department of Education. These growth scores reflect how much students at each school improved from 2019 compared to how much they were expected to grow, considering prior achievement. Schools are recognized for overall growth and growth in Math and English Language Arts separately. The following awards were presented to our schools by the Office for Education Policy in 2021:

- **KIPP Delta Elementary Literacy Academy** received the "Beating the Odds" High ELA Growth: Elementary Level (Southeast Region) award
- **KIPP Delta Collegiate High** received the "Beating the Odds" High ELA Growth: High School Level (Southeast Region) award
- **KIPP Blytheville Collegiate High** received the **(1)** "Beating the Odds" Statewide Overall Growth: High School **(2)** "Beating the Odds" Statewide ELA Growth: High School Level **(3)** "Beating the Odds" High Math Growth: High School Level (Southeast Region) **(4)** "Beating the Odds" High ELA Growth: High School Level (Southeast Region) awards
- **KIPP Delta Collegiate Prep** received the "Beating the Odds" High Math Growth: Middle Level (Southeast Region) award

In the same year, KIPP Blytheville Collegiate High Schools was recognized by Arkansas Public School Resource Center (APSRC) with the "Elevate Award" for being the top charter high school with the most overall academic growth in the state.

### **Future Actions to Increase Academic Achievement**

After analysis of academic data from the last four (4) years, KIPP Delta Public Schools implemented new, more robust services and support in the 2022-23 school year to increase academic achievement and growth and college and career readiness. As an overview, here are the changes in academic services and support:

- Alignment of High-quality Math Curriculum Across All Grade Levels: In the last four years, KIPP Delta utilized Saxon and Eureka. New high-quality instructional materials will allow KIPP Delta to increase academic achievement by ensuring that students are provided with materials

aligned to state academic standards with evidence-based strategies, inclusive practices, and embedded supports for teachers.

- External Support and Services: In 2021, KIPP Delta began a partnership with TNTP (formerly The New Teacher Project), beginning with intensive knowledge-building services, which will result in increased evidence of capacity-building partnership. Last school year, TNTP's focus was on KIPP Delta's literacy program. In the current school year, KIPP Delta will continue the partnership with TNTP with additional math supports across KIPP Delta schools. During the summer, teachers received one week of professional development unpacking and internalizing the curriculum, learning about the shifts in math instruction, developing an understanding of the best mathematical classroom practices, and lesson planning for the first module of instruction. Math teachers will participate in diagnostic "learning walks" with TNTP content coaches and school-based and regional leadership as a means to promote continuous improvement support as well as virtual professional development sessions for content teachers. The work with TNTP adds capacity and allows KIPP Delta to provide intensive professional development that would otherwise not be possible without this partnership.

In addition to the partnership with TNTP, KIPP Delta receives weekly support and coaching from an Arkansas Public Schools Resource Center Literacy Specialist. The literacy specialist coaches teachers and assistant principals in literacy pedagogy, primarily building a strong foundational skills program based on the Science of Reading and best practices in developing beginning readers.

Another means of increasing our emphasis on writing is the Writing Revolution professional development offered by the Arkansas Department of Education's year-long cohorts. KIPP Delta teachers and school leaders joined these cohorts to increase their development and bring it back to the schools to share as part of the ongoing regional professional development plan.

- Increased Professional Development Opportunities: All content area teachers across all grade levels engage in weekly school-based and monthly 4-hour intensive professional development. For additional support, weekly observations and one-on-ones are hosted between teachers and school leaders. TNTP will continue the support throughout the school year with one hour of weekly PD on Wednesdays, and a more intensive 3-hour PD session once a month. Regional academic staff, school leaders, and teachers will receive ongoing coaching. In addition to the support provided by TNTP, teachers will be observed and participate one-on-one each week to review lesson planning, instruction, and practice lesson implementation.

Increased emphasis on coaching writing instruction. As part of our work with TNTP, literacy coaches provide professional development on increased writing opportunities, followed by working with individual teachers to support the implementation of increased writing instruction every day across all content areas.

