

Gordon Parks Elementary School



General Information

Contact Information

Nonprofit	Gordon Parks Elementary School
Address	3715 Wyoming Kansas City, MO 64111
Phone	(816) 753-6700
Fax	816 753-3436
Website	www.gordonparks.org
Facebook	facebook.com/www.facebook.com/GordonParksElementarySchool
Twitter	twitter.com/gordonparkskc
Email	lgasser@gpes.org

At A Glance

How to donate, support, and volunteer

There are several ways to support students at Gordon Parks Elementary School. Financial support is accepted online at www.gordonparks.org, or by sending a check to our mailing address. In-kind donations are welcome throughout the year. For more information about joining the Gordon Parks family of donors, please contact Leslie Gasser at (816) 753-6700 or email lgasser@gpes.org. Student classroom supplies including crayons, washable markers, glue sticks and other supplies are always valued. Gordon Parks also maintains a "uniform closet" that includes girls/boys khaki shorts, pants and skorts in sizes 5-14. Community members and teams support our school by devoting

their time to students. Our volunteers work with students on a weekly basis assisting in classrooms and tutoring students. Alternatively, mentors make a commitment to become a nurturing presence in the life of a student and focusing on character development and building a curiosity for learning. If you are interested in mentor and/or volunteer opportunities, please contact Sarah Dee, Director of Community Engagement, at 816-753-6700 or sdee@gpes.org.

Mission & Areas Served

Statements

Mission Statement

Acting on its conviction that every child has promise, Gordon Parks provides urban-core children, including those who are at-risk, an individualized education that is balanced to develop character, intellect, creativity and physical well-being.

Background Statement

Founded in 1999 by Dorothy Curry and Sue Jarvis, Gordon Parks Elementary School (GPES) was named in honor of Gordon Parks, the groundbreaking African-American photographer, who proudly endorsed the school's mission of educating urban core children to reach their full potential. Sponsored by the University of Central Missouri, GPES opened in 2000 with fifty-three children in kindergarten and first grade. Adding a grade each year, by 2005, the school welcomed kindergarten through fifth grade students.

For eighteen years, GPES has provided a nurturing educational environment that addresses the holistic needs of children in the urban core.

Since 2013, our test scores have improved more than 300% as our students receive the resources they need to learn in the classrooms. We have implemented a Responsive Classroom approach school-wide, we collaborate with 2 full-time teachers in each classroom making our student to teacher ratio 10:1 and we provide a full-time CARE Team to meet the needs of the whole child.

Impact Statement

In 2016-2017, the students and staff of Gordon Parks worked together to reach the following goals:

- **ACADEMIC PERFORMANCE:** 55% of our 4th graders who have been with us for 3 years are on grade level for English/Language Arts.
- **ACADEMIC PERFORMANCE:** 73% of our 4th graders who have been with us for 3 years are on grade level for Math.
- **STRONG ATTENDANCE:** For the second year in a row, the average daily attendance rate remained solid at 94.8%.
- **INCREASED COMMUNITY SUPPORT:** In 2016-2017, almost sixty volunteers and mentors committed over 700 hours to our school and students through special projects and weekly visits with students.

In 2017-2018, Gordon Parks Elementary goals include:

- **IMPROVE STUDENT PERFORMANCE:** GPES will continue to monitor student attendance, maintain a benchmarking system for reading and math, and schedule school to increase core instructional time.
- **CONTINUALLY IMPROVE CLASSROOM INSTRUCTION:** continue to translate skill statements into daily lessons, continue to develop pre-post assessments and utilize the data to inform instructional decisions.

- **ENHANCE PARENT INVOLVEMENT IN GORDON PARKS PROGRAMS:** expand programming for family academic nights, consult on attendance issues, and facilitate involvement in academic and behavior issues.

Needs Statement

Students at GPES thrive thanks to the commitment of the Kansas City community. However, our growing student body has a variety of needs including:

- Operational support in order to continue to support our student's academic progress with two full-time certified teachers in each classroom.
- Professional development support in order to continue to improve up on our Responsive Classroom approach school-wide.
- Funding to help support our CARE Team who continues to provide a trauma-informed care approach to help our students socially and emotionally and get them ready to learn.

