



BELIEVE STL Academy

February Board Meeting

Published on March 10, 2025 at 9:44 PM CDT

Date and Time

Tuesday February 25, 2025 at 5:00 PM CST

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:00 PM
A. Record Attendance			1 m
B. Call the Meeting to Order			
II. Approval of Board Meeting Minutes - January			5:01 PM
A. Approve January Board Meeting Minutes	Vote	Paris Woods	5 m
III. Public Comment			
IV. Principal Report (Academic, Culture, Data, etc)			5:06 PM
A. Principal's Report	Discuss	Jawn Manning	20 m
V. BELIEVE Middle College			5:26 PM

	Purpose	Presenter	Time
A. Vote: Adding Building for BELIEVE Middle College to the Charter	Vote	Teagan Vonderheit	10 m
VI. Committee Updates			5:36 PM
A. Finance Committee	FYI	Danielle Thomas	5 m
B. Academic Committee	FYI	Tiara Jordan	5 m
C. Development Committee	FYI	Madeline Hantak	5 m
D. Governance Committee	FYI	Steven Harmon	5 m
VII. Goal 4 w/ MCPSC			5:56 PM
A. Vote: Goal 4 Amendment	Vote		10 m
VIII. Closed Session: Executive Director/Network Team Update			
<ul style="list-style-type: none"> • Network Audit • Facilities Update • BSI Relationship Documentation (if applicable) 			
IX. Closing Items			6:06 PM
A. Upcoming Deadlines	FYI	Paris Woods	2 m
<ul style="list-style-type: none"> • Budget Approval - March Board Meeting • Arc of the Year Overview - TBD for Spring/Summer Approval 			
B. Adjourn Meeting	Vote		

Coversheet

Approve January Board Meeting Minutes

Section: II. Approval of Board Meeting Minutes - January
Item: A. Approve January Board Meeting Minutes
Purpose: Vote
Submitted by:
Related Material: 2025_01_28_board_meeting_minutes (1).pdf

DRAFT



BELIEVE STL Academy

Minutes

January 2024 Board Meeting

Date and Time

Tuesday January 28, 2025 at 5:00 PM

Location

BELIEVE Academy

<https://us02web.zoom.us/j/87864083978?pwd=aVI2R0N0NnFGT3dDTs4ZUtCZ0dVdz09>

Directors Present

J. Boone, M. Hantak (remote), M. Johnson (remote), P. Woods, S. Williams (remote), T. Wells (remote)

Directors Absent

D. Thomas, K. Martin-Johnson, L. Voellinger, S. Harmon

Guests Present

H. Harshman (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

P. Woods called a meeting of the board of directors of BELIEVE STL Academy to order on Tuesday Jan 28, 2025 at 5:06 PM.

C. CMO Staff Update - Board Liaison Role Introduction

II. Approval of Board Meeting Minutes - November

A. Approve November Board Meeting Minutes

P. Woods made a motion to approve the minutes from Board Meeting on 11-18-24.

M. Hantak seconded the motion.

The board **VOTED** to approve the motion.

III. Principal Report (Academic, Culture, Data, etc)

A. Academic, Culture, Data, etc.

Academic

Current Enrollment: 103

Semester 1 Schoolwide GPA 2.62

- Students with lower than a 2.0 will have mandatory office hours

Upcoming Enrollment

- 41 applications received; 12 completed packets

Talent/Hiring

- Composition/Humanities Vacancy

State of Believe Highlights

- Initiative for clubs
- Culture
 - wins- self advocacy for open seat/one sensible solution; level up celebrations; increasing student investment throughout the semester
 - challenges- consistently upholding expectations; missing OpenSeat appointments; ladder of consequences; apprehension around communication with both students and parents
- Operations
 - wins- fully transportation team, 3/4 running buses- 1 borrowed, Bloomberg, front office coordinator, 25-26 enrollment statistics
 - challenges- facilities, director of operations, attendance taken on time and accurate, infinite campus, lunch service
- Early college & career
 - wins- student investment, partner engagement
 - challenges- systems & processes, understanding of ECC goals, expansion of partnerships

- Academics

- wins- on target for schoolwide GPA goal, math growth (double blocked math), high engagement (invested in school work/what is happening)
- challenges- reading growth, data driven instruction-standards mastery (teachers owning and tracking individual students), accountability/meeting deliverables

IV. Vote: Statement of Work with CMP

A. Vote to Accept the Statement of Work with CMP (Facilities)

S. Williams made a motion to accept the Statement of Work with CMP Facilities.

M. Hantak seconded the motion.

The board **VOTED** to approve the motion.

