

KIPP Bay Area Schools

2013-2014 ANNUAL REPORT



WHERE WE ARE

The mission of KIPP Bay Area Schools is to operate high-achieving public schools in educationally underserved communities, developing in our students the knowledge, skills and character essential to thrive in college, shape their futures, and positively impact the world.

KIPP ACROSS THE NATION

162

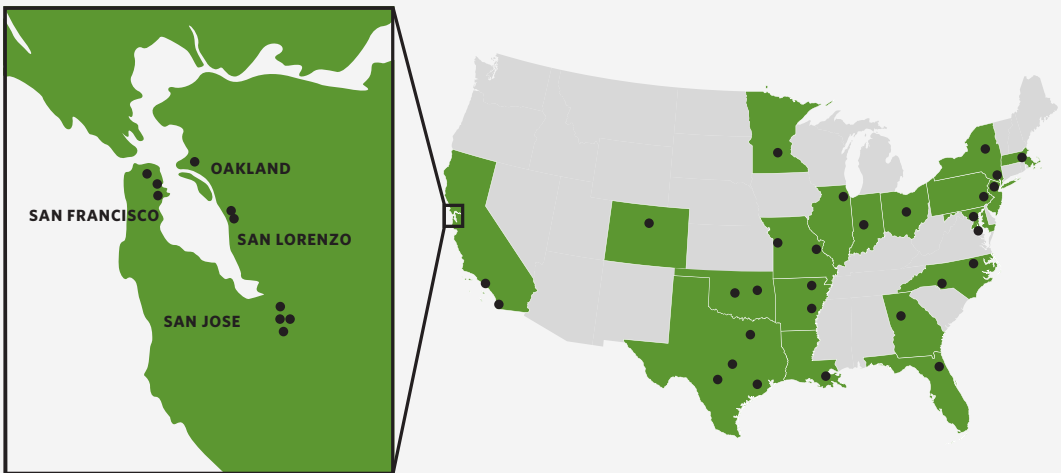
SCHOOLS

58,000

KIPP STUDENTS SERVED

31

REGIONS



For the past 20 years, KIPP schools have been proving that demography does not define destiny and that all students can prepare for success in college and in life.

[Cover Image: Edgar Ordaz, 6th Grade, KIPP Bayview Academy]

7 MIDDLE SCHOOLS

KIPP BAYVIEW ACADEMY

GRADES SERVED

5th-8th

YEAR FOUNDED

2003

LOCATION

San Francisco

KIPP BRIDGE CHARTER SCHOOL

GRADES SERVED

5th-8th

YEAR FOUNDED

2002

LOCATION

Oakland

KIPP HEARTWOOD ACADEMY

GRADES SERVED

5th-8th

YEAR FOUNDED

2004

LOCATION

San Jose

KIPP HERITAGE ACADEMY

GRADES SERVED

5th (growing to 5-8)

YEAR FOUNDED

2014

LOCATION

San Jose

KIPP PRIZE PREPARATORY ACADEMY

GRADES SERVED

5th (growing to 5-8)

YEAR FOUNDED

2014

LOCATION

San Jose

KIPP SAN FRANCISCO BAY ACADEMY

GRADES SERVED

5th-8th

YEAR FOUNDED

2003

LOCATION

San Francisco

KIPP SUMMIT ACADEMY

GRADES SERVED

5th-8th

YEAR FOUNDED

2003

LOCATION

San Lorenzo

3 HIGH SCHOOLS

KIPP KING COLLEGIATE

GRADES SERVED

9th-12th

YEAR FOUNDED

2007

LOCATION

San Lorenzo

KIPP SAN FRANCISCO COLLEGE PREPARATORY

GRADES SERVED

9th-10th (growing to 9-12)

YEAR FOUNDED

2013

LOCATION

San Francisco

KIPP SAN JOSE COLLEGIATE

GRADES SERVED

9th-12th

YEAR FOUNDED

2008

LOCATION

San Jose

Twenty years ago, KIPP (the Knowledge Is Power Program) began to prove what is possible for underserved students. What began as a promise made to one class of fifth graders in Houston has grown to a network of 162 free, open-enrollment public charter schools, serving 58,000 students from America's low-income communities.

We are getting better as we get bigger.

Here in the Bay Area, 10 of these schools are closing the achievement gap for over 3,200 students. Over the next decade, we will grow to provide a high quality K-12 option for over 11,000 students each year in the communities we serve.