- Join our community and become a GPES mentor or volunteer.

CEO/Executive Director/Board Chair Statement

We are committed to providing the high level of qualified staff and special services required to fulfill our mission. Funding a student -teacher ratio of 12;1, a full-time CARE Team and being able to provide professional development for our staff to continue to thrive with our Responsive Classroom approach is a priority. As the need continues to help the children we serve, so does the need continue for private community support from individuals, foundations and corporations.

The best way out of generational poverty is education. Our mission is clear: "Acting on our conviction that every child has promise, Gordon Parks provides urban-core children, including those who are at-risk, an individualized education that is balanced to develop character, intellect, creativity and physical well-being." We have a team of faculty and administrators that are committed to creating a school environment with high expectations for our students in the areas of achievement, attendance, and behavior. We have the opportunity to put individualized education to work for our students. At GPES, all students will build strong academic foundations that will lead to a lifetime of success.

Service Categories

- Elementary & Secondary Schools
- Charter Schools

Areas of Service

Areas Served

Areas

MO - Jackson County Urban Core

Any child who resides within the boundaries Kansas City MO Public Schools is eligible to attend Gordon Parks. We serve 14 different zip codes.

Programs

Programs

Gordon Parks Elementary School, Grades K-4

Description	Gordon Parks Elementary School, Grades K-4
Category	Education, General/Other Education, General/Other
Population Served	Children Only (5 - 14 years), ,
Short-Term Success	<p>The short-term success of Gordon Parks Elementary School is based upon attendance, student achievement and behavior, and teacher-focused, job-embedded professional development.</p> <ul style="list-style-type: none">• Attendance success measures student daily attendance against the 90/90 benchmark.• Student Achievement measures growth in STAR data in the areas of literacy, reading, and math.• The success of job embedded professional development is measured by ongoing informal and formal teacher evaluations and student achievement data.
Long- Term Success	<p>Our long-term success is also based upon student achievement and the ability of GPES graduates to remain Advanced/Proficient on MAP tests in middle and high school, and ultimately to create high school and college graduates.</p>
Program Success Monitored By	<p>Our full time Curriculum Coordinator and Teaching Methods Coach provide job embedded professional development for all instructional staff on data teams, best practices, and curriculum writing and implementation. The model they use is consistent across grade levels and subjects. It contains the following key elements:</p> <p>Continuous Improvement Process: Pre-test > Learning Strategies > Measured Progress through Summative Assessments > Data Team Diagnostics > Refined Learning Strategies.</p> <p>In addition, the Leadership Team and Instructional Staff use a variety of assessments to monitor and benchmark the progress and growth of all students. We continue to utilize the STAR assessment as six-week benchmark for early literacy, reading, and math. Staff members use the results of the norm-referenced test to categorize student performance as: above, at, or below grade level benchmark based on the STAR Grade Equivalency. Both STAR assessments generate reports that categorize students as: Tier 1 (at or above grade level), Tier 2 (monitor closely), or Tier 3 (intervention needed). Teachers create a diagnostic instructional plan for all students below grade level. Teachers also use NWEA. NWEA Measure of Academic Progress tests present students with engaging, age-appropriate content. As a student responds to questions, the test responds to the student, adjusting up or down in difficulty.</p>

Examples of Program Success

In 2015-2016, the students and staff of Gordon Parks worked together to reach the following goals:

- Stable Attendance: For the second year in a row, our average daily attendance remained solid at 94.8%.
- Improved Student Achievement: The importance of individualized instruction is reflected in our MAP test results:
- 55% of our 3rd grade students were proficient/advanced in English/Language Arts and 73% were proficient/advanced in Math.

