 **INSPIRE  
ACADEMY**  
A School of Inquiry

**2023-2024**  
School Year

Annual Report

# TABLE OF CONTENTS



## 03

### 2023-2024 YEAR SNAPSHOT

An overview of Inspire  
Academy in SY2324

### FINANCIAL OVERVIEW

Key Projects, Expenditures  
and Our Honor Roll of Donors

## 04



## 06

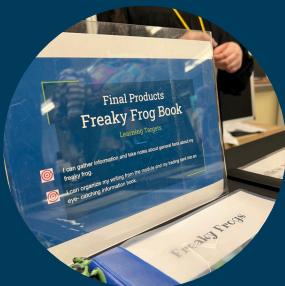
### MASTERY OF KNOWLEDGE & SKILL

Standard academic progress

### CHARACTER & ENGAGEMENT

Possibly the most important  
topic with SY2324 Inspiring  
Scholars

## 07



## 08

### HIGH QUALITY WORK

A deeper approach to  
learning

# INSPIRE ACADEMY

A SCHOOL OF INQUIRY



Inspire Academy believes that education is a right. We believe *all* students should have access to quality education and opportunities. We are proud to be a diverse school, and we do our best to celebrate our differences. Here is a snapshot of our student body demographics from 2023-2024.

# 100%

of students daily receive

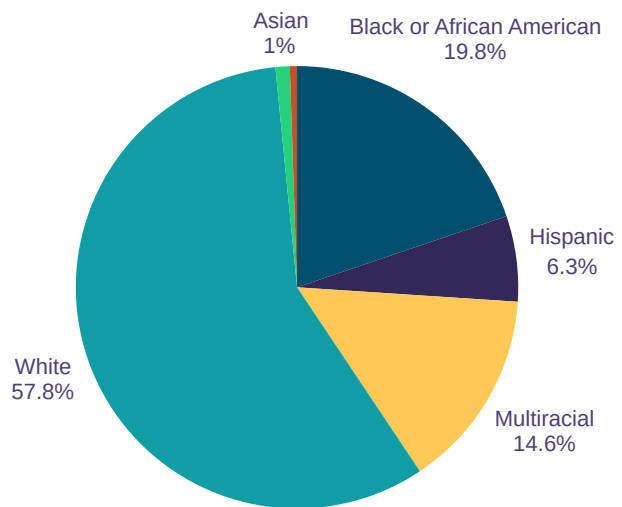
## Free Breakfast, Lunch, & Fresh Produce Snack!

### STUDENT-STAFF NUMBERS

**199** K-8 STUDENT ENROLLMENT (+11 PK)

**22** STUDENTS PER CLASS (AVG. CLASS SIZE)

**15:1** STUDENTS TO TEACHER RATIO (INCLUDES SPECIALS AND SPED)



### MILESTONES:

Was recognized in the schools with highest IREAD growth in the Indiana Literacy Cadre Top 10 List!

Finished Phase 3 of the Roof.

Grew enrollment to pre-pandemic levels

Legacy students (at Inspire 3 consecutive years or more), outperformed non-legacy students by 12% in ELA and by 5% in Math.

### DIVERSITY & INCLUSION

**22%** STUDENTS QUALIFIED FOR SPECIAL EDUCATION

### MOBILITY

**47%** STUDENT MOBILITY (% OF MIDYEAR STUDENT TRANSFERS IN OR OUT)

**81%** TEACHER RETENTION FROM 2023-2024 TO 2024-2025

2023-2024

# FINANCIAL OVERVIEW



During Inspire Academy’s 2023-2024 school year, we were able to complete several large projects due to grant funding. With the help of the Charter School Facilities Incentive Grant and financing from IFF, we completed phase three of our roof upgrades, leaving us with only two more phases of the reroofing project to complete in the future. Additionally, we repaved and restriped our entire parking lot and poured new concrete at a few of our entry ways.

