



# Girls IN STEM Academy *Presentation*

# Presentation Goals

1. Why GISA?
2. The PSOE & GISA Team
3. PSOE Strategic Plan for Indiana
4. GISA Org Structure under PSOE
5. Paramount's History of Excellence
6. Strategic Plan for Indiana
7. Facilities and Proposed Enrollment
8. Academic Advantage
9. Financial Capacity
10. Partnerships
11. Closing Comments



# WHY GISA?

Historically STEM fields have been dominated by men, which has created a taboo for women scientists and technologists. Women in these fields can be stereotyped and this can cause women to not want to pursue these degrees or occupations. The most commonly discussed explanations for these gender gaps are discrimination and socialization.

This charter initiative intends to provide girls a STEM education (influenced by the Girl Scouts and Every Girl Can STEM) that is devoid of taboo, preconceived notions, and discrimination in a structure that allows for a Kindergarten-to-College pathway through Purdue Polytechnic High School.



# Girls IN STEM Academy Applicant Team & Steering Committee

Full Name	Current Job Title and Employer	Position with Proposed School
Tommy Reddicks	PSOE CEO	Central Office Support
Danielle Shockey	Girls Scouts of Central indiana ED	Partner
Scott Bess	PPTHs ED	Partner
Kyle Beauchamp	PSOE CAO	Central Office Support
Marcus Miller	PSOE CFO	Central Office Support
Tara Gustin	PSOE COO	Central Office Support



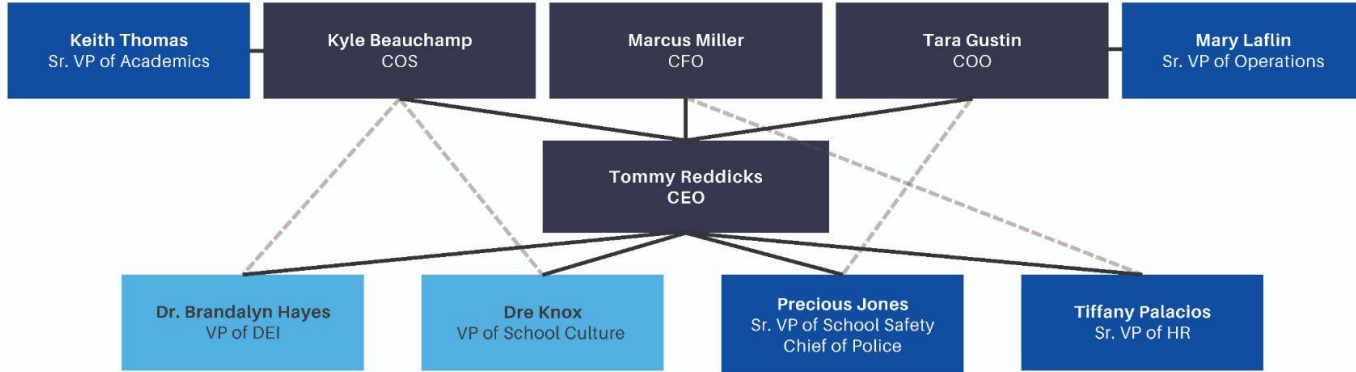
# Girls IN STEM Academy School Leader

Chrystal Westerhaus-Whorton has been selected as the school leader for GISA. Chrystal brings a wealth of knowledge from the Indianapolis charter school landscape, and is a proven educational leader. She previously worked as a founding Principal at Avondale Meadows Middle School and as an Assistant principal and teacher at Tindley Accelerated Schools.





## PSOE EXECUTIVE TEAM



### Executive Team Diversity



# BOARD OF DIRECTORS

## Tom Rude

Board President, 2012



Tom Rude retired as an Army officer in 2012; served as an aviator with multiple combat tours. Since then, he has served as a Program Manager for SAIC.

## Jude Amu

Board Vice President, Opportunity Committee Chair, 2017



Jude is an Engineering professional with over 15 years of global leadership, project management & engineering experience in a Fortune 200 company.