Leadership & Staff

Executive Director/CEO

Executive Director	Dr. Steve Lumetta
Term Start	July 2017
Email	slumetta@gpes.org
Compensation	\$100,001 - \$125,000

Experience

Social Justice, an equal distribution of resources and opportunities, is Dr. Steve Lumetta's vision for students at Gordon Parks. Lumetta, the school's Chief Executive Officer, joined the faculty in July after a 15-year career in the Liberty Public School District, first as a third grade teacher and later as an administrator.

While working on his Ph.D. at St. Louis University, he realized it was important to think differently about his career. He became enamored by the Social Justice theory which encourages self expression and critical thinking. He believes this approach to education frees students from a rigid curriculum allowing for more effective learning.

Dr. Lumetta's family moved often to accommodate his father's career. He attended schools in several different states and in Saudi Arabia. A native of St. Louis, MO, and a committed Jayhawk, he was encouraged to explore a teaching career after serving as a camp counselor in the Massachusetts' Berkshires. At Gordon Parks, with three teachers for every two classes and a collaborative approach to teaching, he wants to prepare students for jobs of the future.

Former CEOs

<u>Name</u>	<u>Term</u>
Dr. Lynne Beachner	Aug 2004 - June 2009
Steve Fleming	0 - 0

Senior Staff

Ms. Kirsten Braman

Title Federal Grant Administrator

Ms. Jennifer Hagemaster

Title Curriculum Coordinator

Ms. Ali Bunten

Title Instructional Coach

Mrs. Leslie K Gasser

Title Chief Development Officer

Experience/Biography

Leslie has an extensive fundraising background. Prior to joining Gordon Parks, Leslie served as Major Gifts Officer for Bishop Ward High School, Fund Development Director at Don Bosco Centers and Director of Development at Aldersgate Village in Topeka, KS. Prior to her work for nonprofit organizations, Leslie worked in the corporate sector for DST Systems and Forrest T. Jones.

Staff

Paid Full-Time Staff	35
Paid Part- Time Staff	2
Volunteers	43
Retention Rate	95%
Paid Contractors	2

Formal Evaluations

CEO Formal Evaluation	Yes
CEO/Executive Formal Evaluation Frequency	Annually
Senior Management Formal Evaluation	Yes
Senior Management Formal Evaluation Frequency	Annually
NonManagement Formal Evaluation	Yes
Non Management Formal Evaluation Frequency	Annually

Plans & Policies

Organization Has a Fundraising Plan	Yes
Organization Has a Strategic Plan	Yes
Management Succession Plan	Under Development
Organization Policy and Procedures	Yes
Nondiscrimination Policy	Yes
Whistleblower Policy	Yes
Document Destruction Policy	Yes

Collaborations

Big Smiles, Cerner Healthy Kids, Youth Ambassadors, Kansas City Young Matrons, The Pembroke Hill School, Belinder Elementary School, St. Aiden's Church, First Tees, Girls on the Run, St. Andrew's Church, Rockhurst High School, St. Teresa's Academy, Lockton, U.S. Engineering, Mariner Retirement Advisors, CBRE, MOCSA, Synergy Services, Trauma Smart, Kauffman Schools, Operation Breakthrough, Harvesters, Amethyst Place

External Assessment and Accreditations

Assessment/Accreditation	Year
Central Missouri State University (CMSU) Annual Charter School Review	2017

Government Licenses

Is your organization licensed by the government?	Yes
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Board & Governance

Board Chair

Board Chair	Dr. Bernard Franklin
Company Affiliation	Assistant Vice President, Kansas State University
Term	July 2016 to July 2018

Board Members

Name	Affiliation
Ms. April Boyd-Noronha	The STEM Broker
Mr. Douglas Curry	Corporate Consultant
Mr. Paul Dorathy	Baldwin City USD 348
Dr. Bernard Franklin	Kansas State University
Ms. Janette Lockridge	
Ms. Keli O'Neill Wenzel	O'Neill Marketing and Event Management
Mr. Brett Posten	Dimensional Innovations
Mr. Adam Sachs	Husch Blackwell
Dr. John Vandewalle	Lumen Touch
Dr. Kent Yocum	

