

KIPP Bay Area Schools

TRANSFORMING LIVES, TRANSFORMING COMMUNITIES

2011-2012 ANNUAL REPORT



“KIPP taught me integrity, initiative, responsibility—values that I live by. KIPP gave me positive reinforcement, encouragement, and nurturing. It gave me everything a child needs, and made me into the woman I am today.”

GLEND A JACKSON, *Alumna*, KIPP BAYVIEW ACADEMY
Junior, PATTEN UNIVERSITY

“At KIPP Bridge, we talk a lot about team and family. As a team, we work together. As a family, we are always there to give each other a helping hand.”

SABRIA HINTON, *Eighth Grader*, KIPP BRIDGE CHARTER SCHOOL

“At KIPP Summit, community means that we come together to help one another. We can rely on each other to talk about the things that are important to us. I want to go to college to see what I can achieve in life.”

IVAN LEON, *Fifth Grader*, KIPP SUMMIT ACADEMY

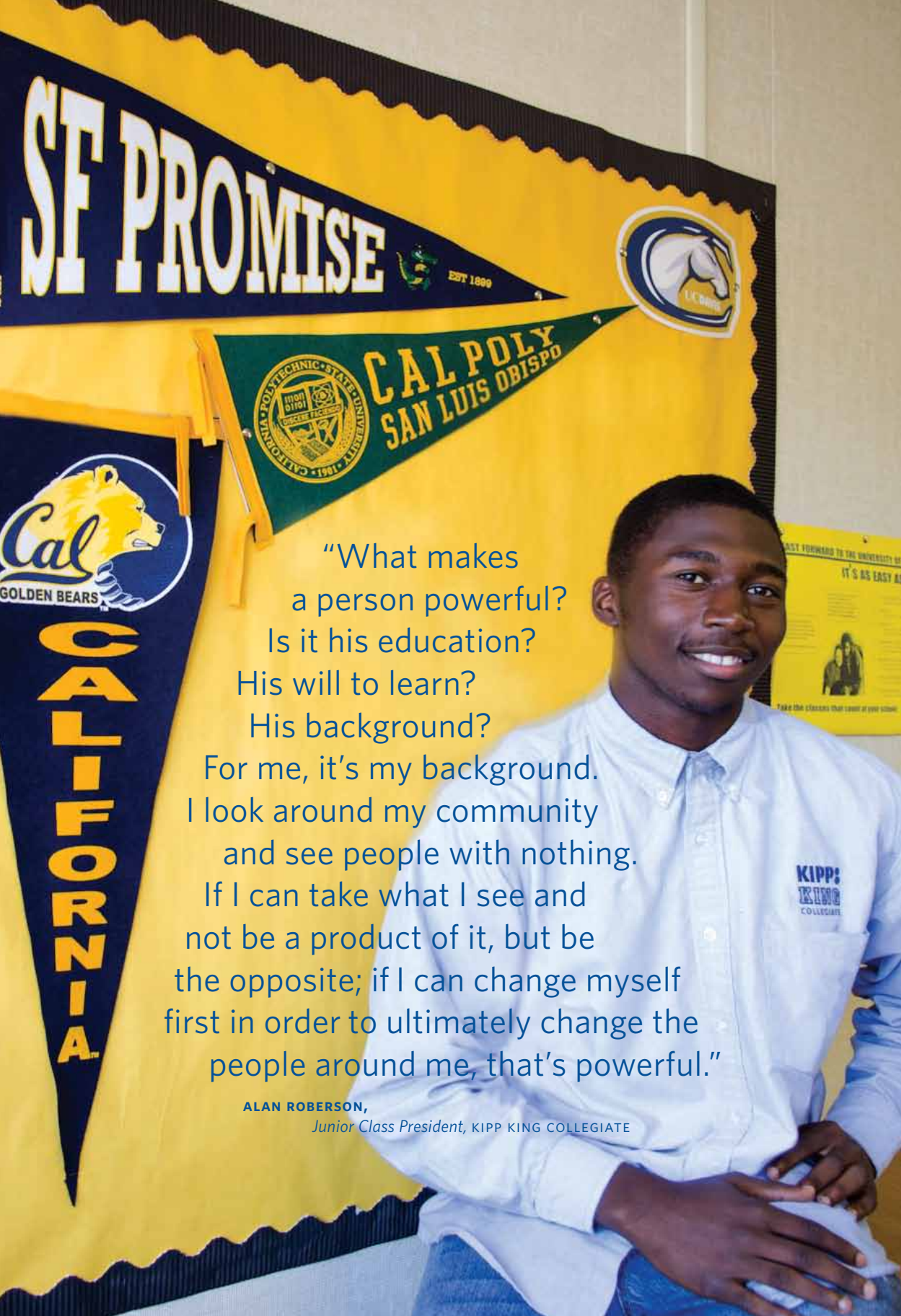


PATTY SANTIAGO, *Founding Operations Manager*, KIPP SAN JOSE COLLEGIATE | JONATHAN, *Patty's son*, Freshman, KIPP SAN JOSE COLLEGIATE

KIPP TRANSFORMS LIVES AND COMMUNITIES

IN TODAY'S WORLD, a college diploma unlocks opportunity. Students who are the first in their families to graduate from college have the freedom to choose their path in life. College graduates are more likely to vote, hold a job, and be healthy; and they earn significantly more than those without a college degree. For the past 18 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.