Inside, we began working on our Cafeteria HVAC project and installed a new water heater thanks to the final round of Federal Elementary and Secondary School Emergency Relief Funds (ESSER III) which is set to expire in September 2024. Inspire Academy was also able to utilize funding for a keyless entry project to increase security with a cloud-based system through the Secured School Safety Grant.

Grant funding that directly impacted our students’ learning included the Paraprofessional Training Grant which allowed our Special Education team to visit a school with stellar special education services to strengthen our programming. Inspire Academy was also awarded the Digital Learning Parent & Family Support grant which encouraged parents to involve themselves and better understand platforms that Inspire Academy utilizes throughout the school year to better outcomes for their learners.

As federal relief funds end next school year, Inspire Academy will complete the Cafeteria HVAC project and install new units in our café, as well as upgrade exhaust fans throughout our campus. We will continue to search for and apply to additional grant opportunities as they arise in hopes of continuing our updating efforts since the expiration of ESSER III funds is quickly approaching. We understand that all schools will be experiencing this shift and will need to learn how to navigate in a post ESSER world to continue to provide numerous advantages to our students.

Due to this fact, Inspire Academy is asking for your help! We welcome your generosity and support to be able to continue updating our facilities and provide our students with a place to belong and become lifelong learners. As this is no small feat, ongoing donations of any amount would greatly impact our students and assist us with reaching our visions for Inspire Academy. Please consider becoming a donor and visit <https://givebutter.com/JbVRpV> to make your contribution and inspire future generations! Any amount benefits our students and our community, and we greatly thank you for your contribution.

## EXPENDITURES

**\$3,106,240.38**

TOTAL EXPENDITURES IN  
2022-2023

**\$15,609.25**

EXPENDITURES PER  
STUDENT

**\$52,408.33**

AVERAGE TEACHER  
SALARY

19.8% increase from prev year

# WE COUNT ON YOUR SUPPORT! THANK YOU!



We appreciate all the support we received from our dedicated community members and our generous donors.

## ANNUAL DONOR HONOR ROLL

### PATRONS

(CONTRIBUTE over \$10,000)

### SPONSORS

(CONTRIBUTE \$5,001-\$10,000)

George and Frances Ball Foundation

### PARTNERS

(CONTRIBUTE \$1,501-\$5,000)

Linda & David Draper  
Ball Brothers Foundation

### MENTORS

(CONTRIBUTE \$501-\$1,500)

Thomas Schroeder  
Roger & Fran Nelson  
Hoosier Technology  
Robert Kersey

### ADVOCATES

(CONTRIBUTE \$101-\$500)

Delk McNally LLP  
Erin & John Heflin  
Sandra Ullom  
Emily Wiley  
Leslie Draper  
Servant HR  
Justin Whitt  
Stephen Bedi  
Yvonne Thompson  
Caitlin Hicks  
Yolanda Lloyd  
Nabil Mahboubi  
Elizabeth & Kenneth Akers  
Todd Roark  
Alyia Carrigan  
Mary Wood  
Constance Fullhart  
Patrick Fassnacht  
Geraldine Marks  
Michael Crawford  
James Rediger  
Joann & Wesley Rediger  
Amy Friedeberg  
Shameka Gordon  
Ball State University Philanthropy

### FRIENDS

(CONTRIBUTE \$1-\$100)

Teresa & Randy Moore  
Donald Engle  
Chris Williams  
Nathaniel Howard  
Denise Millben-Williams  
Linda Lambert  
Michael Cowherd  
Steven & Barbara Smith  
Barbara Crookston  
Jerika Clemens  
Justus Norris  
Debbie Starost  
Sarah Helber  
Todd Roark  
Elite Page  
Eberhard Starost  
Ana Maric  
Cassandra Roberts  
Malena Hall  
Mandi Evans  
Ada Tickle  
Lesley Spencer  
Kaitlynn & Eddie Norris  
Brittany Pickett  
Dorica Watson  
Sarah Aldridge  
Kamma Staton  
Brandon Hayes  
Bin Jones  
Connie Cline  
Ronda Henson  
Dianna Case  
Tikeyla Price  
Laqwan Person  
Missy Kidd  
Mike Morris  
Amanda Gerhart  
Brittany Dibattiste  
Brenda Cook  
Carmen Morris  
Lou Pearcy  
Brandy Evans  
Sasha King  
Bill Jones  
Jones Family  
Connie Criswell  
Grannie & Papaw Akers