V. Committee Updates

A. Finance Committee

Prepping for first audit in March.

B. Academic Committee

C. Development Committee

D. Governance Committee

VI. Closing Items

A. Upcoming Deadlines

Facilities Update

- Set to close somewhere around March 5-15
- Completed HKW schematic design on Jan. 3
 - apply for permits Feb. 28
 - anticipated permit date of March 31
- BSI Constructors onboard- estimate for \$5M- waiting on second estimate
- Demo and construction hopefully- early Feb- July 15

B. New Board Members

P. Woods made a motion to add Lavar Douglas to the BELIEVE STL Board.

M. Johnson seconded the motion.

The board **VOTED** to approve the motion.

P. Woods made a motion to add Roy Whitley to the BELIEVE STL Board.

M. Johnson seconded the motion.

The board **VOTED** to approve the motion.

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:13 PM.

Respectfully Submitted,

M. Hantak

Coversheet

Principal's Report

Section:	IV. Principal Report (Academic, Culture, Data, etc)
Item:	A. Principal's Report
Purpose:	Discuss
Submitted by:	
Related Material:	February_2025-_BELIEVE_Academy_Board_Report.pdf

**BELIEVE Academy
Board Report
February 2025**



Executive Director Update – to be shared by K.Neal

Principal's Report

Recruitment & Enrollment

Upcoming Enrollment 2025–26

Grade Level	Seats Available	Intent to Return	Applications Submitted	Completed Registrations	Attended Testing Day
9	125	N/A	52	17	0
10	125	70	5	2	
11	25	14	0	0	0

Education, Academic, and Partnership Programs

- A. Upcoming Events
- B. School Academic Update
- C. Programs and Partnership
- D. Talent/Hiring

Items for Vote

Coversheet

Vote: Adding Building for BELIEVE Middle College to the Charter

Section:	V. BELIEVE Middle College
Item:	A. Vote: Adding Building for BELIEVE Middle College to the Charter
Purpose:	Vote
Submitted by:	
Related Material:	BELIEVE_Middle_College_Overview_Deck__4_.pdf TanesiaResume2025__1_.pdf BELIEVE_Middle_College_Staffing_Plan.pdf BELIEVE_Middle_College_Statement_of_Need.pdf BELIEVE_Middle_College_Curriculum_Plan.pdf Student_Recruitment_Plan_for_BELIEVE_Middle_College__1_(1).pdf BELIEVE_Middle_College_budget_100_students_20250221.xlsx



Serving students in 2026

WHAT IS BELIEVE MIDDLE COLLEGE?

MISSION

BELIEVE Middle College empowers St. Louis previously disengaged students through personalized education, career training, and comprehensive support services, fostering academic and professional success. Our mission is to create a nurturing environment where every individual can flourish, guided by principles of agency, autonomy, and acceleration.

VISION

BELIEVE Middle College envisions a future where every student in St. Louis thrives academically and professionally. By providing personalized education, career training, and comprehensive support services, we aim to uplift our community and cultivate a brighter tomorrow.

MODEL

Target: Educationally disengaged youth, ages 17-20

Location: Midtown St. Louis

Key Features:

- High school diploma through the Missouri Option Program
- Industry Recognized Credential Completion
- Mental Health and Social Services Support

UNDERSTANDING THE CHALLENGE

Only 33% of Black Americans without high school diploma employed (2022)