Board Demographics - Ethnicity

African American/Black	3
Asian American/Pacific Islander	0
Caucasian	7
Hispanic/Latino	0
Native American/American Indian	0
Other	0

Board Demographics - Gender

Male	7
Female	3
Unspecified	0

Governance

Board Term Lengths	6
Board Term Limits	6
Board Meeting Attendance %	0%
Written Board Selection Criteria?	Yes
Written Conflict of Interest Policy?	Yes

Percentage Making Monetary Contributions	0%
Percentage Making In-Kind Contributions	0%
Number of Full Board Meetings Annually	11

Standing Committees

Advisory Board / Advisory Council

Building

Executive

Finance

Human Resources / Personnel

Nominating

Strategic Planning / Strategic Direction

Development / Fund Development / Fund Raising / Grant Writing / Major Gifts

Advisory Board Members

Name	Affiliation
Mr. David Heineman	Shank & Hamilton, P.C.
Mr. Chip Power	Power Group Benefits
Mr. Chester Thompson Jr.	Retired Engineer/Past President
Ms. Levora B. Whitmore	Past President
Mr. Frank Young	Insurance Consultant

Financials

Fiscal Year

Fiscal Year Start	July 01, 2017
Fiscal Year End	June 30, 2018
Projected Revenue	\$3,229,238.00
Projected Expenses	\$3,227,645.00
Endowment Value	\$0.00
Percentage	0%

Detailed Financials

Revenue and Expenses

Fiscal Year	2016	2015	2014
Total Revenue	\$3,335,705	\$3,248,650	\$2,577,312
Total Expenses	\$3,349,218	\$3,121,080	\$2,356,990

Revenue Sources

Fiscal Year	2016	2015	2014
Foundation and Corporation Contributions	\$1,173,898	\$1,224,552	\$1,044,065
Government Contributions	\$0	\$0	\$0
Federal	--	--	\$0
State	--	--	\$0
Local	--	--	\$0
Unspecified	\$0	\$0	\$0
Individual Contributions	--	--	\$0
Indirect Public Support	\$0	\$0	\$0
Earned Revenue	\$2,161,637	\$2,024,072	\$1,533,222
Investment Income, Net of Losses	\$170	\$26	\$25
Membership Dues	\$0	\$0	\$0
Special Events	\$0	\$0	\$0
Revenue In-Kind	\$0	\$0	\$0
Other	\$0	\$0	\$0

Expense Allocation

Fiscal Year	2016	2015	2014
Program Expense	\$2,716,326	\$2,493,004	\$1,765,421
Administration Expense	\$632,892	\$628,076	\$591,569
Fundraising Expense	\$0	\$0	\$0
Payments to Affiliates	--	--	\$0
Total Revenue/Total Expenses	1.00	1.04	1.09
Program Expense/Total Expenses	81%	80%	75%
Fundraising Expense/Contributed Revenue	0%	0%	0%

Assets and Liabilities

Fiscal Year	2016	2015	2014
Total Assets	\$1,546,854	\$1,585,367	\$1,457,797
Current Assets	\$596,874	\$579,893	\$513,639
Long-Term Liabilities	\$0	\$0	\$200,000
Current Liabilities	\$175,000	\$200,000	\$0
Total Net Assets	\$1,371,854	\$1,385,367	\$1,257,797

Short Term Solvency

Fiscal Year	2016	2015	2014
Current Ratio: Current Assets/Current Liabilities	3.41	2.90	--

Long Term Solvency

Fiscal Year	2016	2015	2014
Long-Term Liabilities/Total Assets	0%	0%	14%

Top Funding Sources

Fiscal Year	2016	2015	2014
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

Capital Campaign

Currently in a Capital Campaign?	No
Goal	\$0.00
Capital Campaign Anticipated in Next 5 Years?	No

Foundation Comments

- FYE 6/30/2016, 2015, 2014: Financial data reported using IRS Form 990.
- Foundation/corporate revenue line item may include contributions from individuals.