## Peggy Blackard

Board Secretary, Strategic Planning Chair, 2014



Peggy is a nonprofit professional with over 30 years of experience as CEO, Chief Advancement Officer, & Senior Director of Corporate Relations.

## Brittany Eldridge

Board Treasurer, Finance Committee Chair, 2015



Brittany is a certified public accountant, she has experience in both the public and the private sector. She lives on the westside of Indianapolis with her husband and three boys.

## James 'Hap' Hazzard Jr.

Board Member, 2012



Hap, owner & co-founder of the Hazzard Institute, holds an Ed.S. in School Psychology, among other degrees. Hap has extensive experience in fulfilling special education needs within charter & traditional public schools in Indiana and Ohio.

## Mandy Bishop

Board Member, 2017



Mandy Bishop is a mother of two who grew up on Indy's East Side. Her work in the nonprofit sector brings experience in education, fundraising, and community engagement.

## Elsa Mendez

Board Member, 2022



Elsa Mendez is an internal auditor for Ivy Tech, evaluating operations and control activities to advise on improved processes. She has extensive work in finance, including business office work in school districts in Illinois.

## Aster Bekele

Board Member, 2018



Aster Bekele is the Executive Director and founder of Felege Hiywot Center, which focuses on STEAM through urban agriculture programming for local youth. She holds a chemistry degree from IUPUI and retired from Eli Lilly and Co.

# Paramount's 10-Year Plan

Paramount's overall strategic goal is to operate 10 high-performing schools by 2030.

## This growth provides:

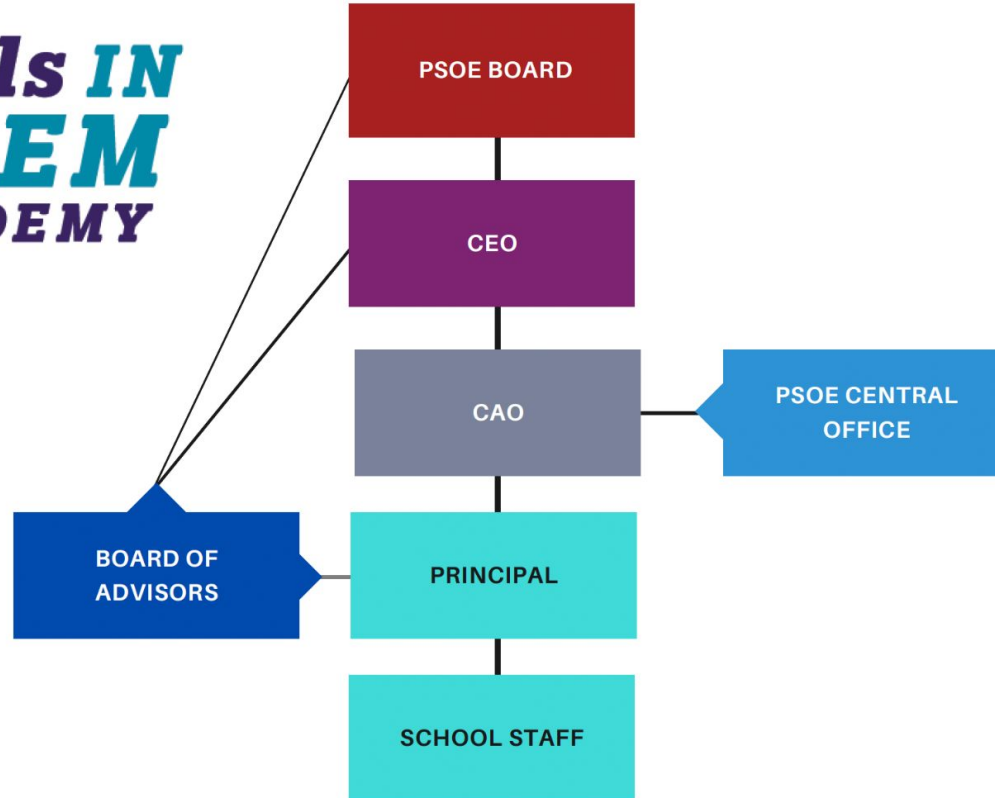
- More than 3,000 K-8 seats for Indiana students
- More access to Paramount's signature high performance and community engagement model
- Regional strategy of multi-school hubs
  - Central Indiana Schools — Indianapolis and Lafayette
  - Northern Indiana Schools — Seeking opportunities in South Bend as well as Gary and Fort Wayne.
  - Eventual 10-yr goal of multiple schools per city





