

# Paramount School of Excellence: South Bend

Paramount   
SCHOOLS OF EXCELLENCE

# Presentation Outline

1. The PSOE Leadership Team
2. Paramount's History of Excellence
  - a. Strategic Plan for South Bend
3. Academic Advantage
4. Proposed Enrollment
5. Financial Stability and Site Plans
6. Need for Paramount Schools in the South Bend Community
7. Closing Comments



# Paramount Leadership



**Kyle Beauchamp**  
CAO  
(2013-Present)



**Marcus Miller**  
CFO  
(2021-Present)



**Tommy Reddicks**  
CEO & Founder  
(2010-Present)



**Mary Laffin**  
VP of Operations  
(2021-Present)



**Dr. Brandalyn Hayes**  
Principal - POA  
(2020-Present)



**Dexter Taylor**  
School Director - PBR  
(2017-Present)



**Darius Sawyers**  
Principal - PEN  
(2017-Present)



**Tara Gustin**  
Principal - PCH  
(2019-Present)

# Paramount Board of Directors



**Tom Rude**

Board President  
(2012-Present)



**Jude Amu**

Board Vice President  
Opportunity Committee  
Chair (2017- Present)



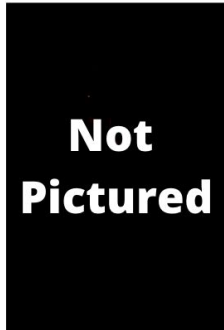
**Peggy Blackard**

Board Secretary, Strategic  
Planning Chair, (2014-Present)



**Brittany Eldridge**

Board Treasurer, Finance  
Chair (2015- Present)



**Elsa Mendez**

Long Term Benefits Committee  
Chair (2020- Present)



**Mandy Bishop**

Board Member  
(2017- Present)



**James "Hap" Hazzard**

Board Vice President,  
(2012-Present)



**Aster Bekele**

Board Member,  
(2018-Present)

# Paramount's History of Excellence

**Mission: Empowering all students to persevere and achieve academic success in a culture of excitement, inclusion, and community collaboration.**

Paramount was founded in 2010 on the strong belief that all students are capable of thriving academically, socially, and emotionally.



## **Our Education Model:**

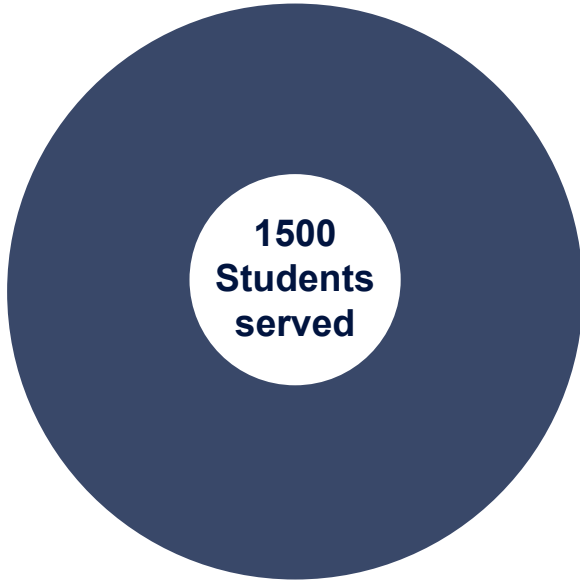
- Standards-based Instruction
- Data-driven Environment
- Technology Integration
- Blue Ribbon Winner
- Green Ribbon Winner

## **How We Go Above and Beyond:**

- Teacher-focused Growth and Development
- Paramount's Central Office Support
- A Codified Approach to Academic Programming
- Diverse Extracurriculars
- SEL, MTSS, PHDP, Recovery



# Paramount Today



52.6% Black  
21.1% White  
16.8% Hispanic  
9.5% Multi-Racial



77% Free & Reduced  
23% Paid



84% General Education  
16% Special Education



88% Native English Speaking  
12% ELL






# Paramount's Academic Advantage

Paramount's academic model, systems of engagement, and data driven culture have proven to be effective strategies for accelerating learning and closing the achievement gap with students.

