

# PROPOSAL COVER SHEET

## Educational Consulting Services

### Vendor Information

Name and Title Stephen Quick, Senior Project Manager

Company Name The Flippen Group, LLC dba Capturing Kids' Hearts

Submission Date 03/12/2025

Phone Number 800-316-4311 Fax Number 877-941-4700

Mailing Address 1199 Haywood Drive, College Station, Tx 77845

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By my signature below, I hereby represent that I am authorized to and do bind the offering vendor to the provisions of the attached proposal. The undersigned offers and agrees to perform the specified personal and professional services in accordance with provisions set forth in the Request for Proposals (RFP). Furthermore, the undersigned fully understands and assures compliance with the Conditions of Solicitation and Standard Terms and Conditions contained in the RFP. The undersigned is fully aware of the evaluation criteria to be utilized in vendor selection for approval. I further certify that The Flippen Group, LLC dba Capturing Kids' Hearts is an authorized dealer in good standing of the products/services included in the proposal submitted in response to the RFP.

*Stephen Quick*

03/12/2025

**Authorized Signature**

**Date**



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## COACHING/MENTORING EXPERIENCE AND STRATEGIES

It is an honor to have the opportunity to serve Laurel School District. Our goal is every student's educational and lifelong success. We believe that "to have a child's mind, you must capture a child's heart." Anyone who influences a child is a leader. Leadership requires skills and a heart for service. Our mission statement provides insight into our purpose: building relationships and processes that bring out the best in people.

The Flippen Group (dba Capturing Kids' Hearts®), founded in 1990, is a private limited liability company (LLC) with the home office located at 1199 Haywood Drive, College Station, Texas 77845. For over three decades, Capturing Kids' Hearts' professional development processes for building a positive, high-performing school culture, growing leadership development, and professional relationships among all stakeholders have impacted American school districts from kindergarten classrooms to the central office. Capturing Kids' Hearts has supported senior management teams in the following areas:

- education in 46 states and three foreign countries,
- corporations, including global Fortune 100, 500, and 1000 companies,
- law enforcement agencies,
- collegiate and professional sports, and
- governmental agencies, including the US military

Capturing Kids' Hearts® (CKH) offers professional development training, coaching, and support services for school administrators, teachers, and staff (K-12) to develop safe, self-managing, high-performing classroom and school cultures, along with character curriculum and student courses that build personal responsibility and leadership skills. Our CKH training series provides a brain science-supported, research-based, and research-proven, comprehensive approach providing **transformation in Leadership Development, Character and Social Skills Development, Culture and Climate Development, School Safety, Response to Intervention, Integrated Multi-tiered Systems of Support, Classroom and Behavioral Management, and increased student achievement, along with aligning behaviors to achieve college and career readiness.** We offer a coherent, comprehensive, and sequenced approach to develop systemic competence, teacher and student efficacy, and increased performance. Our signature training is the Capturing Kids' Hearts® 1 Training (CKH-1).

The Capturing Kids' Hearts® (CKH) Process is used in schools, alternative settings, juvenile justice facilities and probation agencies, and welfare and social services across the nation. Our long-term partners see extreme value in continuing to develop leadership skills with the CKH Process because it creates common administrator and teacher behaviors with a common language for



common outcomes throughout the district. These critical attributes are designed for use in any classroom by any teacher who wishes to instill classroom safety (academic, social, and psychological), self-management, and high performance while diminishing the effects of trauma on the educational environment. We also emphasize the importance of administrative support and modeling of the processes by principals and administrators because their behaviors are critically linked to the successful outcomes they seek for students.

The Capturing Kids' Hearts® Process is research-based and research-proven. CKH's training philosophy is based largely on Social Cognitive Theory (Bandura, 1988), which theorizes that approximately 70% of all learning is from modeled behavior. We teach adults the CKH Process who model for their students. The Capturing Kids' Hearts® EXCEL Model™ aids in the release of oxytocin, which plays an important role in the learning process by aiding students to be open to new learning. This is done by creating a safe climate as quickly as possible by teachers making relational gestures to students, i.e., tone of voice, facial expressions, and positive body language.

## **SUPPORT CHECKLIST OF SERVICES**

Capturing Kids' Hearts offers a wide variety of different services. Referencing page 6 on the RFP, we provide services in the categories of:

Student Engagement Strategies

Implementation of Trauma-Informed Instructional Practices

The following total suite of services encompasses the services Capturing Kids' Hearts offers.

- **Capturing Kids' Hearts® District by Design**— a packaged service with significant pricing discounts providing districts a comprehensive approach to improving culture and climate with as few as two schools participating regardless of the size of the district. This package can be custom-tailored to the needs of the school or district. But we advocate going deep before going wide. We recommend a few intact campuses to engage our processes, sequential training, and coaching to get a cultural shift in performance in order to allow the district to develop the necessary capacity to support a larger initiative.  
Also, it is impossible to achieve cultural transformation by training a few from each campus and hoping they can teach others. The training itself is a game changer and necessary to create a connected high-performing teaching team.
- **Capturing Kids' Hearts® Campus by Design** – a packaged service with pricing discounts providing an intact individual campus with a comprehensive approach to culture and climate. Includes cohesive and systemic training, consulting, and coaching, which transforms schools and changes lives.
- **Capturing Kids' Hearts® 1 Training** - is a two-consecutive-day skill-based workshop for up to 50 participants (campus administrators, instructional leaders, teachers, and support staff)



delivering the Capturing Kids' Hearts® EXCEL Model™. CKH-1 creates high-achieving centers of learning by strengthening students' connectedness to others through enhancing healthy bonds with their teachers and establishing collaborative agreements of acceptable behavior. To promote successful implementation, CKH-1 includes access to the course training manual and a limited collection of foundational videos and resources from an online portal.

- **Capturing Kids' Hearts® Cultural Shapers (for Auxiliary Staff)** - a less intrusive half-day training experience for auxiliary staff (office, cafeteria, bus drivers, janitors, etc.) for up to 100 participants. Introduction to the Capturing Kids' Hearts® EXCEL Model™ focusing on tools to engage and explore students. This training is exceptional for auxiliary personnel, and they feel included in the transformational process!
- **Capturing Kids' Hearts® Cultural Shapers (for Parents)** - a two-hour event training experience for parents for up to 100 participants. Introduction to the Capturing Kids' Hearts® EXCEL Model™ focusing on tools to engage and explore relationships at home. This training is exceptional for parents and families.
- **CKH Campus Premium - A campus-specific subscription that provides comprehensive, ongoing support** to leaders and staff who have completed Capturing Kids' Hearts® 1 Training. Access to CKH materials, including posters and classroom handouts; monthly newsletter (including Teacher Tips); 24/7 access to exclusive online resource center; dedicated CKH Strategist; campus progress reports; team surveys and reports on campus culture and climate; four (4) on-demand professional development sessions; featured webinars, live-streams, recorded videos and more. CKH Campus Premium is offered for systemic packages only. Systemic packages reflect discounts. **Enhanced support offerings include Leadworthy® Character Lessons** – grade specific; family and community resources; campus and classroom resources. Grow the hearts of students by focusing on nine character traits over the school year. It also includes 450 grade-specific, progressive, and systemic character lessons. Designed to inspire and empower K-12 students to lead with heart.
- **CKH District Premium** - Equipping a district leadership team with the coaching and support to implement CKH with great fidelity across the district. Provides district leadership team with an assigned Strategist, a Traction Visit, District and Campus Analytics, Quarterly Virtual Huddles, and additional CKH Resources for the journey. Get great district-wide results with the CKH Process.
- **Capturing Kids' Hearts® Process Champions™ Implementation Visit** - is the next step after Capturing Kids' Hearts® 1 Training in helping campus principals attain transformation. This two consecutive-day event for up to 30 *selected CKH-1 participants* consists of a one-day training for the select group of teachers and campus administrators and a second-day strategy campus visit or training for another group of 30 participants. This training establishes the campus's capacity to own the CKH Process by developing mentors and coaches to help grow others to ensure implementation with fidelity and create sustainability. (CKH-1 pre-requisite)

- **Campus Traction Visit** - custom culture and climate coaching and consulting two-day visits involving a Capturing Kids' Hearts® *Process Strategist* working with the *administration* and the *Process Champions Team* to further develop mentoring skills and go deeper with the CKH Process. Process Strategists will also walk classrooms with the Process Champions Team to model and provide corrective feedback in a relational way. The Strategist will also observe meetings and role-play different scenarios with the Process Champions Team to cultivate skillful feedback and appropriate behavior. Offered with systemic package only (District or Campus by Design).
- **District Implementation Support** – Coaching calls with a senior CKH Strategist (eight per school year) are recommended for districts with 50% of their campuses having CKH Premium subscriptions or 10+ campuses with CKH Premium.
- **Leadworthy® Courses (formerly Teen Leadership) High School, Middle School, and Intermediate Digital Courses.** A Texas Education Agency Credited Innovative Course – is an explicit character and student skill development curriculum for students offered as a semester or yearlong digital course. Daily lessons are designed to meet up to five times a week. **Leadworthy® digital subscription** is included with CKH Campus Premium. When students discover their self-worth and approach life prepared to achieve, the opportunities are endless. This is the philosophy behind Leadworthy® Courses. Students learn to take personal responsibility, make good decisions, and express themselves professionally. They also develop leadership skills for building healthy, appropriate relationships, creating self and social awareness, self-management, adeptness at critical thinking, problem-solving, developing compassion and empathy, and happiness for others' successes. Teachers can be certified to teach the course online following Capturing Kids' Hearts® 1 Training.
- **Capturing Kids' Hearts® Leadership Blueprint** – a two-day workshop (for up to 50 district and campus administrators) establishes a formidable, connected leadership team focused on the priorities that create leadership connectedness, self-management, teaming, overcoming personal and team constraints, which gives rise to high performance. This training is geared towards the superintendent and his/her cabinet and campus principals. Board members are also encouraged to attend. Included is the Flippen Profile® Assessment, which identifies leadership strengths and personal constraints. Personal constraints are not weaknesses, but rather any role-specific behavior that adversely affects relationships, attitudes, or performance. In some ways, these may be strengths.
- **Capturing Kids' Hearts® Coaching Blueprint** – Individual, personal coaching to help education leaders achieve personal growth. Two packages are available for access to a senior-level, certified Flippen Group coach in 40-minute, one-on-one coaching sessions.
- **Capturing Kids' Hearts® Coaching Greatness** - a two consecutive-day event (for up to 50 participants) creates positive relationships, teamwork, and a productive culture that leads to

unquestionable results on the field, court, track, and in the classroom. Intended for all athletic coaches within a school or district. This workshop also includes the Flippen Profile® Assessment.

- **Capturing Kids' Hearts® Recharged** - This half or full-day in-service (up to 60 participants) is for schools that have trained over 70% of staff in Capturing Kids' Hearts® 1 Training. We revisit skills learned in CKH-1, explore sticking points, and provide breakthroughs to achieve the cultural shift to high performance.
- **Capturing Kids' Hearts® 2 Training** - This is a one-day workshop for administrators, teachers, and staff previously trained in CKH-1 (for up to 50 participants). Training develops skills and techniques for conflict resolution, applying brain research to classroom practices, and identifying personal strengths and behavioral constraints that negatively impact relationships, attitudes, and performance. Includes Flippen Profile® Assessment, a profile (individual plan of action) for continued personal and professional development growth for teachers.
- **Capturing Kids' Hearts® Leadership Blueprint Recharged** - is a one-day training designed for upper-level campus and district administrators where 80% have been trained in *Leadership Blueprint* (up to 50 participants). Leaders will deepen their understanding of the techniques and processes of personal behavioral and organizational change necessary to create a high-performing team, campus, or district.
- **Capturing Kids' Hearts® Winning Culture** - is a participative half or full-day in-service workshop introducing principles of personal change to create awareness of high-performing collective behaviors that positively impact schools and begin developing a winning campus culture. Training is for administrators, board trainers, auxiliary staff, and teachers, with up to 250 participants per group.
- **Capturing Kids' Hearts® Leader Advancement Program** – A year-long program intentionally focused on your individual leader development and organizational health using the Capturing Kids' Hearts® Process. Includes a mentor visit, 360 Report, Traction Plan®, and additional helpful resources.
- **Keynote Speaker** - is a 45-minute to 1 hour and 15-minute address to motivate, inform, and energize your audience. We have several nationally and internationally renowned speakers who speak on an array of topics including, leadership, education, performance, behavioral and brain science, school and personal transformation, etc., set to the backdrop of your conference/meeting theme. Venues include national conferences, regional and state conferences, convocations, leadership meetings and retreats, etc. Speakers include Flip Flippen, General Robert Van Antwerp, Dr. Chris White, Brad McCoy, and others.
- **Hiring Solutions** - Accurately assess employment candidates before they are interviewed. The Flippen Profile® Assessment can be administered to employment candidates pre- or post-



interview. This process can be a critical component to hiring the right people into your culture and onboarding them quickly. With *Hiring Solutions*, the hiring administrator will obtain crucial information from our 360 Report.

