

GIRLS PREPARATORY  
**ACADEMY**  
KANSAS CITY



**2021 Annual Report**  
**[www.kcpga.org](http://www.kcpga.org)**

# A Note of Gratitude

In the midst of our third year of operation, we take stock of our progress during unimaginably challenging times. 2021 found us in the middle of a COVID lockdown that resulted in more than 500 days of remote operations and learning.

The year also witnessed a return to school, fully masked, with two new cohorts of students and the faculty who would lead them. Resetting culture and community values, ensuring the safety and wellbeing of our students and grappling with a return to in-person learning, while maintaining proper distance, has stretched us all to new levels. We are pleased and humbled to share with you the progress of our scholars and our team during this unprecedented year.

A hallmark of KC Girls Prep is that we **lead with love**. If a scholar feels loved, she can accept both challenges and support. If a scholar feels loved, she can embrace new ideas and goals. If a scholar feels loved, she can learn.

The phrase **“Safe, Loved and Learning”** reflects our ideals and sets a standard for how schools can heal and empower young people to lead. The future is bright. Thank you for sharing this journey with us.

All our best,  
Tara Haskins, Founding School Leader  
Tom Krebs, Founding CEO  
Christine Kemper, Founding Board Chair

## Kansas City Girls Preparatory Academy

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### Board of Directors

Debby Ballard  
Judge Lisa White Hardwick  
Mayor Sly James  
Christine Kemper  
Rhea Muchalla LeGrande  
McClain Bryant Macklin  
Martha Salinas  
Julie Tomasic

### Our Mission

We guide young women to use their voices, succeed in college, and lead impactful, meaningful lives.

### Our Vision

Provide a college preparatory experience through academic and social development that will allow students to pursue their own educational and professional goals

### Three Core Values:

**Community:** We trust and support one another in sisterhood

**Growth:** We are constantly growing to be our best selves

**Freedom:** We create opportunities to think, speak, and act with courage and purpose



## Who We Are

We often describe ourselves as a social justice organization that is structured as a school because we believe in the power of education to transform lives, and that quality public education is a civil right. We believe that in order to truly succeed, our work must concentrate not just on academics, but on the whole girl. **Our explicit focus on inclusive practices affirms young women of all backgrounds and ensures they approach academics with confidence.**

At KC Girls Prep, there is no admissions testing. There is no tuition. There is just one requirement. It's simple; girls residing in the public school district boundaries are welcome to enroll in the grades we offer.

We provide tuition-free instruction that recognizes the social and emotional needs of our students while engaging them with rich literature, accurate and multicultural history, intensive learning in STEAM (science, technology, engineering, arts, and mathematics), and meaningful enrichment.



Girls Prep is an affiliate of the Young Women's Leadership Network, a national network of single-gender schools, and is sponsored by the Missouri Charter Public Schools Commission.

We are located at the heart of KC's east side. We embrace our community's incredibly rich, diverse cultural heritage that has too often been undervalued because of racial segregation.

### The Young Women's Leadership Schools (TYWLS) Outcomes

#### High School Graduation

**96% of TYWLS students graduate on-time**  
79% of low-income public school students graduate on-time

#### College Enrollment

**95% of TYWLS graduates enroll in college**  
56% of students from low-income public schools enroll in college

#### College Completion

**64% of TYWLS graduates earn a college degree**  
26% of students from low-income public schools complete college

#### STEM Degrees

**12% of degrees earned by TYWLS alumnae are in STEM**  
7% of degrees earned by women from US colleges and universities are in STEM fields

# Our Unique Approach

We are working to build a feminist, antiracist space where young women support and challenge one another in true sisterhood. Our approach to learning honors the diversity of our young women's cultural, intellectual, physical, social, and emotional backgrounds. Our vision and values guide everything we do. We believe that all students deserve access to a rigorous, supportive, educational environment and that by serving the "whole girl," we help our students achieve remarkable growth. This attention to both "head and heart" sets us apart.