Our current brick and mortar schools serve more than 1,300 students. Of those, an average of 60% outperform the annual state academic benchmark. And, PSOE special education students outperform, on average, all students in the state without an IEP. Furthermore, one year after COVID-19 shutdowns, PSOE brick and mortar schools have practically eliminated any learning loss or disproportionality due to COVID-19. PSOE: SB will replicate this focus on preparing each child for success, not only in education, but in life.



# Educational Model

## Standards-based Instruction

Paramount Schools strategically integrate state standards into weekly lesson plans and yearly curriculum maps to ensure students are on pace to be college and career ready.

## Data-driven Environment

Paramount Schools continually track student performance, utilizing individualized data points to provide targeted instruction to all students, maximizing their potential for growth.

## Technology Integration

All Paramount students (K-8) utilize technology. They are immersed daily in a classroom environment rich with interactive learning tools and research-based digital curricula.

# Academic Environment

## High Performing Academics

Paramount was founded on the strong belief that all students are capable of thriving academically, socially, and emotionally.

For over 10 years, Paramount has been an educational exemplar across the state of Indiana, utilizing a codified academic approach, promoting hard work and perseverance while using data-driven interventions to close achievement gaps.



# A Codified Approach to Academic Programming



## Curriculum & Instruction

Curriculum and lesson plans are utilized to norm the scope and sequence of instruction

The fidelity of PSOE academic systems managed through a standardized teacher observation and feedback process

## Data & Assessments

The PSOE network assessment calendar ensures that all schools are collecting and norming data in order to inform instruction.

Data is shared through weekly teacher collaboration meetings between teachers and leaders across the network

## Professional Development

A system-wide approach to professional development allows for fidelity in the alignment with academic programs and pedagogy.

Weekly strategic planning sessions are conducted across the network by grade level to align instruction, norm data, and codify weekly planning

## Fidelity of Systems

The PSOE Navigation team works throughout the year to ensure fidelity in the codification of our systems. All PSOE schools work collaboratively to align programming and share data and best practices with one another.

# Paramount's 5-Year Growth Plan

Paramount's overall strategic goal is to operate 7 high-performing schools by 2025. PSOE SB is school #6.

## This growth provides:

- More than 3,000 K-8 seats for Indiana students
- More access to Paramount's signature high performance and community engagement model
- Regional strategy of multi-school hubs
  - Central Indiana Schools — Indianapolis and Lafayette
  - Northern Indiana Schools — Seeking opportunities in South Bend as well as Gary and Fort Wayne.
  - Eventual 10-yr goal of multiple schools per city



# Proposed Enrollment: South Bend Scale

Paramount estimates steady, regular growth in enrollment in the first five years. We estimate **65%** of students will come from a two-mile radius of the school, with the other **35%** coming from 3-6 miles away (the span of the city).

Within 5-years of opening we aim to beat our enrollment goals by achieving 90% capacity, and kicking off our Phase II investment.

Our innovative education model, academic achievements, and investment in the community are the pillars of our current success and future growth.

## School growth by year:

- Year 1. 125
- Year 2. 165
- Year 3. 205
- Year 4. 245
- Year 5. 285
- Year 6. 325
- Year 7. 365
- Year 8: 400 (Capacity)

ENROLLMENT



The proposed budget allows for seven years of subsidy before independence, making this a very conservative, safe model for projecting profit and loss.

	0	125	165	205	245	285	325	365
	0	125	165	205	245	285	325	365
Beginning DCOH	\$ -	200	88	71	65	59	54	52
Beginning Cash Balance	\$ -	0	305,206	181,001	115,232	221,401	338,221	550,000
Balance Support	\$ 318,200	1,200,000	244,794	368,999	434,768	328,599	211,779	FALSE
Total Income	0	1,294,889	1,906,524	2,386,397	2,781,306	3,182,237	3,589,336	4,002,757
Total Expense	(311,200)	(2,189,683)	(2,275,523)	(2,821,166)	(3,109,905)	(3,394,015)	(3,703,920)	(3,893,016)
Profit or Loss	(311,200)	(894,794)	(368,999)	(434,768)	(328,599)	(211,779)	(114,584)	109,741
Balance	7,000	305,206	181,001	115,232	221,401	338,221	435,416	659,741
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 109,741.40
Ending DCOH	\$ -	50.88	29.03	14.91	25.99	36.37	42.91	61.86

