

PARAMOUNT SCHOOLS OF EXCELLENCE



▸ **Paramount
Online Academy
Overview**

Introduction of Leadership Team & Board Members

Leadership Team

- Tommy Reddicks – CEO
- Jessica Monk – COO
- Kyle Beauchamp – CAO

Board of Directors



- Tom Rude – President
- James Hazzard – Vice President
- Peggy Blackard – Secretary
- Brittany Eldridge – Treasurer
- Jude Amu
- Aster Bekele
- Mandy Bishop
- Chris Park
- Liam Smith



Overview of POA

At POA, we capitalize on proven systems, sequencing, pacing, coaching, and standards-aligned approaches to student learning. This sets new standards in virtual performance and long-term impact. POA gives local families who want a virtual option the highest quality of virtual education possible in the PSOE model; with the “highest quality” defined by long-term student academic success that reaches above and beyond all other Indiana virtual options.

POA supports Paramount’s mission of inspiring learning through an unparalleled academic approach and transforming communities by changing lives through high engagement, consistent collaboration, and data-driven instruction. POA will offer the highest functioning and highest performing K-8 virtual option for school students and their families in Indiana.





Overview of POA

Why Replication in a Virtual Space?

- Paramount's academic model, systems of engagement, and data driven culture have proven to be effective strategies in closing the achievement gap with students.
- Our current schools serve 1,250 students. Of those, 39% (488) remain by choice in a virtual setting. A noteworthy percentage of these families (perhaps as high as 10-20%) will remain in virtual during the next school year. Other local and statewide school systems will see similar trends.
- POA will replicate the focus on readying each child for success in a virtual setting to meet the needs of a dynamically changing parent enrollment base.



Overview of POA

Parent & Community Engagement

- POA will leverage and replicate Paramount's current Family Allies Community Team (FACT) model.
 - Efforts garner +90% attendance at Parent Teacher Conferences.
 - FACT hosts multiple academic-focused parent nights throughout the year.
 - The team utilizes educational backpacks, community resources, community spaces, and school-based information to bridge gaps in the school-family partnership.
- Leadership attends all community meetings and participates in all community events.
- Health Intervention Program
- Mentoring Program for student engagement
- Access to all campuses for programs and extracurricular activities



Overview of POA

Facilities

- Co-located at the Paramount Cottage Home campus
 - 1203 E Saint Clair St., Indianapolis, IN 46202
- 7,500 Sq Ft
- Our site includes:
 - Individualized, hard-wired workspaces for 18 teachers and 4 admin
 - Breakout and training rooms
 - Two small-group tutoring spaces
 - One large 80-seat tutoring and training space
 - A breakroom and access to the PCH coffee shop

Grades Served

Grade Level	Number of Students					
	Year 1 2021	Year 2 2022	Year 3 2023	Year 4 2024	Year 5 2025	At Capacity 2028
K	15	15	20	25	30	62
1	15	15	20	25	30	62
2	15	25	30	30	30	62
3	15	25	30	40	35	62
4	15	25	35	40	45	62
5	15	25	35	40	45	62
6	15	20	35	40	45	62
7	15	20	30	35	45	62
8	15	20	30	35	40	62
Total	135	190	265	310	345	558



Core Curriculum and Teaching Model

Overview

- Standards-based, data driven instruction will continue to be the driving force throughout the curriculum.
- Academic content will be taught using an integrated design with mandatory daily live lessons and high-quality digital curriculum platforms, mirroring the typical blocks of time which segment content areas in on-campus instruction.
- POA will offer focused tutoring and parent training programs onsite for local students and parents, while hosting live evening events for those outside of the local area.



Core Curriculum and Teaching Model

Cyclical Instructional Cycles

At POA, a cyclical instructional cycle allows teachers and students to focus on 1 learning target at a time. The cycle begins with a 15-minute teacher-led mini-lesson followed by a data-driven gradual release process where the teacher monitors student mastery on guided practice problems. Once the teacher has released the students to independence, they have 30-40 minutes to practice the skill while the teacher provides real time feedback in Google Classroom. The cycle ends with a 10-minute standards-based exit ticket that aligns to the rigor of our state assessment (Depth of Knowledge 2, 3, or 4).

Core Curriculum and Teaching Model

Data Driven Environment

At POA, the virtual academic programming includes assessments through Cambium ClearSight (formerly AIRWays) three times per year. This formative assessment platform aligns to ILEARN, the Indiana state assessment, allowing our virtual students to get authentic practice with rigorous item types that align to the Indiana College and Career Readiness Standards. The data breaks down student performance within all power standards, allowing teachers and school leaders to integrate appropriate data-driven modifications to the instruction between assessment cycles.

Core Curriculum and Teaching Model

Collaborative Planning

At PSOE, annual curriculum maps and weekly lesson plans directly align to the PSOE on-campus academic programming. PSOE virtual teachers meet with on-campus teachers once a week for strategic planning sessions to develop weekly lesson plans and review data from the previous week.