13% of St. Louis youth disconnected from education/employment

Youth Identified Barriers
<p>Education that doesn't meet them where they are at.</p> <p><i>Many of these students sit at the extremes in academic performance – they are advanced and find school boring or irrelevant or they are significantly behind and struggle to catch up. Both scenarios lead to increased disengagement over time.</i></p>
<p>Financial Insecurity</p> <p><i>Students living in extreme poverty will face a range of challenges — housing insecurity, lack of transportation, dearth of childcare, etc — all of which prevent them from accessing some of the key educational offerings.</i></p>
<p>Lack of reliable adult engagement + advocacy</p> <p><i>Many of these young people lack a consistent adult presence to help advocate for their needs or play the ongoing thought-partner/ accountability buddy to navigate these critical milestones.</i></p>
<p>Mental + emotional needs</p> <p><i>Providing just-right academic support doesn't do much if not attending to the holistic wellbeing needed to access learning and ultimately career options.</i></p>
<p>Professional skills</p> <p><i>Once students meet the requirements to begin their career, they lack the skills to keep the job.</i></p>

Core Program Components

Accelerated diploma/HiSET pathway

Flexible scheduling (AM/PM options)

Personalized learning paths

Reading Remediation for students < 8th grade level

Transportation support

Required work/internship experience (15 hours weekly)

Mental health/social support counseling (30 minutes weekly)

Monthly Wellness Experiences

Academic Structure

Flexible Learning Schedule

Morning: 8:15 AM - 11:15 AM
Afternoon: 11:45 AM - 2:45PM

Weekly Attendance Requirements

15 hours of academic instruction
15 hours of work/internships

Community Agreement

BELIEVE Middle College enrollment is second chance at success. Students will behave respectfully at all times.

Additional Graduation Requirements

Required courses:

CPR certification
Personal Finance (½ credit)
Health (½ credit)

Completion of MO
End-of-Course Exams

Constitution Exam Completion

Missouri and US

Completion of 2 Standardized Test

Students may choose
between ACT, SAT
ACCUPLACER, or
ASVAB

Support Systems

BELIEVE Middle College Program Features

- ☐ Streamlined educational path directly tied to a job attainment goal (works with students to create a personalized map with fastest route to high school equivalency + job credential).
 - ☐ Focus on culturally responsive practices + culture
 - ☐ Individualized tutoring and support
 - ☐ Where required, early diagnosis of potential learning needs and tailored supports.
- ☐ Paid weekly stipend for participation in the program, reaching key milestones to offset costs of not working.
 - ☐ Offer transportation stipends to access learning hub
 - ☐ Childcare matching or provision
 - ☐ Flexible schedule – half day program in either the AM or evening which creates space for watching kids, continuing in job.
- ☐ Youth are matched with a trusted 1:1 coach to check in with them regularly about progress, help match to necessary services.
- ☐ Peer support circle 3x a week
 - ☐ 1:1 coach to check in holistically about their needs, progress.
 - ☐ Where needed, referrals to mental health professionals and social services.
- ☐ Partnerships with Next Prep for job/interview simulations and core job skills

MEASURES OF SUCCESS

- 80%+ of each cohort secure their high school diploma and a door-opening credential in the targeted industry within a year of starting our program.
- 60% of our scholars access a job that meets family-sustaining wage as calculated by the MIT Living Wage calculator within 2 years of leaving our program.
- 85% program completion rate within 18 months.

Support Our Pilots

The generosity of our donors will enable BELIEVE Middle College to offer our students a life-changing, character-building education.

Donations by Check:

To donate by check, please make payable to BELIEVE Schools, add BELIEVE Middle College to the memo section, and mail to:

BELIEVE Academy
Attn: Tanesia Simmons
2837 Washington Ave
St. Louis MO, 63103

Donations of Cash or Stock

To donate a gift of stock, please contact Tanesia Simmons (fbarnes@kippstl.org) for delivery directions.

Per IRS requirements, this attests that BELIEVE Schools is a 501(c)3 not-for-profit organization (EIN: 82-5244309) and all donations are tax-deductible to the fullest extent allowed by law.

contacts

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EDUCATOR

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CORE COMPETENCIES

- Leadership Development & Training
- School Leadership & Operations
- Non-Profit Management
- Parent & Student Advocacy
- Strategic Planning & Partnership Building
- Program Design & Implementation

EDUCATION

Master of Education

- Administration & Supervision
- University of Houston

Bachelor of Arts

- Urban School Alternatives
- DePaul University

PROFESSIONAL EXPERIENCE

Executive in Residence | The Opportunity Trust | St. Louis, MO | 2024-Present

- Designing and implementing a program to reengage overage, under-credited students, helping them earn their high school equivalency and gain career certifications.
- Collaborating with stakeholders to create innovative solutions tailored to the needs of students facing educational and systemic barriers.
- Leveraging expertise in leadership development and program design to drive impactful, measurable outcomes.