# ORGANIZATIONAL CHART

PSOE - BOA - GISA





## FINANCIAL FLOW

### GISA

**1** 10% + 8%

PSOE uses a 10% model for CMO support and an 8% model for building debt service.

**2** 8% DIFFERENCE

GISA will prioritize repayment of the building cost. Once paid off, the 8% fee is removed, allowing GISA to generate more model-specific income.

**3** RAISING CAPITAL

Net gains from the school will be used to cover debt obligations. When debt is met, net profits go to GISA for capital reserves.

**4** DONOR FUNDS

Restricted funds must be used in the manner they are designated. Unrestricted funds must cover GISA building debt before other uses are considered.

**3a** PSOE CAPITAL

All PSOE schools sweep net profits to the organization's capital account. This will not be the case for GISA after the building debt is covered.



## BOARD OF ADVISORS RESPONSIBILITIES

GISA

### 01) Board Continuity

One member fo the BOA will sit on the PSOE board.

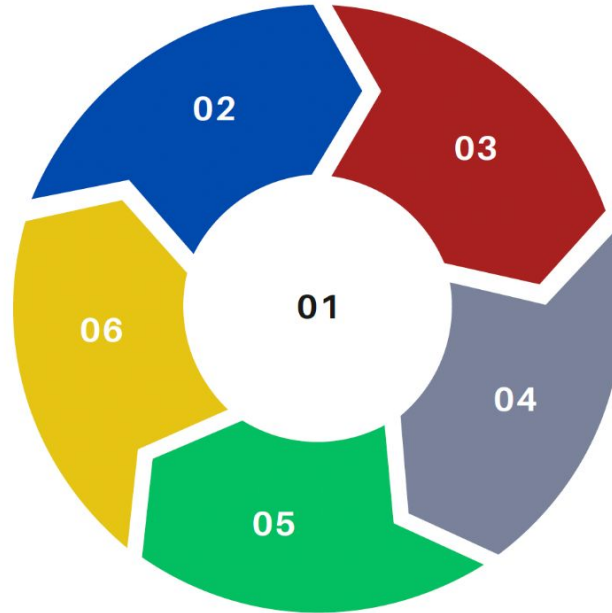
One member of the PSOE board will sit on the BOA.

### 02) GISA Policy

GISA will follow PSOE policy, but site-specific policy will be developed and governed by the BOA.

### 03) Site Specific Finances

The BOA will monitor the budget, review monthly expenses, and budget to actuals



### 04) EGCS

As its own 501c3, EGCS will maintain its own governance structure and reporting requirements.

### 05) Monthly meetings

Until determined otherwise, the BOA will meet monthly to help provide oversight and input to GISA and PSOE.

### 06) Strategic Development

The BOA will continue a forward-facing strategy to support and grow the GISA model.

# Paramount's History of Excellence

**Mission: Empowering all students to persevere and achieve academic success in a culture of excitement, inclusion, and community collaboration.**



## *As a K-8 Girl's School*

### **The Education Model Remains:**

- Standards-based Instruction
- Data-driven Environment
- Technology Integration

### **How GISA Goes Above and Beyond:**

- Teacher-focused Growth and Development
- Paramount's Central Office Support
- Rich partnerships for school culture & STEM learning
- Powerful extracurriculars
- BOA support