We recommend that each teacher and administrator of each campus be trained in the Capturing Kids' Hearts® 1 Training, including food service workers, office staff, custodians, and bus drivers. This ensures consistency of implementation and consistency of treatment for students.

All Capturing Kids' Hearts® products carry copyrights and/or trademarks as they are unique in the marketplace. Capturing Kids' Hearts is the sole source provider for all professional development services and associated training materials.

## **GOALS AND OBJECTIVES**

Capturing Kids' Hearts (CKH) has extensive experience providing services to customers comparable to Laurel School District. Capturing Kids Hearts has been a state-recognized successful school turn-around provider in many states. CKH training and coaching solutions have served administrators, teachers, and students in more than 10,000 school settings in 46 states and impacted over five (5) million students. As you might imagine, these schools represent a wide variety of ethnic, cultural, and socioeconomic groups. The Flippen Group/Capturing Kids' Hearts has been advancing relationship skills, self-awareness, self-management, social awareness, and responsible decision-making for over 30+ years. Over 50,000 educators are CKH-1 trained annually, creating high-performing, connected teams. We have grown into one of the largest providers of school culture transformation in the country, serving over a half-million administrative and instructional staff.

The Capturing Kids' Hearts approach is backed by research and helps schools experience remarkable growth. Students report feeling more connected, growth in students' pro-social skills is seen, schools report reductions in discipline referrals, and campuses see higher teacher retention rates than the national average.

Our objective is to create school safety, including psychological, social, academic, and physical safety. Our training processes improve school culture and climate by providing tools for teachers to create relational capacity with every student, every period, every day, and create a positive learning environment so all subject matter, including state standard objectives, may be taught effectively, efficiently, and relationally.

## **MEASURABLE OUTCOMES AND EVALUATION**

The impact of Capturing Kids' Hearts trainings on student outcomes has been documented in rigorous, evidence-based research studies. Our CKH randomized controlled study, along with other supporting documents can be accessed at: <https://www.capturingkidshearts.org/ckh-impact#research> . (Research information, CKH White Paper, product flyer information, and some amazing videos!)



Capturing Kids' Hearts is committed to training and developing internal capacity and sustained progress within the district. Our ongoing follow-up services included with Campus by Design provide on-site job-embedded coaching/mentoring for leadership and teachers, customized culture growth through behavioral processes and services to individual schools, and coaching and instructional support to the classroom teachers. The delivery method of our trainings is face-to-face, followed by continued training support with the core campus group, including – training, coaching, mentoring, observation/feedback, and online resources, with the goal of each campus to be a Capturing Kids' Hearts® National Showcase School via our measurable metrics.

Proposed solutions are: **Capturing Kids' Hearts® District or Campus by Design**. Capturing Kids' Hearts® District/Campus by Design is a transformational, multi-year process for campus-level administrators and teachers that dramatically elevates the academic and behavioral standards of students and campuses.

The Capturing Kids' Hearts® implementation model of **providing ongoing coaching and skill-building to teachers and administrators creates capacity within a school or district to establish effective internal support for the CKH Process**. Capacity building is also critical to client ownership and satisfaction with the CKH Process to deliver the results on which we stake our reputation. Many small to large districts continuously partner with us because they have seen the value in CKH methods and insist that all new administrators and staff be CKH-1 trained as soon as possible.

Capturing Kids' Hearts' proposed solutions will build professional expertise in...

- Systemic leadership development
- Student and peer motivation
- Cognition, brain science, and culture development
- The five key indicators of school performance
- Lowering discipline referrals and dropout rates
- Collaborative classroom techniques, positive behavior intervention support, including but not limited to restorative practices for students behaving out of the classroom, role-playing, conflict resolution, and team building
- Sound research supporting motivational and inspirational instructional strategies
- College and workforce readiness via inter-personal skill development and creating student grit
- Creating psychologically, socially, and academically safe and supportive student-friendly environments
- Creating connectedness through positive, appropriate relationships with students by creating awareness of body language, appropriate facial expressions, and tone of voice
- Character development and awareness of civic responsibilities
- Introducing tools for recruiting and retaining exemplary employees committed to student excellence



## **IMPLEMENTATION PLAN**

Capturing Kids' Hearts confirms the ability to commit the necessary personnel, organizational resources, and leadership to properly fulfill all the services and conditions required under these specifications. The CKH Solutions Account Representative (Garret Lamb) will meet with the client to discuss the needs of the district/campus. Once an agreement is reached by both parties on proposed services, dates of service are identified, and a contract is developed by the SAR and the Client Engagement Team (CET- Wendy Cox) representative for the account (Laurel School District), with support from CKH leadership. The CKH team works in concert to assist with contractual agreements and address any questions or modifications to the contracted services and submit them to the client for approval. The contract will also include information for the client concerning training logistics, billing, purchase orders, etc. The SAR and CET members are available for questions/support Monday-Friday 8-5 pm. Once the training is scheduled, a Capturing Kids' Hearts Strategist(s) will be assigned to the account. Going forward, the Senior Strategist, SAR and CET will provide guidance and support for the account to bring implementation with fidelity to fruition with the goal of campus transformation

We have the capacity to provide our services year-round. August is our highest capacity month; however, we have never failed to be able to deliver training due to lack of capacity. It is our practice to reserve August training services first for our systemic clients. If August trainings are preferred by your district, please plan to secure your training dates in advance. For traditionally scheduled training, two weeks' notice is necessary to set up and execute a workshop/training. In some instances, we can serve schools within a week. However, once the CKH-1 initiative begins, our Client Engagement Team (Wendy Cox) is proactive in scheduling training with clients as requested.

The delivery method of training is face-to-face initial training followed by continued training support with the core campus group, including – training, coaching, mentoring, observation/feedback, and online resources. Capacity building is also critical to client ownership and satisfaction with the CKH Process to deliver the results on which we stake our reputation. We have many large districts that continue to work with us over time, many over a decade.

**Onboarding Call** - 45-minute virtual open enrollment call offered for principals/superintendent cabinet.

The first training intervention is Capturing Kids' Hearts® 1 Training. A two-consecutive-day skill-based workshop for up to 50 participants (campus administrators, instructional leaders, teachers, and support staff) delivering the Capturing Kids' Hearts® EXCEL Model™. Participants will be exposed to the secrets that unlock student potential at all ages. They will also receive opportunities for hands-on practice during the training. CKH-1 creates high-achieving centers of learning by strengthening students' connectedness to others through enhancing healthy bonds with their teachers and establishing collaborative agreements of acceptable behavior. To promote successful



implementation, CKH-1 includes access to the course training manual and a limited collection of foundational videos and resources from an online portal.

Following the primary professional development offering (CKH-1), ongoing support is provided to the district/campus leadership through **District Traction Visits, Capturing Kids' Hearts® Process Champions, and Campus Traction Visits** to ensure implementation fidelity and sustainability for all stakeholders.

**Capturing Kids' Hearts® Process Champions™ Implementation Visit** - is the next step after Capturing Kids' Hearts® 1 Training. To augment principal support for implementation, we help the principal select a team of early adopters of the CKH Process called **Capturing Kids' Hearts® Process Champions**. This two consecutive-day event for up to 30 *selected CKH-1 participants* consists of a one-day training for the select group of teachers and campus administrators and a second-day strategy campus visit or training for another group of 30 on the second day. This training establishes the campus's capacity to own the CKH Process by developing mentors and coaches to help grow others to ensure implementation with fidelity and create sustainability. (CKH-1 pre-requisite)

Transformation begins to happen within the first few months. Total school transformation can be seen, felt, and measured within the first year when implemented with fidelity by at least 70% of the teachers. It is important to understand that transformation takes time and continuous commitment. Total school transformation impacting key performance indicators occurs between 1.5 to 3 years, depending on school size and leader attrition. The continuous support we offer following the CKH-1 training better insures faster fidelity of implementation.

**Spring Traction Visit (one-day consulting)** - custom culture and climate coaching and consulting visit involving a Capturing Kids' Hearts® Process Strategist working with the *administration* and the *Process Champions Team* to further develop mentoring skills and go deeper with the CKH Process. Process Strategists will also walk classrooms with the Process Champions Team to model and provide corrective feedback in a relational way. The strategist will also observe meetings and role-play different scenarios with the Process Champions Team to cultivate skillful feedback and appropriate behavior. Offered with systemic package only (District or Campus by Design).

**CKH Campus Premium Subscription** is an added value to the District/Campus by Design systemic package. **A campus-specific subscription that provides comprehensive, ongoing support** to leaders and staff who have completed Capturing Kids' Hearts® 1 Training. Access to CKH materials, including posters and classroom handouts; monthly newsletter (including Teacher Tips); 24/7 access to exclusive online resource center; dedicated CKH Strategist; campus progress reports; team surveys and reports on campus culture and climate; four (4) on-demand professional development sessions; featured webinars, live-streams, recorded videos and more. CKH Campus Premium is offered for systemic packages only. Systemic packages reflect discounts. **Enhanced support offerings include Leadworthy® Character Lessons** – grade specific; family and community resources; campus and classroom resources. Grow the hearts of students by focusing on nine



character traits over the school year. It also includes over 400 grade-specific, progressive, and systemic character lessons. Designed to inspire and empower K-12 students to lead with heart.

CKH strategies help align administrator and teacher behaviors to the outcomes of creating connectedness between administrators, teachers, and students. **These systemic processes help administrators and teachers implement student-adopted pro-social behaviors, relationship skills, self-awareness, responsible decision-making, social awareness, and self-management.** Capturing Kids' Hearts trainings and workshops focus on empowering leaders with the techniques of building relationships and creating high-performing connected teams, which motivates students to learn.

## YEAR 1

- June - The **first** intervention is a **Capturing Kids' Hearts® (CKH) District/Campus by Design Onboarding Call.**
- June 1 - **CKH Campus Premium** – A campus-specific subscription that provides comprehensive, ongoing support to leaders and staff who have completed Capturing Kids' Hearts® 1 Training.
- June 1 - **CKH District Premium** – Quarterly virtual huddles equipping the district leadership team with coaching, support, etc.
- June - August - **Capturing Kids' Hearts® 1 Training** – Signature training for administrators, teachers, and staff.
- October - November - **Capturing Kids' Hearts® Process Champions** – The next step after Capturing Kids' Hearts® 1 Training. This training establishes the campus's capacity to own the CKH Process by developing mentors and coaches to help grow others to ensure implementation with fidelity and create sustainability.
- October - December - **Campus Traction Visits** – One-day visits involving group and one-on-one sessions (TB added). These are less scripted custom consulting ½ to full day visits involving a Capturing Kids' Hearts® Process Strategist working with the administration and the Process Champions Team to further develop mentoring skills and go deeper with the CKH Process.

- January – **Campus Traction Visits**

**Possible add-ons:** Numerous additional and optional interventions can be discussed with your CKH Leadership Solutions Advisor and District advisors.

