

December 18, 2017

Dr. John Robertson, Coordinator
Educational Support Services
205 Jefferson Street
PO Box 480
Jefferson City, MO 65102-0480

Dear Dr. Robertson:

Last year there were just over 22,000 students attending school in St. Louis District and Charter schools. The average passing rate on the state English and Language Arts assessment is just over 40%, while the state average is just over 60%. When the EAGLE schools board began surveying the educational landscape in St. Louis, seven years ago, this is what they set out to address. You are well aware of the challenges in opening a charter school in Missouri, and the challenges of urban education. But EAGLE, through their partnership with Open Sky, set out to start a high-performing network of neighborhood schools offering education rooted in character education and strong academics. EAGLE is not simply about educating children, it is about transforming communities.

In the last five years, EAGLE has opened four neighborhood Kindergarten through eighth grade primary schools in St. Louis. They are serving a majority minority, low-income population, with both special education and English Learner rates above the district schools. And they are proving that their model is making a difference. In just five years of aggressive growth, the first EAGLE school is performing above the district average, and is on track to meet their goal of out-performing the state averages in the next charter term. Additionally, their schools are becoming a strong part of their neighborhoods, and building relationships with partners, such as the YMCA and Southside Sport through the Jefferson Collaborative, providing athletics for the children. Along with others, BJC and *Bring Me A Book, St. Louis* provide learning materials and books. *Coat-A-Kid* and *Operation Food Search* partner with EAGLE to meet material needs of its community. Moreover, EAGLE partners with Lutheran Children and Family Services to provide counseling and social emotional support at all campuses.

With this renewal, EAGLE will be able to serve 600 more students in their existing schools, taking time to increase proficiency for their initial cohorts of students, before further network expansion. Eagle schools will continue to thoughtfully consider the high school expansion in their original charter while assessing the landscape of expansion to other neighborhoods. We are proud to submit this recommendation for renewal to the State Board of Education and look forward to

working with EAGLE schools and the Open Sky Network to serve as many Missouri students as possible.

Thank you for your assistance and hard work, always, in helping to bring quality education to all the students in Missouri, but especially for your help in our charter school community. We appreciate you and your office, the DESE, and the State Board of Education for their support of high-quality charter school options.

Sincerely,

A handwritten signature in black ink, appearing to read "GK", enclosed within a large, horizontal oval stroke.

Gerry Kettenbach
Executive Director



MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
 OFFICE OF QUALITY SCHOOLS – EDUCATIONAL SUPPORT SERVICES
CHARTER SCHOOL RENEWAL APPLICATION for schools with less than 70% APR

SCHOOL/LEA NAME: EAGLE College Prep	COUNTY-DISTRICT CODE: 115-923
NAME OF LEA CONTACT PERSON: Dr. Matt Hoehner	LEA CONTACT PHONE NUMBER: 314-541-0072
SPONSOR NAME: University of Missouri at Columbia	APPLICATION FORM DUE DATE: JANUARY 1
NAME OF SPONSOR CONTACT PERSON: Dr. Gerry Kettenbach	SPONSOR CONTACT PHONE NUMBER: 314-400-8166

DIRECTIONS

Charter schools desiring to renew their charter must submit this application electronically by responding to the following sections. The application cover page must be signed by the authorized representative and then scanned into an electronic document.

The body of the application may be recreated in a word processing format with all appropriate section numbers and subparagraphs. Responses to each section should follow that order. Appendices and reference material are to be included at the end of the application.

The pages must be numbered and a minimum of a 12-point font should be used. The document should be submitted in a PDF format.

EMAIL the completed form prior to **January 1** to: webreplyimprcharter@dese.mo.gov

QUESTIONS: Contact Educational Support Services at 573-751-2453 or webreplyimprcharter@dese.mo.gov

ASSURANCES

The authorized representative assures the Department of Elementary and Secondary Education (Department) that sponsor and all sponsored charter schools, in accordance with sections 160.400-160.425, RSMo, shall:

1. Receive and expend state/federal funds in a manner consistent with the intent of the approved application.
2. Acknowledge sponsor's intent to comply with the Standards for Charter Sponsorship as outlined in 5 CSR 20-100.260 and other applicable rules.
3. Keep such records for a period of three years and provide such information as may be necessary for the fiscal program auditing and for program evaluation; provide the Department any information it may need to carry out its responsibilities under the programs.
4. Adhere to the requirements of the applicable state statutes and regulations, the state rules governing the programs, and all other applicable statutes.

The board-authorized representative understands the assurances and the responsibility for compliance placed upon the applicant. The applicant will refund directly to the Department the amount of any funds made available to the applicant that may be determined by the Department, or an Auditor representing the Department, to have been misspent or otherwise misapplied.

SIGNATURE OF AUTHORIZED CHARTER REPRESENTATIVE 	DATE 12-20-2017
SIGNATURE OF AUTHORIZED SPONSOR REPRESENTATIVE 	DATE 2017-12-20

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Office of the General Counsel, Coordinator – Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 6th Floor, 205 Jefferson Street, P.O. Box 480, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or TTY 800-735-2966; email civilrights@dese.mo.gov.

Regular Charter School Renewal

- 1. A letter from the sponsor requesting renewal should be one page and signed by the Program Director.**
See the attached letter from the University of Missouri - Columbia
- 2. Current school name, superintendent/head administrator, and names of buildings(s) and principal(s).**
EAGLE College Prep Endeavor
Superintendent: Rev. Dr. Matthew Hoehner

EAGLE Prep: Tower Grove South Principal: Ms. TarynAnn Barry
EAGLE Prep: Fox Park Principal: Mr. Shawn Williams
EAGLE Prep: Tower Grove East Principal: Ms. Emily Dittmer
EAGLE Prep: Gravois Park Principal: Dr. Bonita Jamison
- 3. Mailing/physical address and telephone number of the charter school's main office.**
EAGLE College Preparatory Schools
2617 Shenandoah Ave., 3rd Floor
St. Louis, MO 63104
- 4. Provide list of the current board members including name, title and years served.**
Judith Meyer, Board Chair, 5 years served
Jeff Craig-Meyer, Vice President, 3 years served
Ron Richardson, Treasurer, 1.5 year served
Jeff Cloeter, Secretary, 5 years served
Martin Casas, Member, 1 year served
Lee Harden, Member, 3 years served
Andrew Prouhet, Member, 1 year served
David Simmons, Member, 11 months served
- 5. Education service provider name and address (if applicable).**
Open Sky Education, Inc.
20935 W. Swenson Dr., Suite 101
Waukesha, WI 53186
- 6. Sponsors shall review Missouri statutes to ensure compliance.**
MU assures compliance with Missouri statutes.

MISSION AND VISION

7. State the school's mission and briefly present the vision for how the school will continue to operate in the next five years.

The mission of EAGLE College Prep is to develop serving leaders by providing a rigorous, college prep learning community where we work together toward the pursuit of academic excellence in a safe and loving learning environment.

5 year Vision:

EAGLE College Prep Endeavor is dedicated to developing a public charter school that provides an education with a Loving Emphasis that is genuinely transformational for our students. We are tireless in our commitment to establish a distinctive identity as one of America's finest public college-preparatory institutions, developing students who are academic standouts and active community servants.

EAGLE College Prep Endeavor envisions that within 5 years we will be one of the top performing public charter schools in the city of St. Louis. EAGLE College Prep Endeavor must have the approval of its sponsor, MU, for any expansion of additional schools. This approval will be contingent on EAGLE Prep's ability to fulfill its charter obligations and goals and demonstrate fiscal health and readiness for growth. The health and readiness for growth will be determined by the financial stability and academic excellence of the established school(s), EAGLE Prep's ability to demonstrate student need in the area of desired expansion and the adequate resources to successfully replicate. Each EAGLE College Preparatory School will be a subsidiary of EAGLE College Prep Endeavor. As such, each EAGLE Prep school will share its governing Board with all other schools created by the organization. EAGLE Prep envisions potentially expanding the four K-8 schools with one high school in St. Louis. Preparations to expand beyond the 8th grade will not occur until students begin to matriculate into the 8th grade in EAGLE College Prep Endeavor and K-8 schools have demonstrated success.

8. When did the board adopt vision and mission? (date of board meeting)

April 17, 2012

9. Describe any changes or modifications to the school (new management, new theme, change in population, instructional staff).

In 2016 EAGLE Prep's management organization, Educational Enterprises, Inc., underwent a brand transition to Open Sky Education, Inc.

Since 2013, EAGLE has expanded from one campus to four campuses in St. Louis and currently serves grades K-7, with the addition of 8th grade in 2018. In 2013 EAGLE St. Louis served approximately 120 students; in 2017 we serve over 600.

With the launch of additional campuses, three new school leaders have joined our organization. Additionally, the position of Principal Director in the St. Louis region was established to provide

support and direct coaching for principals. We also added staff in the areas of Support Services with additional SPED and EL teachers as well as School Social Workers and contracted counseling services. The positions of Regional Director of Curriculum and Instruction and Regional Special Education Director were also added. In addition to instructional and support services, a position supporting financial and operational support was added.

10. Provide a concise projection of the school's goals over the next term of the charter.

Charter Goals

The goals we have are in line with the philosophy of education that emphasizes the importance of academic excellence and positive character development. We have set three year goals that will be reviewed and revised on a regular basis based on achievement, attendance, and satisfaction data collected.

Goal #1: The percentage of EAGLE College Prep Endeavor students who have been with EAGLE three or more years making more than a year of growth or performing at/above grade level in Mathematics and English Language Arts will increase to 70% by June 30, 2020 as measured by the NWEA MAP administered three times yearly.

Annual Benchmarks:

June 30, 2018 60%
June 30, 2019 65%
June 30, 2020 70%

Goal #2: The percentage of EAGLE College Prep Endeavor students who have been with EAGLE three or more years scoring proficient or higher in Mathematics and English Language Arts will increase to 60% by June 30, 2020 as measured by the 2020 Missouri MAP Mathematics and English Language Arts Assessment or other Missouri State Assessment.

Annual Benchmarks:

June 30, 2018 50%
June 30, 2019 55%
June 30, 2020 60%

Goal #3: EAGLE College Prep Endeavor will increase its overall satisfaction rating to 90% from school stakeholders by June 30, 2020 as measured by a building developed satisfaction survey.