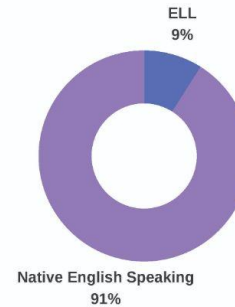
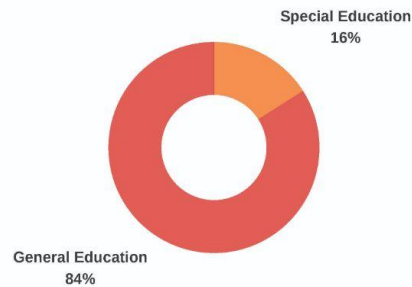
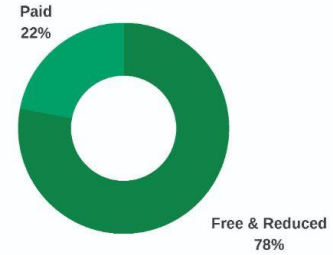
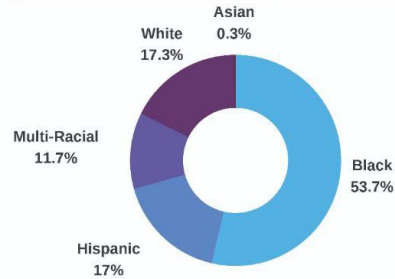
# Paramount Today



Enrolled	Location	Launch
850	<b>BROOKSIDE</b>	2010
340	<b>COTTAGE HOME</b>	2018
240	<b>ENGLEWOOD</b>	2019
135	<b>ONLINE ACADEMY</b>	2021



## STUDENT DEMOGRAPHICS



# Facilities & Proposed GISA Enrollment

**Y1: 125 - K-6**

**Y2: 165 - K-7**

**Y3: 205 - K-8**

**Y4: 245 - K-8**

**Y5: 285 - K-8**

**Y6: 325 - K-8**

**Y7: 365 - K-8**

**Y8: 405 - K-8**

The PSOE/GISA team is still engaged in a facility search, but seeks a minimum of 40,000 sq ft for a permanent facility, which would hold approximately 350-400 students.

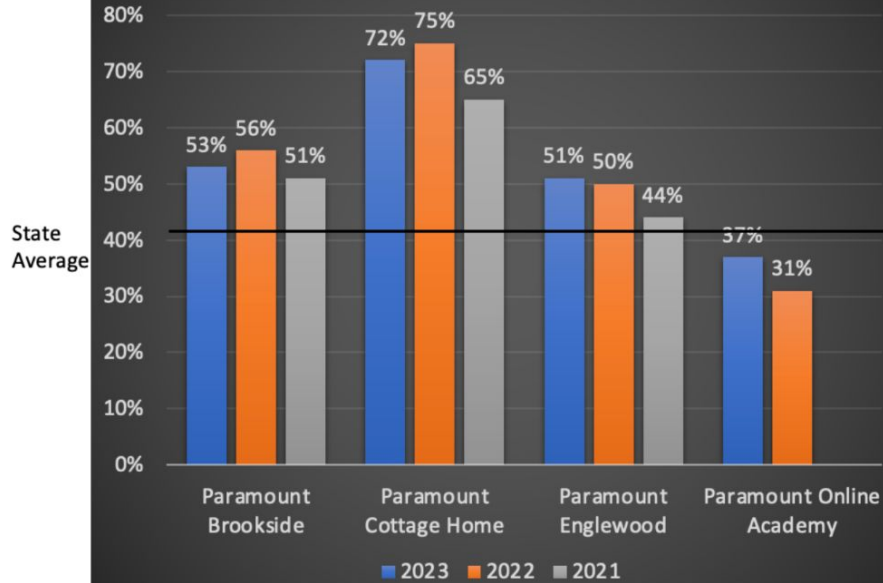
Larger facilities (40,000-60,000+ sq ft) are desirable, and would accommodate higher eventual enrollment.

GISA could start in a temporary location if it needed to extend a facility search. Potential locations include the former PPTH Broadripple space, NEXUS space, LCFS, and PSOE campuses.