## YEAR 2

- June-August: Capturing Kids' Hearts® Leadership Blueprint Training
- June-August: Capturing Kids' Hearts® Coaching Greatness Training (for athletic coaches)
- June-August: Capturing Kids' Hearts® 1 Training
- June-August: Capturing Kids' Hearts® 2 Training
- September-November: Capturing Kids' Hearts® Culture Shapers
- September-November: Capturing Kids' Hearts® Recharged 1 or CKH Recharge-Live
- October-November: Campus Traction Visit (Fall)
- February-April: Campus Traction Visit (Spring)



- School Year 2026-2027: CKH Premium Renewal,
- School Year 2026-2027: Leadworthy® School Courses

**Additional intervention services/training, previously detailed, may be added as needed for additional yearly timelines.**

## **RESUME AND REFERENCES:**

Testimonials from credible sources point to the success of the Capturing Kids' Hearts® 1 Training processes and training. Over the years, we have received statements of support for CKH services that include data linking the CKH Process to key performance indicators for school improvement and claims of direct links for individual educational accomplishments, i.e., State Teacher of the Year, State Principal of the Year, State Assistant Principal of the Year, National School of Character, and others. Please see our attached **TRANSFORMATION STORIES**, where seventeen schools are listed with testimonials of services performed comparable to Laural School District. Below are references from school districts with similar contracts:

### **REFERENCES**

#### **St. James R-1 School District**

St. James Middle School  
1 Tiger Drive, St. James, MO 65559  
Kaaren Lepper, Principal  
kslepper@stjschools.org  
(573) 265-2300

#### **Twin Rivers R-X School District**

Twin Rivers High School  
9261 MO-51, Broseley, MO 63932  
Mike Berry, Principal  
mberry@tr10.us  
(573) 328-4730

#### **Goddard Unified School District 265**

201 S. Main St., Goddard, KS 67052  
Julie Cannizzo, Assistant Superintendent  
jcannizzo@goddardusd.com  
(316) 794-4000

#### **Haysville Unified School District 261**

1745 W Grand Ave, Haysville, KS 67060  
Jennifer Reed, Assistant Superintendent for Learning Services  
jreed@usd261.com  
(316) 554-2205



**Goddard Unified School District 265**

201 S. Main St., Goddard, KS 67052  
Julie Cannizzo, Assistant Superintendent  
jcannizzo@goddardusd.com  
(316) 794-4000

**Haysville Unified School District 261**

1745 W Grand Ave, Haysville, KS 67060  
Jennifer Reed, Assistant Superintendent for Learning Services  
jreed@usd261.com  
(316) 554-2205

The Capturing Kids' Hearts (CKH) Leadership team members supporting Laurel School District are education professionals who have achieved distinction in public schools as administrators, coaches, and teachers. The team regularly collaborates with district administrators to determine needs and prescribe solutions, and our client engagement team meticulously manages the details of each event, from proposal to contract. From start to completion, our goal is your success! The Trainer /Strategist will provide follow-up for all individuals who attend training.

We provide background checks on all our employees who work with public and private schools. Each of our CKH Strategists must have earned a teaching degree in education from an accredited college, university, or alternative certification provider and have successfully used the CKH Process while teaching in a public school. Each must also pass our training criteria, which includes intense sessions whereby they deliver the content as directed. Many of our strategists have masters and doctorates and have worked as administrators at varying levels from coordinator, counselor, principal, superintendent, etc. With their collective experience of over 200 years, they have first-hand knowledge of the factors impacting student achievement.



Capturing Kids' Hearts Team Strategists may include



## Laurel School District Project Team – Organizational Chart

<b>RFP Solicitation Contact →</b>	<b>Stephen Quick, Senior Project Manager</b> Office: 800-316-4311 Fax: 877-941-4700 <a href="mailto:stephen.quick@flippengroup.com">stephen.quick@flippengroup.com</a>
<b>Solutions Account Representative →</b>	<b>Garrett Lamb, Solutions Account Representative</b> Cell: 281-352-1186 Office: 800-316-4311 Fax: 877-941-4700 <a href="mailto:garrett.lamb@capturingkidshearts.org">garrett.lamb@capturingkidshearts.org</a>
<b>Client Engagement Representatives Contracts/P.O. /etc. →</b>	<b>Wendy Cox</b> Cell: 903-253-3822 Office: 800-316-4311 Fax: 877-941-4700 <a href="mailto:wendy.cox@capturingkidshearts.org">wendy.cox@capturingkidshearts.org</a>
<b>Project Team Members (Leadership Development Strategists/trainers) →</b>	Bob Case <a href="mailto:case@capturingkidshearts.com">case@capturingkidshearts.com</a> Carrie Yantzer <a href="mailto:carrie.yantzer@capturingkidshearts.org">carrie.yantzer@capturingkidshearts.org</a> Chandra Crawford <a href="mailto:chandra.crawford@capturingkidshearts.org">chandra.crawford@capturingkidshearts.org</a> Dana Moore <a href="mailto:dana.more@capturingkidshearts.org">dana.more@capturingkidshearts.org</a> Deondra Pardue <a href="mailto:deondra.pardue@capturingkidshearts.org">deondra.pardue@capturingkidshearts.org</a> Desiree Floyd <a href="mailto:desiree.floyd@capturingkidshearts.org">desiree.floyd@capturingkidshearts.org</a> Jada Kidd-Robinson <a href="mailto:jada.kidd-robinson@capturingkidshearts.org">jada.kidd-robinson@capturingkidshearts.org</a> Janet Kingsley <a href="mailto:janet.kingsley@capturingkidshearts.org">janet.kingsley@capturingkidshearts.org</a> Jason McCowan <a href="mailto:jason.mccowan@capturingkidshearts.org">jason.mccowan@capturingkidshearts.org</a> Jimmy Dawson <a href="mailto:jimmy.dawson@capturingkidshearts.org">jimmy.dawson@capturingkidshearts.org</a> Karen Duling <a href="mailto:karen.duling@capturingkidshearts.org">karen.duling@capturingkidshearts.org</a> Mark Hatchell <a href="mailto:mark.hatchell@capturingkidshearts.org">mark.hatchell@capturingkidshearts.org</a> O'Neil Arrington <a href="mailto:oneil.arrington@capturingkidshearts.org">oneil.arrington@capturingkidshearts.org</a> Sean Dunphy <a href="mailto:sean.dunphy@capturingkidshearts.org">sean.dunphy@capturingkidshearts.org</a> Stacye Shelnut <a href="mailto:stacye.shelnut@capturingkidshearts.org">stacye.shelnut@capturingkidshearts.org</a> Taylor Gould <a href="mailto:taylor.gould@capturingkidshearts.org">taylor.gould@capturingkidshearts.org</a> Tina Tompkins <a href="mailto:tina.tompkins@capturingkidshearts.org">tina.tompkins@capturingkidshearts.org</a>

**These resumes are attached; however, specific resumes may be provided at the request of the district once specific strategists/trainers have been assigned.**

### BOB CASE

Leadership Development Advisor

[bob.case@CapturingKidsHearts.org](mailto:bob.case@CapturingKidsHearts.org)

“Who doesn’t LOVE science?” Bob Case has been inspiring others to get hooked on learning for thirty-one years. Bob coached varsity football and baseball while also teaching in the classroom. He was motivated by the success his students had on the field, in the classroom, in the community, and most of all, in their families. Relationships with kids and colleagues have always had a high priority in Bob’s leadership.



For the last sixteen years, Bob has been an administrator at Poplar Bluff Junior High. In 2013, he was trained in *Capturing Kids’ Hearts*® and fully implemented the process with his staff. The junior high has since been the top *Capturing Kids’ Hearts* campus in Poplar Bluff. Bob also brought *Teen Leadership*™ to the school and has increased staff to teach additional sections. This has enabled almost all of his students to take the course and experience *Capturing Kids’ Hearts* tools in every class. Poplar Bluff Junior High has been nominated a *Capturing Kids’ Hearts National Showcase School*™.

Bob has joined *Capturing Kids’ Hearts* while also maintaining his position at Poplar Bluff Junior High. When many of his contemporaries are talking retirement, Bob wonders, “How do you retire from having purpose?”

Bob is married to his beautiful wife, Sandy. They still celebrate their first date in 1978, and on June 27, 2022, they will celebrate 41 years of marriage. They have two children, John David, and Haley, and all enjoy camping at state parks, barbecues, and just hanging out with family.

### CARRIE YANTZER

Leadership Development Strategist

[carrie.yantzer@CapturingKidsHearts.org](mailto:carrie.yantzer@CapturingKidsHearts.org)

Service beyond self has been Carrie's life mission. She has known since 2nd grade she wanted to be an educator! Carrie is a first-generation college graduate. She found great purpose in instilling in her students one of her mottos "Be Proud of Who You Are and What You Do Always". She strives to make sure others know greatness lies within them!



Carrie has been a passionate and dedicated public school educator for 30 years. She was honored to have been a middle school teacher, coach, school counselor, assistant principal, a PK-8 and 6-12 school principal and a Director of Professional Learning. Carrie holds a Master's degree in School Counseling and a 2nd Master's Degree in Educational Leadership.

One of her biggest joys was being the graduation commencement speaker for her first kindergarten class she had as a school principal. Carrie also had a day named after her in the town of Hotchkiss, Colorado. This award exemplified Carrie's deep love to serve others. She was introduced to Capturing Kids' Hearts (CKH) when she had the opportunity to hear Flip Flippen speak at a conference in Colorado. At that time, she was a brand-new principal, and she knew her students and community needed the CKH processes.

One of her favorite quotes is, "As individual sticks we break easy. As a bundle, we are unbreakable." Carrie believes that as a bundle, more can be achieved. She values the importance of positive relationships as it is the foundation of her 3 P's of Leadership - Passion, Purpose, Plan. Her passion is to love and educate every student every day to the best of her ability. Every purpose will support her passion and once her passion and purpose are in alignment, a plan is developed.

Carrie and her husband JY, a high school teacher and head football coach, live in Colorado where they enjoy being outdoors with their 3 dogs. They are proud of their two grown daughters Natalie and Mae. Both have graduated from college and are following their passions to serve others in their careers and lives. As a family, they are proud small business owners of an ice cream shop called Cow-A-Bunga Ice Cream. They love employing young people and serving their community.

### JADA KIDD ROBINSON

Leadership Development Strategist

[jada.kidd-robinson@CapturingKidsHearts.org](mailto:jada.kidd-robinson@CapturingKidsHearts.org)

Service has always been a priority to Jada Kidd Robinson, growing up as a Southern Bell in Mobile, Alabama. As a first-generation college graduate, she helped pave the way for many family members and young people in her communities. Jada is very proud of having founded Kingdom Kids Academy, providing youth with a positive experience every day after school and exposing them to extra tutoring sessions.

With degrees from both Auburn and Clemson Universities, her educational backgrounds lead her down the path of serving inside the classroom and in support of others as an elementary school teacher, middle school teacher, and administrator. She was the principal of two different high schools in South Carolina. Jada has represented her state as the “Assistant Principal of the Year” and one of the top three in the nation. This honor afforded her the opportunity to present at local, state, and national levels on topics ranging from best practices inside the classroom, classroom discipline, teacher effectiveness, and leadership.

Jada enjoys spending time with her best friend and husband, Kevin, and their two adorable godsons, Anthony and Weston. She believes that when you give, it will be given back to you, press down, in good measure, and running over.



## **SUPPORT**

Our commitment to you is to provide the best education professionals, the best training, the best coaching, and the best outcomes available to educators today. We are committed to service from start to finish and offer a dedicated client engagement team to assist with every part of the contractual and scheduling process.

**SEE CAPTURING KIDS' HEARTS PRICING SCHEDULE NEXT PAGE**



## CAPTURING KIDS' HEARTS® PRICING SCHEDULE

Prices include travel when applicable.