# Financial Stability: Investment in PSOE: South Bend

## Phase I – 2021

- \$3,441,652 renovation
  - 100% from cash reserves
- Budget allows for 125 students in Y1, increasing by 40 annually to serve 400 in Y8.
- Includes Solar via IFF and EASSI
- Sixteen 25-seat classrooms, with detailed cash flow available

## Phase I Classroom Use

- K- 5 two classes of 25 students each
- 6-8 four-classroom rotation for four classes of 25-students

## Phase I Logistical Details

- Keystone Construction and Rottmann Collier Architects
- Construction started Spring of 2022, school to start fall of 2023

## Continued Investment Phase II Expansion – est. 2027

- Additional \$1,864,400 build-out
- Extend the school into the bus loop on the West side, and wrap the school for driveline
- Additional eight classrooms
- Enables the school to serve up to 600 students

# Renovations and Renderings

## Phase I Renovations Include:

- New Front Facade and Roof Coating
- New EMS Control & HVAC Upgrade
- Brick Tuckpointing & Cleaning
- Garden, Beekeeping Facilities
- New Carpet Tile, Ceiling Tile, and Paint
- New LED lights
- Library Conversion: becomes two classrooms
- New paint and pads in gym
- Solar installation on the roof





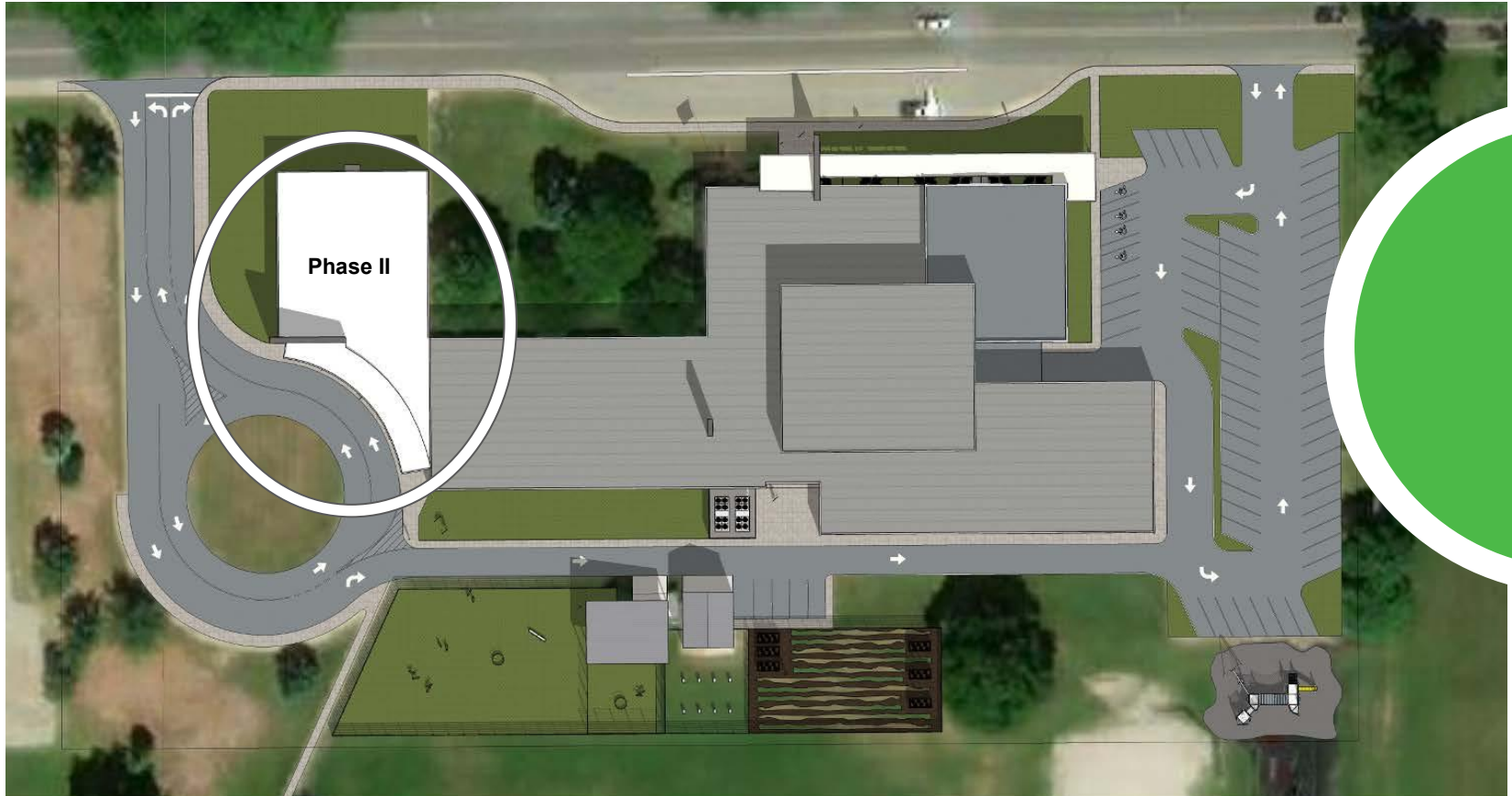
# Enhanced Facade and Entrance



# Another Look at the Facade Renovations



# Phase I and II Perspective





# Garden, Bee Hives, and Room for a Goat Farm



# The Need for Paramount School of Excellence: South Bend

	2016	2017	2018	2019*
PARAMOUNT	73%	81.4%	80.5%	64.6%
INDIANAPOLIS PUBLIC SCHOOLS	33.8%	24.5%	23.7%	6.3%
FORT WAYNE COMMUNITY SCHOOLS	36.2%	38.4%	39.5%	20.11
GARY PUBLIC SCHOOLS	24.5%	16.8%	13%	11%
SOUTH BEND COMMUNITY SCHOOLS	38.6%	25.5%	24.3%	15.3%
STATE OF INDIANA	51.6%	51.5%	50.7%	36%

*\*State pass rates dropped 15% in 2019 with the new state assessment ILEARN*

# Partner Support in South Bend

## Partnership with Purdue Polytechnic High Schools:

- A Paramount matriculation partner