## Our Multicultural Team Reflects Our Audience

We believe a diverse team, working together in an inclusive culture, is the best path to building an equitable organization. The school's goal is for its team to reflect the population we serve. That means we work to ensure that 75%+ of our job candidates are women and people of color, represented at every stage of the talent pipeline. Girls Prep has built a team comprising 92% women and 64% educators of color. The 2021 seven-person board of directors included 86% women and 71% leaders of color.

## Inclusion

We work frequently and purposefully with our families and community leaders to engage their perspectives in our school design and culture. We host "family dinners" and community meetings both in-person and via Zoom, to ensure that our community voices are heard and represented.



# Safe

During the pandemic, we have stuck with a simple set of priorities for our scholars, families, and team: keep everyone **Safe, Loved, and Learning**. We've worked to achieve balance among these three priorities by providing in-person learning, while maintaining safety for a school community impacted by historic injustices that amplify deep health inequities.

Since the abrupt shift to remote learning in 2020, we pivoted directly into delivery of urgently needed services required for the intellectual, emotional and physical well-being of our scholars.

After more than 500 days of remote learning, we had a brief, wonderful moment in June 2021, when we were able to see everyone's full face during mask-free meetings with other vaccinated adults. By the middle of July, however, we were adjusting again to respond to the Delta surge, followed later by Omicron. We created safely distanced classrooms and mealtimes, enhanced disinfection procedures, and spent dozens of hours per week managing school-wide communications, surveillance testing, individual testing, and follow-up contact tracing.

During this tumultuous time, we've more than doubled in size and have continued refining what it means to stay **"Safe."** Our families, team, and scholars have come together in the face of immense stressors to support not just one another's physical safety, but emotional safety as well.

August 2021 found us back together and navigating a "new normal" which would not be without its challenges.



Our fifth-grade students hadn't had an uninterrupted year of school since second grade.

Our fifth and sixth graders - and many of our staff - had never been inside our building. We had operated remotely more days than we'd been in-person.

The psychological repercussions of the pandemic presented in behavioral issues that have required a renewed focus on restorative practices to strengthen culture and community.

Even on days when getting all our buses on their routes has been a challenge, we have stayed focused on the safety inherent in the comfort of routine and the **warmth of sisterhood**.



"I know my safety is taken into consideration because KCGPA started COVID testing right away and supplied us with masks, instead of having to get our own."

- KCGPA Staff



# Loved

## Social and Emotional Learning

Girls Prep's Social Emotional Learning (SEL) proactively supports students in developing a strong sense of identity, building authentic relationships, and determining how students will best contribute to their community. Rather than relying on traditional, punitive discipline measures, Girls Prep uses Restorative Justice techniques to repair harm and rebuild relationships, while creating an environment that fosters accountability and healing.

Daily small-group Pride (advisory) time is focused on community building and sisterhood. Students also participate in biweekly one-on-one check-ins with their Pride leaders to establish and deepen strong, positive relationships. Girls Prep's licensed clinical social workers and school counselor support students through open office hours, individual sessions, and small group sessions.

## Mental Health

Girls Prep partners with a wide variety of agencies to support families in accessing publicly available mental health services. Unfortunately, these services often have limited capacity, which has been stretched even further due to COVID-19's disproportionate impact on our school community.

Families may need to wait months to access urgently needed services, if they can access them at all. To meet the heightened needs at the start of the COVID-19 pandemic, Girls Prep hired two full-time licensed clinical social workers. We adjusted our staffing model to add a school counselor and a nurse to address a range of mental health and safety needs through a combination of case management and direct service.

Case management provides direct and indirect support for emerging family needs such as housing assistance, food, rent/utilities, employment, transportation, and legal issues. Meanwhile, Girls Prep provides counseling services for dozens of students to meet a wide variety of pressing needs ranging from dealing with the aftermath of gun violence to developing strategies to manage strong emotions. This direct partnership with our families has helped to ensure that crises don't spiral and that students and families feel supported in meeting an often overwhelming range of needs.

With the heightened frequency and severity of social and emotional needs being experienced by the school community, we saw a need for additional support. In response, we hired a Behavioral Interventionist to provide highly targeted, highly consistent help for students who need ongoing, individualized support to succeed.