### Campus by Design (CBD) Systemic Package (Peak: Season June 1-Aug 31 Off-Peak: Sept. 1-May31)

Product	Description	Systemic Price
<b>CBD Onboarding Call</b>  <b>Capturing Kids' Hearts® 1 Training</b> For <i>intact</i> campus administrators, instructional leaders, teachers and support staff  <b>Capturing Kids' Hearts® Process Champions™ Implementation Visit</b>  <b>Spring Traction Visit (1 day consulting)</b>  <b>CKH Campus Premium</b> Includes account access for 1 campus (CKH1 Prerequisite)	45-minute virtual open enrollment call  <ul style="list-style-type: none"> <li>• One, 2 consecutive-day training, up to 50 participants</li> <li>• Access to the course training manual</li> <li>• Limited Collection of foundational videos and resources in online portal</li> <li>• One, 2 consecutive-day visit includes, up to 30 participants: PC + PC or PC + Consulting Day (Capturing Kids hearts® 1 training prerequisite)</li> <li>• One day strategy visit</li> <li>• A campus-specific subscription providing comprehensive, ongoing support to leaders and staff of one campus. Includes Leadworthy Character lessons and much more!</li> </ul>	<b>Peak Season</b> Package A-1CKH = \$53,550 Pkg B-2CKHs = \$79,050 Pkg C-3CKHs = \$104,550 Pkg D-4CKHs = \$130,050  <b>Off-Peak Season</b> Package A-1CKH = \$52,550 Pkg B-2CKHs = \$77,050 Pkg C-3CKHs = \$101,550 Pkg D-4CKHs = \$126,050

### District by Design Systemic Package Two or more campuses working together (Peak: June 1-Aug 31 & October; Off-Peak: Sept, Nov 1-May31)

Product	Description	Systemic Price
<b>Capturing Kids' Hearts® 1 Training</b> (Required)	<ul style="list-style-type: none"> <li>• Campus administrators, instructional leaders, and teachers</li> <li>• One, 2 consecutive day training, up to 50 participants</li> </ul>	Peak: \$25,500 Off-Peak: \$24,500
<b>Capturing Kids' Hearts® Process Champions™ Implementation Visit</b> (CKH 1 pre-requisite)	<ul style="list-style-type: none"> <li>• Campus administrators and selected CKH teachers up to 30 participants</li> <li>• 2 consecutive days (1-day training &amp; 1-day campus strategy visit or training for another group of up to 30)</li> </ul>	Off-Peak Only: \$18,000
<b>Campus Traction</b> (CKH 1 pre-requisite)	<ul style="list-style-type: none"> <li>• Campus Culture and Climate coaching with principal and Process Champions (1 Day)</li> </ul>	\$4,550 Discount for additional days
<b>Capturing Kids' Hearts® Leadership Blueprint</b>	<ul style="list-style-type: none"> <li>• District and Campus Administrators</li> <li>• 2 days, up to 50 participants</li> </ul>	Peak: \$25,500 Off-Peak: \$24,500



**CONTINUED: District by Design Systemic Package Two or more campuses working together**  
(Peak: June 1-Aug 31 & October; Off-Peak: Sept, Nov 1-May31)

<b>CKH Campus Premium</b> (CKH1 Prerequisite-systemic pkg. only)	<ul style="list-style-type: none"> <li>A campus-specific subscription providing comprehensive, ongoing support to leaders and staff. Includes character curriculum</li> </ul>	\$5,500 Per campus (Renewal \$4,500) Discounts for over 16+ campuses
<b>CKH District Premium</b>	<ul style="list-style-type: none"> <li>Equipping district leadership team with coaching and support. Includes 1-day District Traction Visit and many resources</li> </ul>	10+ CKH Premium Campuses: \$11,300 4-9 Campuses: \$4,800 + \$4,550 if adding Dist. Traction
<b>Onboarding Call</b>	<ul style="list-style-type: none"> <li>45-minute virtual client specific call for District Leaders and Principals</li> </ul>	Complimentary (Upon signed contract)
<b>Capturing Kids' Hearts® 2</b> (CKH 1 Pre-requisite)	<ul style="list-style-type: none"> <li>Campus administrators, and teachers</li> <li>1 day, up to 50 participants</li> <li>Digital follow-up 1:1 Coaching</li> </ul>	Peak \$24,800 Off-Peak \$13,800
<b>District Traction</b> (Required for Leadership Blueprint™)	<ul style="list-style-type: none"> <li>Follow up coaching and team profile coaching for district administrators/ participants of Leadership Blueprint™</li> </ul>	\$4,550 One day Discount for additional days
<b>Capturing Kids' Hearts® Coaching Greatness™</b>	<ul style="list-style-type: none"> <li>For athletic director and coaches</li> <li>2 consecutive days, up to 50 participants</li> </ul>	Peak \$25,500 Off-Peak \$24,500
<b>Capturing Kids' Hearts® Culture Shapers for Auxiliary Staff</b> (CKH 1™ pre-requisite)	<ul style="list-style-type: none"> <li>For Auxiliary Staff</li> <li>Half-day or Full day, up to 100 participants</li> </ul>	Half-day \$5,800 Full Day \$7,300 Off-Peak only
<b>Capturing Kids' Hearts® Culture Shapers for Parents</b>	<ul style="list-style-type: none"> <li>2-hour event for up to 100 participants</li> </ul>	\$3,800 Off-Peak only
<b>Leadworthy® Courses</b> (Pre-requisites: CKH-1 and LW Certification for all teachers who have access)	<ul style="list-style-type: none"> <li>Leadership development and character Education course</li> <li>Intermediate, Middle School &amp; High School</li> <li>Campus-wide digital subscription</li> </ul>	Systemic campus Premium Subscription: \$495 add-on subscription/campus

**A LA CARTE PRODUCTS – OPTIONAL**

(Peak: June 1-Aug 31 & October; Off-Peak: Sept, Nov 1-May31)

Product	Description	Price
<b>Capturing Kids' Hearts® 1 Training</b>	<ul style="list-style-type: none"> <li>Campus administrators, instructional leaders, and teachers</li> <li>One, 2 consecutive day training, up to 50 participants (\$400 for each participant over 50- up to 60 max participants)</li> </ul>	PEAK: \$29,500 OFF-PEAK: \$28,000



<b>Capturing Kids' Hearts® Leadership Blueprint</b>	<ul style="list-style-type: none"> <li>District and campus administrators</li> <li>2 days, up to 50 participants</li> </ul>	PEAK: \$29,500 OFF-PEAK: \$28,000
<b>Capturing Kids' Hearts® Coaching Blueprint</b>	<ul style="list-style-type: none"> <li>40-minute phone session</li> </ul>	\$300
<b>Capturing Kids' Hearts® Coaching Greatness</b>	<ul style="list-style-type: none"> <li>Athletic director and coaches for a single high school and its secondary feeder schools</li> <li>2 consecutive days, up to 50 participants</li> </ul>	PEAK: \$29,500 OFF-PEAK: \$28,000
<b>Capturing Kids' Hearts® 2</b> (CKH 1™ Pre-requisite)	<ul style="list-style-type: none"> <li>Campus administrators, and teachers</li> <li>1 day, up to 50 participants</li> <li>Digital follow-up 1:1 Coaching</li> </ul>	PEAK: \$28,800 OFF-PEAK: \$13,800
<b>Capturing Kids' Hearts® Recharge</b> (CKH 1™ pre-requisite)	<ul style="list-style-type: none"> <li>Administrators, faculty, and staff for campuses where 80% are CKH trained</li> <li>Half-day or full day, up to 50 participants</li> </ul>	Half-day \$5,800 Full Day \$7,300 Off-Peak Only
<b>Capturing Kids' Hearts® Leadership Blueprint Recharged</b> (Leadership Blueprint™ pre-requisite)	<ul style="list-style-type: none"> <li>Upper-level campus and district administrators, 80% trained in Leadership Blueprint™</li> <li>1-day training, up to 50 participants</li> </ul>	\$8,300
<b>Capturing Kids' Hearts® Winning Culture</b>	<ul style="list-style-type: none"> <li>Administrators, Board Training, auxiliary staff and teachers, up to 250 participants per group</li> <li>Half-day or full day (3-6 hours)</li> </ul>	Half-day \$5,800 Full Day (Two ½ day events) \$7,300 Off- Peak Only
<b>Capturing Kids' Hearts® Leader Advance Program</b>	<ul style="list-style-type: none"> <li>Individual mentor visit, 360 Report, Traction Plan™ and additional helpful resources.</li> </ul>	\$5,000
<b>Custom Keynote - Flip Flippen</b>	<ul style="list-style-type: none"> <li>Structured in accordance with theme (culture, leadership, brain science, performance, etc.)</li> </ul>	Up to 1 hour 15 min.- \$10,300 2 Keynotes in same day \$16,300
<b>Hiring Solutions</b>	<ul style="list-style-type: none"> <li>Flippen Profile® assessment followed by consultation with administrators/hiring team</li> </ul>	\$500 per person
<b>Leadworthy® Certification Training</b> for Course Leader (CKH 1 pre-requisite)	<ul style="list-style-type: none"> <li>Leader certification training – includes digital Course Leader guide (CLG)</li> </ul>	\$295/person

\*Weekend Trainings requested by District will be \$1000 additional charge for one day events, \$3000 additional charge per two-day events (Saturday/Sunday), \$5,000 additional charge for three-day events.

\*\*Trainings for over specified number of participants will be an additional charge per participant (\$450pp).

The Flippen Group has approved contracts/alliances with Central Texas Purchasing Alliance (CTPA) and Educational Purchasing Cooperative of North Texas (EPCNT), TIPS, **Cooperative Educational Services (CES)** at: <https://www.ces.org> and **1Government Procurement Alliance** at: <https://1gpa.org/>

**PROFESSIONAL SERVICES CONTRACT**

This Professional Services Contract ("Contract") is made and entered into between \_\_\_\_\_ ("Contractor") and the Laurel School School District ("LSD" or "District") for the period of \_\_\_\_\_, 20\_\_\_\_ through \_\_\_\_\_, 20\_\_\_\_ for an amount **not to exceed** \$\_\_\_\_\_ as specified in Exhibit A.

List Budget Number(s):  
\_\_\_\_\_

**Scope of Work and Compensation**

During the Term, Contractor shall be paid a fixed fee to perform the services described on Exhibit "A" attached hereto. In no event shall this fee increase. However, the LSD will always take advantage of price decreases. Such services shall be performed in a competent and professional manner, and in compliance with the terms and conditions set forth in the Contract.

**WHEN DISTRICT FUNDS:**

**Attachment: Exhibit "A": Include detailed Scope of Work and Compensation**

**WHEN FEDERAL FUNDS:**

**If the life of the contract is:**

- **\$10,000 up to \$249,999.99 include: Contractors Request for Proposals that show detailed Scope of Work, Compensation, Measurable Goals (at least 2 quotes required).**

**Contract Administrator**

For all Contracts the department should name a Contract Administrator. The Contract Administrator shall be chosen prior to the beginning of the contract. The Contract Administrator will be responsible for the tasks, technical requirements service performance, and verifying that payments are in compliance with the contract.

**Personal Liability**

Contractor acknowledges that the individual executing the Contract on behalf of the LSD is doing so only in his/her official capacity. To the extent any provision contained in the Contract exceeds such authority, Contractor agrees that it will not look to the individual in his/her personal or individual capacity or otherwise seek to hold the individual personally liable for exceeding such authority.

**Independent Contractor**

Based upon the Internal Revenue Code, the Contractor has been classified as an independent contractor and assumes all responsibility for reporting any earnings to Federal and State authorities where required by law and paying such taxes as may be required thereon. The contractor shall perform all services as an independent contractor and shall discharge all of its liabilities as such. No act performed or representation made, whether oral or written, by the contractor with respect to third parties shall be binding on the LSD.

**No Third Parties**

There are no other parties to this Contract. No obligations to third parties are provided herein, whether by the express or implied terms and conditions. Neither party shall be liable to any third party based upon this Contract, its terms and conditions, or a party's actions taken hereunder.

**Entire Contract**

The parties hereto acknowledge that this Contract constitutes the entire Contract of the parties with respect to the supplies or services described herein and supersedes and replaces any and all prior negotiations, understandings and agreements, written or oral, between the parties relating hereto. No terms, conditions, understandings, usages of the trade, course of dealings or agreements, not specifically set out in this Contract or incorporated herein, shall be effective or relevant to modify, vary, explain or supplement this Contract.

**Severability**

If any part of this Contract is declared to be invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision of the Contract, and to that end the provisions hereof are severable. In such an event, the

parties shall amend the Contract as necessary to reflect the original intent of the parties and to bring any invalid or unenforceable provisions in compliance with applicable law.

**Insurance**

(Applicable when the life of the Contract is in excess of \$25,000, or if requested by the District.)

In accordance with MS Code §31-5-51 (7), if entering into a formal contract which exceeds \$25,000.00, Contractor shall carry, pay for, and keep in force, with a company licensed to do business in Mississippi, certifying that it has appropriate and comprehensive insurance covering any incident arising from its operation. Policy shall name the Laurel School School District as Additional Insured. Such insurance shall at a minimum, include the following types of insurance and coverage limits:

- 1.) Comprehensive Commercial General Liability – with limits not less than \$1 million each occurrence
- 2.) Workmen's compensation as required by law and employer's liability with limits not less than \$500,000 per person per accident.
- 3.) Vehicle Liability – if vehicles or mobile equipment are used in the performance of the obligations. Contractor shall maintain liability insurance for all owned, non-owned or hired vehicles so used in an amount not less than \$1 million per occurrence combined single limit.

Contractor shall pass down the insurance obligations contained herein to all tiers of subcontractors working under this Agreement. Contractor agrees to notify the District of any claim by a third party or any incident or event that may give rise to a claim arising from the performance of this Agreement.