Partner | The Opportunity Trust | St. Louis, MO | 2021-2024

- Guided non-profit organizations supporting students and parents through incubation and launch processes.
- Redesigned participatory grantmaking initiatives to engage community members in impactful decision-making.
- Supported new charter school founders by providing funding, strategic guidance, and capacity-building resources.

Founding School Leader | KIPP St. Louis | St. Louis, MO | 2016-2021

- Established the first KIPP high school in St. Louis, setting a foundation for academic and operational excellence.
- Drove the 3rd highest pre-ACT growth among 27 KIPP high schools in 2017.
- Achieved a 98% college acceptance rate for the founding class of 2021, exemplifying a commitment to student success.

Founding Dean of Operations/Assistant Principal | Noble Schools | Chicago, IL | 2009-2016

- Played a pivotal role in the establishment of Muchin College Prep, which maintains a Top 10 status among Chicago schools.
- Designed and implemented comprehensive operational systems and procedures to ensure institutional efficiency and sustainability.

AWARDS & ACHIEVEMENTS

- Recipient, Salute to Excellence in Education Award (2019)
- Recipient, iHeart Media St. Louis' People's Choice - Community Trailblazer Award (2019)
- Member, Focus St. Louis 2022-2023 Class of Leadership St. Louis
- Member, 2024 CIC Social Impact Cohort

BELIEVE Middle College Staffing Plan

Overview

BELIEVE Middle College is strategically structuring its staffing model over a five-year period to support its mission of reengaging overage, under-credited students. This staffing plan ensures a phased and fiscally responsible approach to recruitment, aligning with projected growth and student needs.

This staffing plan is intentionally designed to scale with student enrollment while maintaining fiscal responsibility. The phased approach ensures a strong leadership foundation in Year 1, followed by incremental hiring aligned with student needs. This model prioritizes student success, instructional excellence, and social-emotional support, ensuring that BELIEVE Middle College effectively reengages overage, under-credited students in their educational journey.

Year 0 (2024–25): Planning Phase

During this foundational year, BELIEVE Middle College operates without staff positions allocated to salaries, focusing on program development, community engagement, and securing necessary funding.

Year 1 (2025–26): Initial Staffing and Leadership Establishment

In the first year of operations, the school will hire key leadership and instructional staff to build a strong foundation.

- **Administrators:**

- An Executive Director (\$160,000) will be hired to oversee the program, ensuring alignment with the school's mission and operational goals.
- A Principal Resident (\$80,000) will be onboarded to support instructional leadership, focusing on curriculum development and teacher coaching.
- A Program Manager (\$61,800) will manage operations and logistics, facilitating student services and partnerships.
- **Certified Staff:**
 - Two Core Teachers (\$113,300 total) will be recruited to lead instruction and provide academic support.
- **Counseling & Student Support:**
 - One Social Worker (\$61,800) will be hired to address student well-being, trauma-informed care, and social-emotional development.
- **Non-Certified Staff:**
 - One Operations Staff (\$51,500) will be employed to ensure smooth day-to-day functions.
 - One Paraprofessional (\$39,655) will be added to support students in need of academic assistance and accommodations.

Total salaries in Year 1 reflect a lean but impactful team focused on launching the program effectively.

Year 2 (2026–27): Expansion of Teaching and Support Services

As enrollment increases, staffing will expand to meet instructional and student support needs.

- **Certified Staff:**

- One additional Core Teacher is added (total of 3) to accommodate growth in student enrollment.
- Benefits & taxes increase in proportion to salary expansion.
- **Non-Certified Staff:**
 - A second Paraprofessional is hired (\$81,689 total for both) to provide increased classroom support.

This year represents moderate growth, ensuring staff capacity aligns with student support needs while maintaining financial sustainability.

