

ANNUAL REPORT

2018-2019



TULSA HONOR ACADEMY
... ACADEMICS - CHARACTER - EXCELLENCE ...

INTRODUCTION

Dear Friends of Tulsa Honor Academy,

On behalf of the THA Familia – our scholars, families, staff, board members, and volunteers – we are proud to share the results of another exceptional year.

In the 2018-2019 school year, we served 413 scholars in grades 5 through 8. Once again, our scholars exhibited tremendous academic growth and achievement this school year. Our scholars have always grown roughly 2 grade levels on average on both math and reading. This year's results, however, were the highest growth we have ever reached: our scholars grew approximately 2.8 grade levels in math and 3.4 in reading. Our scholars also excelled on the Oklahoma State Testing Program (OSTP) exams. Our averages were higher than their neighborhood schools, the local district, and even the state averages. Due to this performance, Tulsa Honor Academy Middle School received an A on the Oklahoma State Department of Education's (OSDE) State Report card for the first time in our existence, making us the only middle school who earned an A in the entire Tulsa metro.

This year also brought another major milestone for our organization. Thanks to our committed families, they collected over 5,000 signatures of support proving the need for a THA High School. The THA Familia showed up strong at the TPS Board meeting, demanding that their voice be heard. Finally, on December 3, 2018, the Tulsa Public Schools (TPS) School Board approved the authorization of the Tulsa Honor Academy High School. We are thrilled to be able to continue working with our families all the way through twelfth grade as we continue to progress through fulfilling our mission.

We remain extremely grateful to have such strong supporters and partners that enable us to do this incredible work. Your unwavering commitment and your generous support provides access to an excellent education and greater life opportunities for hundreds of scholars across east Tulsa. On behalf of the entire THA Familia, we would like to say ¡gracias!



Elsie Urueta Pollock

Founder and Executive Director

MISSION AND VISION

The mission of Tulsa Honor Academy is to equip all scholars with the academic skills, content knowledge, and ethical character required for college graduation and life success.

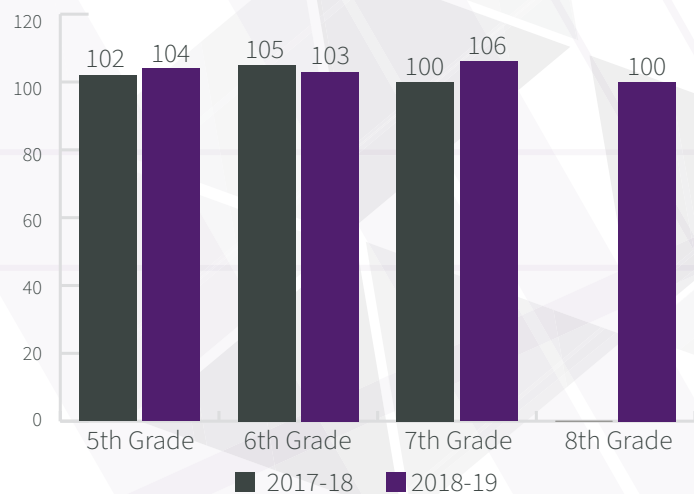
Tulsa Honor Academy will prepare each student for the rigors of high school, college, and beyond. We operate with the belief that all students, regardless of background or income, can achieve at a high level. Through strong academics and a focus on character, our students will achieve excellence. Therefore, we are committed to ensuring that 100% of our scholars go to and graduate from college.



THE THA FAMILIA

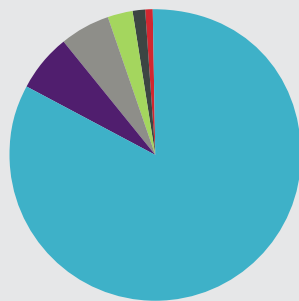
SCHOLARS

In 2018-2019, the THA Familia grew as the middle school expanded to 8th grade. 2018-2019 is the first year that THA Middle School reached its full build-out, serving **413** Knights in grades 5-8.



Of our 413 scholars, 343 identified as Hispanic and the remainder are identified by race below.

- 83.1% ■ Hispanic
- 6.3% ■ White
- 5.6% ■ Black or African American
- 2.7% ■ Two or more Races (non-Hispanic)
- 1.5% ■ American Indian or Alaskan Native
- 1% ■ Asian



Our scholar population is split almost evenly by gender, with 52.5% female and 47.5% male.