These additional hires came earlier than anticipated, but to ensure all **students feel safe, loved, and heard**, it was necessary to grow our team.

"My pride teacher makes me feel really safe, I have a great relationship with her." -KCGPA Scholar

# Learning

## Science, Technology, Engineering, Arts, and Math

Long-standing but biased assumptions about which students will be successful in STEAM, and the academic and financial support that follows, have significantly affected access to STEAM advanced degrees and careers for women, and especially women of color (*Carlana 2019 and OECD 2019*).

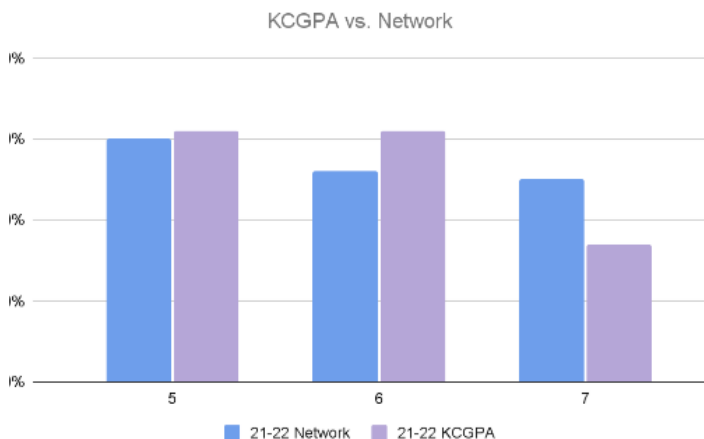
We prioritize strong STEAM programming to build conceptual understanding and interdisciplinary connections in content areas that open doors to a vast array of future opportunities for young women.

## Math

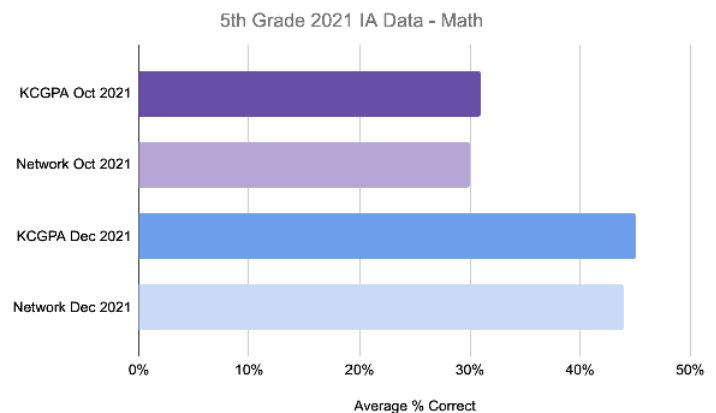
Strong conceptual and procedural mathematical thinking is an important prerequisite to advanced STEAM learning. Systemic educational opportunity gaps in our East Side community directly caused academic deficits for the majority of our new students. This is demonstrated by our incoming scholars' state test scores in math.

In mathematics, only 16% of our incoming students scored *proficient* or *advanced* on their prior state assessments, while 84% scored at the *basic* or *below basic* level. As we saw strong growth in our first year, we were disappointed by the cancellation of 2020 state assessments due to Covid-19. In 2021, standardized test scores across the state and country were disappointing, as they shed light on the challenges of remote learning. However, we have bright spots:

We are a part of a selective national cohort of schools working with the **Achievement First Charter School Network**. We used a common interim assessment with these eight schools, all of which have long-standing track records of success. The assessment aligns to the Common Core standards, which are more rigorous than the Missouri Learning Standards.



In December, only our 5th grade students took part in the Network Interim Math Assessments. In just the first few months of this academic year, they were **already demonstrating promising growth**, which is a testament to our model and to the value of in-person learning.