Year 3 (2027–28): Continued Growth in Instructional Capacity

With a maturing student population, staffing expands further:

- **Certified Staff:**
 - A fourth Core Teacher is added (total of 4) to maintain small class sizes and personalized instruction.
- **Counseling & Student Support:**
 - The Social Worker remains in place, with slight salary adjustments for cost-of-living increases.
- **Non-Certified Staff:**
 - Existing staff remain in their roles with incremental salary adjustments.

This year reflects BELIEVE Middle College's commitment to quality instruction and student support as the program scales.

Year 4 (2028–29): Full Implementation and Stability

In the final year of the plan, staffing levels are stabilized:

- **Leadership & Operations:**

- The Executive Director, Principal Resident, and Program Manager remain in place with incremental salary increases.

- **Certified Staff:**

- The four Core Teachers continue providing instruction at full staffing levels.

- **Support Staff:**

- The two Paraprofessionals remain to ensure adequate student academic support.
- The Operations Staff continues to handle logistical needs.

At this stage, BELIEVE Middle College has reached full operational capacity with a well-structured team designed to support student achievement.

Why St. Louis Needs BELIEVE Middle College for 17- to 20-Year-Olds

St. Louis has a critical gap in education and workforce pathways for overage, under-credited students who are at risk of leaving high school without a diploma or viable career path. The data highlights an urgent need for a Middle College model that integrates academic recovery, career certification, and postsecondary access for young people seeking to re-engage in education and secure a future in high-wage industries.

The Crisis: High Dropout and Low Graduation Rates in SLPS

- The dropout rate in St. Louis Public Schools (SLPS) is 10.5%, significantly higher than Missouri's state average of 1.8%.
- The graduation rate in SLPS is 78.43%, well below the Missouri state average of 90.79%.
- Among specific student groups, Hispanic students have a dropout rate of 16.9%, while Black students have a dropout rate of 10.8%, signaling a need for culturally responsive interventions that keep students engaged.

For students who disengage from high school, the current alternative education options are not fully meeting their needs. While St. Louis offers GED and workforce training programs, there is no comprehensive Middle College model that allows students to earn a diploma, gain college credits, and secure industry-recognized credentials simultaneously—a proven model for increasing long-term career and academic success.

Current Alternatives: Serving Older Populations, Not 17- to 20-Year-Olds

- The Excel Center, which provides a second-chance diploma pathway, serves students with an average age of 28—meaning many 17- to 20-year-olds are not their primary target population.
- SLATE Missouri Job Center, which offers career readiness programs and HiSET (GED) support, serves a wide range of participants, but its youth programs primarily focus on 17- to 24-year-olds without an academic re-engagement component.

This data suggests that students between 17 and 20 years old—those most likely to drop out or stop out—are left without a structured, dual-credit high school completion pathway.

Why BELIEVE Middle College is the Right Solution

A BELIEVE Middle College-style school in St. Louis would fill this critical gap by offering:

- High School Diploma Completion: Instead of limiting students to HiSET/GED pathways, BELIEVE would allow them to earn their actual high school diploma while recovering credits at an accelerated pace.
- Dual Enrollment Opportunities: Students would take college courses while finishing high school, bridging them directly into degree programs or certifications.

- **Career Pathways & Industry Credentials:** St. Louis employers are actively seeking skilled workers in healthcare, IT, skilled trades, and biotech—fields where early credentialing and apprenticeships can provide direct access to well-paying jobs.
- **Wraparound Support & Flexibility:** Unlike traditional high schools, BELIEVE would offer flexible scheduling, transportation assistance, mental health support, and individualized coaching, ensuring that students don't just re-enroll—but persist and graduate.

Proactive Support: Credit Recovery Academy Launching in Year Two

To ensure students do not reach the point of disengagement in the first place, BELIEVE will introduce a Credit Recovery Academy in its second year. This initiative will proactively support students who are behind on credits but still enrolled in their home high school, allowing them to recover coursework before they become overage and under-credited. By identifying students early and providing targeted academic support, the Credit Recovery Academy will reduce future dropout rates and ensure more students remain on a pathway to graduation.

Conclusion

Given the high dropout rates, lack of tailored options for 17- to 20-year-olds, and growing demand for skilled workers, BELIEVE Middle College would provide a transformative alternative for young people in St. Louis. By combining academic acceleration, career training, and college readiness, this model ensures that students who have fallen off track do not get left behind—but instead graduate with a diploma, a career credential, and a path forward.