Certificates of insurance shall state that thirty (30) days prior written notice will be given to District before the policy may be canceled or changed. The official Certification of adequate insurance coverage shall be presented to District within five (5) working days of notification of award of contract and shall list District as additional insured.

**Assignment**

Contractor shall not assign or subcontract in whole or in part, its rights or obligations under this Contract without prior written consent of the LSD. Any attempted assignment without said consent shall be void and of no effect.

**Authority to Contract**

Contractor warrants (a) that it is a validly organized business with valid authority to enter into this Contract; (b) that it is qualified to do business and in good standing in the State of Mississippi; (c) that entry into and performance under this Contract is not restricted or prohibited by any loan, security, financing, contractual, or other Contract of any kind, and (d) notwithstanding any other provision of this Contract to the contrary, that there are no existing legal proceedings or prospective legal proceedings, either voluntary or otherwise, which may adversely affect its ability to perform its obligations under this Contract.

**Modification or Renegotiation**

This Contract may be modified only by written Contract signed by the parties hereto. The parties agree to renegotiate the Contract if federal and/or state revision of any applicable laws or regulations makes changes in this Contract necessary.

**Public Records**

Notwithstanding any other provisions, Contractor acknowledges that the terms of this Contract are subject to the Mississippi Public Records Act ("MPRA"), Mississippi Code Annotated §25-61-1 et seq. (1972, as amended). All disclosures by the District must be made in compliance with District policies and procedures established in accordance with the Mississippi Public Records Act, Miss. Code Ann. § 25-61-1 et seq.

**LSD Confidential Information**

Contractor will: (a) hold Confidential Information in confidence and (b) use its best efforts to protect Confidential Information in accordance with the same degree of care with which it protects its own Confidential Information. The Contractor will promptly give notice to the District of any unauthorized use or disclosure of the District's Confidential Information. The Contractor agrees to assist the District in remedying any such unauthorized use or disclosure of the District's Confidential Information.

**Personal or Student Data Privacy Terms and Provisions.**

To the extent applicable to this service Contract, Personally Identifiable Information (PII) Data/Student Education Records, and other non-public Data shall not be shared, sold, distributed, made available, or otherwise used for any purpose outside of those absolutely necessary for the performance of the Contract. PII includes but is not limited to:

The name; Name of the student’s parent, if student, or any family members; Address; A personal identifier, such as a social security number, Driver’s License or if student, student number, or biometric record; Other direct identifiers, such as the date of birth, place of birth, and mother’s maiden name.

**Data Breach Notifications**

In the event of a suspected or confirmed security breach, compromise, or unauthorized access of PII or Student Education Records, Contractor will notify the LSD in accordance with applicable state law or immediately and without unreasonable delay., whichever occurs sooner, In the event a Security Breach is confirmed, Contractor and the LSD will work together to prepare and transmit notification(s) to the affected persons, the entire cost of which will be borne solely by Contractor. Contractor agrees to not send notice to persons affected by the breach pursuant to Mississippi Code § 74-24-29 or any other Federal or State law without first obtaining the LSD’s approval for such notice, which approval will not be unreasonably withheld.

**Personal or Student Data Security Controls**

To the extent applicable to this service Contract, Contractor will encrypt all PII, or Student Education Records, in transit over public networks and at rest in Contractor’s systems. Contractor will also implement the following security measures for all accounts with access to PII or Education Records: (1) two-factor authentication; (2) individual and separate usernames and accounts; (3) logging of all access; (4) implementation of the principle of least privilege; and (5) criminal background checks to ensure the user(s) of such accounts have no felony convictions, convictions that indicate a lack of honesty, or are registered sex offenders. Contractor will also implement the following measures: (1) industry-standard physical security and access controls; (2) 24/7 recorded video surveillance of Contractor-owned, rented, or leased premises where PII or Education Records are stored; (3) firewalls for all external data connections (4) backup of the PII and Education Records to at least one site separated geographically from the primary site by at least 250 miles; and (5) implementation of a procedure for regular and timely installation of all necessary software updates and patches on any systems storing or with access to PII or Education Records. Contractor shall contractually require that all subcontractors with custody of or access to PII or Education Records take and implement these same measures. Contractor shall allow the District to take whatever steps are reasonably necessary to verify the implementation of the measures contained in this section.

**Return and Destruction of Personal or Student Data Destruction or Education Records.**

Upon termination of the Contract for any reason, Contractor shall release and return all Education Records within ten (10) business days, in a CSV or other format usable by the District. Contractor shall be assessed a penalty of Five Thousand Dollars (\$5,000.00) per day payable to the District for each business day in excess of ten (10) days from termination that said Education Records are not returned, with no cap or limit as to the amount of such damages. To the extent applicable to this service Contract, Contractor will ensure that all Personally Identifiable Information and Education Records in its possession will be securely destroyed at the end of this Contract, e.g., data wiping, degaussing, or shredding.

**FERPA**

To the extent applicable to the service contract, the Contractor shall protect and maintain all records, information and data collected pursuant to the Contract in accordance with applicable state and federal laws and regulation, including without limitation, the Family Education Rights and Privacy Act, 20 U.S.C. § 1232g; 34 CFR Part 99 ("FERPA"). To the extent applicable, Contractor is deemed a "school official" as defined by FERPA. The District retains exclusive ownership and direct control of all records subject to FERPA ("Education Records"). Specifically and without limiting the generality of the foregoing, the Contractor shall protect and maintain any and all Personally Identifiable Information from Education Records of the District’s students consistent with applicable FERPA regulations and shall fully cooperate with the District in any request for such information. Any provision of the Contract that conflicts with this paragraph is deleted.

**Damages**

Any damage or loss to the LSD’s property as a result of any action by the Contractor in the execution or performance of any item or service in this Contract, shall be repaired to the satisfaction of the LSD Board of Education, at the Contractors expense, within a reasonable time set forth by the LSD.

**Hold Harmless**

Contractor agrees that it will, and hereby does, indemnify, defend and hold harmless LSD from and against any and all claims, damages, losses, costs and expenses of every kind and nature, including court costs and attorney fees and claims for damages resulting from or arising out of any infringement claim or claim of bodily injury, death or damage to real or tangible personal property caused by Contractor and/or its partners, principals, agents, employees or

subcontractors in the performance of this Contract. LSD will promptly notify Contractor in writing of any claim to be indemnified hereunder, of which LSD has knowledge, and Contractor in turn will promptly notify LSD of any such claim. Contractor shall, at its sole expense, control the defense of such suit to the extent allowed by Mississippi law. The parties agree to cooperate with one another in the defense of any such matter.

**Billing Information**

A LSD Purchase Order shall be issued for the services provided under this Contract. Payments to the Contractor shall be made only upon completion of services or per the scope of work. Detailed invoice(s) shall note the Purchase Order number and sent to Laurel School School District, Attn: Accounts Payable, 476 Highland Colony Parkway, Ridgeland, MS 39157. All billing will be in accordance with MS Code §31-7-305. Payments will be made to contractor within 45 days from the date the invoice is received at the district office, provided all is satisfactory based on the Contract requirements. The invoice shall show complete details of services rendered. LSD is exempt from sales and use tax. Exemption from sales tax is provided by statute of the law.

**Compliance with Laws:**

The Contractor understands that LSD is an equal opportunity employer and therefore maintains a policy which prohibits unlawful discrimination based on race, color, creed, sex, age, national origin, physical handicap, disability, genetic information, or any other consideration made unlawful by federal, state, or local laws. All such discrimination is unlawful and the Contractor agrees during the term of the Contract that the Contractor will strictly adhere to this policy in its employment practices and provision of services. The Contractor shall comply with, and all activities under this Contract shall be subject to, all applicable federal, State of Mississippi, and local laws and regulations, as now existing and as may be amended or modified.

**Governing Law**

Contractor acknowledges that LSD is a political subdivision of the State of Mississippi. Parties agree that this Contract is subject to Mississippi law and any provision of the Contract that is in direct conflict with any Mississippi law shall be deemed unenforceable. Any litigation with respect thereto shall be brought in the courts of Laurel School , Mississippi. Contractor expressly agrees that under no circumstances shall LSD be obligated to pay an attorneys fee or the cost of legal action to Contractor.

**Notice**

Any notice required or permitted to be given under this Contract shall be in writing and sent by certified United States mail, postage prepaid, return receipt requested, to the party to whom the notice should be given at their usual business address. Notice shall be deemed given when actually received or when refused. The parties agree to promptly notify each other of any change of address.

**Extraordinary Circumstances**

If either party is rendered unable, wholly or in part, by reason of strikes, accidents, acts of God, weather conditions or any other acts beyond its control and without its fault or negligence to comply with any obligations or performance required under this Contract, then such party shall have the option to suspend its obligations or performance hereunder until the extraordinary performance circumstances are resolved. If the extraordinary performance circumstances are not resolved within a reasonable period of time, however, the non-defaulting party shall have the option, upon prior written notice, of terminating the Contract.

**Mutual Termination**

The LSD or Contractor may mutually agree to terminate this Contract. Payment shall be made for the services provided up to the agreed upon date of termination.

**Termination for Convenience**

The LSD may, when interests of the LSD so require, terminate the Contract in whole or in part, for the convenience of the LSD. Payment shall be made for the services provided up to the agreed upon date of termination.

**Termination for Cause/Non-Performance**

In the event either party fails to comply with the terms and conditions of the Contract, the non-defaulting party shall give thirty (30) days written notice to terminate the Contract. The Contract shall then terminate thirty (30) days from the date of the written notice. The non-defaulting party may also pursue any remedy available within the laws of the State of Mississippi. Upon termination, all obligations of LSD to make payments required hereunder shall cease.

**Termination Due to Unavailability of Funds**

It is expressly understood and agreed that the obligation of LSD to proceed under this Contract is conditioned upon the appropriation of funds by the Mississippi State Legislature and the receipt of state and/or federal funds. If the funds anticipated for the continuing fulfillment of this Contract are, at any time, not forthcoming or insufficient, either through the failure of the federal government to provide funds or of the State of Mississippi to appropriate funds or the discontinuance or material alteration of the program under which funds were provided or if funds are not otherwise available to LSD, LSD shall have the right upon ten (10) working days written notice to the Contractor, to terminate this Contract without damage, penalty, cost or expenses to the Contractor of any kind whatsoever. The effective date of termination shall be as specified in the notice of termination.

**Access to Records**

The Contractor agrees that the LSD, or any of its duly authorized representatives, at any time during the term of this Contract, shall have access to, and the right to examine any pertinent books, documents, papers, and records of Contractor related to Contractor's charges and performance under this Contract. Contractor shall maintain reasonable complete and accurate records of the operations associated with this Contract and all fees and expenses charged to LSD, or paid on behalf of LSD, with respect to goods and/or services secured by this Contract. The Contractor will retain such records for the period of the Contract plus three years from the ending date or termination of the Contract. All records, reports, and other information shall remain or become the property of the LSD. This Contract does not give Contractor any rights, implied or otherwise, to data, content, or intellectual property, except as expressly stated in the Contract. This includes the right to sell or trade Data.

**E-Verification Compliance**

Contractor represents and warrants that it will ensure compliance with the Mississippi Employment Protection Act, Miss. Code Ann. §71-11-1 et seq. and shall register and participate in the status E-verification system for all newly hired employees.

**Ethics: Gratuities and Kickbacks**

**By signing this Contract**, the Contractor certifies that neither it nor any of its employees, representatives or agents have offered or given gratuities, in the form of entertainment, gifts or otherwise, to any director, officer or employee of the LSD with the view toward securing favorable treatment in the awarding, amending, or the making of any determination with respect to the performing of this Contract. The right of Contractor to proceed may be terminated after notice and hearing, the LSD determines that a Contractor, any agent, or other representative of Contractor gave or agreed to give, any employee in connection with any decision, approval, disapproval, recommendation, preparation or any part of a program requirement or a purchase request, as listed in Miss Code Ann. 97-11-53.

**Representation Regarding Contingent Fees**

**By signing this Contract**, the Contractor represents that it has not retained a person to solicit or secure a LSD contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee.

**Debarment or Suspension**

**By signing this Contract**, the Contractor agrees that neither it nor its principals are currently debarred or suspended from entering into a contract with a federal department, any political subdivision, a governing authority, agency of the State of Mississippi, or any other state, and that it is not an agent of a person or entity that is currently debarred from entering into a contract with a federal department, any political subdivision, a governing authority, agency of the State of Mississippi, or any other state. If at any time during the term of the Contract the Contractor becomes debarred or suspended, you must notify the LSD immediately.