Annual Benchmarks:

June 30, 2018 85% satisfaction rating
June 30, 2019 88% satisfaction rating
June 30, 2020 90% satisfaction rating

Goal #4: EAGLE College Prep Endeavor's average daily attendance rate will remain above 95% by the end of the 2019-2020 school year as measured by the ADA calculation.

Annual Benchmarks:

June 30, 2018 95%

June 30, 2019 95%

June 30, 2020 95%

11. Other areas that have/will be addressed to improve performance.

- Increase professional development around data driven instruction
- Additional coaching for School Administrators.
- Hiring and retaining highly effective staff
- Social Emotional Learning (SEL)

12. Are the school's educational program goals and curriculum aligned with state standards?

Yes, EAGLE implements EngageNY curriculum (Math and ELA) which is aligned to Missouri Learning Standards. MySci, science curriculum, is aligned to the Next Generation Science Standards and the Missouri Learning Standards. Furthermore, Units of Study (Lucy Calkins) is aligned to Missouri Learning Standards.

ORGANIZATIONAL/GOVERNANCE PLAN

13. Provide organizational chart of the staffing/reporting structure for the board, administration and staff, including teachers and contract employees.

See attachment.

14. Provide Articles of Incorporation, bylaws and Missouri not-for-profit status.

See attachment.

15. Provide a copy of renewal notification letter sent to the school board of the district.

See attachment

16. Assurance of professional development/training for all teachers and leaders.

EAGLE provides professional development aligned to literacy, numeracy, and research-based instructional strategies during professional development and early release days throughout the school year in the following areas to address region-wide initiatives:

- Research-based Assessment and Instructional Strategies
- Guided Reading
- Data Driven Instruction
- Teach Like a Champion Strategies (TLAC)

- Character Formation Project (CFP)
- Observation and Feedback

17. Assurance of requisite insurance coverage for directors/officers, and buildings; statement of compliance with any/all federal/state programs' requirements.

EAGLE College Prep Endeavor holds an insurance policy covering Directors and Officers as well as property and general liability insurance policies and complies with all federal and state program requirements relating to insurance and other matters.

18. Date board reviewed and adopted AOI and bylaws (at least every 5 years).

The Articles of Organization and Corporate Bylaws were reviewed and adopted by the board on November 27, 2017.

19. Assurance of board's most recent fingerprints.

All members of the Board of Directors have completed a fingerprint-based background check.

20. Assurance of signed Conflict of Interest disclosure forms.

Per board policy 2.14, the annual completion of the Missouri Ethics Commission Personal Financial Disclosure (PFD) shall meet this requirement for members of the Board of Directors. All Board Members are compliant with this requirement.

21. Assurance of Family Care Safety Registry check.

All members of the Board of Directors are registered with the Family Care Safety Registry and have cleared the appropriate background check.

22. Assurance of requisite surety bond for school financial officer(s).

Yes, EAGLE school financial officers are covered.

23. Date the board reviewed faculty and staff handbook.

The Board of Directors reviewed and approved the 2017-18 staff handbook at the July 24, 2017 meeting. Updates to the document are reviewed in conjunction with the HR department and reviewed and approved annually by the board.

24. Does board satisfy sunshine law compliance? (agenda available, change time notification)

The Board of Directors satisfies sunshine law requirements by making agendas and minutes available to the public.

25. How are board agendas and minutes made available to the public?

Board meeting agendas and minutes are posted online at www.eagleprep.org/stlouis. The board agendas are also posted publicly in the front office of each school building.

26. How often does the board meet? (monthly, semi-monthly)

The EAGLE Board meets bi-monthly on the fourth Monday of the month. Subcommittees meet during off months at various standing and flexible times.

27. How often does the board review policies?

Board policies are reviewed annually and as needed throughout the year.

28. How many hours of board training are required for the board annually?

The Board participates in at least 3 hours of training per year.

29. Assurance that the school uses curriculum guides.

Yes. Currently EAGLE utilizes EngageNY for ELA and Math and other curriculum guides for other subjects.

30. Assurance of an evaluation process of the LEA's leadership (admin, superintendent, principals).

Yes, we have a Leadership Excellence Rubric that is used three times per year and an annual evaluation conducted every summer based on principal and leader competencies. Ongoing weekly coaching and feedback with leaders are tracked through a tool called Mosaic.

31. List any sponsor/partnership efforts that help support the charter school(s) in increasing student performance.

EAGLE Prep conducts a monthly metrics review with its management organization, Open Sky Education, to track progress on academics, school culture, human capital, financials, and facilities.

Each summer, Open Sky Education holds a Principal Institute, where school leaders evaluate the year's performance, analyze data, receive professional development training, and make plans for the following school year.

EAGLE's sponsor, University of Missouri, conducts staff surveys to evaluate performance, and also publishes a yearly Sponsor Report to evaluate performance and progress towards goals.

Community Partnerships:

- EducationPlus
- Lutheran Children and Family Services
- Cardinal Glennon Hospital
- Affinia Healthcare
- Miriam Learning Center
- Epworth
- Hopewell
- Operation Food Search

- Washington University Brown School of Social Work
- The Center for Vision and Hearing
- Coat-A-Kid
- Gateway to Oral Health Foundation
- Behavioral Health Resource
- Kids Vision For Life
- Assistance League of St. Louis
- YMCA

32. Assurance of compliance with any/all federal and state programs' requirements.

EAGLE College Prep Endeavor complies with all federal and state programs' requirements.

PERFORMANCE CONTRACT

33. Provide a copy of the existing performance contract that includes timelines and standards for renewal (include procedures and consequences for failure to meet requirements).

See attachment.

34. Provide data on measurements and objectives met (or not) in existing performance contract.

Academic Goals

NWEA Charter Goal

The percentage of EAGLE College Prep Endeavor students making 1.5 full years of academic growth or performing at/above grade level in mathematics and communication arts will be at 70% by June 30, 2016 as measured by the NWEA MAP administered three times yearly.

- Annual Benchmarks:
June 30, 2014- 50%
June 30, 2015- 60%
June 30, 2016- 70%
- In 2016-17 54% of EAGLE scholars were on/or above grade level and/or had 1.5 years of growth in mathematics.
- In 2016-17 57% of EAGLE scholars were on/or above grade level and/or had 1.5 years of growth in reading.
- EAGLE Tower Grove East surpassed the year 1 charter goal of 50% in the first year of operation, with 58% of scholars on/or above grade level and/or having 1.5 years of growth in Mathematics and 62% of scholars were on/or above grade level and/or had 1.5 years of growth in Reading.
- Although we did not meet all of our benchmark goals for the NWEA MAP assessment, we have identified the root causes of slowed growth and are directing resources, human and financial, to address the gaps. Data analysis revealed the transition of classroom teachers

in two grades was a critical factor impacting student outcomes. Moreover, we plan to increase fidelity of implementation with observation, feedback, and coaching of teachers.

On Grade Level or Made 1.5 Years Growth- NWEA

EAGLE Tower Grove South	EAGLE Fox Park	EAGLE Tower Grove East	EAGLE LEA
<u>Mathematics</u>			
K- 84% 1- 62% 2- 55% 3- 59% 4- 36% 5- 42% 6- 21% Total- 52%	K- 80% 1- 53% 2- 27% 3- 55% Total- 54%	K- 68% 1- 70% 2- 52% 3- 33% Total - 58%	K- 75% 1- 60% 2- 46% 3- 50% 4- 36% 5- 42% 6- 21% Total- 54%
<u>Reading</u>			
K- 80% 1- 38% 2- 72% 3- 72% 4- 39% 5- 85% 6- 50% Total- 62%	K- 67% 1- 36% 2- 27% 3- 45% Total- 43%	K- 57% 1- 80% 2- 52% 3- 57% Total- 62%	K- 65% 1- 49% 2- 53% 3- 59% 4- 39% 5- 85% 6- 50% Total- 57%

Missouri MAP Charter Goal

The percentage of EAGLE College Prep Endeavor students scoring proficient or higher in mathematics and communication arts will increase to 70% by June 30, 2016 as measured by the 2016 MAP Mathematics and Communication Arts Assessment or other Missouri State Assessment.

- Annual Benchmarks:
June 30, 2014 50%
June 30, 2015 60%
June 30, 2016 70%

Proficient or Advanced on the Missouri MAP

EAGLE Tower Grove South	EAGLE Fox Park	EAGLE Tower Grove East	EAGLE LEA
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<u>Mathematics</u>			
3- 68% 4- 39% 5- 22% 6- 16% Total- 38%	3- 34% Total-34%	3- 34% Total- 34%	3- 45% 4- 39% 5- 22% 6- 16% Total- 37%
<u>Reading</u>			
3- 61% 4- 29% 5- 37% 6- 29% Total- 40%	3- 22% Total- 22%	3- 38% Total- 38%	3- 40% 4- 29% 5- 37% 6- 29% Total- 36%

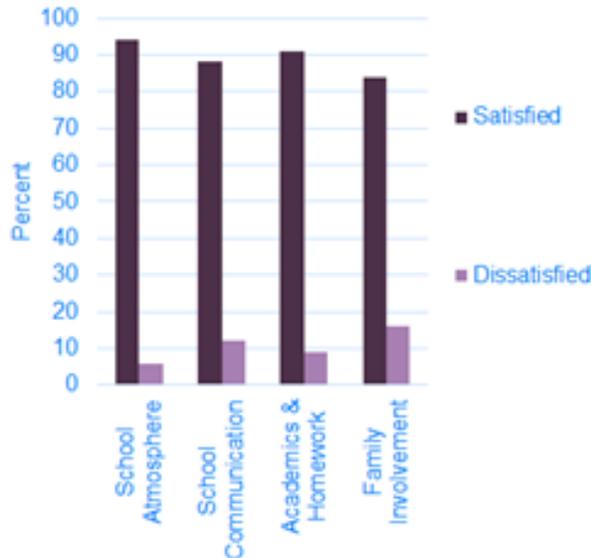
- In 2016, 171 of the 449 scholars (38% of LEA) were assessed on the MO MAP in grades 3-6. While our LEA MAP score of 36% proficient/or advanced in English Language Arts and 37% proficient in Math is lower than the goal, the third grade at EAGLE Tower Grove South (the first cohort to begin at EAGLE) outperformed the state average in math and reading (i.e., 61% proficient or advanced in ELA and 68% proficient or advanced in Math).
- Along with adding instructional support to all our campuses, we are focused on ensuring our teachers are fully identifying any gaps that exist between the curriculum and the state assessment. We have also added additional social emotional supports at all campuses (i.e., social workers and counselors) to ensure our scholars have holistic support to ensure they can continue to grow academically.