We are getting better as we get bigger. Eighty-four percent of students who completed KIPP Bay Area middle and high schools have matriculated to college, in a country where only 45 percent of their peers do so. Of those students who enroll in college, over 80 percent of our students are persisting.

To ensure that we are serving students and families well and continuing to improve upon our efforts each year, we continually ask ourselves six essential questions and track our progress through data.

We invite you to explore how we're doing in the pages that follow. Thank you for joining us on this journey to help our students complete college and live choice-filled lives.

OUR SIX ESSENTIAL QUESTIONS



QUESTION 1

ARE WE SERVING THE CHILDREN WHO NEED US?

PAGES 6 & 7



QUESTION 2

ARE OUR STUDENTS STAYING WITH US?

PAGE 8 & 9



QUESTION 3

ARE OUR STUDENTS ACHIEVING AND PROGRESSING ACADEMICALLY?

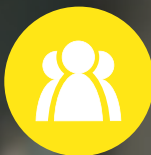
PAGE 11



QUESTION 4

ARE WE SUPPORTING OUR ALUMNI TO AND THROUGH COLLEGE?

PAGES 16 TO 19



QUESTION 5

ARE WE BUILDING A SUSTAINABLE PEOPLE MODEL?

PAGE 22



QUESTION 6

ARE WE BUILDING A SUSTAINABLE FINANCIAL MODEL?

PAGE 25



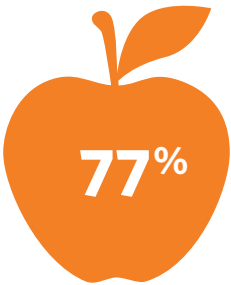
QUESTION 1

ARE WE SERVING THE CHILDREN WHO NEED US?

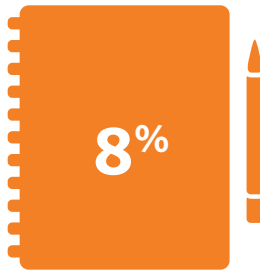
3,273

STUDENTS SERVED*

DEMOGRAPHICS



ELIGIBLE FOR FREE OR REDUCED PRICE MEALS



RECEIVE SPECIAL EDUCATION SERVICES



ENGLISH LANGUAGE LEARNERS

[Source is 2013-14 KIPP data, unless otherwise noted]

[*Total enrollment as of October 1, 2014]

I think about why I do this, and it's because I love the students. I tell them, 'You guys are my family.'

Gustavo Arambula, College Counselor, KIPP San Jose Collegiate



CRITERIA TO APPLY

1
page
INTENT
TO ENROLL

0
tests
FOR
ADMISSION

0
dollar
APPLICATION
FEE

[Source is 2013-14 KIPP data, unless otherwise noted]

ACHIEVEMENT GAP



65%

OF OUR 5TH GRADERS JOIN US
BELOW GRADE LEVEL IN READING



62%

OF OUR 5TH GRADERS JOIN US
BELOW GRADE LEVEL IN MATH



QUESTION 2
ARE OUR STUDENTS STAYING WITH US?



STUDENT RETENTION



ATTENDANCE RATE



STUDENT TO LAPTOP RATIO



SCHOOL PSYCHOLOGISTS, COUNSELORS, AIDES, STUDENT SERVICES, & ALUMNI ADVISERS

PARENT SATISFACTION



WITH HARD WORK, MY CHILD IS CAPABLE OF ATTENDING COLLEGE.



I AM PROUD THAT MY CHILD ATTENDS KIPP.



TEACHERS AT THIS SCHOOL SET HIGH STANDARDS FOR STUDENTS.



THE SCHOOL HAS A POSITIVE IMPACT ON MY CHILD'S ACADEMIC PERFORMANCE.



I WOULD RECOMMEND KIPP TO OTHER FAMILIES.



OVERALL, I AM SATISFIED WITH THIS SCHOOL.

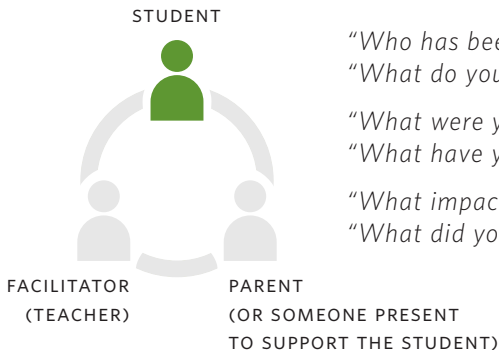
[Source is 2013-14 KIPP data, unless otherwise noted]

At KIPP, we believe that all students can learn. Staying true to that belief means keeping our students with us and supporting not only their academic success, but their overall well-being and sense of belonging in the community. To that end, we are focused on restorative justice practices and social emotional learning as it relates to our retention and disciplinary methods.

