



INSPIRE  
ACADEMY

# TRADITION MEETS TOMORROW REIMAGINE



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2024-2025

SCHOOL YEAR

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ANNUAL REPORT

## INTRODUCTION

Our rebranding during spring of 2025 centers around the word REIMAGINE. This is strategic because we anticipate the rebranding and other transformative decisions made during the second half of the 2024-2025 school year to take form over time. The new logo is intended to embody our ongoing alignment with the ancient Greek philosopher Plutarch, and the many others who have echoed his thought throughout history: "The mind is not a vessel to be filled, but a fire to be kindled."

We are embracing change while celebrating our roots. The board of directors and school leadership had a productive annual strategic planning retreat, honing in our strategic priorities and what to focus on next to meet the goals we are aiming for by 2028. Productive (and lively) discussion ensued about who we are as a school, why we are each committed to the work, and what it looks like to remain responsive to the needs of whole child while focusing on academic acceleration.

We don't have easy solutions to the vast amount of need in front of us, but we do have a commitment to roll up our sleeves, dig in, and continue to be a community-based charter school focused on centering students and putting their needs as our top priority!

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# 2024-2025 SNAPSHOT

## STUDENT-STAFF NUMBERS

**191** K-8 STUDENT  
ENROLLMENT (+10 PK)

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

**16:1** STUDENTS TO  
TEACHER RATIO  
(INCLUDES  
ELECTIVES AND  
SPECIAL EDUCATION)

## MOBILITY

To provide a more accurate reflection of student and staff movement in and out of our school, beginning next annual report, we will be measuring this number from Day 1 of one school year to Day 1 of the next school year and including all staff. Per the same measurement as prior years, teacher retention was 75% from SY2425 to SY2526 and we do not have the student mobility data due to a student information system change this summer, one of our many changes while we embrace change and celebrate our roots!

THANKS TO THE COMMUNITY  
ELIGIBILITY PROGRAM,

**100%**

OF OUR STUDENTS RECEIVE

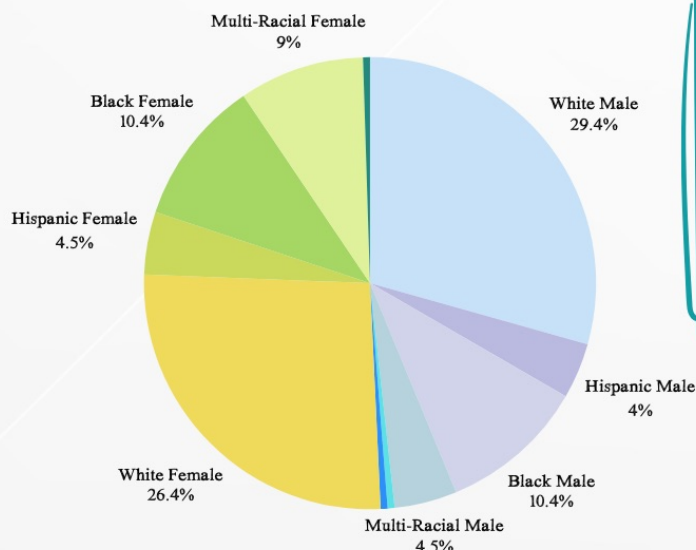
**FREE BREAKFAST  
AND LUNCH AT  
SCHOOL**

## NOTEABLE MILESTONES

- Long awaited repaving of parking lot
- AC upgrade in cafe make meals much more comfortable!
- Navigated our first principal transition since the new leadership structure.
- Piloted new Walk to Read program for increased time in small group reading instruction.

Inspire Academy believes that education is a right. We believe all students should have access to quality education and opportunities. We are proud to be a diverse school, and we do our best to celebrate our differences. Here is a snapshot of our student body demographics from 2024-2025.

## Student Demographics



**24%**

of our students have  
one or more  
disabilities that qualify  
them for our  
comprehensive special  
education services

# MISSION, VISION, VALUES

You may have noticed that we have been doing some brand updating while we reimagine what it looks like for tradition to meet tomorrow amidst the changing needs of our students. This makes for a good time to review our mission, vision, and values as an organization, with you - our community of supporters.

## OUR MISSION THE SAME:

To empower a diverse body of students with an internationally competitive education by fostering students' natural inclination toward curiosity, discovery, and adventure.

## OUR VISION UNWAVERING:

Shaping individual students to become advocates for their own learning and contributors to a better world.