Additional Academic Notes

- EAGLE utilizes STEP, a research-based formative reading assessment, to improve student achievement in the area of literacy. STEP assesses literacy skills and provides data for diagnostic analysis.
- Four 2nd grade scholars from EAGLE Tower Grove East scored 1st, 2nd, 7th, and 8th place in the State of Missouri in the Kangaroo Math Contest.

Parent Satisfaction

- EAGLE College Prep Endeavor will increase its overall satisfaction rating to 85%.
- Parents satisfaction at EAGLE is above 85% in all four categories: school atmosphere, school communication, academics & homework, and family involvement.



Attendance

- EAGLE College Prep Endeavor’s average daily attendance rate will increase to 95.2% by the end of the 2015-2016 school year as measured by the ADA calculation.
- Attendance at all three campuses last year met the goal of 95% attendance (EAGLE TGS 96%; EAGLE Fox Park 95%; EAGLE Tower Grove East 95%).

35. Provide new performance contract for next term of charter.

See attachment (MU).

36. If the school is a recipient of a federal Charter School Program grant, the sponsor ensures that student performance is the most important factor in the determination of renewal/revocation. If no, please explain.

Yes

37. Describe goals to address academic performance based on current and projected data.

Over the next five years, EAGLE will work intentionality to increase academic rigor, create safe, conducive learning environments, and develop and support highly effective teachers in alignment with our unique educational approach, “Expecting **Academic Greatness** with a **Loving Emphasis**”, to create lifelong learners who are applying their education in service to their families and communities. Underpinning the work are the following goals:

Goal 1: Student Learning- EAGLE scholars will demonstrate academic growth and 21st century skills necessary for future success.

Goal 2: Highly Effective Staff- EAGLE will attract, develop, and maintain highly effective staff to realize regional goals and objectives.

Goal 3: School Culture-EAGLE will develop and maintain a safe, and conducive learning environment inclusive of a positive school culture and collaboration for students, parents, staff, and community.

FINANCIAL/BUSINESS PLAN AND PROJECTED BUDGET

38. Provide projected budget for the next five years (list of items).

See the attached budget.

39. List any building/facility plan changes anticipated in the next five years.

We will expand facilities to meet the need for growing enrollment and addition of grade levels accordingly.

40. List plans of expansion of grade levels.

- EAGLE Prep: Tower Grove South plans to add 8th grade for the 2018-2019 school year.
- EAGLE Prep: Fox Park, EAGLE Prep: Tower Grove East, and EAGLE Prep: Gravois Park plan to add 5th grade for the 2018-2019 school year, and will then expand one grade level each year until all schools reach full maturity with grades K-8 served.
- Future growth of a High School and other school sites will continue to align with the requirements established in the charter.

41. Assurance the school board reviews expenditures, low balances in operating funds, compliance with federal/state programs, and staff hiring.

The Board Finance Committee reviews expenditures and operating income on a monthly basis. The treasurer reviews bank reconciliation statements monthly and invoices as deemed necessary. Compliance with federal and state programs and staff hiring are determined in the annual budgeting process and again with any revisions that are made.

42. The sponsor assures that the school reports outstanding debt as required in Section 37.850.1

EAGLE College Prep Endeavor reports all outstanding debt on the Missouri Accountability Portal as required in Section 37.850.1.

INTERVENTION, RENEWAL, REVOCATION, OR CLOSURE (if under 70 APR)

43. Provide a school review process/ form of items that the sponsor addresses annually to ensure LEA is fulfilling its mission of educating children.

MU regularly monitors charter school performance using direct and indirect methods. Direct observation includes school visits, attendance at all Board meetings, participation in school

activities and classroom observations. Effective monitoring requires direct interaction and the opportunity to build relationships. Indirect oversight includes document collection and review (academic, financial, and operational), surveys, review of DESE reports and communications. Some combination of direct and indirect oversight is utilized in all schools, and increases in schools that are not meeting expectations.

44. Assurance the charter school understands the procedures for closure & distribution of assets as specified in RSMo160.405.1

EAGLE understands the procedures for closures and distribution of assets as specified in RSMo 160.405.1

45. What date was the charter school placed on probation or remediation (if applicable)?

N/A

46. Attach explanation of reasons why charter is on probation or has remediation plan (if applicable).

N/A

47. To what do you attribute student performance below 70% APR?

N/A

48. Describe intervention strategies currently in place based on analysis of student data (include timeline).

Because EAGLE aims to prepare students who are college and career ready, the analysis and triangulation of data are critical in identifying the root cause associated with stagnant student growth. The region has identified the following strategies to improve staff and student outcomes:

Strategy	Start Date	Person Responsible	Goal Indicators (Metric to Progress Monitor)	Complete / Date
Implement and evaluate the Balanced Literacy Model for grades K – 5 to improve students reading comprehension skills.	8/2017	Director of Curriculum & Instruction, Principals & Classroom Teachers	STEP Reading Assessment, NWEA Assessment, and Missouri Assessment Program (MAP)	☐Ongoing

Implement Data Driven Instruction (DDI) Model to make collaborative data-driven decisions to improve success of all students.	8/2017	Principal Director	STEP Reading Assessment, NWEA Assessment, and Missouri Assessment Program (MAP)	☐Ongoing
Implement and evaluate hi-yield Instructional Strategies to support the literacy components of reading, writing, speaking and listening skill development for all students.	8/2017	Principals & Classroom Teachers	STEP Reading Assessment, NWEA Assessment, and Missouri Assessment Program (MAP), and Classroom Mosaic walk-through data	☐Ongoing
Provide and evaluate outcomes-based and embedded professional development and supports that impacts teacher's content knowledge, beliefs, instructional practice, and expectations.	8/2017	Principal Director & Director of Curriculum & Instruction	Teacher Evaluation Rubric, Principal Competencies Evaluation Rubric, STEP Reading Assessment, NWEA Assessment, and Missouri Assessment Program (MAP)	☐Ongoing
Develop and monitor the implementation Response to Intervention (RtI) model in grades K-8 that will support students with identified academic, discipline, and social emotional concerns.	1/2018	Principal Director, Director of Curriculum & Instruction, Director of Learning Support, & Principals	STEP Reading Assessment, NWEA Assessment, Missouri Assessment Program (MAP), and Department of Elementary and Secondary Education's (DESE) annual Core Data report	☑6/2018
Implement Character Formation Project (CFP) that focuses on the principles of identity, purpose and action for students, staff and parents.	8/2017	Regional Executive Director, Principals, & Classroom Teachers	Open Sky Education Metrics Report, Core Data, STEP Reading Assessment, NWEA Assessment, Missouri Assessment Program (MAP)	☐Ongoing

Develop and implement a Teacher Mentor Program to provide support to 1 st and 2 nd year teachers to increase staff retention.	1/2018	Principal Director	Department of Elementary and Secondary Education's (DESE) annual Core Data report noted as effective or highly effective, and DESE's "average age years of experience" data	☐6/2018
Provide administrators professional development and coaching in the areas of observation, coaching, and feedback to increase teacher effectiveness	2/2018	Principal Director		☐Ongoing

49. What improvements/results have been obtained?

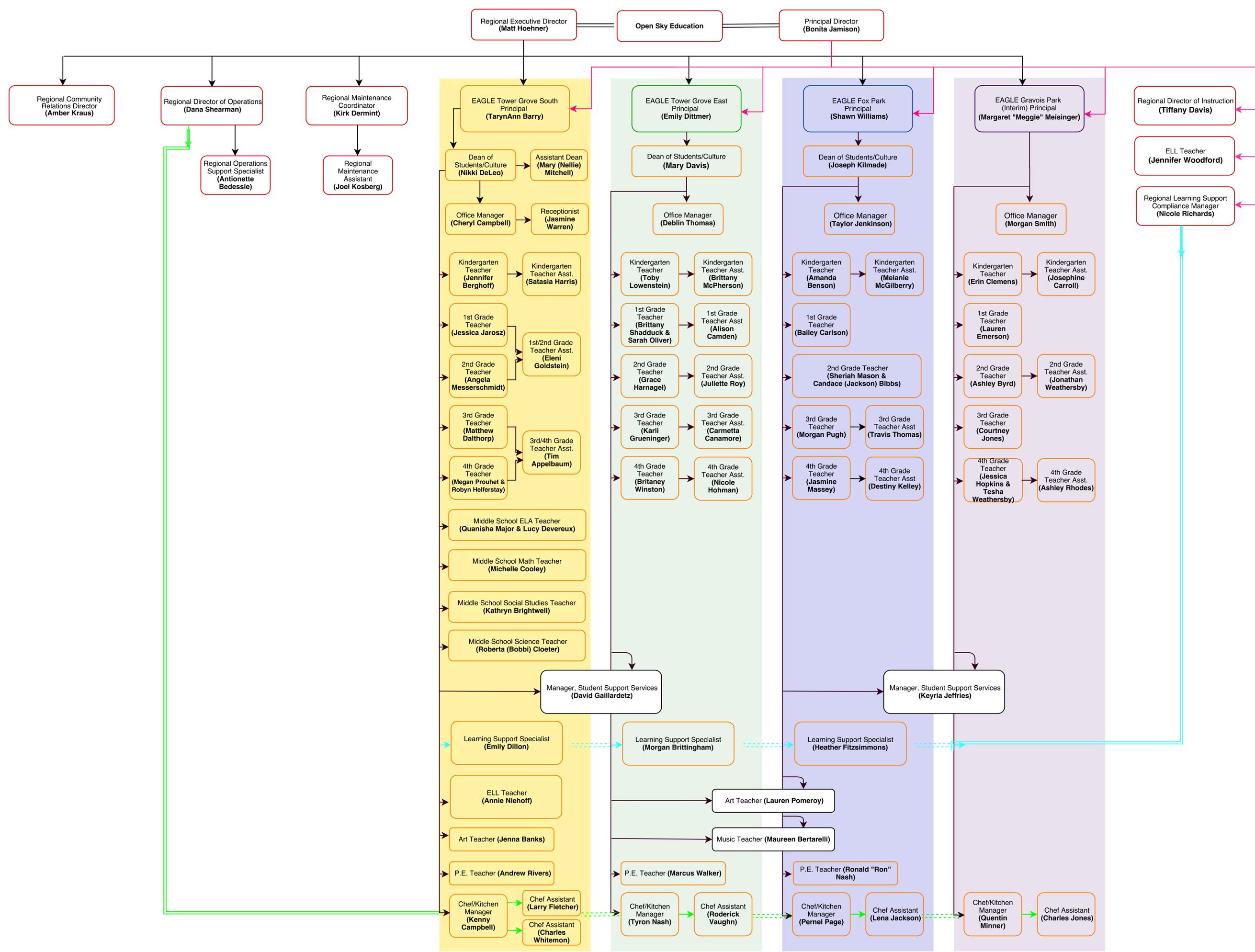
Increased coaching through observation and feedback has resulted in better implementation of the curriculum and classroom management strategies at each school. The Character Formation Project continues to teach students to be internally motivated, leading to a safe and loving learning environment.