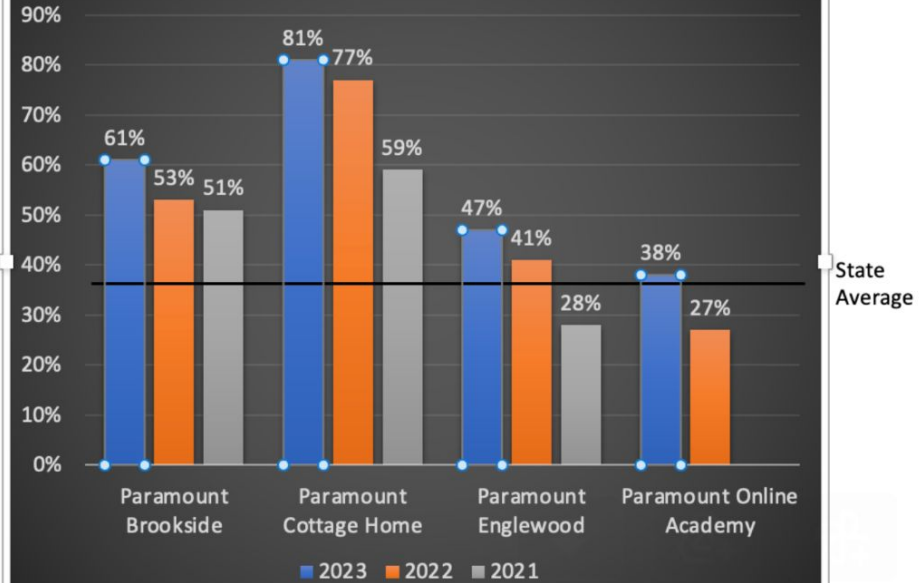


# The PSOE Academic Advantage

## ILEARN ELA Data 2021-2023



## ILEARN Math Data 2021-2023



# Investment in Girls IN STEM Academy

## Phase I – Site Acquisition: 2023

- \$3,500,000 reserved
  - 100% from cash reserves
- Reserved capital supports temporary site costs or renovation expenses.

## Phase I Classroom Use: Fall 2024

- K- 6: one class of 25 students each
- 7-8: rolls on in 2025 and 2026

## Phase I Logistical Details

- Commitments from Keystone Construction and Rottmann Collier Architects for renovation work.

## Continued Investment Phase I

- Additional \$1,000,000 invested by TMT for start-up subsidy expenses
- Bussing allotment set for 3 busses





# GISA: Timeline for Opening

- **June 2023** – Charter approved
- **Fall 2023** – Decision on location
- **2023-24** – Phase I renovations and/or new construction
- **2023-24** – Outdoor work for playgrounds and drivelines
- **January 2024** - Staffing and FF&E orders begin
- **August 2024** – Open GISA for 2024-2025 school year



# Partner Support for Girls IN STEM Academy

## Purdue Polytechnic High Schools:

- Paramount's matriculation partner
- Currently 90% of Paramount Englewood Middle School Students matriculate into Purdue Polytechnic High School

## Every Girl Can STEM (EGCS)

- An established (501c3) organization designed for the creation of the girl's school. This org will serve on the BOA.

## Girl Scouts of Central Indiana

- Acting in support via Every Girl Can STEM, with direct admin support for the project.



# Additional Paramount Partners

## Support Partners:

IFF, LISC, The Mind Trust, Calder Foundation, Charter School Growth Fund

## School partners:

Girl Scouts of Central Indiana, Every Girl Can STEM, Purdue Polytechnic High School, Herron High School, Scecina High School, Indianapolis Public Schools, Porch Marketing, CVR Marketing, Trendy Minds Marketing

## Teacher Preparatory Programs:

Marian University, Teach for America, Teach Plus,

## Neighborhood Associations:

NESCO, EDIN, Englewood CDC, John Boner Centers, NEAR

## Community anchors:

Community Health Networks and Eskenazi Health

## Community civic and economic organizations:

Indianapolis, Carmel , Lafayette, and South Bend Chamber, Indianapolis Rotary, Downtown Inc.



Questions?