## SOME KEY PHRASES AND QUESTIONS WE MUST ALWAYS BE WILLING TO WRESTLE WITH IN AN EVER CHANGING WORLD:

What does it mean "to empower" students in an AI era?

What will "internationally competitive" look like by the time our students graduate?

How do we foster curiosity, discovery, and adventure amidst a crisis of of limited proficiency in basic academic skills?

What does it look like to teach students to contribute to a better world when adults are having trouble agreeing on what will make the world better?

When you hear us talking of reimagining - we are just ensuring that "think outside the desk" doesn't become a stale saying on the wall. Our commitment is the same - to be willing to dream, to reimagine, and to think beyond the constraints of what is common in school. To remind ourselves that unprecedented is not impossible and that we must remain on the cutting edge of listening to families and serving our children with the best education possible - whatever that looks like!

## OUR CORE BELIEFS:

These are where the rubber meets the road.



### A PLACE TO BELONG

Inspire Academy believes that every student and every family needs a place to belong. We foster an inclusive, multi-cultural environment and provide structures for knowing people well.

### STEPS TO BECOME

We meet students and families where they are. We believe that providing clear next steps is key to every student achieving beyond what they dare to dream is possible and taking responsibility for their own learning.

### EMPOWERED TO LEAD

We believe that all children can, will, and want to learn! Inspire Academy empowers students to find their voice and embrace their capacity to achieve exceptional outcomes in life. Our students develop strong advocacy skills, both for self and others.

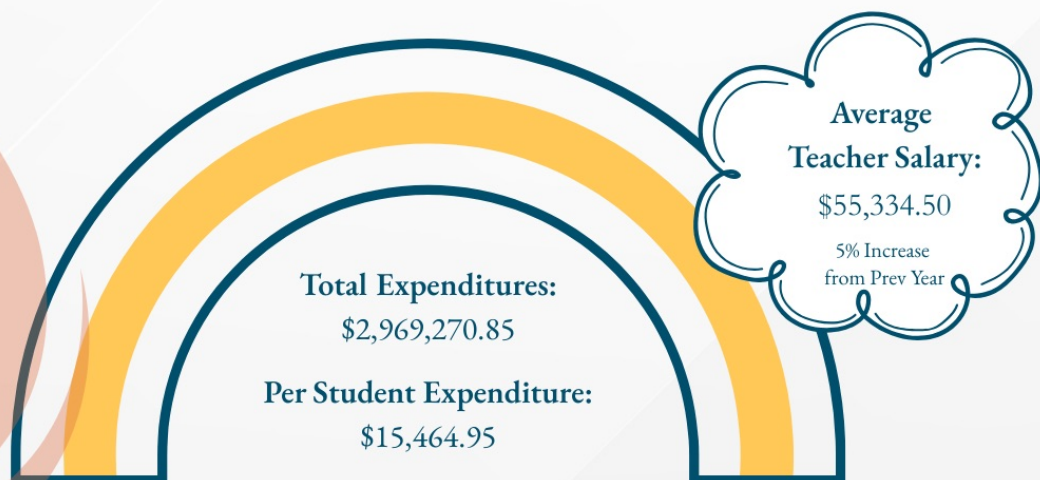
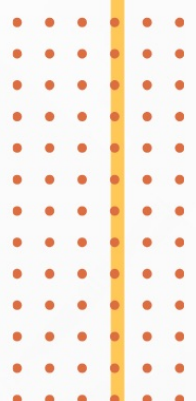


# FINANCIAL PROFILE

During Inspire Academy's 2024-2025 fiscal year, we continued utilizing funding to improve overall student growth. Title I funding provided our students with continued assistance from our Reading Interventionist, as well as a newly funded Curriculum Coach designed to support teachers in implementing the curriculum effectively. An incentive program for crew leaders who met specific metrics and benchmarks for student learning and attendance was launched with the help of Title II funding to reward our teachers who were moving the needle in the right direction! Inspire also increased focus on removing barriers to regular attendance by allocating remaining Title IV funding to a part-time social worker. We continued with our partnership with the literacy cadre, thanks to a partnership between the IDOE and Marian University, which funded the literacy cadre program for another year. We also continued to contract with security services for the school year with the remainder of the Nonprofit Security Grant Program to help secure our grounds.