50. What additional steps/strategies are planned?

The following are initiatives we have put in place with partnership of Open Sky Education:

- Principal Director holds weekly meetings across all schools
- Principals competencies and rubric developed and applied
- Contracted with Uncommon Schools to develop rigorous new interim assessments that are aligned to Engage NY
- New, more rigorous assessment protocols adopted
- Teaching Excellence Rubric (TER) revised and tiered
- Ongoing review of new interim assessments in first year of implementation
- Shifted direct line management of school principals from Executive Director to Principal Director for 2017-18 school year
- Developed Principal Institute to provide professional development for principals leading into 2017-18 school year
- Updated new interim assessments and introduced new data analysis protocol across network
- Built a year-long professional development scope and sequence for deans
- Designed centrally created and standardized three-week summer PD program for teachers across network
- Developed 3-year academic enhancement plan moving forward

Organizational Chart - St. Louis Region
2017/2018 Academic Year





ARTICLES OF INCORPORATION

File Number:
N01183433
Date Filed: 11/09/2011
Robin Carnahan
Secretary of State

**ARTICLES OF INCORPORATION
OF
EAGLE COLLEGE PREP ENDEAVOR, INC.**

The undersigned, being a natural person of the age of 18 years or more, for the purpose of forming a corporation under the Missouri Nonprofit Corporation Act hereby adopts the following Articles of Incorporation:

**ARTICLE I
NAME**

The name of the Corporation is **EAGLE College Prep Endeavor, Inc.**

**ARTICLE II
TYPE OF CORPORATION**

The corporation is a Public Benefit Corporation.

**ARTICLE III
PERIOD OF EXISTENCE**

The period of existence of the Corporation shall be perpetual.

**ARTICLE IV
REGISTERED AGENT**

The name and address of the registered agent of the Corporation is CT Corporation System, 120 South Central Avenue, Clayton, MO 63105.

**ARTICLE V
INCORPORATOR**

The name and address of the incorporator is:

Steven R. Battenberg, Esq.
Michael Best & Friedrich, LLP
Two Riverwood Place
N19 W24133 Riverwood Drive, Suite 200
Waukesha, WI 53188-1174

State of Missouri
Creation - NonProfit 5 Page(s)



T1131351615

ARTICLE VI
MEMBERS

The Corporation shall have one corporate member, which shall be Educational Enterprises, Inc. (the "Member"), a Wisconsin nonstock corporation. The authority and responsibilities of the Member shall be as set forth in the Corporation's bylaws.

ARTICLE VII
PURPOSES

The Corporation is organized and shall be operated exclusively for charitable, religious or educational purposes, as defined in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code"), or any successor statute, including, but not limited to, the following:

- (a) To establish, control, conduct and manage a high-performing non-profit charter school in St. Louis, Missouri;
- (b) To develop, manage and maintain learning campuses to provide space and facilities for the charter school and its educational activities;
- (c) To own, lease, sell, exchange or otherwise deal with all property, real and personal, tangible or intangible, to be used in furtherance of this purpose; and
- (d) To engage in any and all lawful activities incidental, useful or necessary to the accomplishment of the above-referenced purposes.

ARTICLE VIII
DIRECTORS

The number of directors, their powers and duties, qualifications, tenure, manner of election, and all other matters pertaining to the directors shall be provided in the Bylaws of the Corporation.

ARTICLE IX
RESTRICTIONS

At all times, and notwithstanding the merger, consolidation, reorganization, termination, dissolution or winding up of the Corporation (voluntary or involuntary or by operation of law), or any other provisions hereof:

- (a) The Corporation shall not possess or exercise any power or authority, whether expressly, by interpretation, or by operation of law, that would pose a substantial risk of preventing it at any time from qualifying and continuing to qualify as a corporation described in Section 501(c)(3) of the Code, contributions to which are deductible for federal income tax purposes, nor shall the Corporation engage directly or

indirectly in any activity that would pose a substantial risk of causing the loss of such qualification under Section 501(c)(3) of the Code.

(b) At no time shall the Corporation engage in any activities that are unlawful under the laws of the United States, the State of Missouri, or any other jurisdiction where any of its activities are carried on.

(c) No part of the assets or net earnings of the Corporation shall be used, nor shall the Corporation be organized or operated for purposes that are not exclusively charitable, religious or educational within the meaning of Section 501(c)(3) of the Code.

(d) The Corporation shall not be operated for the primary purpose of carrying on a trade or business for profit.

(e) The Corporation shall not carry on propaganda or otherwise attempt to influence legislation to an extent that would disqualify it for tax exemption under Section 501(c)(3) of the Code by reason of attempting to influence legislation, nor shall the Corporation, directly or indirectly, participate or intervene in (including without limitation, the publishing or distributing of statements) any political campaign on behalf of or in opposition to any candidate for public office.

(f) No solicitation of contributions to the Corporation shall be made, and no gift, bequest or devise to the Corporation shall be accepted, upon any condition or limitation that would pose a substantial risk of causing the Corporation to lose its tax exemption under Section 501(c)(3) of the Code.

(g) Pursuant to the prohibitions contained in Section 501(c)(3) of the Code, no part of the net earnings, current or accumulated, of the Corporation shall inure to the benefit of any private individual, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article VII hereof.

(h) Notwithstanding any other provision of these Articles, if at any time or times the Corporation is a private foundation within the meaning of Section 509 of the Code, then during such time or times:

(1) The Corporation shall not be controlled, directly or indirectly, by one or more disqualified persons (as defined in Section 4946 of the Code) other than foundation managers;

(2) The Corporation shall distribute its income for each taxable year at such time and in such manner as not to subject the Corporation to tax under Section 4942 of the Code;

(3) The Corporation shall not engage in any act of self-dealing as defined in Section 4941(d) of the Code;

(4) The Corporation shall not make any investments in such a manner as to subject the Corporation to tax under Section 4944 of the Code;

(5) The Corporation shall not make any taxable expenditures as defined in Section 4945(d) of the Code; and

(6) The Corporation shall not maintain business holdings in a manner that subjects it to tax under Section 4943 of the Code.

ARTICLE X
NON-DISCRIMINATION

The Corporation shall not discriminate in its hiring practices, in the compensation of its employees, in carrying out its charitable, religious or educational purposes, or in any other manner on the basis of age, race, creed, color, handicap, marital status, gender, sexual orientation, national origin, ancestry, arrest record or conviction record.

ARTICLE XI
BYLAWS

Bylaws of the Corporation shall be adopted by the Board of Directors in such form as they may choose, consistent with these Articles of Incorporation.

ARTICLE XII
DISSOLUTION

The Corporation may be dissolved upon the adoption of a plan to dissolve in the manner now or hereafter provided in the Missouri Statutes. In the event of dissolution of the Corporation, no liquidating or other dividends and no distribution of property owned by the Corporation shall be declared or paid to any private individual, but the net assets of the Corporation shall be distributed as follows:

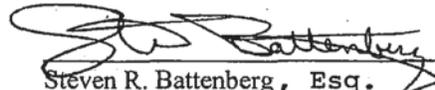
(1) All liabilities and obligations of the Corporation shall be paid, satisfied and discharged, or adequate provision shall be made therefore; and

(2) Remaining assets shall be distributed to one or more organizations recognized as exempt from federal taxation under Section 501(c)(3) of the Code and as permitted by the Missouri Statutes, as determined in the plan to dissolve adopted in the manner set forth above in this Article XII.

ARTICLE XIII
AMENDMENT OF ARTICLES

The articles may be amended in the manner authorized by the Missouri Statutes at the time of amendment or as provided by the Bylaws of this Corporation.

IN WITNESS WHEREOF, I have hereunto subscribed my name this 9th day of
November, 2011.


Steven R. Battenberg, Esq.
Incorporator

**WRITTEN CONSENT OF
THE BOARD OF DIRECTORS OF
EDUCATIONAL ENTERPRISES INC.**

THE UNDERSIGNED, being the all of the members of the Board of Directors (the “Board”) of Educational Enterprises, Inc., a Wisconsin nonstock corporation (the “Corporation”), do hereby consent in writing to the following resolutions pursuant to Chapter 181 of the Wisconsin Statutes and the Corporation’s Bylaws:

WHEREAS, the Board deems it in the best interests of the Corporation, that the Corporation approve the Articles of Amendment to the Articles of Incorporation of EAGLE College Prep Endeavor, Inc. (“EAGLE”) to remove the requirement that EAGLE have a member.

NOW, THEREFORE, BE IT

Articles of Amendment

RESOLVED, that the proposed amendment to the Articles of Incorporation of EAGLE be, and the same hereby are, authorized and approved; and be it further

Ratification

RESOLVED, that all actions previously taken by any director, officer, agent or attorney of the Corporation relating to the above resolutions and the transactions contemplated in connection therewith, are hereby adopted, ratified, confirmed and approved in all respects as the acts and deeds of the Corporation.

(Signature Page Follows)

IN WITNESS WHEREOF, the undersigned have executed this written consent of the board of directors effective as of the date first above written, which may be executed in two or more counterparts, each of which shall be deemed an original, all of which shall constitute one and the same instrument. This action shall be filed in the corporate records of the Corporation.