- Alignment with State Evaluations: Over the last four years, KIPP Delta has used several internally developed evaluation systems. This has created confusion and misalignment with school and district-wide goals. It has also prevented us from providing strong, differentiated development and support based on staff performance. For the 2022-2023 school year, KIPP is moving to the TESS rubric for teachers and the LEADS rubric for school leaders. In preparation for this shift, in partnership with TNTP, KIPP Delta provided summer professional development for regional academic staff and school leaders. Teachers were provided two days of summer PD on the TESS rubric and the look-fors connected to each domain. Two evaluations will be completed each year, with a mid-year evaluation at the end of 1st semester and a final evaluation in April. As school leaders complete their weekly classroom observations, they provide feedback related to the TESS rubric.

- Interim Assessment Alignment: Over the last four years, KIPP Delta has used the NWEA MAP primarily in grades K-5 as an interim assessment to drive instruction. With the start of the 2022-2023 school year, KIPP Delta will use the NWEA MAP across all grade levels (K-12) and content areas to better monitor student growth and make decisions on student needs with a look at progress over time. Additionally, KIPP Delta will use the correlation from NWEA MAP to ACT Aspire to support instruction for the statewide end-of-year assessment.
- Other Academic Supports: As we reviewed the data from 2021-2022 ACT Aspire and the beginning-of-year 2022-2023 MAP, students were identified for additional support at the secondary grades. Thus, KIPP Delta added strategic reading classes in secondary grades. Students at the middle school are being provided differentiated support through Strategic Reading Classes, and, at the high school, this support is happening in Critical Reading Classes. Additionally, KIPP Delta has established and trained all staff on the updated RTI process. As part of this process, data is reviewed throughout the year, and initial RTI meetings are held for those students working well-below grade level and outside the realm of their peers. Data is analyzed and recommended next steps for Tier 2 or Tier 3 are implemented, as appropriate for their individualized needs. Tier 2 supports are provided in the classroom by the classroom teacher during a scheduled block of the day. Student progress is monitored and re-evaluated at specified intervals throughout the year. Using this process supports students' individual needs to close the learning gaps they are experiencing.
- Student Enrollment: For the 2022-23 school year, KIPP Delta received 725 applications, which is more than 200 applications than the previous year. To continue to increase our impact in our communities and provide college-preparatory options for students in the Delta, we will continue to create awareness about the positive academic outcomes and support our students receive across all five schools. We will also work to increase local and state partnerships that allow KIPP Delta to increase awareness about our district, and also help strengthen our ties to the community and increase the types of support we provide students and families.



## Section 4: New Goals

Select performance goals for the period of time requested for renewal that are related to the specific mission of the charter.

SMART Goal
<p><u>Academic Growth</u>: Year-over-year growth on state-required end-of-year assessments in literacy and math. KIPP Delta will monitor progress throughout the year through interim data that may include but is not limited to NWEA MAP. KIPP Delta will also review end-of-year state-required testing data to monitor progress toward the goal.</p>
<p><u>Graduation Rate</u>: Increase graduation rate year-over-year. Each school year, KIPP Delta will complete a senior transcript audit by the end of the first quarter and create a plan to support seniors at risk of not meeting graduation requirements. At the end of each year, we will monitor progress toward this goal.</p>
<p><u>College and Career Readiness</u>: 100% of graduating seniors have a post-secondary college or career plan that includes an outline of coursework for a two-year or four-year degree program, technical or vocational school, military, or specific opportunities tied to pre-identified career paths. Each school year, 100% of seniors will participate in a conference by the end of the first quarter with their assigned college and career advisor to create their individualized plan. At the end of each year, we will monitor progress toward this goal.</p>
<p><u>Student and Family Impact</u>: Increase student enrollment and retention year-over-year to provide further support for students in rural communities. KIPP Delta will monitor student enrollment and attrition every quarter and make adjustments to our student recruitment, enrollment, and retention strategy as appropriate. At the end of each year, we will monitor progress toward this goal.</p>

**Section 5: Waivers**

Waiver #1	Statute/Standard/Rule	Rescind or Continue Waiver
School Calendar - School Start Date	Ark. Code Ann. § 6-10-106 (a)  Standard 1-A.5	Continue

**Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.**

While KIPP Delta's start date was aligned with area schools this school year, KIPP Delta would like to request a continuation of this waiver. This waiver provides the flexibility to tailor the district's yearly schedule by offering an earlier school start date or a later school end date. This flexibility allows us to offer special summer programming if needed to combat learning loss and helps us be more responsive to the needs of our students, communities, and stakeholders and dates of summer programming for students.