Core Curriculum and Teaching Model

Core Digital Resources

POA uses IXL for E/LA and math independent practice support. Lumos Learning, Edulastic, and Smarter Balanced are used for assessment prep. EdPuzzle, Screencastify, and Nearpod are also utilized for response systems and live teacher-to-student feedback.

Core Curriculum and Teaching Model

Early Literacy Support

Virtual students in grades K-2 receive weekly sight word assessments and fluency checks. In addition to our core curriculum (Amplify Core Knowledge) the PSOE virtual program integrates the Orton Gillingham (OG) reading program, which is a multi-sensory technique to reinforce phonics skills. Each virtual teacher is trained in OG.



School Finance and Proposed Budget

Budgeted Scale Sustainability Overview

- School 2: Initial starting cash for 2018-19: \$1,900,000 (Includes 300K startup)
- School 3: Initial starting cash for 2019-20: \$1,554,286 (includes 380K startup)
- School 4: Initial starting cash for 2021-22: \$990,000
 - Contingency Construction Carryover: \$290,000
 - The Mind Trust: \$250,000
 - CSGF: \$150,000
 - CSP (Anticipated): \$300,000
 - In-kind: Existing ownership of the facility



School Finance and Proposed Budget

Student Enrollment Expectations

	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
*ADM	1250	1435	1565	1765	1885	1915
PSOE Brookside	837	750	750	750	750	750
PSOE Cottage Home	230	300	325	400	450	450
Paramount Englewood	183	250	300	350	375	375
POA	0	135	190	265	310	345

* Paramount Schools have exceeded enrollment expectations every year since 2010.



School Finance and Proposed Budget

Debt Service Expectations

	Brookside	Cottage Home	Englewood	**POA
Y1	\$360,000	\$141,000	\$485,000	\$75,000
Y2	\$360,000	\$217,990	\$485,000	\$75,750
Y3	\$360,000	*\$576,240	\$485,000	\$76,508
Y4	\$360,000	\$576,240	\$485,000	\$77,273
Y5	\$360,000	\$576,240	\$485,000	\$78,045
Y6	\$360,000	\$576,240	\$485,000	\$78,825

• Estimated new 30 yr. fixed refinance

** Rent payments are paid back to the PSOE organization.

School Finance and Proposed Budget

POA Budget

	2021	2022	2023	2024	2025	2026
Teaching Staff	7	10	11	13	16	18
Admin/Support Staff	3	3	4	4	4	5
Staffing Increase %	0	30%	15%	13%	18%	15%
	2021	2022	2023	2024	2025	2026
Enrollment	135	190	265	310	345	400

	107	110	119	164	161	150
<i>Beginning Days Cash on Hand (BDCOH)</i>						
Beginning Cash Balance	352,650	463,819	608,994	956,173	1,065,704	1,127,434
Total Income	1,316,313	1,688,625	2,222,688	2,235,125	2,479,438	2,848,000
Total Expense	(1,205,144)	(1,543,450)	(1,875,509)	(2,125,593)	(2,417,708)	(2,743,821)
Profit or Loss	111,169	145,175	347,178	109,532	61,730	104,179
FINAL CASH BALANCE	463,819	608,994	956,173	1,065,704	1,127,434	1,231,613
End Days Cash on Hand (EDCOH)	140.48	144.02	186.08	183.00	170.21	163.84
<i>Cost per day of operation</i>	\$ 3,301.76	\$ 4,228.63	\$ 5,138.38	\$ 5,823.54	\$ 6,623.86	\$ 7,517.32
<i>Increase in cost per day %</i>	0.0%	21.9%	17.7%	11.8%	12.1%	11.9%
<i>Increase in enrollment %</i>	0.0%	40.7%	39.5%	17.0%	11.3%	15.9%
<i>DCOH expense incremental impact amount</i>	34	34	68	19	9	14
<i>Cost per student</i>	\$ 8,926.99	\$ 8,123.42	\$ 7,077.39	\$ 6,856.75	\$ 7,007.85	\$ 6,859.55
Average Monthly Expense	\$ 100,428.63	\$ 128,620.79	\$ 156,292.44	\$ 177,132.78	\$ 201,475.63	\$ 228,651.75
Average Monthly Income	\$ 109,692.71	\$ 140,718.75	\$ 185,223.96	\$ 186,260.42	\$ 206,619.79	\$ 237,333.33



School Finance and Proposed Budget

Conservative Budget Measures

- PSOE always budgets for extremely conservative inputs and aggressive outputs.
- Conservative enrollment budget practices allow for annual financial flexibility and annual returns of increasing DCOH.
- Grant Income: CSP 2021; Additional competitive grant funding is not budgeted but is expected.



School Finance and Proposed Budget

Budget Stability and Future Schools

- Budget tracks to strong stability (in reserves) in 2023-2024; after school enrollment settles in.
- Student-to-teacher ratios are limited due to a strong focus on success within a personalized academic setting.



Next Steps

- Enroll Indy's fall session has begun.
 - Student and family recruitment will begin upon acceptance.
- Onboarding of the new school leader
 - School leader shadowing and integration
- Staff recruitment
- Technology onboarding
- Spring and Summer Trainings
- August 2021 Opening