

Our Direction

KIPP Charlotte

Date of Report: 12/6/2022

Vision:

KIPP Charlotte Public Schools will be a driving force to ensure that one day, all students in Charlotte will have access to an excellent education, the support to graduate from college, and the opportunity to live a choice-filled life.

Values:

Ubuntu- Ubuntu is the foundational value for our schools, and guides our vision, mission, and values for our students, staff, and community. Ubuntu comes from an African proverb, meaning "I am what I am, because of what we all are." Ubuntu represents our belief in community, and that we are all interconnected and reliant on each other for success and excellence.

Service- We believe that it is our responsibility to help our fellow students, help our teachers, help our school, help our community, and help our world. We show service by taking care of ourselves and others.

Integrity- We believe that all KIPPsters act with integrity by doing the right thing when no one is watching and by being honest.

Excellence- KIPPsters always strive to make things truly outstanding. We go above and beyond, never give up, and focus on continuous improvement.

Passion- We believe in a love of learning, and approach all that we do with love, curiosity, excitement, and enthusiasm.

Courage- We take risks, try new things, and ask questions when we're not sure what to do.

Leadership- We believe that all KIPPsters are leaders, working to be role models and change-makers in their community and the world.

Nia (Purpose)- We believe that education is the greatest force for social progress. Feeling accepted, valued, and empowered is a catalyst for creating change.

Kujichagulia (Self-Determination)- We believe with positive self-identify, grit, and a growth mindset, that we and others can overcome challenges.

Ujima (collective work and responsibility)- We believe the community and the families that make up the community are responsible for the success and failure of the community. We believe in mutual accountability and that we can achieve at high levels when we work together.

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.

Goals:

- 75% of students will achieve a 3, 4 or 5 on the NC EOGs in Reading by the end of 8th grade.
- 75% of students will achieve a 4 or 5 on the NC EOGs in Math by the end of 8th grade.
- 75% of students will achieve a 4 or 5 on the NC EOGs in Science by the end of 8th grade.

Selected Indicators:

Curriculum and instructional alignment

A2.04 Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)

Distributed leadership and collaboration

B2.03 The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)

Family Engagement

E1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)

High expectations for all staff and students

A1.07 ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088)

Monitoring instruction in school

B3.03 The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)

Quality of professional development

C2.01 The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)

Strategic planning, mission, and vision

B1.01 The LEA has an LEA Support & Improvement Team.(5135)

B1.03 A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices.(5137)

Student support services

A4.01 The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.(5117)

A4.06 ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)

A4.16 The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)

Talent recruitment and retention

C3.04 The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)