**If the waiver is continued, will the service be provided in an alternate way?**

Waiver #2	Statute/Standard/Rule	Rescind or Continue Waiver
Teacher Licensure	Ark. Code Ann. §§ 6-15-1004, et seq 6-17-401 6-17-919 6-17-902 6-17-309 6-17-418  Standard 4-D.1  DESE Rules Governing Educator Licensure, Section 7	Continue

**Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.**

KIPP Delta makes every effort to fill teaching vacancies with certified teachers. However, there are times when a licensed educator is not available, particularly in certain critical shortage areas.

KIPP Delta is committed to hiring high-quality teachers and meeting, at minimum, the Arkansas Qualified Teacher (AQT) designation.

When licensed educators are not available, teacher candidates may include but are not limited to: Teachers with career experience, outside career certification, alternative licensure, or licensure in a specific field but extensive education in a different context matter, and those with a bachelor’s degree in a non-education field.

Teachers we have hired from these backgrounds have brought in vast experience from their diverse backgrounds and have proven to be great role models for our students. Given that many teachers under this waiver are from the community in which they teach, they are more likely to remain in our schools, allowing us to “grow our own” highly qualified teachers.

We are aware that we must meet all Arkansas AQT requirements for the courses to which they apply and that all special education teachers must have full licensure. All teachers hired under this waiver receive support, observations and evaluations, professional development, have content hours in the subject they teach, and are committed to the students they serve.

**If the waiver is continued, will the service be provided in an alternate way?**

Waiver #3	Statute/Standard/Rule	Rescind or Continue Waiver
Personnel Policies - Committee of Personnel Policies	Ark. Code Ann. § 6-17-203	Continue

**Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.**

(a) Each school district shall have a committee on personnel policies which shall consist of no fewer than five (5) classroom teachers, and no more than three (3) administrators, one of which may be the superintendent.

KIPP Delta’s personnel policies are reviewed by a representative of each of KIPP Delta’s five schools and the district office, allowing the process to be effective and efficient. All new or revised policies are presented to the Board of Directors for approval.

**If the waiver is continued, will the service be provided in an alternate way?**

Waiver #4	Statute/Standard/Rule	Rescind or Continue Waiver
Public School Principals - Qualifications and Responsibilities	Ark. Code Ann. § 6-17-302(a) Standard 4-C.2 DESE Rule Section 7	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
KIPP Delta employs highly- qualified, but not necessarily certified administrators, for its schools. It has proven to be an effective method of hiring and retaining highly qualified leaders with strong ties to the community.		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #5	Statute/Standard/Rule	Rescind or Continue Waiver
Teacher Fair Dismissal Act	Ark. Code Ann. § 6-17-1501 et seq.	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
KIPP Delta would like to continue this waiver, as employment at KIPP Delta is at will.		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #6	Statute/Standard/Rule	Rescind or Continue Waiver
Public School Employee Fair Hearing Act	Ark. Code Ann. § 6-17-1701 et seq.	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
KIPP Delta would like to continue this waiver, as employment at KIPP Delta is at will.		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #7	Statute/Standard/Rule	Rescind or Continue Waiver
Gifted and Talented Services	Standard 2-G  Ark. Code Ann. § 6-20-2208 (c)(6) 6-42-101 et seq  DESE Rules Governing Gifted and Talented Program Approval Standards	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		
While there are some exceptions, KIPP Delta Public School offers academic programs according to academic ability and not by grade level. This allows us to offer an equitable education to all students. As a college preparatory program, we view our entire academic program as a gifted and talented program.		