RESTORATIVE PRACTICE IS:

- *An approach to school discipline which focuses on the needs of the victim and the offender, as well as the involved community.*
- *Not punitive, nor permissive.*
- *When the adults ask more questions than provide solutions.*
- *When all the people in the room have a say about the outcome.*

EXAMPLE OF A RESTORATIVE CIRCLE



"Who has been affected by what you have done?"
"What do you need to do to make things right?"

"What were you thinking about at the time?"
"What have you thought about since?"

"What impact has this incident had on you?"
"What did you think when you realized this happened?"

My goal is to support our schools to use restorative practices so that we recognize the trauma our students sometimes experience and send a message that we don't give up on kids no matter what.

Ric Zappa, Head of Schools, KIPP Bay Area Schools



POMONA COLLEGE

English-
Language In

QUESTION 3 ARE OUR STUDENTS ACHIEVING AND PROGRESSING ACADEMICALLY?

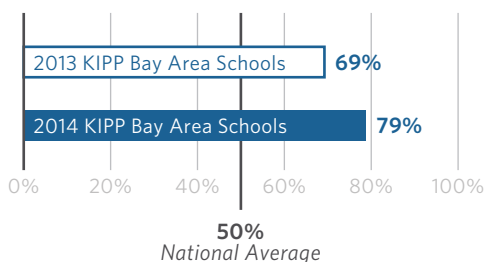


For the 2013-14 school year, California did not administer its standardized tests and the related Academic Performance Index (API) scores that enable comparisons across schools. In place of those results, we are sharing our student outcomes as measured by NWEA’s Measures of Academic Progress (MAP), a nationally norm-referenced exam taken by KIPP schools across the country.

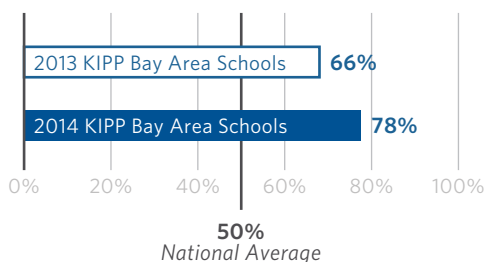
MEASURES OF ACADEMIC PROGRESS: MIDDLE SCHOOL

*Nationally, 50% of students make typical growth in reading and math.
At KIPP Bay Area Schools, 79% did so in math and 78% in reading,
and we are improving each year.*

GROWTH IN MATH



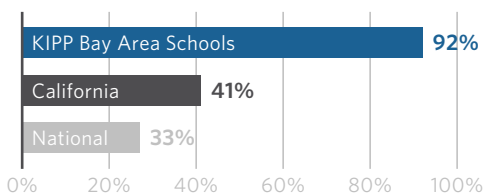
GROWTH IN READING



ADVANCED PLACEMENT (AP) EXAMS: HIGH SCHOOL

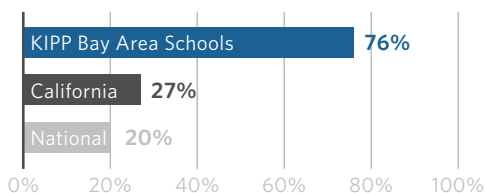
KIPP Bay Area Schools students have high AP exam participation and success rates.

AP PARTICIPATION



92% of KIPP Bay Area Schools graduating seniors took at least one AP exam, compared to 41% across the state.

AP SUCCESS



76% of KIPP Bay Area Schools graduating seniors scored a 3 or higher on at least one AP exam, compared to 27% across the state.



Luz in 6th grade at
KIPP Bridge Charter School



Through the help of my KIPP Through College mentors,
I developed strong study skills and work habits to
make a game plan to transfer.

Luz Hernandez, KIPP Bridge Charter School Alumna

Luz Hernandez, KIPP Bridge Charter School alumna and first generation college student, epitomizes grit. Having set her eyes on a four-year university early on at KIPP, Luz never let that dream escape her reality. After three years of community college, Luz successfully transferred to the University of California at Berkeley. Luz shares what it took to get to the college of her choice.

When did your KIPP journey begin?