At KIPP Bay Area Schools, 85 percent of alumni have matriculated to college, and they will begin to graduate in 2014. The success of these students has a ripple effect—transforming their own lives, their families, and their communities.



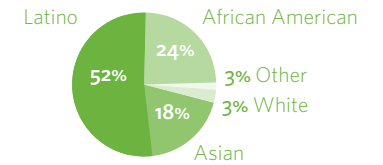
“What makes a person powerful? Is it his education? His will to learn? His background? For me, it’s my background. I look around my community and see people with nothing. If I can take what I see and not be a product of it, but be the opposite; if I can change myself first in order to ultimately change the people around me, that’s powerful.”

ALAN ROBERSON,
Junior Class President, KIPP KING COLLEGIATE

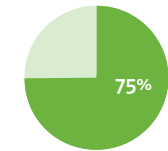


KIPP BAY AREA SCHOOLS STUDENTS

DEMOGRAPHICS



ELIGIBLE FOR FEDERAL FREE & REDUCED-PRICE MEALS PROGRAM

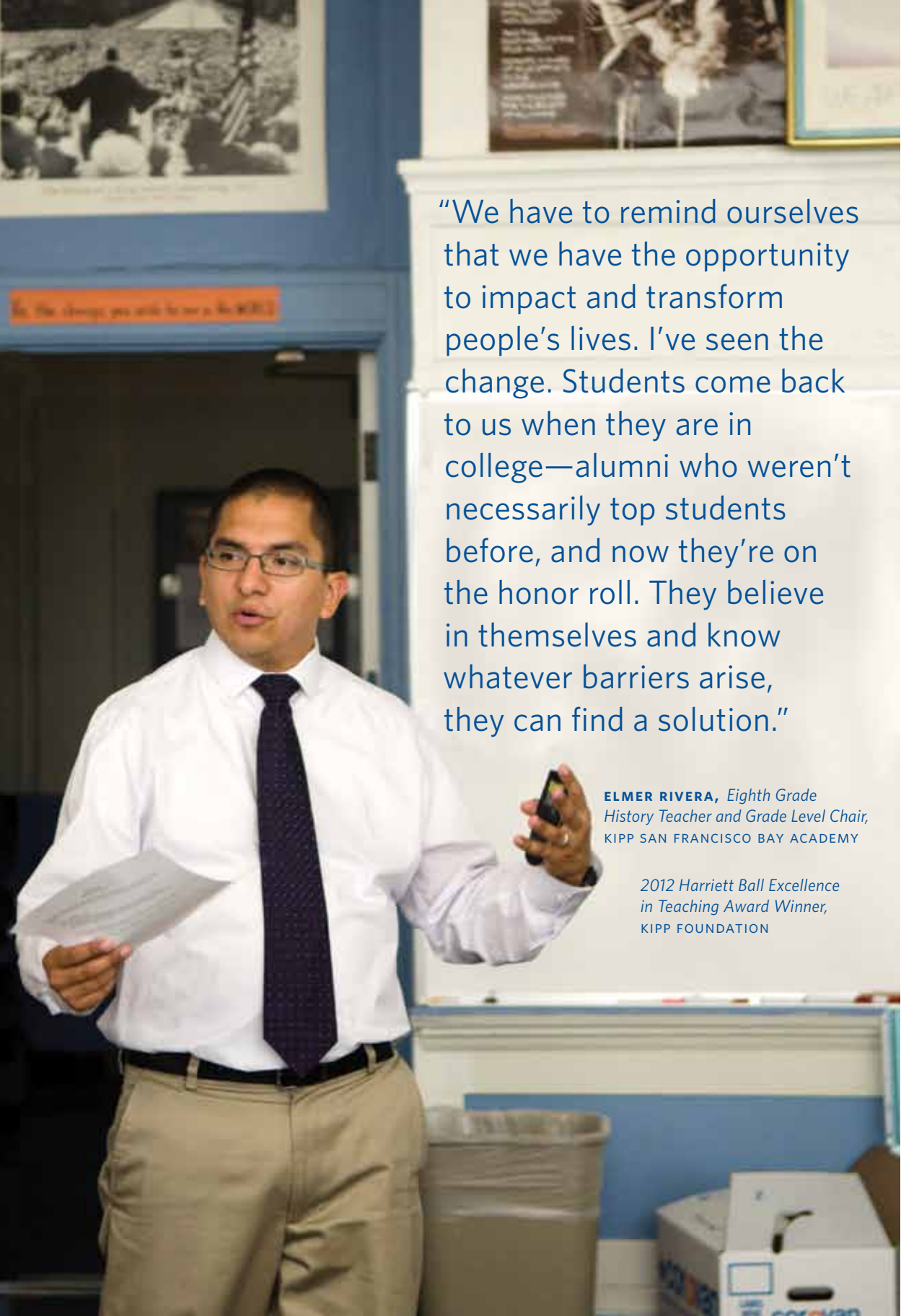


COLLEGE COMPLETION IS OUR GOAL

KIPP Bay Area Schools In the San Francisco Bay Area, five KIPP middle schools and two KIPP high schools are closing the achievement gap between low-income students and their more advantaged peers. These tuition-free, college-preparatory, public charter schools are located in the underserved neighborhoods of Bayview Hunters Point and the Western Addition in San Francisco, East San Jose, San Lorenzo, and West Oakland. Of the 2,600 students that KIPP Bay Area Schools serves, 97 percent are students of color and 75 percent qualify for the federal free and reduced-price meals program.

KIPP Across the Nation KIPP, the Knowledge Is Power Program, is a national network of 125 KIPP schools in 20 states and the District of Columbia serving more than 39,000 students. KIPP tracks and supports all students from eighth grade through college, no matter where their path may take them. Across the country, KIPP alumni are graduating from college at a higher rate than the national average, and at a rate four times higher than low-income students nationwide.

ALAN'S STORY | When Alan started fifth grade at KIPP Bayview Academy, he struggled. “They made me accountable for my actions—it was so different from my other school.” He moved away for seventh and eighth grade, but when it was time for high school, his parents suggested KIPP King Collegiate. “I went to the orientation and liked it from the get-go. There was real team building.” Over the years, Alan has drawn inspiration from his community. “My motivation to be a leader has been my own family. My brother has had a tough time. As a result, he hasn’t done certain things in life. I thought, if I make it, he can live through me.”



“We have to remind ourselves that we have the opportunity to impact and transform people’s lives. I’ve seen the change. Students come back to us when they are in college—alumni who weren’t necessarily top students before, and now they’re on the honor roll. They believe in themselves and know whatever barriers arise, they can find a solution.”