Waiver #8	Statute/Standard/Rule	Rescind or Continue Waiver
Class Size and Teaching Load	Standard 1-A-6  Ark. Code Ann. § 6-17-812  DESE Rule 5.19	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
KIPP Delta requests flexibility on class sizes and teaching load education codes to allow flexibility for our Career and Technical Education and Senior Seminar Classes, which, some years, depending upon cohort sizes, do exceed stated class sizes and teaching loads. These classes are co-facilitated with our KIPP Forward team in order not to overwhelm any one teacher or staff member.		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #9	Statute/Standard/Rule	Rescind or Continue Waiver
Board of Directors, Generally School Elections, Generally	Ark. Code Ann. § 6-13-601 et seq. 6-14-101, et seq 6-13-619 (c)(1)(A) 6-13-619 (a)(1)	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<p>KIPP Delta wishes to be exempted from this portion of the Education Code to the extent that its provisions relating to board size, qualifications, residency within a particular school district, election, duties, powers, terms, meeting time and locations, and vacancies are: a) generally not applicable to open-enrollment public charter school context and/or b) otherwise outlined in KIPP's By-Laws. While KIPP Delta ensures that our board has local representation, our partnership with the KIPP Foundation and other national organizations may necessitate flexibility in selecting board members who may not reside in Arkansas. We currently have Board members from other parts of the state, including Forrest City and Pine Bluff. Given our board members' full schedules, we seek to accommodate them by allowing our board to participate via conference line if they cannot physically travel to the meeting location. The KIPP Delta Board of Directors will meet at least quarterly, as outlined in our charter. Longer, consolidated meetings allow us to accommodate board members' work schedules, helping us attract and retain top-quality board members who serve our Helena and Blytheville campuses equally.</p>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #10	Statute/Standard/Rule	Rescind or Continue Waiver
Board of Directors - Review and Approval of Salary Increases	Ark. Code Ann. § 6-13-635	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<p>The KIPP Delta Board of Directors approves the district budget, where increases in staff salaries in the amount of 5% or greater are reflected. Therefore, a separate resolution for these increases is redundant. Furthermore, our Executive Director and Chief Operating Officer have procurement authority of up to \$174,999, as reflected in our Board-approved fiscal policies. It is unlikely that any salary increase would exceed this amount.</p>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #11	Statute/Standard/Rule	Rescind or Continue Waiver
Superintendent Licensure	Standard 4-B.2  Ark. Code Ann. § 6-13-109 6-13-427  DESE Rules - Superintendent Mentoring Program	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
KIPP Delta employs highly qualified, but not necessarily certified administrators, for its schools. It has proven to be an effective method of hiring and retaining highly qualified leadership committed to our students and communities.		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #12	Statute/Standard/Rule	Rescind or Continue Waiver
Alternative Learning Environment	Ark. Code Ann. § 6-48-101 et seq 6-18-503 (a)(1)(c)(i) 6-18-508 6-15-1005 (b)(5)  Standard 2-I.1  DESE Rules Governing Student Special Needs Funding, Section 4 and Section 6.07.1	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		
KIPP Delta is an open-enrollment, college preparatory public charter school. Our academic focus is to prepare students for their higher educational and career pursuits after high school.		

Waiver #13	Statute/Standard/Rule	Rescind or Continue Waiver
Guidance Counselors	Standard 4-E.1	Continue
<p><b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b></p>		
<p>KIPP Delta employs highly qualified, but not necessarily certified, school and guidance counselors for its schools. It has proven to be an effective method of hiring and retaining qualified and highly effective guidance and counseling staff.</p>		
<p><b>If the waiver is continued, will the service be provided in an alternate way?</b></p>		
<p></p>		