I've always really liked school, and the elementary school I'd gone to didn't feel challenging enough for me. My cousin was one of the first students to sign up for KIPP, so I started in the fifth grade. The principal at the time, Mr. Ling (now our KIPP Through College Director), drove all the way to my home in Richmond to talk to me and my family about KIPP Bridge and its mission to provide great schools to underserved students. Right after that, my family and I signed KIPP's Commitment to Excellence, a contract for teachers, students, and families that outlines clear expectations for student success.

Do you remember teachers that had an impact on you?

Absolutely. We had Señor Cuevas, a theater teacher at KIPP Bridge. He opened our minds to seeing all the injustices that were going on in our society. Many of my classmates have taken an interest in their own education because of KIPP and the injustices we see.

What were some of the challenges you ran into on your path to college?

I applied to both public and private universities and got into several, but it just wasn't financially viable for my parents to pay tuition. That was a big ego hit. I was really upset with my parents, and then a good family friend gave me a wake-up call and reminded me that if I wanted to get my education I could start it at a community college. After that, I enrolled at Chabot College in Oakland.

Through the help of my KIPP Through College mentors, I developed strong study skills and work habits to make a game plan to transfer. I was denied acceptance twice because of a lack of certain credits, and that is when I got even more focused and worked even harder. On my third try, I was accepted to UC Berkeley.

What does "Team and Family" mean to you?

The person I think about is Mr. Ling who has known me and my family for 11 years. He's known me for half my life, supporting me every step of the way to get me to Cal. Mr. Ling and the entire KIPP Through College team really helped me understand what I needed to succeed at Chabot and transfer to a four-year university. Thanks to KIPP, help was never further away than a phone call.

We are preparing our students to be creators in the innovation economy, not just consumers.

Beth Sutkus Thompson, Executive Director, KIPP Bay Area Schools







QUESTION 4

ARE WE SUPPORTING OUR ALUMNI TO AND THROUGH COLLEGE?

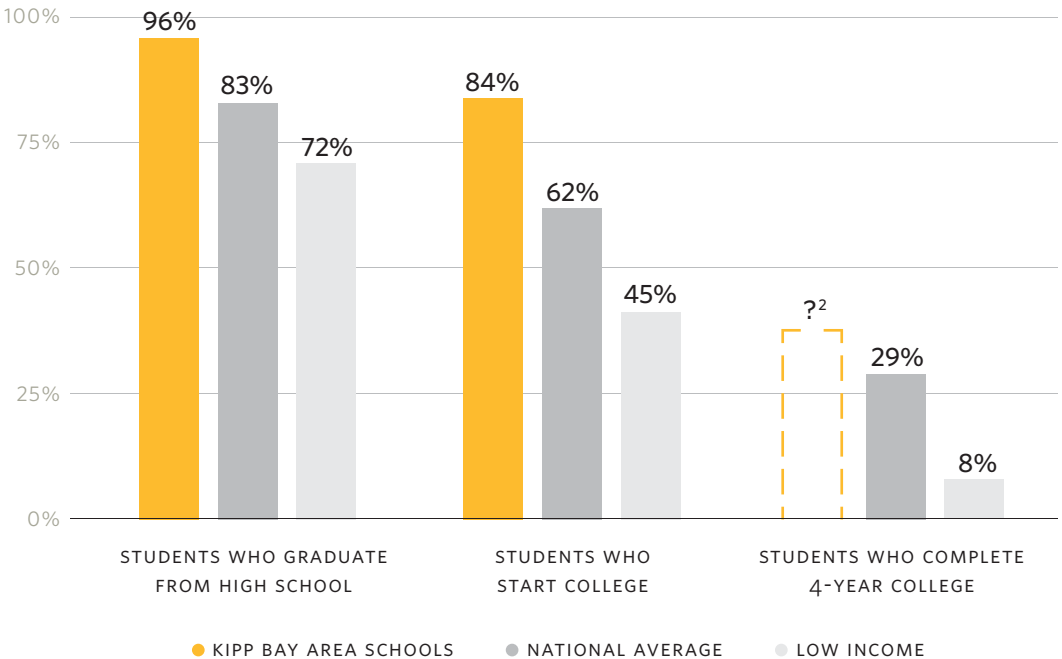
84%

OF ALUMNI HAVE MATRICULATED TO COLLEGE

1,848

ALUMNI SERVED¹

TO AND THROUGH COLLEGE: COLLEGE MATRICULATION



[Source is 2013-14 KIPP Bay Area Schools data and 2013 KIPP Foundation Report Card]

[¹8th grade completers]

[²Class of 2010-2013; 2014 data will be finalized next fall when they have completed the six year college graduation window]

60+

COLLEGE PARTNERSHIPS

College partnerships allow us to strengthen our support of college readiness, matriculation, and graduation for KIPP and other first generation students. In efforts to get our students to and through college, we have partnered with the institutions listed below.