**Conflict of Interest**

**By signing this Contract**, the Contractor certifies no involvement, financial or otherwise, that any member of the LSD board of education, employee, officer or agent of the LSD may have in the Contractor's organization. Contracts shall be in accordance with Miss Code Ann. §37-11-27.

**Background Check and Fingerprint Screening When Working with Students**

Student safety is a priority of the LSD. Consequently, all Contractors working directly with students agree that such Contractors shall be pre-screened and have a background check and fingerprinting screening. All such Contractors shall submit to fingerprint screening by the LSD which shall bill the Contractor for the fingerprint screening. (The current rate for fingerprint processing is \$40.00; this rate may increase.) Contractors hereby acknowledge that until the LSD has notified the Contractor that the fingerprint and background check has been completed to the satisfaction, in its sole discretion, of the LSD, no contract with the LSD may be approved. Further, Contractor agrees

that if any disqualifying information is received by the LSD from a background check and fingerprinting, any contract with Contractor is rendered null and void.

**WHEN PAYMENT IS MADE USING FEDERAL FUNDS**

The Contractor must disclose, in writing, any potential conflicts of interest to the LSD. (§200.112)

**Mandatory Disclosures (§200.113)**

The LSD must disclose to the Federal awarding agency, i.e. MDE, all violations of Federal criminal law involving fraud, bribery, or gratuity potentially affecting the Federal award.

**FEDERAL GOVERNMENT REQUIRED CONTRACT PROVISIONS**

**By signing this Contract**, the Contractor agrees to all applicable federal laws, rules regulations, including without limitation any and all requirements of contractors, subcontractors, materialmen, suppliers pertaining to employees, wages, labormen, workforce issues, minority and disadvantaged businesses, environmental and safety standards, monitoring and reporting, limitations on the use of certain telecommunications and video surveillance equipment, anti-lobbying, applicable requirements of the Purple Book, all requirements of **Appendix II to 2 CFR Part 200**, and any other requirements, obligations or limitations imposed by Laws on Contractor or Owner with regard to the Work.

**Appendix II to Part 200—Contract Provisions for Non-Federal Entity Contracts Under Federal Awards:  
(Appendix II to Part 200)**

The Parties agree that any and all federal laws that are required to be included in this Contract are incorporated by reference herein and made a part of this Contract. Contractor, as part of its obligations under this Contract and for no additional cost, agrees to cooperate with and provide necessary documentation and/or information reasonably requested by the LSD for purposes of satisfying any monitoring or reporting requirements imposed by federal laws. Invalidity of any portion of this Contract under the United States shall not affect the validity of the remainder of this Contract.

**SIGNATURE PAGE FOLLOWS**

The parties acknowledge and agree that this Contract may be executed by electronic signature, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original. Without limitation, "electronic signature" shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

IN WITNESS WHEREOF, the Laurel School District and the Contractor, have executed this Contract as of the day and year first set forth above.

Laurel School District  
303 W. 8th Street  
Laurel, MS 39402

The Flippen Group, LLC  
dba Capturing Kids' Hearts/ Stephen Quick

**Business Name/Contractor**

Address: 1199 Haywood Dr.  
College Station, Tx 77845

\_\_\_\_\_  
LSD Authorized Signature

Title: \_\_\_\_\_

Date: \_\_\_\_\_

74-2900345

Taxpayer Identification Number

011932659

SAM.gov Unique Entity Identifiers (EUIs). EUI replaces DUNS and should be in place by 03/01/22 when \$25,000 or greater for FY)

Stephen Quick

Contractor's Authorized Rep. (Print Name)

*Stephen Quick*

Contractor's Authorized Rep. Signature

\_\_\_\_\_  
LSD Contract Administrator Signature

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Title: Senior Project Manager

Date: 03/12/2025

\_\_\_\_\_  
LSD Superintendent Approval  
*\*\*Required for Federal Programs PD*

Date: \_\_\_\_\_

**CONTRACTOR QUESTIONNAIRE:**

- 1.) Are you currently an employee or substitute teacher of the LSD? Yes \_\_\_ No X. If yes, payment must be made through payroll, not accounts payable.
- 2.) Are you a retiree of PERS? Yes \_\_\_ No X. If yes, contact PERS for information needed to be approved as an independent contractor. The PERS approval letter must be with the Agreement before it can be fully executed. This is required every fiscal year.
- 3.) Do the services provided in this Scope of Work require that you work directly with students, as stated above in the Background Check and Fingerprint Screening When Working with Students? Yes \_\_\_ No X. If yes, by signing this Agreement, the Contractor agrees to a background check and fingerprint screening procedures as mentioned above.

- 4.) Have you ever been terminated, dismissed, or asked to leave employment due to any arrests, charges, or allegations that involved sexual/physical abuse or molestation? Yes\_\_\_\_No X

REQUIRED APPROVALS: \$5,000 up to \$25,000 - Finance Director  
\$25,000.01 and over - LSD Board of Education



# Capturing Kids' Hearts<sup>®</sup>

*Powered by Flippen Group*

## TRANSFORMATION STORIES

IMPACT OF THE CAPTURING KIDS' HEARTS<sup>™</sup> PROCESS

TRANSFORMATION STORIES

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## TRANSFORMATION STORIES

The Capturing Kids' Hearts process has already dramatically elevated the academic and behavioral standards of millions of students in thousands of classrooms. Discover the remarkable results achieved by education leaders around the country who have implemented Capturing Kids' Hearts on their campuses. Some received the honor of being named a Capturing Kids' Hearts National Showcase School™!

### CAPTURING KIDS' HEART IS VITAL FOR EDUCATORS

FIRST STEPS START WITH CAPTURING HEARTS

#### COMMUNITY OUTREACH ACADEMY

“Overall, our journey towards *Capturing Kids' Hearts* excellence has been enlightening and impactful in all respects. For any educator or administrator looking to foster an environment of care, positivity and strong academic and social growth, *Capturing Kids' Hearts* is vital. For new teachers moving into the field, *Capturing Kids' Hearts* at our school has provided a solid foundation for them to build on and help ensure better success all around. Whether the goal be increased academic performance and growth, deeper empathy and social responsibility, or something more specific, the first step begins with capturing the hearts and minds of our students. That is exactly what *Capturing Kids' Hearts* has helped us do.”

#### KEY FACTS

**CAPTURING KIDS' HEARTS  
NATIONAL SHOWCASE SCHOOL** (2016-2018)

**Location:** McClellan, CA

**Administrator:**

Larissa Gonchar  
Principal

**Highlights:**

- Invaluable investment
- Impacts of *Capturing Kids' Hearts* implementation have been widespread and deep
- Life changing

### 80% FEWER BULLYING REPORTS

62% FEWER TARDIES AND CHANGED ENTIRE CAMPUS

#### THUNDERBOLT MIDDLE SCHOOL

“Our entire campus has changed since we embraced the Flippen Group processes. Student absence rate was cut in half even though the district absence rate remained the same. Tardy referrals during the same time frame were reduced by 62% and bullying reports have reduced by 80%.”

#### KEY FACTS

**CAPTURING KIDS' HEARTS  
NATIONAL SHOWCASE SCHOOL** (2015-2018)

**Location:** Lake Havasu City, AZ

**Administrator:**

Mari Jo Mulligan  
Principal

2016 Lake Havasu Superintendant Finalist

**Highlights:**

- 62% fewer tardies
- Bullying reports down 80%

# TRANSFORMATION STORIES

## 50% FEWER DISCIPLINE REFERRALS

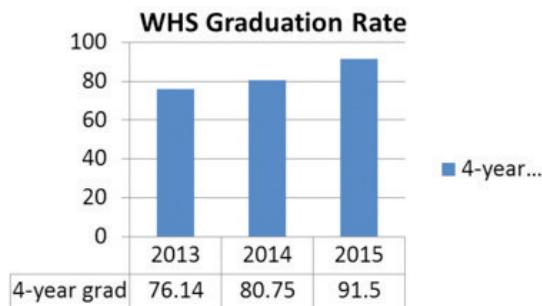
### IMPROVED RATES FOR GRADUATION AND DISCIPLINE REFERRALS



#### WASILLA HIGH SCHOOL

“Wasilla High School’s entire staff was trained to use *Capturing Kids’ Hearts* processes in the fall of 2014. Since then, we have seen some dramatic improvements in our school and how students describe their experience with us. Our school of 1,100 is located in a small Alaskan town where 40% of the students qualify for free and reduced lunch.

The most significant change we have celebrated is our graduation rate moving from 76.14% in 2013 to 91.5% in 2015. We attribute this to staff taking individual interest in students and empowering them to accomplish their goals. In a recent survey of the student body, 85% of students named an adult in the building whom they trusted and would go to if something was bothering them, up from 59% in 2014.



In addition, our discipline rate is half what it was in 2013. Students take pride in treating each other with respect and being a school that supports differences. Every contact with the Flippen Group helps us feel supported and inspired to continue to reach every student. We are committed to our work and our community and are grateful the Flippen Group taught us the skills to build better relationships and change lives.”

#### KEY FACTS

#### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2015-2016)

**Location:** Wasilla, AK

**Administrator:**  
Amy Spargo  
Principal

#### Highlights:

- Graduation rate increased from 76.14% to 91.5%
- 50% decrease in discipline referrals

## TRANSFORMATION STORIES

### #1 TOP RANKED OF 67 COUNTIES

EXCELLENT ATTENDANCE - DECREASED DROPOUTS AND REFERRALS

#### ST. JOHN COUNTY SCHOOLS

“St. Johns County schools are overall ranked #1 of the 67 counties in Florida in FCAT results. This high achievement is due, in part, to the student successes tied to benefits of *Capturing Kids' Hearts* such as excellent attendance rates, a decrease in district discipline referrals, and a decrease in the high school dropout rate. The success of *Capturing Kids' Hearts* is based on the great training facilitators, effective teaching pedagogy and district staff buy-in. Our entire school-based leadership underwent the Flippen Group leadership training. There is a measurable and positive impact on student learning. St. Johns County walks the walk and talks the talk of character and integrity with the Flippen Group.”

#### KEY FACTS

**Location:** St. Augustine, FL

**Administrator:**

**Meredith Strickland**

*Sr. Director for Prof. Development and Innovation*

**Highlights:**

- Ranked #1 of 67 Florida counties in FCAT results
- Excellent attendance rate
- Decreased dropout rate
- Decreased discipline referrals

### 95% FEWER DISCIPLINE REFERRALS

FROM UNDERPERFORMING TO HIGHEST PERFORMING IN THE STATE

#### ASH FORK SCHOOLS

“Over the last four years of working with the Flippen Group, we’ve experienced outstanding academic and behavioral results. Ash Fork is a high poverty area... and [has] a large amount of broken homes. We qualify for 100% free and reduced lunch and are a school-wide Title I district.

After implementing *Capturing Kids' Hearts*, Ash Fork School District went from underperforming to the highest performing school district in the state based on standardized testing. After only five weeks using the processes, discipline referrals were reduced 95% as compared with the prior year. The elementary schools reached 87% passing math and 85% passing reading on standardized tests in the third year of Flippen implementation.

Ash Fork has recently had a host of teachers win awards for their performance in the classroom, and I was even awarded Superintendent of the Year for small schools in Arizona. There is no way that we could have accomplished such great growth if it weren't for the Flippen Group and their amazing staff and life-changing principles.”

#### KEY FACTS

**CAPTURING KIDS' HEARTS  
NATIONAL SHOWCASE SCHOOL (2015-2016)**

**Location:** Ash Fork, AZ

**Administrator:**

**Seth Staples**

Superintendent

*2014 All-Arizona Superintendent of the Year*

**Highlights:**

- Discipline referrals decreased 95% after only five weeks of implementation
- Went from “underperforming” to “highest performing” in the state based on standardized testing

## TRANSFORMATION STORIES

# 97% STUDENT GRADUATION RATE

83% OF GRADUATES EARN A COLLEGE DIPLOMA



### JENISON PUBLIC SCHOOLS

“The impact of the Flippen Group’s leadership and *Capturing Kids’ Hearts* trainings on Jenison Public Schools has been amazing. It has fundamentally changed the culture of our entire school district.

Parents report that one of the primary reasons for choosing our school district to partner with them in educating their children is because of the culture that exists in our schools.