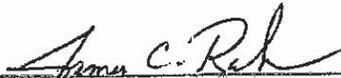
BOARD OF DIRECTORS:



Andrew Neumann, PhD



Mark Neumann



James Rahn

..3426-0215:11029673.1

[Signature Page to Board Consent]

**WRITTEN CONSENT RESOLUTIONS
OF THE BOARD OF DIRECTORS AND SOLE MEMBER OF
EAGLE COLLEGE PREP ENDEAVOR, INC.**

The undersigned, being the all of the members of the Board of Directors (the “Board”) and the sole member of EAGLE College Prep Endeavor, Inc., a Missouri nonstock corporation (the “Corporation”), do hereby consent in writing, pursuant to the Missouri Nonprofit Corporation Act, to the actions set forth in the following resolutions as of April 17_____, 2012, as follows:

WHEREAS, the Board deems it in the best in interest of the Corporation that its officers file Articles of Amendment with the Missouri Secretary of State, substantially in the form attached hereto as Exhibit A (the “Articles of Amendment”), to amend and restate Article VI as follows:

“Article VI
Members
The corporation shall have no members.”

WHEREAS, the Board recommends the Corporation’s bylaws be amended and restated to reflect the change in governance of the Corporation.

NOW THEREFORE, BE IT,

RESOLVED, that the Articles of Amendment of the Corporation, be and they hereby are, approved and adopted; and be it further

RESOLVED, that the officers of the Corporation are hereby authorized and directed, in the name of the Corporation and on its behalf, to execute and cause to be filed with the Missouri Secretary of State the Articles of Amendment; and be it further

RESOLVED, that the form, terms and provisions of the amended and restated bylaws, in substantially the form attached hereto as Exhibit B, be, and they hereby are, approved and adopted.

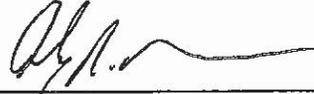
RESOLVED, that the Corporation’s officers be, and they hereby are, authorized, empowered and directed, in the name of and on behalf of the Corporation, to do and perform, or cause to be done and performed, all such acts and things and to sign and deliver or cause to be signed and delivered, all such documents, certificates and other instruments, to make all payments and to take all such other actions as are necessary, appropriate, convenient, proper or advisable in order to carry out the intent of the foregoing resolutions; and be it further

RESOLVED, that all actions previously taken by any director, officer, agent or attorney of the Corporation relating to the above resolutions and the transactions contemplated in connection therewith, are hereby adopted, ratified, confirmed and approved in all respects as to the acts and deeds of the Corporation.

[Signature Page Follows]

IN WITNESS WHEREOF, the undersigned have executed this written consent of the board of directors and sole member effective as of the date first above written, which may be executed in two or more counterparts, each of which shall be deemed an original, all of which shall constitute one and the same instrument. This action shall be filed in the corporate records of the Corporation.

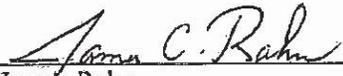
BOARD OF DIRECTORS:



Andrew Neumann, PhD



Mark Neumann



James Rahn

SOLE MEMBER:

EDUCATIONAL ENTERPRISES INC.

By: _____
Name: _____
Title: _____



State of Missouri
Robin Carnahan, Secretary of State

Corporations Division
PO Box 778 / 600 W. Main St., Rm. 322
Jefferson City, MO 65102

**Articles of Amendment
for a Nonprofit Corporation**
(Submit with filing fee of \$10.00)

The undersigned corporation, for the purpose of amending its articles of incorporation, hereby executes the following articles of amendment:

1. The name of corporation is: EAGLE College Prep Endeavor, Inc. N01183433
Name Charter Number

2. The amendment was adopted on 04/26/2012 and changed article(s) VI to state as follows:
month/day/year

Article VI
Members
The corporation shall have no members.

3. If approval of members was not required, and the amendment(s) was approved by a sufficient vote of the board of directors or incorporators, check here and skip to number (5):

4. If approval by members was required, check here and provide the following information:

- A. Number of memberships outstanding: 1
- B. Complete either C or D:
- C. Number of votes for and against the amendments(s) by class was:

Class	Number entitled to vote	Number voting for	Number voting against
NA	<u>1</u>	<u>1</u>	<u>0</u>
_____	_____	_____	_____
_____	_____	_____	_____

D. Number of undisputed votes cast for the amendment(s) was sufficient for approval, and was:

Class:	Number Voting undisputed:
_____	_____
_____	_____
_____	_____

The number of votes cast in favor of the amendment(s) by each class was sufficient for approval by that class.

5. If approval of the amendment(s) by some person(s) other than the members, the board or the incorporators was required pursuant to section 355.606, check here to indicate that approval was obtained:

In Affirmation thereof, the facts stated above are true and correct:
(The undersigned understands that false statements made in this filing are subject to the penalties provided under Section 575.040, RSMo)

[Signature] Andrew Neumann, PhD President 5/2/12
Authorized signature of officer or chairman of the board Printed Name Title Date

Name and address to return filed document:
Name: Kelly Teelin, Paralegal
Address: Michael Best & Friedrich LLP, P.O. Box 1806
City, State, and Zip Code: Madison, WI 53701-1806

Corp. 53A (12/2010)



State of Missouri
 Robin Carnahan, Secretary of State

Corporations Division
 PO Box 778 / 600 W. Main St., Rm. 322
 Jefferson City, MO 65102

**Articles of Amendment
 for a Nonprofit Corporation**
 (Submit with filing fee of \$10.00)

The undersigned corporation, for the purpose of amending its articles of incorporation, hereby executes the following articles of amendment:

1. The name of corporation is: EAGLE College Prep Endeavor, Inc. N01183433
Name Charter Number

2. The amendment was adopted on 06/06/2012 and changed article(s) VII to state as follows:
month/day/year
 Please see attached addendum.

3. If approval of members was not required, and the amendment(s) was approved by a sufficient vote of the board of directors or incorporators, check here and skip to number (5):

4. If approval by members was required, check here and provide the following information:

- A. Number of memberships outstanding:
- B. Complete either C or D:
- C. Number of votes for and against the amendments(s) by class was:

Class	Number entitled to vote	Number voting for	Number voting against
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

D. Number of undisputed votes cast for the amendment(s) was sufficient for approval, and was:

Class:	Number Voting undisputed:
_____	_____
_____	_____
_____	_____

The number of votes cast in favor of the amendment(s) by each class was sufficient for approval by that class.

5. If approval of the amendment(s) by some person(s) other than the members, the board or the incorporators was required pursuant to section 355.606, check here to indicate that approval was obtained:

In Affirmation thereof, the facts stated above are true and correct:
 (The undersigned understands that false statements made in this filing are subject to the penalties provided under Section 575.040, RSMo)

Judith W. Meyer Judith W. Meyer Chairman 6-9-12
Authorized signature of officer or chairman of the board Printed Name Title Date

Name and address to return filed document:

Name: Kelly Teelin, Paralegal

Address: Michael Best & Friedrich LLP, P.O. Box 1806

City, State, and Zip Code: Madison, WI 53701-1806

Article VII is amended and restated as follows:

ARTICLE VII
PURPOSES

The Corporation is organized and shall be operated exclusively for charitable, religious or educational purposes, as defined in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code"), or any successor statute, including, but not limited to, the following:

(a) To establish, control, conduct and manage high-performing non-profit charter schools in Missouri;

(b) To develop, manage and maintain learning campuses to provide space and facilities for charter schools and their educational activities;

(c) To own, lease, sell, exchange or otherwise deal with all property, real and personal, tangible or intangible, to be used in furtherance of this purpose; and

(d) To engage in any and all lawful activities incidental, useful or necessary to the accomplishment of the above-referenced purposes.



CORPORATE BY-LAWS

**AMENDED AND RESTATED
CORPORATE BYLAWS
OF
EAGLE COLLEGE PREP ENDEAVOR, INC.**

1. THE CORPORATION.

- 1.1 Composition.** Eagle College Prep Endeavor, Inc. is a non-stock and not-for-profit corporation organized under the laws of the State of Missouri (the “Corporation”).
- 1.2 Responsibilities.** The Corporation exists to assist parents and families toward the pursuit of academic greatness and character development in a loving learning environment. As such, the Corporation and all who are associated with it are responsible to function in a manner which is consistent with and in the furtherance of our mission. The Corporation also maintains a responsibility to employees to provide working conditions conducive to fulfilling the philosophy and mission of the Corporation.
- 1.3 Authority.** The Corporation shall have all of the authority necessary to achieve its responsibilities, and shall be permitted to do all things which can be done by non-stock, not-for-profit corporations organized under the laws of the State of Missouri.
- 1.4 Actions of the Corporation.** The Corporation shall act through actions of the Corporation’s Board of Directors, officers, employees, and agents. These Bylaws will establish respective lines of authority and describe which actions are appropriate for each corporate category. Certain actions, to be final and binding, may require the approval of another corporate category.
- 1.5 Purposes.** The Corporation is organized and shall be operated on a not-for-profit basis and exclusively for charitable, scientific and educational purposes within the meaning of § 501(c)(3), and as an organization other than a private foundation within the meaning of § 509(a)(1) of the Internal Revenue Code, as amended, or the corresponding provision of any future United States Internal Revenue Law (the “Code”).

The purposes of this Corporation shall be to assist parents and families toward the pursuit of academic greatness and character development in a loving learning environment. These purposes include:

- 1.5.1 To attract support for and to receive grants, contributions, donations and gifts to be used to further these corporate purposes and the purposes of any not-for-profit and federally tax-exempt organizations which are affiliated with the Corporation.
- 1.5.2 To hold, administer, invest and reinvest, convert, and manage property and funds.
- 1.5.3 To promote the interests of any education-related not-for-profit and federally tax-exempt organizations that serve the community for the benefit of the general public in such community at such times, in such

amounts, and in such manner as the Board of Directors of this Corporation determines will most effectively carry out its charitable, educational, and scientific purposes. In fulfilling these purposes, the Corporation shall have all powers vested in it by governing law, such as are consistent with qualification for exemption from federal and state income tax, particularly under § 501(c)(3) of the Code.

- 1.5.4 To engage in any lawful activities within the purposes for which a corporation may be organized under the Missouri Nonprofit Corporation Act, which are incidental to the foregoing purposes.
- 1.5.5 To operate exclusively for charitable, scientific and educational purposes within the meaning of § 501(c)(3) of the Code in the course of which operation:
 - (a) No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, its directors, officers, or other persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes of the Corporation.
 - (b) No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office except as authorized under the Code.
 - (c) Notwithstanding any other provisions of these Bylaws, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under § 501(c)(3) of the Code or (b) by a corporation, contributions to which are deductible under § 170(c)(2) of the Code.

1.6 Corporate Offices. The Corporation shall have and continuously maintain in the State of Missouri a registered office and registered agent whose office address is identical with such registered office, and may have other offices within or without the State of Missouri as the Board of Directors may from time to time determine. The address of the registered agent need not be the same as the principal office of the Corporation.