*Providing a competitive education with access to the best teachers, learning resources, 21st century facilities and technology, and outside the desk experiences is expensive! We need your support! Please consider scheduling a monthly contribution by clicking the*



# INSTRUCTIONAL PRACTICES & STANDARDIZED OUTCOMES



## STATE ASSESSMENTS - ILEARN & IREAD 2024

**ILEARN English: 11% Proficient**  
Up from 6.2% last year

**ILEARN Math: 8% Proficient**  
No change

**IREAD3: 50% Proficient**  
Up from 33% last year

*In last year's annual report, we shared the devastating long-term effects the pandemic interruptions had on education, as well as what we are doing to address the problems. While the proficiency scores still have a long way to go, we are thrilled to be able to share measurable growth with you this year!*

*Our change in charter authorizer, in tandem with the expansion of our leadership team, is truly moving the needle. At Inspire Academy, we are making slow and steady change with the families we serve. Education One from Trine University conducts monthly walkthroughs with our leadership, measuring best practices in each classroom. Below is the visible growth that these walkthroughs established.*

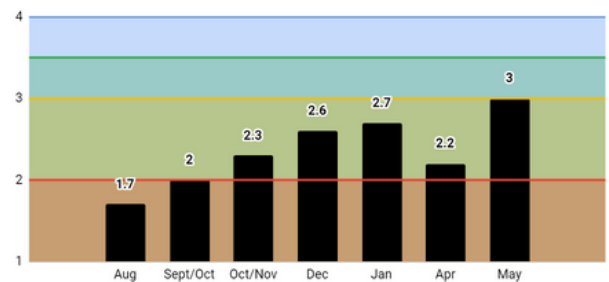
	September	October	November	December	January	April	May
Rigor + Relevance	75.0%	37.5%	50.0%	44.4%	25.0%	55.6%	25.0%
Differentiation	50.0%	37.5%	37.5%	22.2%	37.5%	22.2%	50.0%
Checks for Understanding	37.5%	37.5%	0.0%	22.2%	12.5%	44.4%	0.0%
Growth Oriented Feedback	25.0%	25.0%	25.0%	44.4%	12.5%	22.2%	0.0%
Classroom Management	37.5%	50.0%	50.0%	11.1%	25.0%	44.4%	0.0%
Active Engagement	62.5%	62.5%	25.0%	11.1%	37.5%	33.3%	25.0%
Learning Objectives	12.5%	12.5%	12.5%	11.1%	0.0%	0.0%	12.5%
Curriculum Implementation	0.0%	12.5%	12.5%	22.2%	12.5%	11.1%	25.0%

*How to read these charts:*

*Above: Score = percent of teachers demonstrating deficits in the category to the left during that month's walkthrough.*

*Right: Overall instructional score for each month. 3.0 and above meets standard.*

*Both Charts: Red = Does not meet standard. Yellow = Approaching standard. Green = Meets standard. Blue = Exceeds standard.*



## ACADEMIC PROFICIENCY

100% of Inspire students complete ELA and Math at their grade level each year. Students also complete courses in science, social studies, and habits of scholarship. In addition to core content, students are offered electives such as physical education, art, personal finance, writing center, book club, and African-American studies.

100% of Inspire teachers are certified employees who teach the subject area for which the teacher is certified and holds a license. During the 2023-2024 school year, one classroom was taught by a Teaching Fellow serving as a long term substitute for the majority of the year, and one classroom was taught by a teacher with an international diploma who served under a long term substitute license while obtaining paperwork for Indiana certification. Two teachers completed the Transition to Teaching Program with Trine University, a program directly aligned with the school's goals and authorizer metrics.