In addition to changing our culture, the training that we received assisted us in continuing to maintain a school district of excellence. Our test scores remain some of the highest in West Michigan. Our building principals report that office disciplinary referrals have been reduced significantly.

We graduate 97% of our students, with 93% going on to pursue a college education. 83% of Jenison Public School graduates earn a college diploma.”

### KEY FACTS

**Location:** Jenison, MI

**Administrator:**  
Tom TenBrink  
Superintendent

**Highlights:**

- School culture #1 reason parents choose district
- Graduate 97% of students
- 93% intend to pursue a college education
- 83% of graduates earn a college diploma
- Significant reduction in discipline referrals

## TRANSFORMATION STORIES

### TRANSLATION: STUDENT SUCCESS

NOW IT'S WHO WE ARE

#### JAMES AND MAYDELLE CROUCH ELEMENTARY SCHOOL

"[*Capturing Kids' Hearts*] has changed relationships with staff, students and parents. When people walk through our doors they comment on the positivity they feel on the campus. Staff that have been here for years comment about the change in our campus due to our implementation of *Capturing Kids' Hearts*. Parents and students also comment on the relationships they have with teachers/staff and how they feel cared for and safe. This is translating into student success! The *Capturing Kids' Hearts* program has been instrumental in helping us change our culture so we are able to impact students' lives. It used to be something we did and now it is who we are. It requires consistency and intentionality, as much good work does. But it can truly be transformational! It was one of the best decisions I have made here as principal!"

#### KEY FACTS

##### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2017-2018)

**Location:** Grand Prairie, TX

**Administrator:**

Delisse Hardy  
Principal

**Highlights:**

- Positive campus
- Student success
- Impact student lives

### DISTINCTION DIRECT CORRELATION WITH FLIPPEN

CONSISTENT HIGH LEVELS OF STUDENT ACHIEVEMENT

#### TURTLE BAY SCHOOL

"100% of our certificated staff has been trained in *Capturing Kids' Hearts* and we continue to see decreases in the number of student referrals and suspensions, increases in student attendance and our standardized test scores continue to improve.

Beyond the prestigious *National Showcase Award* we received from the Flippen Group, we were also named a California Honor Roll School for the third year in a row based on consistently demonstrating high levels of student academic achievement, improvement in achievement over time and a reduction in achievement gaps. In my opinion, that distinction has a direct correlation with our work done with the Flippen Group."

#### KEY FACTS

##### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2016-2018)

**Location:** Redding, CA

**Administrator:**

AJ Anderson  
Principal

**Highlights:**

- 100% staff *Capturing Kids' Hearts* trained
- Decreased number of referrals and suspensions
- Increases in attendance and test scores
- California Honor Roll School, three consecutive years

## TRANSFORMATION STORIES

# WHEN RELATIONSHIPS BECOME A FOCUS

WHEN STUDENTS KNOW THEY HAVE YOUR SUPPORT



### ANSON JONES ELEMENTARY

“When I first got to Anson Jones, I was concerned about attendance. My assistant principal told me they had had over 700 discipline referrals, students were not passing the state tests (the campus was in school improvement), and building relationships with students was not a focus at the campus. My second year at Jones I actually had to present our school improvement plan before the deputy commissioner of education at the Texas Education Agency because of the number of years the campus had been in school improvement.

I truly believe you have to capture a child’s heart before they will give you all they got.... The teachers became very good at building good relationships with children using the *Capturing Kids’ Hearts* principles. They also had very high expectations for children and did not let any children opt out of learning. Our students knew that the teachers and staff would do anything to support them to be successful at school.

Attendance [is] now over 97% and has been for the last several years.... Our students enjoy coming to school. This past year we had about 35 discipline referrals.... We met [state accountability] standards in 2015-2016, receiving two distinctions; we met standard in 2016-2017 receiving three distinctions... and it looks like we will meet standard for 2017-2018. This summer I only hired four teachers for the 2018-2019 school year.”

### KEY FACTS

#### CAPTURING KIDS’ HEARTS NATIONAL SHOWCASE SCHOOL (2016-2018)

**Location:** Bryan, TX

**Administrator:**

Linda Montoya  
Principal

**Highlights:**

- Referrals decrease from 700 to 35
- Attendance rate holds at 97%
- Students know they are supported
- Student, teacher and admin accountability
- From school improvement to meeting standards with distinction
- Low teacher turnover
- PreK-4th, 600 students 96-98% Free and Reduced, Population 75-86% Hispanic; over 60% English language learners

## TRANSFORMATION STORIES

### CAMPUS TRANSFORMATION

MY CHILD LOVES GOING TO SCHOOL

#### ALVIN PRIMARY

"Alvin Primary made it our mission these last three years to train all our staff and create an environment of love and learning.... All it took was just a few teachers to get excited and share the results of capturing each kid's heart, and our campus was hooked. Our discipline referrals dropped each year while our parent, staff and student satisfaction ratings have increased. In our surveys, one parent stated, 'Thank you for making the parents and children feel welcome! You all are doing a fantastic job and my child loves going to school because of the relationships that have been made! Thank you! God bless!' Several teachers stated in their climate survey, 'Alvin Primary is a very welcoming place to be.' 'Capturing Kids' Hearts has transformed my classroom into a place where everyone is loved, respected and affirmed.'"

#### KEY FACTS

##### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2017-2018)

**Location:** Alvin, TX

##### Principal/Asst. Superintendent:

Karla Klyng  
Principal

##### Highlights:

- Discipline referrals dropped
- Parent, staff and student satisfaction increased
- *Capturing Kids' Hearts* provided us tools to look at students from the inside to truly understand effects of poverty
- Teachers asked for *Capturing Kids' Hearts*
- Three years ago, teachers were scared to take risks and felt unvalued
- Culture changed with *Capturing Kids' Hearts*

### EMPOWERING STAFF AND STUDENTS

COMMITTED STAFF

#### LIBERTY MIDDLE SCHOOL

"Since the implementation of *Capturing Kids' Hearts* three years ago, staff and students are empowered to contribute to a positive school climate. Before becoming a *Capturing Kids' Hearts* campus, it was difficult to recruit substitutes to work on the middle school campus, but now, I regularly hear from the substitute teachers how well behaved our students are and how kind and helpful the staff are to work with.

The staff is just as committed today as they were when *Capturing Kids' Hearts* was first implemented. I love to brag on our campus and tell of the positive impact and transformation *Capturing Kids' Hearts* has made on the lives of our students and staff."

#### KEY FACTS

##### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2016-2018)

**Location:** Liberty, TX

##### Administrator:

Rhonda Smith  
Principal

##### Highlights:

- Staff and students are empowered to contribute to school climate
- Substitute teachers comment how well-behaved students and friendly staff
- Staff committed to *Capturing Kids' Hearts*
- *Capturing Kids' Hearts* transformation
- Academics and attendance began to improve

## TRANSFORMATION STORIES

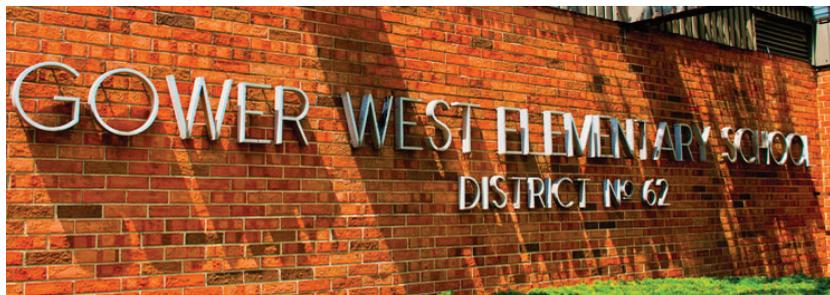
# WHERE STUDENTS ARE CHAMPIONED

TAKING PERFORMANCE TO THE NEXT LEVEL



### GOWER WEST ELEMENTARY SCHOOL

"Implemented since 2013-2014, *Capturing Kids' Hearts* has strengthened our school culture and climate and our school community has taken notice! Transforming 'the way we do things in Gower' through the *Capturing Kids' Hearts* process has helped us take our performance to the next level. The investment in the *Capturing Kids' Hearts* training is worth every minute and penny.



*Capturing Kids' Hearts* has truly been a 'game changer' for our school. I am proud to be a part of a school community that has created a culture in which students are valued, championed and cared for and lives by the vision of 'Children at their Best!'"

### KEY FACTS

#### **CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2015-2018)**

**Location:** Willowbrook, IL

**Administrator:**

Gina Rodewald  
Principal

**Highlights:**

- *Capturing Kids' Hearts* process transformed performance
- 550+ PreK - 4th
- Worth every penny
- Game changer for school
- Culture where students are valued, championed and cared for

# TRANSFORMATION STORIES



## 67% FEWER DISCIPLINE REFERRALS

STUDENTS TRANSFER TO CAMP VERDE DUE TO SCHOOL CULTURE

### CAMP VERDE MIDDLE SCHOOL

“What I am most proud of in regard to the impact *Capturing Kids' Hearts* has had on my campus is the relational capacity it has brought about between teachers, students and families, everyone! Our discipline referrals are down and attendance is up. We went from 169 referrals in 2014 to 56 in 2015. My campus enrollment is up 50 students from this time last year, a 16% increase from last year. Parents are transferring their students from neighboring districts and telling us it is because they are hearing about the positive way students are treated at Camp Verde Middle School.”

### KEY FACTS

#### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2015-2018)

**Location:** Camp Verde, AZ

**Administrator:**  
Danny Howe  
Principal

**Highlights:**

- 67% fewer discipline referrals
- 16% increased enrollment
- Parents transferring students in because of positive culture

## “THOSE KIDS” HAVE BECOME “OUR KIDS”

TEACHERS EMBRACE CULTURE; 70% DECREASE IN REFERRALS

### NELSON ELEMENTARY

“Our wildest imagination did not even come close to the gains we have experienced at Nelson after implementing *Capturing Kids' Hearts*! Nelson has shown about a 70% plus decrease of office referrals, a significant increase in the attendance rate and major increases in academic and social achievement. Previous to *Capturing Kids' Hearts* implementation, comments using words like ‘Those Kids’ have now become ‘Our Kids’ and teachers openly embrace a culture that demonstrates students from all backgrounds can achieve to high levels. Nelson School, thanks to *Capturing Kids' Hearts*, now experiences a welcoming and inviting environment where students and staff interact on a much deeper level and truly catch the hearts of those around them.”

### KEY FACTS

#### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2016-2018)

**Location:** Haysville, KS

**Administrator:**  
Michael D. Mitchener  
Principal

**Highlights:**

- 70% decrease in office referrals
- Increased attendance
- Major increases in academic and social achievement

## TRANSFORMATION STORIES

### TEACHERS SHOW THEY CARE

CULTURE OF CONNECTIVITY

#### JENKINS MIDDLE SCHOOL

“Our teachers have responded powerfully in our school with *Capturing Kids' Hearts*. You see our staff greeting kids at the classroom door, growing their group with opportunities to learn about one another and creating Social Contracts.... It was especially eye opening when we had five schools visiting us last year and they were asking students on a panel about different things about our school.

One of the questions was, ‘What is one thing you love most about *Capturing Kids' Hearts*?’ Just about every kid said something similar, which was, ‘I love that my teacher greets me at the door because it shows they care about me.’ We hear that all the time and it validates the importance of building a culture that connects people before learning can take place.”

#### KEY FACTS

##### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2017-2018)

**Location:** Colorado Springs, CO

**Administrator:**

Darren Joiner

Principal

**Highlights:**

- Teachers responded powerfully to *Capturing Kids' Hearts*
- Greeting and Social Contract implemented
- Students appreciate that teachers show they care through greeting at door
- Building a culture that connects people before learning can take place

### DISCIPLINE REFERRALS REDUCED EACH YEAR

CREATING AN INCLUSIVE COMMUNITY

#### PALMDALE DISCOVERY CENTER

“As staff members attended the [*Capturing Kids' Hearts*] training and started creating their Social Contracts, I was amazed to see the original and creative ways in which they built the contracts and then conveyed them to their students. Many of our students are nonverbal so we had to be very creative in how we wrote the Social Contracts and how we got our students to participate in the daily usage of them.

We have seen nothing less than success in all of our classrooms. In addition, we were chosen as a *Capturing Kids' Hearts National Showcase School* in 2018. This was a huge honor for us, and we plan to hold this title every year. It is summertime, and I already have teachers sending me their ideas of how they will implement their Social Contracts for this new school year. They are excited, and so am I.”