Austin Community College

Bloomfield College

Brown University

California Polytechnic State University,

San Luis Obispo

Colby College

CUNY City College

CUNY Lehman College

Davidson College

Dillard University

Duke University

Franklin and Marshall College

Georgetown University

Houston Baptist University

CUNY Hunter College

CUNY Kingsborough College

Lycoming College

Mercy College

Morehouse College

Notre Dame de Namur University

Ouachita Baptist University

Rice University

Rosemont College

Rowan University

Rutgers University, Camden

Saint Edward's University

Saint Mary's College of California

San Francisco State University

San Jose State University

Southern Methodist University

Spelman College

Syracuse University

Texas A&M University

Texas A&M University, Kingsville

Texas State University

Trinity Washington University

University of Arkansas

University of Arkansas at Pine Bluff

University of California, Berkeley

University of California, Davis

University of California, Irvine

University of California, Santa Cruz

University of Houston

University of Kansas

University of Maryland College Park

University of North Carolina at Chapel Hill

University of Pennsylvania

University of San Francisco

University of St. Thomas

University of Texas at Austin

University of Texas, Permian Basin

University of Texas, San Antonio

Vanderbilt University

[Bolded universities represent KIPP Bay Area Schools Regional College Partnerships]

[List includes public KIPP college partnerships as of October 8, 2014]



KIPP THROUGH COLLEGE SUPPORTS OUR ALUMNI



MIDDLE SCHOOL



Establishing a KIPP Through College academic and character curriculum that prepares students early on for the rigors of college and beyond.



Encouraging students to save for college through KIPP College Accounts.



Providing financial literacy workshops to prepare for the cost of college.



Keeping students on the path to college by ensuring a successful transition to a KIPP high school.



Taking students on college tours to expose them to life on campus.



COLLEGE



Offering the College Transition Program to help students prepare for college life.



Providing 1:1 advising to ensure social and academic integration into the college environment.



Hosting College Ambassador events to connect KIPPsters on their campuses.



Sharing scholarship opportunities, summer programs, and academic support.



HIGH SCHOOL



Sending students to competitive summer programs.



Supporting students with college applications and identifying the right school match.



Placing students in internships through Future Focus, a program to build awareness of possible careers and the necessary skills, habits, and behaviors to be productive in professional life.



Coordinating Job Shadowing Days for high school students to visit KIPP corporate partners.



Helping families navigate financial aid applications and awards process.



CAREER



Providing the Future Focus Fellows program to help alumni prepare for a career.



Workshops and events centered on resume building, networking, interview skills, and other job skills.



Arranging internship opportunities with KIPP partner organizations.



Hosting career summits to help alumni network with other professionals in their chosen field.



KIPP Bay Area Schools
Essential College Prep Public Education

Being a first-generation Latina, the odds were stacked against me. No one expected me to graduate high school and no one expected me to go to college, but here I am. And I have KIPP to thank for that.

*Isis Diaz, KIPP Heartwood Academy and KIPP San Jose Collegiate alumna,
Notre Dame de Namur University Junior*