- 52.5% ■ Female
- 47.5% ■ Male



Additionally

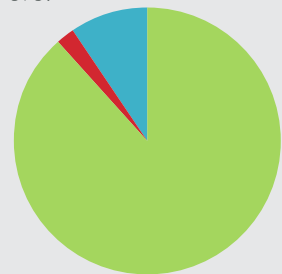
- 92.5% of our scholars qualified for free and reduced lunch.
- 73.3% were identified as bilingual.
- 9.7% were identified as gifted/talented.
- 7.5% were identified as immigrants.
- 4.8% were identified as limited English proficient.
- 13% were identified as students with disabilities.

From the end of the 2017-2018 school year to the beginning of the 2018-2019, we retained over 90% of our scholars.

STAFF

During the 2018-2019 school year, THA employed the following staff members:

- 88.4% ■ Middle School: 38
- 2.3% ■ High School: 1
- 9.3% ■ Network Team: 4



THA is working to diversify its recruiting pipeline, with a goal of 50% of our teaching staff identifying as people of color to more closely reflect our student body. In the 2018-2019 school year, 20% of our teachers identified as people of color.

Almost 90% of our staff members from 2018-2019 continued to work with THA in the 2019-2020 school year.



ACADEMIC RESULTS

Tulsa Honor Academy received an A on the OK State Report card; THA was the only middle school in the Tulsa Metro to do so.

SCHOOL REPORT CARD

ACADEMIC ACHIEVEMENT

How prepared are students for the next grade, course or level?



ACADEMIC GROWTH

How are students growing compared to their performance the previous year?



ENGLISH LANGUAGE PROFICIENCY PROGRESS

How well are English learners meeting their language-acquisition targets?



OVERALL GRADE

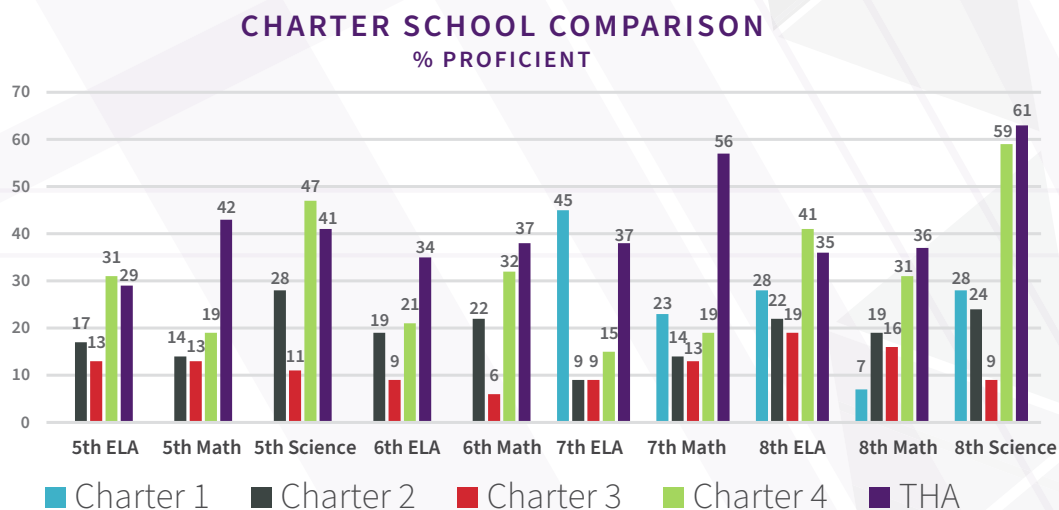
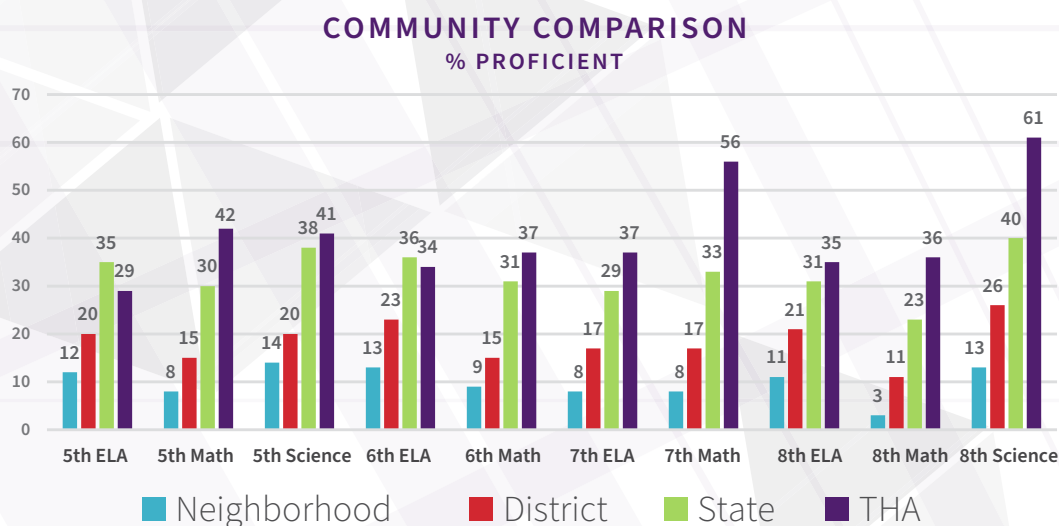
How did the school perform overall?