## TECHNOLOGY IN THE CLASSROOM

At Inspire Academy, students are provided with a device that is used only by them for the school year. Each quarter, students create authentic products, often integrating word processing and digital presentation skills, to demonstrate their learning. We also utilize digital standards-based, adaptive learning programs such as Achieve3000 and SmartyAnts for practice, assessment, and integration of content about current societal issues. The majority of curriculum is digital for all grade levels, except PK - 2.



## Habits of Inspiring Scholars

At Inspire Academy, we hold that success, in school, career and community life, is contingent on developing strong, healthy habits. We see the need to directly teach students our Habits of Scholarship now more than ever! Students receive grades on the progress reports for these habits so that parents and students alike can see if the foundational habits are in place to achieve a successful and fulfilling life ahead.

In May 2024, we honored 46 students and staff as Inspiring Scholars who model for us what these Habits of Scholarship look like in daily life. Below is a break down of numbers honored for consistent mastery of each habit:

Joy - 5 students, 2 staff

Empathy - 5 students, 4 staff

Perseverance - 7 students, 1 staff

Integrity - 4 students

Curiosity - 7 students, 2 staff

Quality - 8 students, 1 staff

---

## Attendance Data

K-8 Attendance Rate

**88%**

Attendance is another area that has continued to lag behind nationwide in a post pandemic world. Ideally, our school leadership, as well as authorizing officials, want to see this rate at 95% or higher. Inspire Academy has taken a deep dive into the data to identify trends and take a targeted approach to moving the needle because all the evidence demonstrates that students who are in school regularly outperform kids with chronic attendance issues.

**Chronic absenteeism (students absent for 10% of the year or more): 77**

**Chronic truancy (students with more than 10 unexcused absences): 74**

---

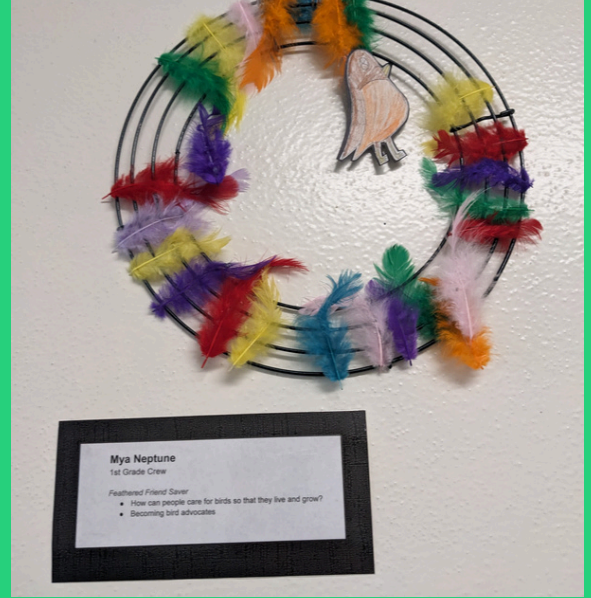
## School Safety

In the 2023-2024 school year Inspire Academy had 0 instances of students arrested on school property, 2 incidents in which a student brought in an object that could be used as a weapon; 2 instances of battery; and 4 instances of bullying as defined under IC 20-34-6. The number of expulsions was 2 and the number of suspensions was 44 for the year.

# HIGH QUALITY WORK



Working in a small group with the teacher, children learn faster through individualized support.



Answering the question, "How can people care for birds so they can live and grow?" with a feathery friend saver for the window.



Developing independent work skills while the teacher works with a small group of students is a key to student success long-term.



Building on the question, "How can I write a story that teaches my reader about weather?"