1.7 Corporate Dissolution. If the Board of Directors has recommended and approved the dissolution of the Corporation, the Board of Directors, after paying or making provision for the payment of all legal liabilities of the Corporation,

shall distribute, in any manner considered prudent by the Board of Directors, all of the assets of the Corporation to one or more organizations which are organized and operated exclusively for one or more exempt purposes within the meaning of §501(c)(3) of the Code.

2. MEMBERSHIP.

2.1 **Composition.** The Corporation shall have no members.

3. CORPORATE BOARD OF DIRECTORS.

3.1 Composition.

3.1.1 Number of Directors. The Corporate Board of Directors shall consist of not less than five (5) and not more than nine (9) persons.

3.1.2 Qualifications. Candidates for membership on the Board of Directors shall have as basic qualifications: personal and professional competency, a passion for the purpose of the Corporation and a willingness to participate fully in the advancement of this purpose .

3.2 **Appointment: Vacancies: Term of Office.** The directors shall be appointed to the Board of Directors of the Corporation by the existing members of the Board at its annual meeting. The term of office for Directors shall be three (3) years, unless removed by the Board of Directors in accordance with Section 3.4, below. The terms of the directors shall be staggered so that, as near as possible, an equal number of directors will be appointed in each year. Vacancies on the Board due to death, resignation, or other cause may, but need not, be filled through appointment by the Board of Directors. Directors shall hold office until their successors have been appointed.

3.3 **Responsibilities in Relation to this Corporation.** The Board shall have the full power and authority to perform any and all acts and functions which are consistent with the laws governing the Corporation, the Articles of Incorporation, and these Bylaws.

3.4 **Resignation and Removal.** A director may resign by notice in writing to the Board of Directors at any time, and upon acceptance, such fact shall be recorded in the corporate record book. A director of the Corporation may be removed, with or without cause, by a majority vote of the other directors then in office.

3.5 **Compensation of Directors.** No director shall be entitled to, or shall receive, any compensation for attendance at meetings of the Board of Directors or for other services rendered to the Corporation as director or member of a committee of the Board of Directors; provided, however, that the Board of Directors may authorize reimbursement to any director of expenses necessarily incurred by the director in the performance of his or her duties as director; provided further, however, that no

director shall be prevented from receiving a reasonable salary or compensation as an officer or otherwise for services actually rendered.

3.6 Meetings and Procedural Rules.

- 3.6.1 Annual Meeting of the Board. The annual meeting of the Board of Directors shall be held at the principal office of the Corporation or at such place as may be designated by the Board of Directors, and at such time and date as designated in the notice of the meeting, for the purpose of electing officers and for the transaction of such other business as shall be desirable. All board meeting minutes and board meeting attendance rosters will be maintained and kept for purpose of public record. The board meetings will be conducted in accordance with the Missouri Sunshine law.
- 3.6.2 Regular Meetings of the Board. Regular meetings of the Board of Directors shall be held at a time and day determined by the Board of Directors. All board meeting minutes and board meeting attendance rosters will be maintained and kept for purpose of public record. The board meetings will be conducted in accordance with the Missouri Sunshine law.
- 3.6.3 Special Meetings of the Board. Special meetings of the Board of Directors may be called by the Chairperson, the Vice Chairperson, the Secretary or upon request of any three (3) directors. All board meeting minutes and board meeting attendance rosters will be maintained and kept for purpose of public record. The board meetings will be conducted in accordance with the Missouri Sunshine law.
- 3.6.4 Notice of Board Meeting. Written notice of all Board meetings shall be mailed by first class mail or delivered to each director at least five (5) days before the date of the meeting, which notice shall, in the case of special meetings, state generally the nature of the business to be taken up at the meeting.
- 3.6.5 Waiver of Notice. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting, except when a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened and the director provides his or her objection in writing to the Secretary.
- 3.6.6 Quorum at Board Meetings. For all meetings of the Board of Directors (other than action taken by unanimous written consent), a quorum shall be a simple majority of the directors then serving.
- 3.6.7 Voting. At each meeting of the Board of Directors, each director shall be entitled personally to cast one (1) vote on all matters presented to the

Board for its approval. Voting by proxy is not permitted. At any meeting at which a quorum is present, the affirmative vote of a majority of the directors present is the act of the Board unless these Bylaws or Missouri law establish a greater voting requirement.

- 3.6.8 Consent Action. Any action required or permitted to be taken at a meeting of the Board of Directors may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the directors entitled to vote with respect to the subject matter thereof.
- 3.6.9 Use of Communication Equipment. Any or all members of the Board may participate in a meeting of the Board by or through the use of any means of communication by which either of the following occurs: (i) all participating Board members may simultaneously hear each other during the meeting, or (ii) all communication during the meeting is immediately transmitted to each participating Board member, and each participating Board member is able to immediately send messages to all other participating Board members. A Board member participating in such a meeting is deemed to be present in person at the meeting.

3.7 Committees of the Board of Directors.

- 3.7.1 Committees Generally. Committees are vehicles of the Board of Directors, which are designed to facilitate the actions of the Board. As such, they engage in actions which are a necessary prelude to an act of governance. Committees do not expand or contract the responsibilities or authority of the Board, but instead enable the Board to function more efficiently and effectively. Committees shall meet at the time and place designated by the Chairperson. Members of any committee may participate in a meeting of the committee by or through use of any means of communication described in Section 3.6.8.
- 3.7.2 Types of Committees. Committees of the Board shall be standing or special. Standing and Special committees may be created or terminated at any time by resolution of the Board, and shall serve as long as the purpose for which they were created continues to exist, unless dissolved prior thereto by the Board of Directors.
- 3.7.3 Composition of Committees. Unless otherwise provided, members of committees shall be appointed by the Chairperson of the Board. The Chairperson shall designate one (1) member of the committee as its Chairperson. The committee Chairperson and members shall continue as such until the next Annual Meeting of the Board of Directors, or until their successors are appointed, or the committee is terminated, or they shall resign or be removed. Membership on committees, except the executive

committee, need not be restricted entirely to directors but there shall always be at least one director on any committee.

- 3.7.4 Responsibilities, Authority and Accountability of Committees. Except as otherwise provided, or as specifically determined by the Board, standing committees shall have the responsibility of achieving their purpose as described in these Bylaws, shall exercise authority reasonably necessary to achieve these responsibilities, and shall be accountable to the Board of Directors directly or through the executive committee. The purposes of special committees as well as their responsibility, authority and accountability shall be set forth in the action creating such committees. Unless otherwise stipulated, final decision-making authority rests with the Board of Directors.
- 3.7.5 Committee Rules and Procedure. Unless otherwise provided, a majority of the whole committee shall constitute a quorum and the act of the majority of the committee members present at a meeting at which a quorum is present, shall be an act of the committee. Committees having any of the authority of the Board of Directors shall keep minutes of the proceedings. Each committee may adopt rules for its own governance which are not inconsistent with these Bylaws or the acts of the Board of Directors.

4. OFFICERS OF THE CORPORATION.

- 4.1 Designation of Corporate Officers.** The officers of the Corporation include the Chairperson, Vice Chairperson, Secretary, a Treasurer, and such other officers or assistant officers as the Directors may from time to time elect. Any two or more of the said offices may be held by the same person concurrently. The officers shall be elected by the Board of Directors at the Board's annual meeting, and shall hold office for a period of one year, until dismissed by the Board of Directors, or until their successors have been duly elected and qualified, and may be removed at any time by the Board acting in the best interests of the Corporation. All officers of the Corporation, including, without limitation, the Chairperson, Vice Chairperson, Secretary and Treasurer of the Corporation must be selected from among the directors then serving. Officers shall be elected by the Board of Directors annually at its annual meeting, and each officer shall hold office until such officer's successor shall have been duly elected and qualified, or until such officer's death, resignation, or removal. Election or appointment as an officer shall not of itself create contract rights. Officers may be entitled to reimbursement of expenses incurred on corporate business.
- 4.2 Duties of the Chairperson.** A Chairperson of the Board shall, when present, preside at meetings of the Board of Directors and shall have such other duties, responsibilities and powers as may be assigned by the Board of Directors.

- 4.3 Vice Chairperson.** The Vice Chairperson shall serve in the place of the Chairperson during any absence of the Chairperson. The Vice Chairperson shall have such further duties as may be determined by the Board of Directors.
- 4.4 Secretary.** The Secretary shall be responsible for keeping and reporting adequate records of the meetings of the Board of Directors in the books provided for that purpose; for ensuring that all notices are duly given in accordance with the provisions of these Bylaws and as required by law; for receiving waivers of notices, if any; for keeping a register of the post office address of each director of the Corporation; for executing all duties incident to the office of Secretary; and for performing such additional duties as may be assigned by the Chairperson or the Board of Directors.
- 4.5 Treasurer.** The Treasurer shall be responsible for the maintenance of adequate books of account for the Corporation and shall have charge and custody of all funds and securities of the Corporation, and be responsible therefore, and for the receipt and disbursement thereof, and shall perform such other duties as from time to time may be assigned by the Chairperson or the Board of Directors.
- 4.6 Additional Officers.** Additional officers or assistant officers may be elected by the Board of Directors as the Board may from time to time deem necessary. The responsibilities, authority and accountability of such officers shall be fixed by the Board of Directors, and shall be subject to the requirements of the Articles of Incorporation and these Bylaws.
- 4.7 Resignation and Removal.** An officer of the Corporation may resign at any time by filing a written resignation with the Secretary. Further, the Board of Directors may remove an officer of the Corporation from office by means of a resolution which receives an affirmative vote of a majority of all members of the Board. A vacancy occurring in any office, for any reason, may be filled for the unexpired portion of the term of said office by the Board of Directors.

5. RULES FOR SOLICITATION, ADMINISTRATION AND GRANTMAKING; POLICY.

- 5.1 Rules for Solicitation, Administration and Grantmaking.** Rules and procedures concerning solicitation and receipt of gifts, administration of funds and property, and grants and grantmaking by the Corporation may be established and modified from time to time by the Board of Directors, but such action shall require the majority vote of the directors present in person at any annual meeting or at any special meeting duly called for such purpose at which a quorum is present. All rules and procedures regarding solicitation shall comply with the provisions of the Missouri Nonprofit Corporation Act (the “Act”) pertaining to this matter.