- 90% of Paramount Englewood Middle School Students matriculate into Purdue Polytechnic High School
- Quality education pipeline
- Improves enrollment, interest, and school's overall profile in South Bend
- Creates a unique Kindergarten-to-College Pathway

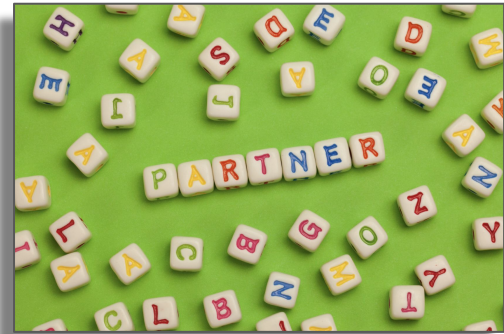
## Paramount Schools “play well with others”:

- A history of partnerships: including local public (IPS) and private schools (Park Tudor, Scecina, etc.).





# Paramount Partner Examples



## **Support Partners:**

IFF, LISC, The Mind Trust, Calder Foundation, Charter School Growth Fund, SoundBend.gov, Simon Property Group

## **School partners:**

Indianapolis Public Schools, Purdue Polytechnic High School, Herron High School, Seccina High School, Indianapolis Public Schools

## **Teacher Preparatory Programs:**

Marian University, Teach for America, Teach Plus,

## **Neighborhood Associations:**

NESCO, EDIN, Englewood CDC, John Boner Centers, NEAR,

## **Community anchors:**

Community Health Networks and Eskenazi Health

## **Community civic and economic organizations:**

South Bend Chamber, Indianapolis & Carmel Chamber, Indianapolis Rotary, Downtown Inc.

# Closing Summary

1. **Demonstrated history of high academic achievement**
  - a. **-with high achievement in low-achieving areas**
2. **A proven model that is honed and codified in detail for replicating success**
3. **A history of community investment, community engagement, and community support**
4. **Increasing the diversity of South Bend family options**
5. **Success Academy parent support and enrollment (611 in 2022) is market evidence of community need for high-quality educational options in South Bend. In other words, their enrollment success shows the larger landscape-based desire for additional high-quality options like Success Academy and Paramount Schools of Excellence.**