Waiver #14	Statute/Standard/Rule	Rescind or Continue Waiver
School Counselor Ratio	Standard 4-E.2	Continue
<p><b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b></p>		
<p></p>		
<p><b>If the waiver is continued, will the service be provided in an alternate way?</b></p>		
<p>KIPP Delta currently employs one student success and support coordinator at each of our schools to provide counseling and support services. We also utilize TalkPath Live, a web-based platform that provides additional counseling services to students due to the limited access our students have to in-person counseling in our rural communities. In addition, our KIPP Forward College Advisors in Helena (2) and Blytheville (1) provide guidance and advising services to our high school students. The granting of this waiver would not mean that KIPP Delta campuses would not provide guidance and counseling to its students but would afford KIPP Delta the flexibility to do so without hiring additional full-time licensed staff. Counseling and guidance services beyond the capabilities of our current faculty and staff are provided on a contracted basis with a properly licensed counseling professional to meet the needs of students.</p>		



Waiver #15	Statute/Standard/Rule	Rescind or Continue Waiver
Library Media Specialists & Program	Standards 4-F.1 & 4-F.2 Ark. Code Ann. § 6-25-104, 6-25-103	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		
<p>KIPP Delta Public Schools currently employs one Library Media Specialist. However, our students have become highly skilled in the utilization of technology and electronic means of accessing information, particularly since the advent of COVID and remote learning. Our schools have a 1:1 student:device ratio. Teachers, instructional assistants, and school operations staff are well prepared and trained in providing assistance in the use of technology to access information, incorporating technology into instructional programs, and the use of appropriate technologies and can provide any assistance students need in accessing and utilizing information, both inside and outside of the classroom. Online media, such as online research links, encyclopedias, and more, are available to students through a variety of internet resources.</p>		

Waiver #16	Statute/Standard/Rule	Rescind or Continue Waiver
Achievement Gap Task Force	Ark. Code Ann. § 6-15-1603	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<p>As a college preparatory charter program, we feel the intent of the educational task force is already served through our work with multiple organizations which routinely discuss strategies to reduce the achievement gap. These organizations include our schools' PTO organizations, our Board of Directors, local committees, leadership team meetings, the KIPP Foundation, and our work with TNTP. Consequently, we feel the existence of the educational task force is redundant.</p>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #17	Statute/Standard/Rule	Rescind or Continue Waiver
Curriculum and Instruction	Standard 1-A.1.3	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<p>KIPP Delta is requesting a waiver from 9 of the required 38 units that must be offered and taught in Grades 9 - 12. The nine units are the Career and Technical Education courses representing three occupational areas. The Career and Technical Education courses are not part of the 22 units required for graduation. Specifically, we request a waiver from rule IV.9.03.4.10 24.17 that requires our high school to teach 9 units of career and technical education in 3 occupational areas. Currently, we fulfill this requirement through our partnership with the Phillips County Community College and Arkansas Northeast Community College, where our students complete concurrent courses including but not limited to Computer Information, Manufacturing, Welding, Aircraft Electricity, Computer Applications, Design for Manufacturing, Manufacturing Power and Equipment Systems, Human Behaviors and Disorders, and Medical Terminology.</p> <p>Our experience is that offering all of these classes in-house is a significant financial and logistical burden and offers little value-add to the college preparatory mission of our school. Additionally, allowing our students to complete concurrent courses at a local community college provides an accelerated path to college and career. It enables students to learn advanced materials and allows them to be gradually introduced to the rigor of college-level students. This helps them navigate challenges like time management and balancing studies with social and family life with the support of their high school administrators and teachers. We request a waiver from this requirement such that we may continue to teach these courses only as student interest and enrollment warrant.</p>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #18	Statute/Standard/Rule	Rescind or Continue Waiver
Health and Safety Services	Standard 2-E.1	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		
<p>KIPP Delta Public Schools employees full-time and onsite nurses to support health services. We will follow policies and procedures required by the Arkansas Department of Education and the Arkansas Department of Health. However, we would like the flexibility to employ a fully qualified, licensed nurse to oversee our health and wellness programs, if needed.</p>		

Waiver #19	Statute/Standard/Rule	Rescind or Continue Waiver
Health and Safety Services	Standard 2-E.2	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		
<p>KIPP Delta Public Schools intends to follow policies and procedures required by the Arkansas Department of Education and the Arkansas Department of Health. However, we would like the ability to operate our health and wellness program in a way that is aligned with our school model.</p>		