- 5.2 Policy for Solicitation, Administration and Grantmaking.** It shall be the policy of the Corporation, subject to the express desire of donors, to encourage unrestricted gifts. In the case of restricted gifts it shall be the policy of the Corporation to contact donors whenever possible and practical in order to: (a) attach as a condition on gifts to the Corporation that if an administrative provision or term of a charitable gift becomes impossible, unlawful, undesirable, impractical or inconvenient and a modification of such provision or term will enable the Corporation to effectively achieve the basic charitable purpose, the Corporation may in its discretion modify the provision or term of the gift to the extent necessary to administer the gift, or (b) if the circumstances described in (a) exist (i.e., provision or term becomes impossible, unlawful, etc.), obtain authority to modify the provision or term of the gift to the extent necessary to administer the gift.
- 5.3 Gift Modification.** If a literal compliance with any administrative provision or term of a charitable gift to the Corporation becomes impossible, unlawful, undesirable, impractical or inconvenient and a modification of such provision or term will enable the Corporation to effectively achieve the basic charitable purpose, the Corporation shall proceed as follows concerning any modification. If the donor has authorized a modification in the event the circumstances described exist, the Corporation may, in its discretion, modify the provision or term to the extent necessary to administer the gift. If the donor has not authorized a modification, the Corporation may in its discretion modify the provision or term as permitted by law to the extent necessary to administer the gift.

6. FISCAL MATTERS.

- 6.1 Fiscal Year.** The fiscal year of the Corporation shall commence on the first day of July of each year and every year thereafter.
- 6.2 Contracts.** Except as provided in these Bylaws, the Board of Directors may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authorization may be general or confined to specific instances. Except as so authorized, or as in these Bylaws otherwise expressly provided, no officer, agent, or employee shall have any power or authority to bind the Corporation by any contract or engagement or to pledge its credit or to render it liable for any purpose in any amount.
- 6.3 Loans.** No loans shall be contracted on behalf of the Corporation and no evidences of indebtedness shall be issued in its name except by a resolution of the Board as provided in these Bylaws. Such authorizations may be general or confined to specific instances.
- 6.4 Checks, Drafts, Etc.** All checks, drafts, or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the

Corporation or to the Corporation, shall be signed or endorsed by such officer or officers, agent or agents of the Corporation and in such manner, including by means of facsimile signatures, as shall from time to time be determined by resolution of the Board.

- 6.5 Deposits.** All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies or other depositories as the Board of Directors may select.
- 6.6 Maintenance of Records.** The Corporation shall keep correct and complete books and records of account and other records of the activities of the Corporation as may be appropriate. All such records shall be open to inspection upon the demand of any member of the Board of Directors.
- 7. LIABILITY.** No director, officer, or committee of this Corporation or other person shall contract or incur any debts on behalf of the Corporation other than in the regular course of his/her employment, or in any way render it liable unless authorized by the Board of Directors. No director, officer, committee, employee or agent of the Corporation is authorized to promise the Corporation's moral or financial support to any charitable or other objective without the approval of the Board of Directors.
- 8. CONFLICTS OR DUALITY OF INTEREST.** Any director, officer or committee member having a material financial interest in a contract or other transaction presented to the Board of Directors for authorization, approval, or ratification shall make a prompt, full and frank disclosure of such person's interest to the Board or committee prior to its acting on such contract or transaction. Such disclosure shall include any relevant and material facts, known to such person, about the contract or transaction which might reasonably be construed to be adverse to the Corporation's interest. The Board shall thereupon determine, by majority vote (not including the interested director), whether the disclosure shows that a conflict of interest exists or can reasonably be construed to exist. If a conflict is deemed to exist such person shall not vote on, nor use personal influence on, or participate (other than to present factual information to or respond to questions) in the discussions and deliberations with respect to such contract or transactions. Such person may be counted in determining the existence of a quorum at any meeting where the contract or transaction is under discussion or is being voted upon (but may not vote on the matter). The minutes of the meeting shall reflect the disclosure made, the vote and, where applicable, the abstention from voting and participation, and whether a quorum was present. For purposes of this section, a person shall be deemed to have a "material financial interest" in contract or other transaction if such person (a) is the party (or one of the parties) contracting or dealing with the Corporation, (b) is a director or officer of, or has significant financial or influential interest in, the entity contracting with the Corporation, or (c) is the spouse, sibling, ancestor or lineal descendant of any person identified in either of the preceding clauses.
- 9. CORPORATE SEAL.** This Corporation shall have no corporate seal.

10. INDEMNIFICATION.

10.1 Mandatory Indemnification. The Corporation shall, to the fullest extent permitted or required applicable law, including any amendments thereto (but in the case of any such amendment, only to the extent such amendment permits or requires the Corporation to provide broader indemnification rights than prior to such amendment), indemnify its Directors and Officers against any and all Liabilities, and advance any and all reasonable Expenses, incurred thereby in any Proceeding to which any Director or Officer is a party because such Director or Officer is or was a Director or Officer of the Corporation. The Corporation may indemnify its employees and authorized agents, acting within the scope of their duties as such, to the same extent as Directors or Officers hereunder. The rights to indemnification granted hereunder shall not be deemed exclusive of any other rights to indemnification against Liabilities or the advancement of Expenses which such person may be entitled under any written agreement, board resolution, the Act or otherwise. All capitalized terms used in this Article X and not otherwise defined herein shall have the meaning set forth in the Act.

10.2 Permissive Supplementary Benefits. The Corporation may, but shall not be required to, supplement the foregoing right to indemnification against Liability and advancement of Expenses under Section 1 of this Article by (a) the purchase of insurance on behalf of any one or more of such Directors or Officers, whether or not the Corporation would be obligated to indemnify or advance Expenses to such Director or Officer under 10.1, and (b) entering into individual or group indemnification agreements with any one or more of such Directors or Officers.

10.3 Private Foundation Limitations. Notwithstanding the foregoing, no indemnification will be permitted to the extent such indemnification would constitute an act of “self-dealing” or is otherwise subject to excise taxes under Chapter 42 of the United States Internal Revenue Code of 1986, as amended, or prohibited under the Act or any similar successor provisions thereto.

10.4 Insurance. The Corporation may, upon resolution of its Board of Directors duly adopted, purchase and maintain insurance on behalf of any person who is or was a Director, officer, employee or agent of the Corporation, or is or was serving at the request of the Corporation as a Director, trustee, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise against any liability asserted against such person and incurred by such person in any such capacity or arising out of such person's status as such, whether or not the Corporation would have the power to indemnify such person against such liability under this provision of the Corporation's Bylaws.

11. NONDISCRIMINATION. The Corporation recognizes the rights of all persons to equal opportunity in employment, compensation, promotion, education, positions of leadership and power, and shall not at any time discriminate against any employee, applicant for employment, student, director, officer, contractor or any other person with

whom it deals, because of race, color, sex, national origin, or handicap, disability or any other category of person protected under state or federal law if otherwise qualified. The Corporation will operate to ensure that the Corporation will admit students of any race, color, national and ethnic origin and ensure that all students have equal access to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. The Corporation will not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs

12. **AMENDMENTS.** These Bylaws may be recommended for amendment by a simple majority vote of the Board of Directors then serving at any regular or special meeting of the Board, provided that a description of the proposed amendment(s) is published in or with the notice of the meeting.
13. **REVIEW OF BYLAWS.** These Bylaws shall be reviewed in their totality for currency and completeness during each even numbered year or more frequently if deemed appropriate by the Board of Directors or its designee and the results of this review shall be documented in the records of the Corporation.

APPROVED this 18th day of June, 2012.

EAGLE COLLEGE PREP ENDEAVOR, INC.

By: Judith W. Meyer
Its: Chair

023426-0016\10060429.2

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: **MAY 28 2013**

EAGLE COLLEGE PREP ENDEAVOR INC
4939 REBER PLACE
ST LOUIS, MO 63139

Employer Identification Number:
45-4158630
DIN:
17053179373002
Contact Person: SANDRA MAK ID# 95023
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
June 30
Public Charity Status:
509(a)(2)
Form 990 Required:
Yes
Effective Date of Exemption:
November 9, 2011
Contribution Deductibility:
Yes
Addendum Applies:
Yes

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.

Letter 947 (DO/CG)

EAGLE COLLEGE PREP ENDEAVOR INC

We have sent a copy of this letter to your representative as indicated in your power of attorney.

Sincerely,



Holly O. Paz
Director, Exempt Organizations
Rulings and Agreements

Enclosure: Publication 4221-PC

EAGLE COLLEGE PREP ENDEAVOR INC

You are the holder of a charter from an authorized government entity to operate a school. You have contracted with a management company to provide comprehensive services. If you change your operations and do not contract with a comprehensive management company, you may then be eligible for a school foundation status of 170(b)(1)(A)(ii).

December 20, 2017

Dr. Kelvin Adams
Superintendent
Saint Louis Public Schools
801 N 11th Street
St. Louis, MO 63101

Dear Dr. Adams:

This letter serves as notice to the Saint Louis Public Schools that the University of Missouri has agreed to renew the charter with Eagle College Prep Endeavor. The new charter will be effective July 1, 2018 through June 30, 2023.