## English Language Arts

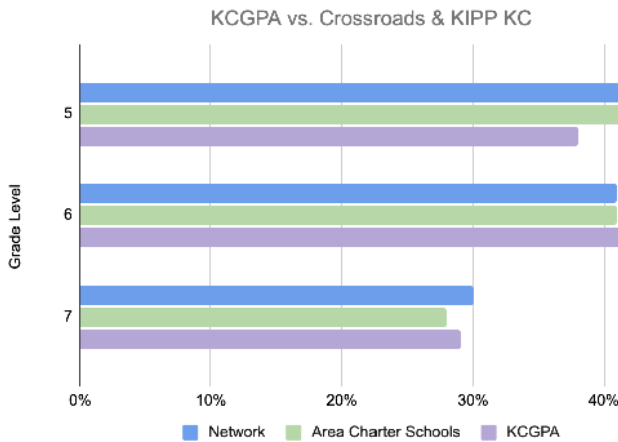
Girls Prep offers rich English coursework focused on immersion in novels paired with nonfiction text to build relevant world knowledge. In conjunction with this class, a Humanities course combines the disciplines of English Language Arts (ELA) and Social Studies/History. These courses are grounded in the reality that when literature, history, and world knowledge are taught in an integrated manner, learning becomes more meaningful. Just as importantly, our content-focused approach to literacy development builds the knowledge needed to comprehend complex, grade-level text.

As in mathematics, only 19% of incoming ELA students scored *proficient* or *advanced* while 81% scored at the *basic* or *below basic* level. This further illustrates the impacts of the gap in quality educational options available in our community.

## Early Signs of Success

Early interim assessments again proved the value of in-person learning and perseverance, as our students marked new milestones.

Crossroads Academy and KIPP KC are two established area charter schools that, along with KC Girls Prep, are part of ANet, a highly selective national network of schools that assess ELA proficiency. This network challenges scholars with rigorous tests that go beyond the Missouri State grade-level standards. The below graph demonstrates the success of the KC Girls Prep model against this peer group, in spite of the truncated start in our nascent years.



## Our Staff Continues to Grow and Learn

The number one predictor of student growth is the growth of their educators. We are continuing to lean on external experts in the field to update our programming during this turbulent period.

We are grateful to have access to training from national experts and high performing schools. Our math teachers are supported in conceptually driven mathematics with coaches from Achievement First. Our Leadership Team receives coaching from Relay Graduate School of Education, which provides an interactive, action-based learning model that helps strengthen their skills to reach all students.

With Social and Emotional Learning at the forefront of our learning model, it is important that teachers receive the highest quality SEL training. Valor Collegiate provides teachers and leaders with direct training and support from its Network Leadership Coaches, and access to best-in-class SEL curriculum.

As our school grows, there will be more opportunities for leadership roles and development, as we value the growth of all in our school community.



"My daughter struggles with reading. KCGPA took control of the situation and got her the services and testing that she needed. Within 2-3 months, she had made so many academic strides. As a mother, that made me feel like they do care at this school."  
-KCGPA Parent







## Community Impact

A school does not operate in a vacuum. At its finest, a school is the foundation that builds, and glue that binds a community. It isn't just about what happens in the classroom, but also in the home, in the extended family, and in the neighborhood. Ripples of goodness emanate from a strong school environment and create a strengthened community that extends beyond the campus boundaries.

### Why Girls?

Gender and race matter in schooling, not because girls learn differently, but because normative social and cultural beliefs often obstruct the progress of young women, especially young women of color. These beliefs play a prominent role, not just in the classroom, but across entire school systems.

The quality of schools has been studied in any number of ways, including class sizes, literacy performance, funding received, and graduation rates. What can get lost in the process is discovering what engages learners, what motivates them, and what inspires them. Students at all girls' schools are more likely than their female peers at co-ed schools to experience an environment that welcomes an open and safe exchange of ideas. Research demonstrates that nearly 87% of girls' school students feel their opinions are respected at their schools as compared to 58% of girls at co-ed schools. 83% of all girls' school students feel supported by school administration, as opposed to just 63% at co-ed schools. *(Holmgren, 2016; National Coalition of Girls' Schools).*