For our facility upgrades, we were able to continue upgrading our building in areas that maximize our energy efficiency and help modernize the building with larger mechanical systems. This included the completion of the cafeteria HVAC upgrades, as well as exhaust fan replacements throughout the building with the final round of Federal Elementary and Secondary School Emergency Relief Funds (ESSER III). In our boiler room, new emergency stop buttons were installed as a safety precaution and building code standard. Outside, we had new fencing installed around the playground for our youngest learners' safety.

Future projects include completing the lock project and expanding the keyless entry system to all classrooms that are in use. Additionally, we are hoping to increase lighting and cameras on the south end of our building. This fall, we will replace old and broken glass block with new energy efficient windows with proceeds from the giving gala and funding from the Ball Brothers Foundation. As always, we continue to seek out grants to assist us with facility upgrades and greatly appreciate the help in updating our school for increased safety, security, and functionality. We could not make all these ongoing improvements for students without our Inspire Academy families, donors, and vendors. Thank you all!





# OUR BOARD IN ACTION

While the governance of the school happens in monthly public board meetings, our board is active in promoting and supporting our school beyond the board room. We are blessed with a professionally diverse and community-focused board of directors who put kids first in decision-making!



Honoring Dr. Rediger's years of service  
at the Giving Gala



Directors Howard, Whitt, and Turner  
join the Color Run fun!



Directors Thompson and Roark enjoy  
a moment of conversation at the Giving Gala.





# ACADEMIC PROGRESS

## Standardized State Assessments

*ILEARN is changing statewide, effective August 2025.*

**IREAD: 37.5% Proficient (12.5% decrease from 2024, 4% increase from 2023)**

**ILEARN English: 11.7% Proficient (.3% increase)**

**ILEARN Science: 21.4% Proficient (8.6% increase)**

**ILEARN Math: 3.3% Proficient (4% decrease)**

## Standardized NWEA Assessment

*We are discontinuing NWEA due to historic misalignment with ILEARN and changes to ILEARN making it functional for quarterly instructional adjustments.*

**NWEA English: 42% met grade level proficiency or met growth targets**

**NWEA Math: 48% met grade level proficiency or met growth targets**

Our lingering low test scores have forced us to embrace our commitment of thinking outside the desk, even if it's a desk we chose! We got into this work to make a difference for kids, not to form an allegiance to any academic model. Anticipating these lingering scores based on trends we saw throughout the school year, we conducted a curriculum review during the second half of the school year, and every level of leadership in the school - from the board room to the teachers in the classroom, and the leaders in between - agreed that changing all curriculum in our school would be necessary to make change. While learning new curriculum has its challenges, the evidence is clear that what we have been using isn't working for our real teachers in real classrooms in Muncie, Indiana (even if it was aligned with the science of reading, inquiry-based math, and all the other popular education phrases). However, we also know that the research is clear - curriculum is just a tool. The real change happens when we figure out each child's strengths and weaknesses in detail and create opportunities for independent, confidence-building in the areas they are strong and targeted skills practice to fill in the gaps where they are lacking. The recent test results have forced us to practice what we preach in embracing success and failure.

Our system for tiered supports for students was designed for a setting where only a minority of students needed extra support to catch up to grade level. With the vast majority of our students needing extra support to catch up to grade level, that system, while beautiful on paper, was insufficient to meet the needs of our students. Thus, we rewrote that whole system this spring and summer to build extra support into *every* child's daily schedule.

[Click here to learn more about our curriculum.](#)



*In last year's annual report, we shared data from classroom walkthroughs. We have omitted that portion of the data this year due to some midyear changes to the observation process that skewed the data. These changes aim at increasing thorough, rigorous reviews of all math and English classes and will provide a reliable reflection of instructional practices by next annual report.*



# CHARACTER & ENGAGEMENT

## SUMMARY

Inspire teaches character from a habits based perspective. Engagement in school is a habit needed for success. We want school to be inspiring and lessons engaging, but we also want to teach kids to show up and do their best on the hard days because that is part of living life well. With the high numbers of students (and their families) not prioritizing school, we know that this habit must jump high on the priority list for everyone's success!

## SCHOOL SAFETY

In the 2024-2025 school year Inspire Academy had 0 instances of students arrested on school property; 1 incident in which a student brought in an object that could be used as a weapon; 2 instances of battery; and 2 instances of bullying as defined under IC 20-34-6. The number of expulsions was 0, and the number of suspensions was 49.