Should you have any questions about Eagle College Prep Endeavor's renewal application, please do not hesitate to contact me directly at 314-581-400-8166 or kettenbachg@missouri.edu

Sincerely,



Gerry Kettenbach, Executive Director
University of Missouri Office of Charter School Operations



University of Missouri
Office of Charter School Operations – MU College of Education
Eagle Endeavor
Performance Contract 2013-2014

FOCUS AREAS	MEASURE	SMART GOAL
CHARTER GOALS	NWEA	<p>Goal #1: The percentage of EAGLE College Prep Endeavor students making 1.5 full years of academic growth or performing at/above grade level in mathematics and communication arts will increase to 70% by June 30, 2016 as measured by the NWEA MAP administered three times yearly.</p> <p>Annual benchmarks: June 30, 2014 50% June 30, 2015 60% June 30, 2016 70%</p> <p style="text-align: center;">50% of students will make 1.5 years of academic growth or perform at/above grade level in mathematics and communication arts.</p>
	MAP	<p>Goal #2: The percentage of EAGLE College Prep Endeavor students scoring proficient or higher in mathematics and communication arts will increase to 70% by June 30, 2016 as measured by the 2016 MAP Mathematics and Communication Arts Assessment or other Missouri State Assessment.</p> <p>Annual benchmarks: June 30, 2014 50% June 30, 2015 60% June 30, 2016 70%</p> <p style="text-align: center;">50% of students will score proficient or higher in mathematics and communication arts.</p>

		<p>Goal #3: EAGLE College Prep Endeavor’s MAP Performance Index score will increase to 731-744.9 range as measured by the Annual Performance Report for Communication Arts and Mathematics based on the 2016 MAP or other Missouri State Assessment results.</p> <p>Annual benchmarks: June 30, 2014 720-724.9 June 30, 2015 725 -730.9 June 30, 2016 731-744.9</p> <p>MAP Performance Index score will increase to at least 720.</p>
	<p>SURVEYS</p>	<p>Goal #4: EAGLE College Prep Endeavor will increase its overall satisfaction rating to 85% and response rate on satisfaction survey to 75% response rate from school stakeholders by June 30, 2016 as measured by a building developed satisfaction survey.</p> <p>Annual benchmarks: June 30, 2014 65% response rate, 75% satisfaction rating June 30, 2015 70% response rate, 80% satisfaction rating June 30, 2016 75% response rate, 85% satisfaction rating</p> <p>Overall stakeholder satisfaction rating of 75% with a 65% response rate.</p>
	<p>ATTENDANCE</p>	<p>Goal #5: EAGLE College Prep Endeavor’s average daily attendance rate will increase to 95.2% by the end of the 2015-2016 school year as measured by the ADA calculation.</p> <p>Annual benchmarks: June 30, 2014 95% June 30, 2015 95.1% June 30, 2016 95.2%</p> <p>Average daily attendance of 95%.</p>

MSIP 5 STANDARDS	MEASURE	SMART GOAL
Standard 1: Academic Achievement	ELA	<p>Status: MAP Performance Index score for Academic Achievement in ELA will fall between the 300.0 – 363.8 range as measured by the APR Status score targets for 2014. (Approaching)</p> <p>Progress: N/A Growth: N/A</p>
	MATH	<p>Status: MAP Performance Index score for Academic Achievement in Mathematics will fall between the 300.0 – 358.3 range as measured by the APR Status score targets for 2014. (Approaching)</p> <p>Progress: N/A Growth: N/A</p>
Standard 2: Subgroup Achievement	ELA	<p>Status: MAP Performance Index score for Subgroup Achievement in ELA will fall between the 300.0 – 341.9 range as measured by the APR Status score targets for 2014. (Approaching)</p> <p>Progress: N/A Growth: N/A</p>
	MATH	<p>Status: MAP Performance Index score for Subgroup Achievement in Mathematics will fall between the 300.0 – 335.4 range as measured by the APR Status score targets for 2014. (Approaching)</p> <p>Progress: N/A Growth: N/A</p>
Standard 3: High School-Readiness		<p>Status: N/A Progress: N/A Growth: N/A</p>
Standard 4: Attendance Rate		<p>Status: At least 80 percent of students will be in attendance 90% of the time. (Approaching)</p> <p>Progress: N/A Growth: N/A</p>



Office of Charter School Operations
EAGLE COLLEGE PREP Performance Contract 2018-2023

As the official charter school sponsor of EAGLE COLLEGE PREP, the University of Missouri-Columbia (MU) is legislatively required to monitor compliance and performance of the school, recommend sanctions, if necessary, and closure when the school demonstrates an inability to meet standards. This performance contract represents expectations for the remainder of the charter term.

MU desires that EAGLE COLLEGE PREP materially comply with the terms of accountability set forth below. MU will periodically assess performance against these terms of accountability and inform EAGLE COLLEGE PREP of findings. EAGLE COLLEGE PREP and MU agree that identification of a failure to meet any of the ten (10) terms of accountability below may result in a deficit letter being issued by MU. Any such deficit letter issued by MU will include a specifically identified deficiency and a reasonable timeline appropriate to the circumstances of the deficiency (which timeline shall be stated in a number of days) within which MU will re-evaluate the deficiency.

If, upon reevaluation, EAGLE COLLEGE PREP has failed to remedy the specific deficiency set forth in the deficit letter, then MU will provide notice to EAGLE COLLEGE PREP that it has been placed on Probation. The Probation notice will

1. identify the specific deficiency that has caused EAGLE COLLEGE PREP to be placed on Probation,
2. require EAGLE COLLEGE PREP to establish a remediation plan that is acceptable to MU by a specified deadline, and
3. state a reasonable timeline appropriate to the circumstances of the deficiency within which MU will assess whether EAGLE COLLEGE PREP has met the requirements of the remediation plan.

If EAGLE COLLEGE PREP fails to meet the requirements of the remediation plan as required by the Probation notice then MU shall reserve the right to terminate the charter or otherwise recommend closure.

Academic Outcomes

The most important measure of success in any school is student outcomes and quality teaching is the most important input to successful outcomes. EAGLE COLLEGE PREP shall:

1. Maintain a professional development system that:
 - a. allows for implementation of the academic program described in the Charter Contract Exhibit A and carries out any operational details in Exhibit B;
 - b. includes a new teacher mentor program,
 - c. incorporates a teacher evaluation system that meets state requirements, and

- d. facilitates the removal or development of teachers that are not meeting state or federal requirements.
2. Exceed district averages on all academic indicators and benchmarks evaluated by the state. This includes, but is not limited to; MAP assessments, attendance, graduation, high school readiness, and any new indicators that may become part of any state monitoring or grading system.

Governance and Operations

Charter schools are governed by an independent board of directors that operate as a 501(c)3 not-for-profit corporation. The board, its hired administration and contractors will engage in a myriad of activities necessary to operate a school. From board oversight of senior leadership to human resources, to facility management and contracting, to extensive data collection and reporting on all those activities, the board and administration of EAGLE COLLEGE PREP shall:

1. Consistently abide by, and ensure all school personnel abide by, all Missouri laws and regulations, including, but not limited to: IRS and federal financial and procurement requirements, Missouri education and charter school law, the Missouri Sunshine Law, and all reporting requirements, including, but not limited to, MOSIS submissions and Tiered Monitoring requirements.
2. Maintain an active, involved board and operate the school in accordance with bylaws and approved policies, in a way that advances the stated goals and objectives of the Charter Contract, and address deficiencies in an approved and timely manner.

Finances

The school depends on the board maintaining proper fiduciary responsibility. The EAGLE COLLEGE PREP board shall ensure that all stakeholders:

1. Comply with all federal and state financial and auditing requirements, including annual ASBR filing and an external audit, and remedy all audit findings.
2. Operate in a manner designed to maintain adequate fiscal health, as evidenced by producing regular financial statements, ensuring board review and oversight of payments, paying all obligations in a timely manner, and adhering to Exhibit C of the Charter Contract.

Furthermore, barring any other changes in law, procedure or status of the sponsor, meeting all terms of this contract will qualify LEA for renewal.

In agreement:



Gerard Kettenbach, Executive Director
MU Office of Charter School Operations



Judith Meyer, Chair
EAGLE COLLEGE PREP Board

2017-12-20

Date

12-20-2017

Date

EAGLE Endeavor - LEA Budget Summary

	2018-19	2019-20	2020-21	2021-22	2022-23
Revenues					
5100 Local	1,125,277	1,289,969	1,463,874	1,602,768	1,716,028
5300 State	6,309,061	7,432,973	8,060,736	8,938,093	9,159,144
5400 Federal	1,221,897	1,411,643	1,517,548	1,664,638	1,701,411
5899 GRAND TOTAL REVENUES	8,656,235	10,134,586	11,042,158	12,205,500	12,576,583
Expenditures					
1111 Classroom Instruction	3,201,778	3,672,554	3,969,895	4,308,240	4,464,096
1191 Summer School Program	0	0	0	0	0
1211 Gifted Instruction	0	0	0	0	0
1221 Special Education and Related Services	438,212	523,969	540,822	552,730	579,696
1251 Supplemental Instruction	116,720	116,720	233,440	233,440	233,440
1271 Bilingual Instruction	125,783	185,502	187,219	305,091	326,913
1000 TOTAL INSTRUCTION	3,882,492	4,498,745	4,931,376	5,399,502	5,604,145
2111 Student Support & Social Work Services	167,954	226,931	226,931	285,908	285,908
2143 Counseling Services	115,000	115,000	115,000	115,000	115,000
2213 Professional Development	48,000	48,000	48,000	48,000	48,000
2311 Board of Education Services	7000	7000	7000	7000	7000
2321 LEA Administration Services	911,661	1,026,541	1,097,641	1,194,055	1,225,360
2322 Community Relations Services	92,415	106,992	114,830	126,993	129,139
2331 Administrative Technology Services	162,038	160,538	160,538	160,538	160,538
2411 Building Level Admin Services	1,014,891	1,060,443	1,071,536	1,073,513	1,073,513
2511 Business Support Services	38000	38000	38000	38000	38000
2541 Operation of Plant Services	1,313,311	1,530,481	1,660,855	1,840,165	1,885,781
2562 Food Services	515,962	565,452	591,192	623,192	631,692
2000 TOTAL SUPPORT SERVICES	4,386,232	4,885,378	5,131,523	5,512,365	5,599,931
3911 Community Services	0	0	0	0	0
3912 Parental Involvement (Federal Programs Requirements)	10000	10000	10000	10000	10000
3913 Service-Learning	0	0	0	0	0
3000 COMMUNITY SERVICES	10000	10000	10000	10000	10000
4051 Technology Infrastructure	0	0	0	0	0
4000 BUILDING IMPROVEMENT	0	0	0	0	0
5121 Principal - Short Term Loans	0	0	0	0	0
5122 Principal - Long Term Loans	100000	100000	300000	250000	250000
5221 Interest - Short Term Loans	0	0	0	0	0
5222 Interest - Long Term Loans	16000	16000	16000	16000	16000
5000 DEBT SERVICE	116000	116000	316000	266000	266000
9999 GRAND TOTAL EXPENDITURES	8,394,724	9,510,123	10,388,899	11,187,866	11,480,075
Contingency <i>(3% of Total Expenditures - capital expenditures)</i>	250,072	284,089	310,167	334,271	343,037
Total Revenue Over/(Under) Total Expenses	11,439	340,374	343,092	683,362	753,470
Beginning Balance (includes previous year's contingency)	914,012	1,175,523	1,799,985	2,453,244	3,470,877
Projected Fund Balance (includes projected contingency)	1,175,523	1,799,985	2,453,244	3,470,877	4,567,384