Now is the time to invest in a Middle College model that meets the needs of St. Louis' most vulnerable students—before they become part of the city's rising dropout statistics.

BELIEVE Middle College Curriculum Plan

Overview

BELIEVE Middle College is an alternative high school serving disengaged youth (ages 17–20) in St. Louis. The program provides an accelerated pathway to a high school diploma through the Missouri Option Program while integrating career certification, mental health and social services support, and real-world work experiences.

By developing in-house courses aligned with Missouri DESE-approved competencies, BELIEVE Middle College ensures that students receive a high-quality, state-aligned education while preparing for meaningful careers. This flexible and student-centered curriculum fosters academic success, workforce readiness, and personal growth.

Key Components

- **Missouri Option Program:** Students complete academic instruction aligned with Missouri High School Equivalency requirements.
- **Industry-Recognized Credential:** Students earn a career certification in a high-demand field.
- **Flexible Scheduling:** Morning and afternoon options accommodate work/internship commitments.
- **Work-Based Learning:** Students complete at least 15 hours per week in employment, internships, or community-based experiences.
- **Social & Emotional Support:** Weekly counseling and life coaching services.
- **BELIEVE Middle College Developed Courses:** Curriculum for Personal Finance, Health, and American Government, aligned with Missouri Department of Education (DESE) competencies.

Curriculum Structure

1. Academic Instruction (Missouri Option Program)

BELIEVE Middle College will offer 15 hours per week of academic instruction, covering:

- **Missouri High School Equivalency Test (HiSET) Preparation:**
 - Language Arts – Writing (essay and multiple-choice)
 - Language Arts – Reading
 - Mathematics
 - Science
 - Social Studies
- **BELIEVE Middle College Developed Courses (Aligned with DESE Standards)**
 - Personal Finance (½ credit)
 - Health (½ credit)
 - American Government (including Constitution exams)
 - Civics Exam
 - CPR Training (30 minutes, including Heimlich maneuver)
- **Postsecondary Exam Completion:**
 - ACT, ACCUPLACER, or ASVAB

BELIEVE Middle College Course Development Approach

BELIEVE Middle College will develop its own courses for Personal Finance, Health, and American Government, using Missouri-approved competencies and guidance from the Missouri Course Access and Virtual School Program (MOCAP). Courses will be designed to be flexible, engaging, and aligned with workforce and college readiness.

2. Career Training & Workforce Readiness

- **Industry-Recognized Credential Options (Students select one):**
 - Healthcare (CNA, Phlebotomy)
 - Skilled Trades (Welding, Construction, Advanced Manufacturing)
 - Business/Entrepreneurship (Customer Service, Office Administration. Real Estate)

- Other certifications based on student interest & local labor market needs
 - **Career Preparation Curriculum:**
 - Resume Writing & Interview Skills
 - Professionalism & Workplace Communication
 - Financial Literacy & Budgeting
 - Career Exploration & Goal-Setting
-

3. Work-Based Learning (15 Hours Per Week)

Students must participate in at least 15 hours per week of supervised employment, internship, or community-based service. Options include:

- Paid employment
- Internship placements with local businesses and organizations
- Community service with approved partners
- Career education coursework

Students must submit verified work logs and maintain satisfactory progress to remain in the program.

4. BELIEVE Middle College Courses (Missouri DESE Approved Competencies)

Personal Finance (½ Credit)

BELIEVE Middle College's Personal Finance course will follow Missouri DESE's Personal Finance Competencies, ensuring students build strong financial literacy skills. Topics include:

- Earning Income & Budgeting: Managing personal income and creating budgets.

- Banking & Credit Management: Understanding financial institutions, credit cards, and credit scores.
- Saving & Investing: Evaluating saving methods and long-term investment strategies.
- Risk & Insurance: Learning about different types of insurance and fraud protection.

Students will complete the Personal Finance Assessment, required by Missouri DESE.