To gauge the success of the 2019-2020 school year, THA has set the following goals:

- 5th Grade: In all subjects, Tulsa Honor Academy scholars will match or outperform the performance of scholars at Tulsa Public Schools.
- 6th Grade: In all subjects, Tulsa Honor Academy scholars will match or outperform the performance of scholars in the state of Oklahoma.
- 7th Grade: In all subjects, Tulsa Honor Academy scholars will match or outperform the performance of scholars at local charter schools and magnet schools.
- 8th Grade: In all subjects, Tulsa Honor Academy scholars will match or outperform the performance of scholars at Jenks and Edmond Public Schools, two of the wealthiest districts in the state.

Results from 2018-2019 are below:

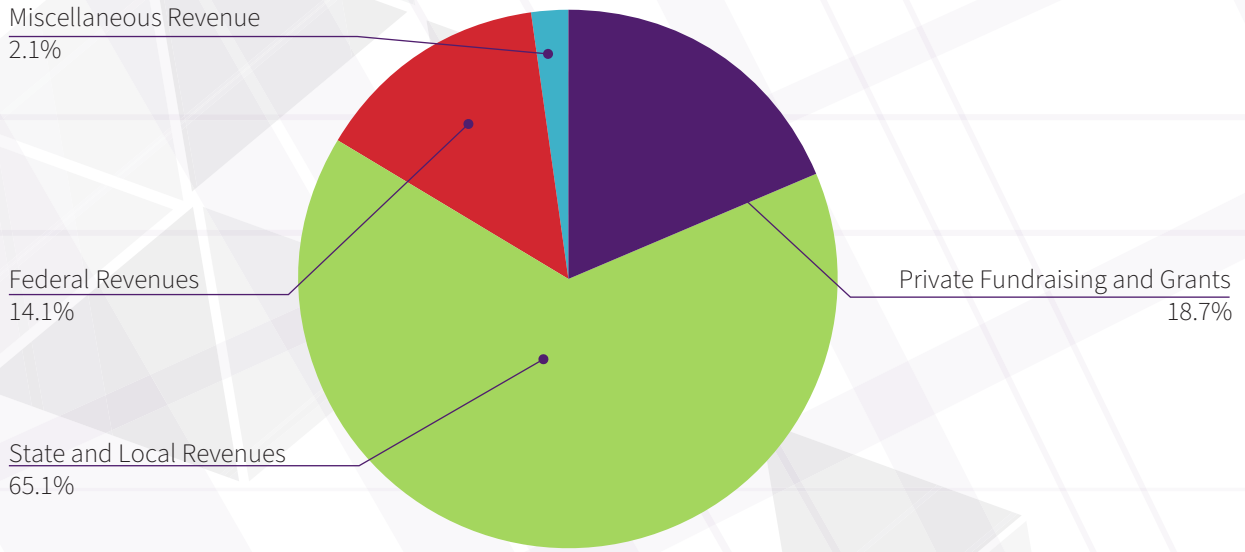


For the 2018-2019 school year, THA scholars outperformed their peers across the local district (Tulsa Public Schools) in all tested grades and subjects on the OSTP (Oklahoma State Testing Program) and outperformed the state in all but two tested subjects.