QUESTION 5
**ARE WE BUILDING A SUSTAINABLE
PEOPLE MODEL?**

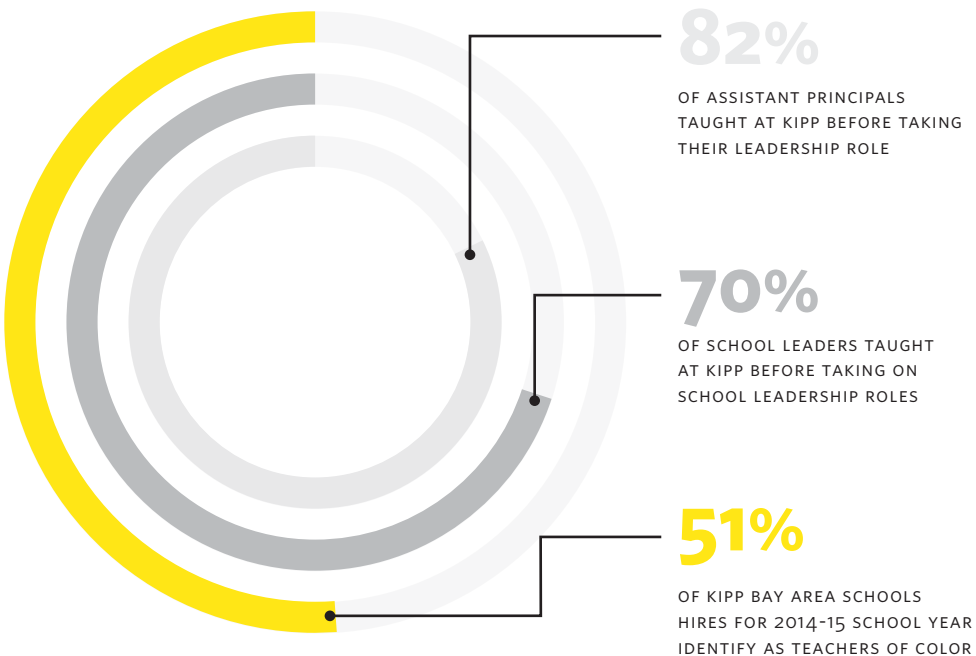
308

TOTAL STAFF

74%

OF TEACHERS HAVE BEEN WITH KIPP 3+ YEARS

PROFESSIONAL DEVELOPMENT



[Source is 2013-14 KIPP Bay Area Schools data]



I always wanted to do something big. I wanted to make a lasting, positive impact on other people, specifically youth. I wasn't sure how I was going to do that. But I've found that KIPP pushes me every day to apply my passions and make that change.

Melissa Crosby, Science Teacher, KIPP San Francisco Bay Academy

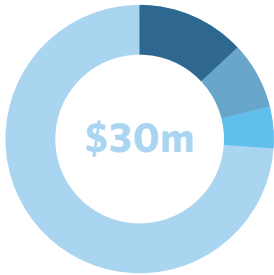


QUESTION 6

ARE WE BUILDING A SUSTAINABLE FINANCIAL MODEL?

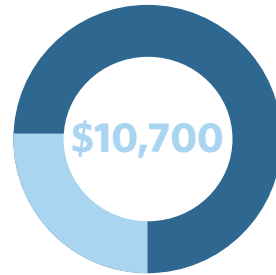


EXPENDITURES



- 72% Personnel
- 14% Instructional
- 9% Operations
- 5% Facilities

TOTAL COST PER STUDENT

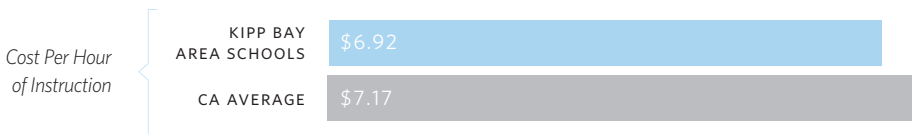


- Public Funding
- Philanthropic Funding

PHILANTHROPIC FUNDING

- athletics, music & arts
- college advising & visits
- extended school day & year
- facilities
- leadership development
- personalized learning & innovation

INSTRUCTION



AVERAGE PER PUPIL STATE FUNDING, 2013-14 (KIPP NETWORK)



[Source is 2013-14 KIPP Bay Area Schools data, 2013 KIPP Report Card, the California Department of Education and EdSource's LCFF Formula Guide]

THANK YOU

We are grateful to the following investors who generously committed to our multi-year growth campaign.

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[Francis Cheng, KIPP Summit Academy and KIPP King Collegiate alumnus, Bates College Senior, brand new Teach for America Corps Member returning to Oakland this summer to help other first-generation students succeed]



**I am
Vehicles moving, kids playing, babies crying,
Dogs barking loudly,
People working, homeless suffering,
People passing, mothers screaming,
Bells ringing.**

**I am
Tamales on Christmas,
Pollo on Thanksgiving,
Huevos for Easter,
Mangonadas in summer!
In the winter, some atole with pan.**

**I am
Lo puedes lograr, si se puede,
Querer es poder,
Si tratas lo puedes hacer.**

**I am
Claudia Bernal,
Carlos Flores,
Judith Flores Bernal,
Edsel Flores Bernal,
And, of course,
I am Iyari Flores Bernal.**

Iyari Flores Bernal, 5th Grade, KIPP Heritage Academy

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