Waiver #20	Statute/Standard/Rule	Rescind or Continue Waiver
Media Center for Student Support	Standard 2-D.1	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
<p>KIPP Delta currently relies heavily on print materials across all subject areas and grade levels. However, we would like to have the flexibility to utilize digital media more than print media so that our students can access materials off campus, as needed. This allows the district the flexibility to support students in an uninterrupted manner in the event of needing to pivot to online learning and instruction due to campus closures, etc.</p>		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #21	Statute/Standard/Rule	Rescind or Continue Waiver
Personnel Policies - Employee Amount and Use of Leave	Ark. Code Ann. § 6-17-1304	Continue
<p><b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b></p>		
<p>KIPP Delta provides sick leave for all full-time employees, including full-time hourly employees, at a minimum accumulation rate of one (1) day per month. Part-time employees are paid for the hours they report to work. We feel this is sufficient and fair compensation. Most are bus drivers or food service workers who work partial days. When they cannot report to work due to illness, they report their absence, and a substitute worker is found. Their earnings for that week/pay period will reflect hours actually worked.</p>		
<p><b>If the waiver is continued, will the service be provided in an alternate way?</b></p>		
<p></p>		

Waiver #22	Statute/Standard/Rule	Rescind or Continue Waiver
Personnel Policies - Paid Breaks for Classified Employees	Ark. Code Ann. § 6-17-2205	Continue
<p><b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b></p>		
<p>KIPP Delta requires managers to provide classified employees working 20+ hours each week with at least two paid 15-minute breaks per day. However, due to the definition of “classified employees,” several of our teaching assistants and non-licensed teachers technically fall under its purview. Our instructional schedule does not allow for these staff members to gain two separate breaks, but rather one full planning period, which can be used for both instructional planning or personal use.</p>		
<p><b>If the waiver is continued, will the service be provided in an alternate way?</b></p>		
<p></p>		

Waiver #23	Statute/Standard/Rule	Rescind or Continue Waiver
Employment of Licensed Personnel	Ark. Code Ann. § 6-17-301 (a) - (b)	Continue
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
KIPP Delta is an at-will employer and does not provide contracts to any staff member; thus, this educational code would be redundant. However, we ensure that constitutional due process will be followed in all promotion, demotion, or termination events.		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #24	Statute/Standard/Rule	Rescind or Continue Waiver
Grading Scale	Ark. Code Ann. § 6-15-902 (a)  DESE Rules Governing Uniform Grading Scales (Section 4.03 (c)(i))	
<b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b>		
KIPP Delta has historically had a waiver from the grading scale as described by 6-15-902 and has used the waiver to raise standards at the high school level. Specifically, the scale for “As”, “Bs”, and “C”s remained the same, but “Ds” were eliminated, making a 69 or below an “F”. This grading scale remains in place this school year (2022-23), but KIPP Delta will present a plan to our board that aligns our grading scale with those outlined in Ark. Code Ann. 6-15-902 to begin in the 2023-24 school year. Given that these changes will not occur until next school year, KIPP Delta requests continued flexibility on the grading scale while the adjustments take place.		
<b>If the waiver is continued, will the service be provided in an alternate way?</b>		

Waiver #25	Statute/Standard/Rule	Rescind or Continue Waiver
Grading Scale - Teacher Training Documentation	Ark. Code Ann. § 6-15-902 (c)(2)	
<p><b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b></p>		
<p>KIPP Delta requests a waiver from 6-15-902 (c)(2) requiring quality points for Advanced Placement courses to be contingent upon teacher AP training documentation. While KIPP Delta sent teachers to advanced placement training courses as outlined in this statute last year, we would like to have continued flexibility in sending our teachers to alternative Advanced Placement trainings, including those provided by the KIPP Foundation, that are not necessarily certified Advanced Placement Summer Institutes. We believe that the trainings we wish to send our teachers to provides a similar level of rigor and will adequately prepare them to teach an Advanced Placement Course.</p>		
<p><b>If the waiver is continued, will the service be provided in an alternate way?</b></p>		
<p></p>		