Health (½ Credit)

The Health course will align with Missouri DESE standards and cover:

- Personal Health & Wellness: The importance of physical activity, nutrition, and mental health.
- Substance Abuse Prevention: Risks of drug, alcohol, and tobacco use.
- Human Sexuality & Disease Prevention: Responsible decision-making and health safety.
- CPR & First Aid: Hands-on training, including the Heimlich maneuver.

American Government

This course will meet Missouri DESE standards and include:

- U.S. & Missouri Constitution Studies: A deep dive into government structures and functions.
- Electoral Process & Civics Exam: Understanding voting rights and responsibilities.
- American History & Civil Liberties: Studying key historical events and amendments.

Students must pass the U.S. Constitution, Missouri Constitution, and Civics exams to graduate.

5. Social & Emotional Support

- Life Coaching & Counseling (Minimum 30 minutes weekly)
 - Behavioral & Mental Health Services
 - Monthly Wellness Experiences
 - College & Career Advising
 - Transportation & Basic Needs Support
 - Community Agreement on Respect & Responsibility
-

Program Policies

- Attendance: Minimum 15 hours of academic instruction and 15 hours of structured activities per week.
 - Absences: Students with more than 10 unexcused absences will be removed from the program.
 - Timeframe for Completion: Students must complete requirements within two years.
 - Graduation Criteria: Must pass HiSET, complete required coursework and certifications, and meet work/internship requirements.
-

Program Goals & Success Metrics

- 80%+ students will earn their high school diploma and career credential within one year.
 - 60% of graduates will obtain a family-sustaining job within two years.
 - 85% program completion rate within 18 months.
-

BELIEVE Middle College Student Recruitment Plan

Overview

BELIEVE Middle College aims to recruit overage, under-credited 17–20-year-olds in St. Louis to re-engage them in education through a high school equivalency pathway combined with career certification opportunities. The student recruitment strategy will focus on outreach, relationship-building, and community partnerships to identify and enroll students who are seeking a second chance at academic and career success.

By implementing a strategic, relationship-driven approach, BELIEVE Middle College will establish a strong student pipeline and meet its enrollment goals for both the pilot program and long-term growth. This plan ensures sustained engagement with potential students and their support networks, maximizing long-term success for both recruitment and student outcomes.

Recruitment Goals

- Pilot Program (Semester Prior to Opening): Recruit 25 students.
- Year 1 (First Full Year): Enroll 50 students.
- Year 2: Enroll 75 students.
- Years 3 & 4: Enroll 100 students per year.

Target Student Profile

- Students aged 17–20 who are overage and under-credited.
- Individuals who have disengaged from traditional high school settings.
- Youth interested in earning a high school equivalency diploma and obtaining career certifications.
- Those facing economic barriers or other risk factors that may have led to academic disengagement.

Key Recruitment Strategies

1. Community Engagement & Partnerships

- High School Partnerships: Build relationships with current high schools that do not have alternative options for students at risk of not graduating.
- Alternative education programs: Partner with dropout recovery programs, GED prep centers, and alternative schools.
- Youth organizations: Work with Boys & Girls Clubs, Big Brothers Big Sisters, and Urban League programs.
- Juvenile justice system & reentry programs: Engage probation offices, youth detention centers, and organizations supporting youth reentry.
- Employers & workforce training programs: Connect with local businesses, trade unions, and career readiness programs that serve opportunity youth.
- Faith-based organizations: Build relationships with churches, mosques, and community centers that support youth development.
- Social service agencies: Partner with housing assistance programs, foster care agencies, and mental health organizations.

2. Digital & Grassroots Marketing

- Social media campaigns: Targeted outreach through Facebook, Instagram, TikTok, and YouTube.
- Text and email outreach: Use CRM systems to send personalized outreach to potential students.
- Street canvassing: Distribute flyers in neighborhoods, bus stops, and places youth frequent.
- Student ambassadors: Engage current students and alumni to spread the word.
- Billboards & transit ads: Place ads in high-traffic areas.

3. Referral & Incentive Programs

- Current students & alumni referral incentives (gift cards, school swag, etc.).
- Community partner incentives for successful student referrals.

- Parent & guardian engagement: Outreach through family events and direct calls.