## HABITS OF INSPIRING SCHOLARS

In May 2025, we honored 40 staff and students who were role models for one of our six habits of character.

We understand that schools are not valueless places, so we clearly define the habits we teach children above and beyond academics: joy, empathy, perseverance, integrity, curiosity, and quality.

## ATTENDANCE DATA

- K-8 Attendance Rate: 88%  
*(no change)*
- Chronic absenteeism: 45.7%  
*(students absent for 10% of the year or more)*
- Chronic truancy: 40.8%  
*(students with more than 10 unexcused absences)*





# LEADERSHIP ANALYSIS

Inspire Academy is at a critical juncture in its history. As the world around us changes at a rapid pace in ways that deeply impact students and families, we must find the balance of malleability and stability. The end of the 24-25 school year marks the end of the period that Indiana determined appropriate for a pause to accountability measures, a period of grace chosen by the State resulting from the combination of a new State test rolled out in 2019, followed by pandemic interruptions in 2020. Simultaneously, the tech generations reached the age of standardized testing - shining a light on ways that having access to online devices from birth may be impacting general social and academic functioning. (The initial findings have triggered a flurry of activity around new legislation banning phones in schools in many states.) We will enter the 25-26 school year with a new (and theoretically improved) State test that is focused on proficiency checkpoints throughout the school year.

We must stay grounded in what we know works for kids, while recognizing that the world is changing. What inspired students and families when we opened in 2013 may not be what inspires students and families in 2025. (How has that much time passed?!) We were birthed as a small, neighborhood school, grounded in the principles of community development and responsive to the voices of local families. In a world enamored with scaling initiatives, multi-site campuses, and general grandeur, being a locally-grounded charter school is ironically innovative. The world seems to have lost sight of the importance of being known deeply, of living in community, and the beautiful blend of accountability and belonging that is nurtured in small spaces.

We are committed to protecting the option of a small school that is free and accessible to all, a school that introduces students to the rich assets in our community, full of hands-on learning experiences while providing opportunities to explore beyond our small city. We are committed to being that space where young students can be known well in a smaller environment, all the way until they are ready to launch into a larger high school. We unapologetically want to ensure that families have access to a small school environment, committed to doing whatever it takes for kids to succeed!

We don't want money or family belief systems, or anything else, to get in the way of the next generation of our local kids experiencing life to the fullest. That is our niche, and while a financially challenging space to inhabit, we have always been a values-driven organization, and our community of supporters (you!) have stepped up to ensure this environment is invested in for the health of our community.





# Our Outdoor Learning Lab

We continue to tend to the land in our care, protecting it for future generations and facilitating nature-based science exploration. This resource helps us instill a love for science and nature in our students, boosting scores and engagement. We are incredibly thankful to the many community partners who have helped us invest in this space a little bit each year.





# WE APPRECIATE YOUR SUPPORT!

“

## ANNUAL DONOR HONOR ROLL

”

### PATRONS

(CONTRIBUTE over \$10,000)

Ball Brothers Foundation  
Anonymous Donor

### PARTNERS

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

Draper, Linda  
Hoosier Technology  
Roark, Todd

### MENTORS

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

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Nelson, Roger & Fran  
Schroeder, Thomas  
Servant HR  
Smith, Mary Ann  
Whitt, Justin  
Wolpert, Edward

### ADVOCATES

(CONTRIBUTE \$101-\$500)

Bedi, Steve  
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Cox, Erika  
Delk McNally  
Doudt, Edie  
Draper, Andrew & Leslie  
Goshert, Philip & Marjorie  
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Howard, Nathaniel  
Jackson, Alton  
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Norris, Justus  
Rediger, James  
Scranton, Mark  
Southwick, Derek  
Stein, Cheryl & Craig  
Thompson, Yvonne  
Turner, Melanie  
Tyler, Renee & David  
Whisenhunt Construction  
White-Cowherd, Misty  
Wood, Russell & Mary

### FRIENDS

(CONTRIBUTE \$1-\$100)

Akers, Beth  
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Timmons, Mercedes  
Tuer, Maria  
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Vansparrentak, Yolanda  
Weiss, Drema  
Whittington, Pamela  
Wraight, John



Students prepare to share their learning at Exhibition Night.

With the expiration and/or reduction of multiple public funding sources, we will rely on our community of supporters now more than ever! Please consider giving today at: <https://givebutter.com/inspire-academy>







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