Waiver #26	Statute/Standard/Rule	Rescind or Continue Waiver
Facilities and Equipment	Standard 6-A.2	
<p><b>Explain how the above waiver has enhanced student learning opportunities, promoted innovation or increased equitable access to effective teachers.</b></p>		
<p></p>		
<p><b>If the waiver is continued, will the service be provided in an alternate way?</b></p>		
<p>KIPP Delta's school board approved safety and facilities policies that mirror state and federal laws. We would like the continued flexibility to operate and maintain our facilities in such a manner that is aligned with our school model.</p>		

## **Section 6:**

**Provide information on new waivers that are being requested.**

KIPP Delta is requesting no new waivers at this time.

## **Section 7: Amendment Requests**

**List any amendment requests and provide a rationale for each (i.e., changes to grade levels, enrollment cap, location, addition of campus).**

KIPP Delta is not requesting any amendment requests at this time.



## Section 8: Desegregation Analysis

**Describe the impact, both current and potential, of the public charter school on the efforts of affected public school district(s) to comply with court orders and statutory obligations to create and maintain a unitary system of desegregated public schools.**

KIPP Delta Public Schools (KIPP Delta) is requesting the renewal of its open-enrollment public charter from the State's charter authorizer. The charter includes campuses in both Helena-West Helena and Blytheville within the geographic boundaries of the Blytheville (BSD) and Helena-West Helena (HWHSD) School Districts, serving Grades K-12 in each city. KIPP Delta will continue to enroll the majority of its students from within the geographic boundaries of the BSD and the HWHSD, so this desegregation analysis will address both districts.

The granting of this charter renewal to KIPP Delta should have no negative impact on the ability or the efforts of the BSD, HWHSD, or any other Arkansas public school district, to comply with any existing court orders or statutory obligations to create and maintain a unitary system of desegregated public schools. KIPP Delta is unaware of any desegregation court orders or consent decrees affecting either the BSD or the HWHSD. Based upon its careful review pursuant to Ark. Code Ann. §6-23-106, KIPP Delta does not believe that the granting of its requested charter renewal will hamper, delay or in any way negatively affect the desegregation efforts of either the BSD or the HWHSD.

KIPP Delta will continue to comply with all federal and state laws concerning enrollment in a public school and in particular those laws specific to enrollment in an open-enrollment public charter school. According to last year's third-quarter Average Daily Membership enrollment figures as maintained by the DESE Data Center, the BSD had a student population of 1,604 students, of which 80.5% were Black/African-American and 13.3% were White. The HWHSD had a student population of 1,081 students, of which 93.1% were Black/African-American and 4.2% were White. KIPP Delta had a student population of 1,091 students, of which 90.1% were Black/African-American and 5.3% were White.

KIPP Delta submits that upon the basis of its review, no desegregation court orders nor consent decrees exist concerning either the BSD or the HWHSD that would prohibit the State's charter authorizer from granting its renewal application to continue operating an open-enrollment public charter school within the geographic boundaries of the BSD and the HWHSD.

### Section 9: Disclosures

Provide the names and contact information for each board member and administrator.

List Board Members and Administrators Name, Contact Information, and Title	Provide any Relationship to Another Board Member or Administrator
Lisa John Adams Board Chair 870-780-5912 lisa.john@nucor.com	N/A
Chalk Mitchell Board Vice Chair 870-817-1303 chalkmitchell@sbcglobal.net	N/A
Vince Billingsley Board Member/Finance Committee Chair 901-218-8768 wvbillingsley@swbell.net	N/A
Robin Houseworth Board Member 870-623-6763 robinhouseworthKIPP@hotmail.com	N/A
George Cotton, Sr. Board Secretary, Philanthropy Committee Chair 314-229-0658 Cottong@uapb.edu	wN/A
Kristen Collier Wright Board Member, Governance Committee Chair 870-630-7703 kristen.wright@autozone.com	N/A
Megan Stitzinger Executive Director/Superintendent 870-714-5940 megan.stitzinger@kipdelta.org	N/A