## PURPLE DEN: PK - 1 FOCUS: FOUNDATIONAL SKILLS

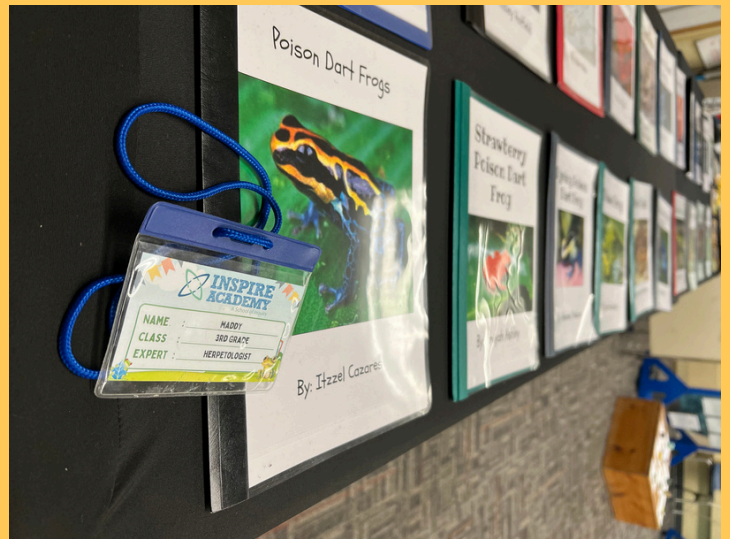
During the 2023-2024 school year, Inspire Academy's early childhood teachers worked to strengthen our Skills Block routine to ensure students are benefiting from best practices in education *every day*.



# HIGH QUALITY WORK



Creating frog trading cards to answer the guiding question: How do frogs survive?

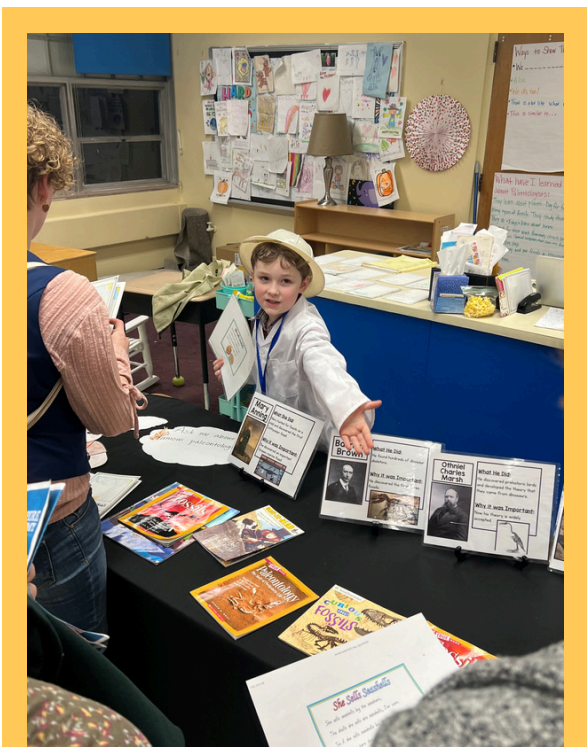


Creating frog books to answer the guiding questions: How does an author engage the reader in a narrative? How do experts build knowledge and share expertise about a topic?

## GOLD DEN: GRADES 2-4

### FOCUS: DEVELOPING RESEARCHERS, WRITERS, AND MATHEMATICIANS

During the 2023-2024 school year, Inspire Academy's 2nd through 4th grade teachers focused on building strong habits of work, independence, and authentic engagement through the use of questions. We saw growth in schoolwide practices that positively impact student achievement, such as the consistent use of equitable student engagement tools and teachers encouraging students in deeper thinking and clearer explanations through following initial student answers with "Tell me more!"