4. Enrollment Support & Outreach Events

- Open house & info sessions: Monthly virtual and in-person events.
- One-on-one enrollment support: Dedicated recruiters to guide students through the process.
- Application assistance workshops: On-site and virtual help sessions.
- School tours and shadow days: Opportunities for prospective students to experience BELIEVE Middle College firsthand.

Recruitment Timelines

Timeline for Pilot Program (Semester Prior to Opening)

Phase	Timeline	Key Activities
Planning & Partnerships	March – June 2025	Establish key partnerships, develop marketing materials, finalize enrollment criteria.
Community & Digital Outreach	July – September 2025	Launch social media campaign, start outreach to organizations, host community events.
Direct Recruitment & Applications	October – December 2025	Conduct targeted recruitment, hold open houses, process applications.
Enrollment & Orientation	January 2026	Finalize enrollments, conduct student onboarding and orientation.

Timeline for Full Enrollment Goals

Phase	Timeline	Key Activities
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Planning & Partnerships	September - December 2025	Expand partnerships, adjust recruitment strategy based on pilot cohort insights.
Community & Digital Outreach	January - March 2026	Increase digital presence, conduct early engagement with potential students.
Direct Recruitment & Applications	April - June 2026	Host open houses, application workshops, conduct direct outreach.
Enrollment & Orientation	July - August 2026	Complete final enrollment, provide student onboarding and orientation.

Application Targets

Given our goal of 1.5 times the number of applications to achieve enrollment targets, the following chart outlines the required applications per month:

Year	Enrollment Target	Required Applications (1.5x)	Monthly Application Goal (6-Month Period)
Pilot (Semester Prior)	25	38	6
Year 1	50	75	13
Year 2	75	113	19
Year 3	100	150	25
Year 4	100	150	25

Metrics for Success

- Application-to-enrollment conversion rate: Aim for 80%+ conversion of completed applications into enrolled students.

- Attendance at recruitment events: Target 200+ attendees at outreach events.
- Referral program impact: At least 30% of students recruited through personal referrals.
- Community partnerships established: Develop 15+ active partnerships with referral organizations.

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

BELIEVE_Middle_College_budget_100_students_20250221.xlsx

Coversheet

Vote: Goal 4 Amendment

Section:	VII. Goal 4 w/ MCPSC
Item:	A. Vote: Goal 4 Amendment
Purpose:	Vote
Submitted by:	
Related Material:	FY25_BSTL_Amendment_clarified_goal_language.docx

AMENDMENT NUMBER 2

The Performance Contract (Contract) executed December 6, 2023 by BELIEVE STL (BSTL) and the Missouri Charter Public School Commission (Commission) is amended as follows, effective on the date of execution by both parties.

Contract Goal 4:

Goal 4: % of scholars who achieve a rating of Proficient and/or Advanced on Missouri EOC assessments for Algebra 1 and English 2.		
	9th Grade Algebra 1 Test	10th Grade English 2 Test
Class of 2028	20%	31%
Class of 2029	22%	33%
Class of 2030	24%	35%
Class of 2031	26%	37%

Assessment Tool: End of Course Assessments

Rationale: The state of Missouri assesses student proficiency based on high school end of course assessments. BELIEVE has set performance standards that are rigorous but realistic.

is amended as follows to remove grade specific language and change targets to School Year targets vs. student cohort targets:

Goal 4: % of scholars who achieve a rating of Proficient and/or Advanced on Missouri EOC assessments for Algebra 1 and English 2.		
	Algebra 1 Test	English 2 Test
SY2024-2025	20%	31%
SY2025-2026	22%	33%
SY2026-2027	24%	35%
SY2027-2028	26%	37%

Assessment Tool: End of Course Assessments

Rationale: The state of Missouri assesses student proficiency based on high school end of course assessments. BELIEVE has set performance standards that are rigorous but realistic.

BSTL remains accountable to the goals from FY25 through FY29 as written in the Charter Application and Performance Contract. BSTL's performance across all years of that contract will be considered by the Commission when making renewal or other sponsorship decisions.

All other terms of the Performance Contract, including prior amendments, remain effective as written.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment.

By: _____ By: _____

Name: Robbyn G. Wahby

XXX,

Executive Director

Board Chair

Missouri Charter Public School Commission

BELIEVE STL

Date: _____ Date: _____