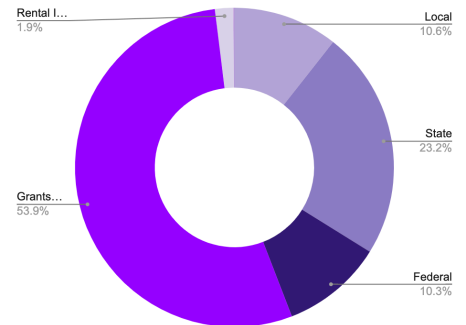
Why Girls? **Girls Prep believes that transforming the life of a girl enhances her family and impacts the whole community, creating a better world for all.**



# Financial Overview

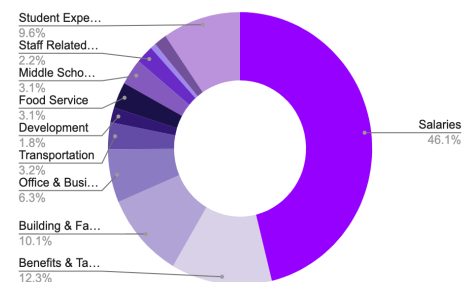
## 2021 Revenue

	School	Foundation	Total
Local	\$ 614,988.94	\$ 0.00	\$ 614,988.94
State	\$ 1,344,204.19	\$ 0.00	\$ 1,344,204.19
Federal	\$ 595,370.77	\$ 0.00	\$ 595,370.77
Grants and Contributions	\$ 975,202.44	\$ 2,142,987.01	\$ 3,118,189.45
Rental Income	\$ 0.00	\$ 108,000.00	\$ 108,000.00
Interest Income	\$ 524.06	\$ 5,876.00	\$ 6,400.06
<b>Total Revenue</b>	<b>\$ 3,530,290.40</b>	<b>\$ 2,256,863.01</b>	<b>\$ 5,787,153.41</b>



## 2021 Expenses

	School	Foundation	Total
Salaries	\$ 1,530,551.23	\$ 197,843.29	\$ 1,728,394.52
Benefits & Taxes	\$ 435,172.15	\$ 27,583.44	\$ 462,755.59
Building & Facilities	\$ 377,001.48	\$ 2,500.00	\$ 379,501.48
Office & Business	\$ 219,665.86	\$ 17,577.38	\$ 237,243.24
Transportation	\$ 118,698.27	\$ 0.00	\$ 118,698.27
Development	\$ 0.00	\$ 66,341.51	\$ 66,341.51
Food Service	\$ 116,310.20	\$ 0.00	\$ 116,310.20
Middle School Support	\$ 0.00	\$ 116,000.00	\$ 116,000.00
Staff Related Cost	\$ 81,128.78	\$ 0.00	\$ 81,128.78
Depreciation Expense	\$ 0.00	\$ 25,644.10	\$ 25,644.10
Interest Expense	\$ 0.00	\$ 57,730.00	\$ 57,730.00
Student Expense	\$ 358,153.32	\$ 0.00	\$ 358,153.32
Misc. Expenses	\$ 0.00	\$ 1,725.93	\$ 1,725.93
<b>Total Expenses</b>	<b>\$ 3,236,681.29</b>	<b>\$ 512,945.65</b>	<b>\$ 3,749,626.94</b>



# Our Donors Make the Difference

We have been fortunate to have our family of supporters continue to grow since our founding year. As of December 2021, our donations totaled \$8.9 million for our middle school and \$8.4 million toward our \$20 million Capital Campaign. While we appreciate every gift made to our endeavor, in the interest of space, we include here all donors of \$10,000 or more:

Anonymous (multiple)	H&R Block Foundation	North American Savings Bank
Alison Armstrong and Mark Scudder	Hall Family Foundation	Parris Communications
Bartlett & Company Grain	Harry Portman Charitable Trust	Julie Quirin and Terri Miller
Charitable Foundation	Hebenstreit Family Foundation	R.C. Kemper Charitable Trust
Bessemer National Gift Fund	Helzberg Foundation	Sandra and Joseph Ratterman
Cheryl, Barrett & Laura Brady	Graham Hunt Jr.	Martha Salinas
Bresky Foundation	J.B. Reynolds Foundation	SchoolSmart KC
Brown Family Charitable Foundation	Jackson County Children's	Schwab Charitable Foundation
C2FO	Services Fund	Patty and Earl Scudder
Cargill	Jedel Family Foundation	Sherman Family Foundation
Charter School Growth Fund	John J. Sullivan Jr. Foundation	Shook, Hardy & Bacon LLP
Constance M. Cooper	Sandy and David Johnson	Skillbuilders/Minddrive
Charitable Foundation	Lou Kaucic	Sosland Foundation
Marilyn Coughlin	Muriel McBrien Kauffman Family	Sprint Foundation
Curry Family Foundation	Foundation	Sunderland Foundation
Dallas Foundation	Christine and Jim Kay	Elizabeth and James Tinsman
Dickinson Family Charitable	Christine and Sandy Kemper	Ann and Andrew Tisch
Foundation	Kemper Family Foundations	T-Mobile Foundation
Edward F. Swinney Trust	Thomas Krebs	Turn the Page KC
Ewing Marion Kauffman Foundation	Marcia and Lon Lane	Turner Construction
Federal Department of Education	Lockton Family Foundation	Vivian and Hymie Sosland
Charter Program	Marion and Henry Bloch	Charitable Trust
Fidelity Charitable	Family Foundation	Wally Foundation
Ann and Gary Fish	McDonnell Foundation Inc.	William T. Kemper Charitable Trust
Fishtech Group LLC	Midwest Trust	Beth and Bill Zollars
G Kenneth Baum & Ann Baum Fund	Muchnic Family Foundation	
Gottlieb Charitable Foundation	NewSchools Venture Fund	



# 2021 Welcomed Our Founding Bridge Builders

In 2021, we welcomed our founding Bridge Builders to the KC Girls Prep Community. Our Bridge Builders are corporate and individual partners whose role is to engage with and support our school. The current funding gap between our public allocation and the actual cost to educate a child is stark—**more than \$5,000 per scholar**. Our Bridge Builders “sponsor” at least one girl each academic year to help bridge that gap. We welcome our community partners in assisting and mentoring our students, as well as providing hands-on support in enhancing the space or aiding in operations and events. Our 2021 Founding Bridge Builders included:

Alison Amstrong & Mark Scudder  
Andrews McMeel Universal  
Anonymous  
Lisa and Wayne Auer  
Black & Veatch  
Cheryl and Barry Brady \*\*  
Laura Brady  
David and Cathi Brain  
C2FO \*\*  
Cargill \*\*\*  
Central Bank of Kansas City \*\*  
Colleen and Joe Euteneuer  
Ann and Gary Fish \*\*\*  
Fishtech Group \*\*\*  
Graham Hunt \*\*  
Husch Blackwell \*\*\*

Mark Isenberg  
JE Dunn Construction  
Sandy and Dave Johnson \*\*  
Kimberly A. Jones  
Lou Kaucic \*\*\*  
Christine and Jim Kay \*\*  
Christine and Sandy Kemper \*\*\*  
Kemper & Company  
Thomas Krebs \*\*\*  
Kathleen Kunkler  
Marcia and Lon Lane \*\*\*  
Peggy and Bill Lyons  
Moira Mulhern, PhD  
Regina Nouhan  
North American Savings Bank \*\*\*  
Tiffany and Roy Owens

Parris Communications  
Julie Quirin and Teri Miller \*\*  
The Ratterman Family \*\*\*  
Martha Salinas \*\*\*  
Patricia and Earl Scudder \*\*\*  
Seyferth Blumenthal & Harris LLC  
Signal Theory  
Jane and Josh Sosland  
Alicia and Jim Starr  
Elizabeth and Jim Tinsman \*\*  
UMB Financial Corporation  
Willoughby Design \*\*  
Beth and Bill Zollars \*\*

\*\* **Collaborator**, supporting two students  
\*\*\* **Visionary**, supporting three students

## A Look Into the Future

Winter of 2021 also brought the initial construction work for our high school. While we are closing in on our \$20M Capital Campaign goal, we are excited about the future for KC Girls Prep. This state-of-the-art high school will be adjacent to our middle school, creating a campus for the entire community to enjoy. Visit our [www.kcgirlslead.org](http://www.kcgirlslead.org) to learn more about our future. **Thank you for your support!**