#### KEY FACTS

##### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2017-2018)

**Location:** Palmdale, CA

**Administrator:**

Colleen Sawyer

Principal

**Highlights:**

- Creative ways to develop Social Contract for non-verbal students
- Planning for future years as a *National Showcase School*
- Teachers are excited about starting back to school

## TRANSFORMATION STORIES

# 45% DECREASE IN DISCIPLINE REFERRALS

CAPTURING KIDS' HEARTS HELPED CREATE A POSITIVE CULTURE



### CONNER CREEK ACADEMY EAST

“Capturing Kids’ Hearts helped to create a positive culture among students and staff. We now have a common language and a system in place that is measurable and is being implemented at an 85% rate by our teachers with intentionality and purpose. We have seen discipline referrals decrease 45% for verbal altercations, 30% for disruptions and 33% for misconduct.



If you look at our teaching staff, 76% have been with us for five years or more. Our families are informed about *Capturing Kids’ Hearts* at our Open House and parent/teacher conferences along with weekly communications from teachers. The *EXCEL Model* of communication is foundational across all stakeholders and has impacted the way we speak with everyone.”

### KEY FACTS

#### CAPTURING KIDS' HEARTS NATIONAL SHOWCASE SCHOOL (2015-2018)

**Location:** Roseville, MI

**Administrator:**  
Karen Smith  
Principal

**Highlights:**

- 45% decrease in verbal altercations
- 30% decrease in disruptions
- 33% decrease in misconduct



Capturing  
Kids' Hearts<sup>®</sup>  
Powered by Flippen Group

[www.CapturingKidsHearts.org](http://www.CapturingKidsHearts.org)



# Request for Taxpayer Identification Number and Certification

**Give Form to the  
 requester. Do not  
 send to the IRS.**

▶ Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Print or type.  
See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. <b>The Flippen Group LLC</b>	
2 Business name/disregarded entity name, if different from above <b>Capturing Kids' Hearts</b>	
3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only <b>one</b> of the following seven boxes.  <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate  <input checked="" type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ <b>S</b> <b>Note:</b> Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is <b>not</b> disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.  <input type="checkbox"/> Other (see instructions) ▶	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):  Exempt payee code (if any) _____  Exemption from FATCA reporting code (if any) _____  <i>(Applies to accounts maintained outside the U.S.)</i>
5 Address (number, street, and apt. or suite no.) See instructions. <b>1199 Haywood Drive</b>	Requester's name and address (optional)
6 City, state, and ZIP code <b>College Station, TX, 77845</b>	
7 List account number(s) here (optional)	

## Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

<b>Social security number</b>										
<b>or</b>										
<b>Employer identification number</b>										
7	4		-	2	9	0	0	3	4	5

## Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

<b>Sign Here</b>	Signature of U.S. person ▶ <i>Stephen Quick</i>	Date ▶	<b>03/12/2025</b>
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## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

## Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.*

**CONFLICT OF INTEREST QUESTIONNAIRE**  
For vendor doing business with local governmental entity

**FORM CIQ**

This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.

This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).

By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. See Section 176.006(a-1), Local Government Code.

A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.

**OFFICE USE ONLY**

Date Received

**1 Name of vendor who has a business relationship with local governmental entity.**

**Flippen Group - Capturing Kids' Hearts**

**2**  **Check this box if you are filing an update to a previously filed questionnaire.** (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date on which you became aware that the originally filed questionnaire was incomplete or inaccurate.)

**3 Name of local government officer about whom the information is being disclosed.**

**N/A**

\_\_\_\_\_  
Name of Officer

**4 Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary.**

N/A

A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor?

Yes       No

B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?

Yes       No

**5 Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.**

N/A

**6**  Check this box if the vendor has given the local government officer or a family member of the officer one or more gifts as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a-1).

**7**  
*Stephen Quick*  
\_\_\_\_\_  
Signature of vendor doing business with the governmental entity

**03/12/2025**

\_\_\_\_\_  
Date

# State of Missouri



Matt Blunt  
Secretary of State

## CERTIFICATE OF REGISTRATION FOREIGN LIMITED LIABILITY COMPANY

WHEREAS,

*The Flippen Group, L.L.C.*  
*FL0572878*

Using in Missouri the name

*The Flippen Group, L.L.C.*

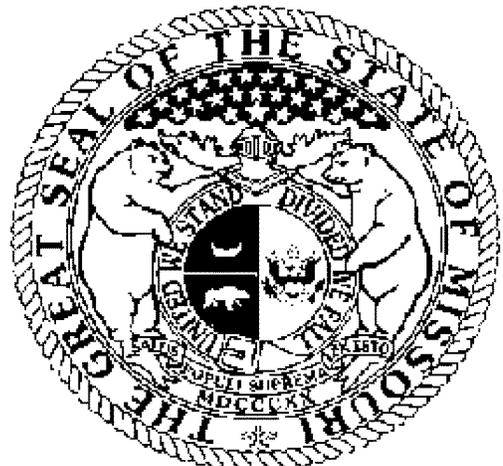
and existing under the laws of the State of Texas has filed with this state its Application for Registration and whereas this Application for Registration conforms to the Missouri Limited Company Act.

NOW, THEREFORE, I, MATT BLUNT, Secretary of State of the State of Missouri, by virtue of authority vested in me by law, do hereby certify and declare that on the 1st day of March, 2004, the above Foreign Limited Liability Company is duly authorized to transact business in the State of Missouri and is entitled to any rights granted Limited Liability Companies.

IN TESTIMONY WHEREOF, I have set my hand and imprinted the GREAT SEAL of the State of Missouri, on this, the 1st day of March, 2004.

*Matt Blunt*

Secretary of State





State of Missouri  
Matt Blunt, Secretary of State

Corporations Division  
P.O. Box 778 / 600 W. Main Street, Rm 322  
Jefferson City, MO 65102

**Application for Registration of a Foreign  
Limited Liability Company**  
(Submit in duplicate with filing fee of \$105.00)

- (1) The name of the foreign limited liability company is:  
The Flippen Group, L.L.C
- (2) The name under which the foreign limited liability company will conduct business in Missouri is (must contain "limited company, "limited liability company", "LC", "LLC", "L.C.", or "L.L.C.") (must be filled out if different from line (1)):  
\_\_\_\_\_
- (3) The foreign limited liability company was formed under the laws of Texas on the date of 11/05/1998, and is to dissolve on Perpetual  
(state or jurisdiction) (month/day/year, event, or perpetual)
- (4) The purpose of the foreign limited liability company or the general character of the business it proposes to transact in this state is:  
Training of professional educators
- (5) The name and address of the limited liability company's registered agent in Missouri is (this line must be completed and include a street address):  
C T Corporation System 120 South Central Avenue, Clayton, MO 63105  
Name Address (P.O. Box may only be used in conjunction with a physical street address) City/State/Zip

The Secretary of State is appointed agent for service of process if the foreign limited liability company fails to maintain a registered agent. Note: failure to maintain a registered agent constitutes grounds to cancel the registration of the foreign limited liability company.

- (6) The address of the registered office in the jurisdiction organized. If none required, then the principal office address of the foreign limited liability company is:  
1199 Haywood Dr., College Station, TX 77845  
Name Address (P.O. Box may only be used in conjunction with a physical street address) City/State/Zip
- (7) For tax purposes, is the limited liability company considered a corporation? \_\_\_\_\_ yes  no

**In affirmation thereof, the facts stated above are true.**

Susan Flippen Susan Flippen 2/23/04  
(Authorized Signature) (Printed Name) (Date)

\_\_\_\_\_  
(Authorized Signature) (Printed Name) (Date)

\_\_\_\_\_  
(Authorized Signature) (Printed Name) (Date)

LLC-4 (12/02)

MO059 - 10/22/2003 C T System Online

State of Missouri  
Creation - LLC/LP 1 Page(s)



T0406216560



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

3/4/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Higginbotham Insurance Agency, Inc. 11700 Katy Freeway, Suite 1100 Houston TX 77079	<b>CONTACT NAME:</b> Teresa Chao <b>PHONE (A/C. No. Ext):</b> 817-210-6769 <b>E-MAIL ADDRESS:</b> tchao@higginbotham.net		<b>FAX (A/C. No.):</b> 817-347-6981
	<b>INSURER(S) AFFORDING COVERAGE</b>		
<b>INSURED</b> The Flippen Group DBA Capturing Kids' Hearts 1199 Haywood Dr. College Station TX 77845	FLIPP4	INSURER A : Landmark American Insurance Company	NAIC # 33138
		INSURER B : ACE Property And Casualty Insurance Company	20699
		INSURER C : Service American Indemnity Company	39152
		INSURER D : Chubb Insurance Companies	
		INSURER E : Arch Specialty Insurance Company	21199
		INSURER F :	

**COVERAGES**

CERTIFICATE NUMBER: 1054744781

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
B	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:			D95995135	4/1/2024	4/1/2025	EACH OCCURRENCE	\$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000
							MED EXP (Any one person)	\$ 5,000
							PERSONAL & ADV INJURY	\$ 1,000,000
							GENERAL AGGREGATE	\$ 2,000,000
							PRODUCTS - COMP/OP AGG	\$ 2,000,000
								\$
D	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			H25788825	8/15/2024	4/1/2025	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000
							BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
								\$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$			D95995147	4/1/2024	4/1/2025	EACH OCCURRENCE	\$ 5,000,000
							AGGREGATE	\$ 5,000,000
							SAM	\$ 500,000
C	<input checked="" type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	SAICWC04157 03	4/1/2024	4/1/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER	
							E.L. EACH ACCIDENT	\$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
A E	PROFESSIONAL LIABILITY Cyber Liability			LHR856792 C-4LRC-068467-CYBER-2024	4/1/2024 10/9/2024	4/1/2025 10/9/2025	Limit Deductible	See Below \$1,000,000 \$30,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

See Attached

See Attached...

**CERTIFICATE HOLDER****CANCELLATION**

Laurel School District  
 303 W. 8th Street  
 Laurel MS 38732

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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**ADDITIONAL REMARKS SCHEDULE**

AGENCY Higginbotham Insurance Agency, Inc.		NAMED INSURED The Flippen Group DBA Capturing Kids' Hearts 1199 Haywood Dr. College Station TX 77845	
POLICY NUMBER		EFFECTIVE DATE:	
CARRIER	NAIC CODE		

**ADDITIONAL REMARKS**

**THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,**  
**FORM NUMBER:** 25 **FORM TITLE:** CERTIFICATE OF LIABILITY INSURANCE

**NAMED INSURED SCHEDULE INCLUDES:**

- MB Flippen and Susan Flippen,
- School Research Nexus LLC
- Teachworthy Texas LLC
- Q2 Management LLC
- The Flippen Group LLC
- Integrus Leadership LLC
- 2016 Grateful, LLC
- Q2 Limited Partnership
- Q2 Limited Partnership dba Teachworthy
- Alpha Omega Trust,
- MB Flippen & Susan Flippen dba The Flippen Place
- Education Management Trust
- Arrow Academy LLC
- The Flippen Group dba Learning Keys
- The Flippen Group LLC dba Capturing Kids' Hearts
- The Flippen Group LLC dba Teamalytics

**Professional Liability Limit:**

- Each Claim: \$2,000,000
- Aggregate: \$2,000,000
- SAM Coverage: \$500,000

**GENERAL LIABILITY:**

The General Liability policy includes a blanket automatic additional insured endorsement that provides additional insured status to the certificate holder only when there is a written contract that requires such status.

The General Liability policy includes a blanket automatic waiver of subrogation endorsement that provides this feature only when there is a written contract that requires it.

The General Liability policy includes a primary and non-contributory provision only when there is a written contract between the insured and the certificate holder that requires such provision.

**WORKERS COMPENSATION:**

The Workers' Compensation policy includes a blanket automatic waiver of subrogation endorsement that provides this feature only when there is a written contract between the named insured and the certificate holder that requires it.

The policy covers the states of AL, AR, AZ, CA, CO, CT, FL, GA, IA, IL, IN, KS, LA, MI, MO, MT, NC, OK, OR, SC, TN, TX, VA

**UMBRELLA LIABILITY:**

The Umbrella policy is follow form over the General Liability, Hired/NON-Owned Auto, and Employers Liability policies.

The Umbrella policy includes a blanket automatic additional insured endorsement that provides additional insured status to the certificate holder only when there is a written contract between the insured and certificate holder that requires such status.