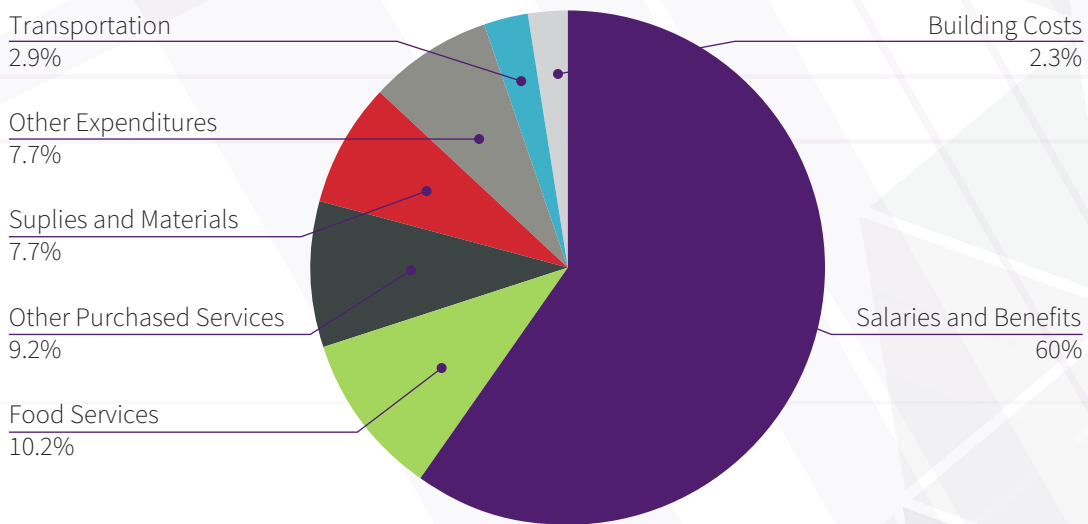
On the nationally-normed NWEA MAP tests, our scholars grew approximately 2.8 grade levels in math and 3.4 in reading.

FINANCIAL RESULTS

Of the approximately \$3.8M in revenue, about 65% comes from state sources, 15% from federal sources, and just under 20% from fundraising. Fundraising is critical for THA. As calculated per pupil, donations provided more than \$1700 additional dollars per scholar.



Of the approximately \$3.5M in expenditures, about 60% was for salaries and benefits, with other major expenditures going to supplies and materials and purchased services, such as related services for scholars with IEPs and accounting services.



OTHER HIGHLIGHTS

- Two THA 7th grade scholars were selected as Jack Kent Cooke Young Scholars semi-finalists. Jack Kent Cooke Young Scholars is a selective 5-year pre-college scholarship program.
- On average, THA reaches a 97% attendance rate each year. In the 2018-2019 school year, almost 98% of our scholars had good attendance, per state metrics.
- THA began building a robust extracurricular program, including teams and clubs such as basketball, soccer, cooking club, science club, and more.
- THA secured authorization to open a 9-12 high school in December 2018.
- THA secured a \$900,000 federal Charter School Program grant for the startup of the high school.
- According to the each quarterly survey, 96% of staff members agreed or strongly agreed that they felt supported at THA, that the leadership team cared about them, and that they were overall pleased with the school.

CHRONIC ABSENTEEISM

What percentage of students are in good attendance?



LOOKING AHEAD

- In August 2019, THA opened a high school serving 9th grade scholars, and it will continue to grow one grade each year to serve 9-12 grade.
- In March 2020, THA announced a capital campaign to build a permanent home for the THA Knights.
- THA released a 2019-2022 strategic plan with 5 imperatives:
 - Maintain academic excellence
 - Continue to advance robust THA culture
 - Establish sustainable funding sources
 - Procure facilities to meet increased enrollment needs
 - Strengthen local understanding of THA's impact



DONORS

We are grateful for the generous contributions from our key donors.

George Kaiser Family Foundation

Walton Family Foundation

Schusterman Family Foundation

Charter School Program (federal grant)

Charter School Growth Fund

Hille Foundation

Inasmuch Foundation

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