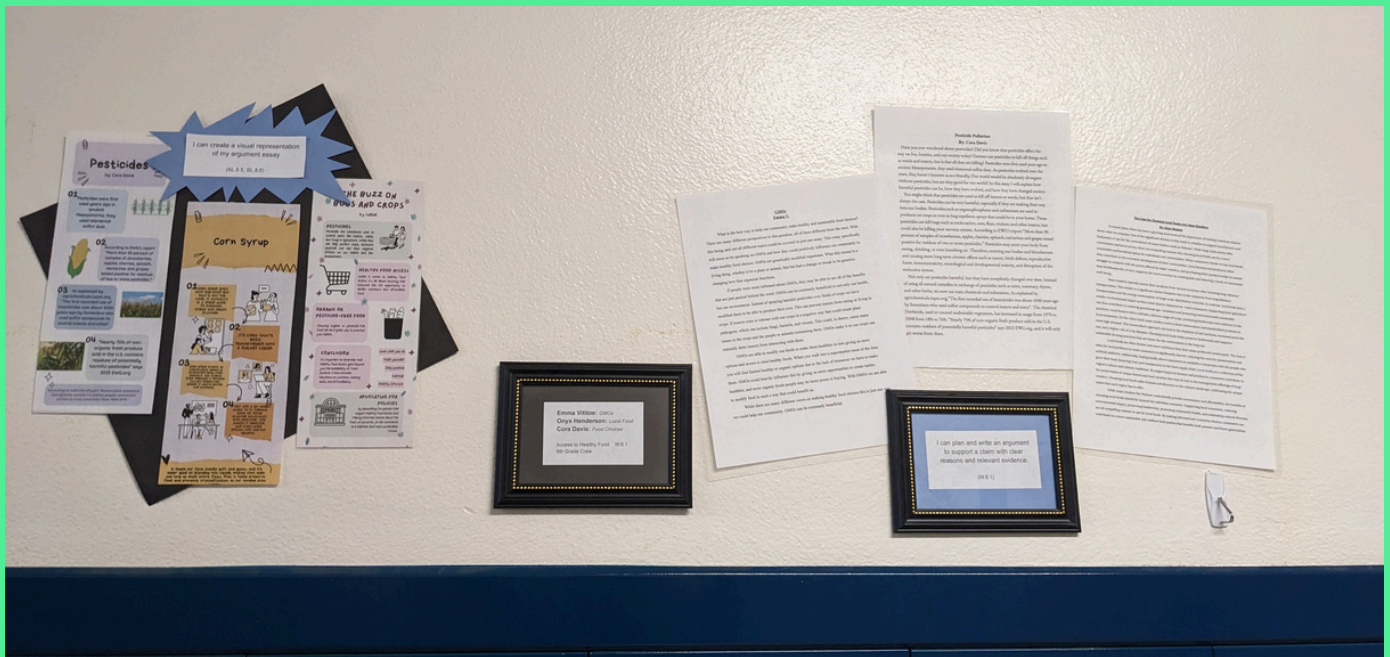


Guiding question: What do paleontologists do? How do readers learn more about a topic from informational texts?



College art students created artistic interpretations of our elementary students' works of poetry. A dynamic collaboration!

## ORANGE DEN: GRADES 5-8 FOCUS: APPLYING KNOWLEDGE & SKILLS TO BUILD A BETTER WORLD



Above: Students plan and write an argument to support a claim with clear reasons and relevant evidence. Students then create visual representations of their argumentative essays through infographics.

Inspire Academy does middle school differently! Students work through all subjects with the same student crew and staff crew leader all day. This creates a stronger sense of belonging, strengthening positive connections with peers and guiding adults that is crucial for success as students begin navigate more independence at the same time as encountering more complex work in class. With the abundance of technological content resources available to students at all times, teachers are able to guide students through finding the answers to their questions, developing good reasoning skills to determine reliable information sources from unreliable information sources, and practicing any remaining foundational skills needed for success in high school and beyond. This new and improved middle school structure has resulted in a visible increase in both the academic and behavioral standards our students are required to achieve.

### Education Costs are Rising!

[CLICK HERE TO GIVE](#) 

OR

Mail donations to:

Inspire Academy  
2801 E. 16th Street  
Muncie, IN 47302