ELMER RIVERA, Eighth Grade History Teacher and Grade Level Chair, KIPP SAN FRANCISCO BAY ACADEMY

2012 Harriett Ball Excellence in Teaching Award Winner, KIPP FOUNDATION

ASFAHA (FAR LEFT), Eighth Grader, KIPP HEARTWOOD ACADEMY
DINA (LEFT), Asfaha’s sister, KIPP SAN JOSE COLLEGIATE, CLASS of 2012, Freshman, BARNARD COLLEGE



THE KIPP MODEL WORKS

High Expectations KIPP schools have high expectations for academic achievement and character development. The strong emphasis on culture in our schools supports a college focus from the start. We support students by teaching not only rigorous academic skills and knowledge, but also habits and practices that lead to their success.

Longer School Day and Year At KIPP, we believe that there are no shortcuts when it comes to success in school and in life. With a longer school day and year, our students have more time in the classroom to acquire the knowledge that will prepare them for competitive colleges. More time also enables KIPP to provide students with a rich variety of experiences—including art, athletics, and music.

Talent and Leadership At the heart of every KIPP school is an extraordinary leader and a team of committed teachers who share the belief that every child can and will learn. Our ability to succeed with students relies heavily on the talented instructors in our classrooms and the investments we make in their professional development and leadership.

College Completion In our early years, KIPP was focused on helping our students climb the mountain to college. Over time we have learned that journey is necessary, but not sufficient. Our mission today is to help our students achieve success *through* college, and this goal drives everything we do.

MR. RIVERA’S STORY | Mr. Rivera learned about KIPP in 2000 when he saw it featured on 60 Minutes. “I was moved by what I saw and driven by the desire to find solutions in education.” He began teaching at KIPP San Francisco Bay Academy two years after his niece, now a sophomore at UC Riverside, became a member of its founding fifth grade class. “I am a first generation college graduate, and she will be too.”

"Year after year, KIPP has shown that with support and high expectations, all students are capable of meeting or exceeding high academic standards and closing the achievement gap, a goal San Jose hopes to accomplish."

CHUCK REED, Mayor of San Jose,
in a letter to the Franklin-McKinley School District Board of Trustees



"The reason that KIPP can work is that the circumstances of your birth are not destiny...KIPP has done a better job of replicating excellence than anybody I know."

PRESIDENT BILL CLINTON,
at the 2012 KIPP SCHOOL SUMMIT

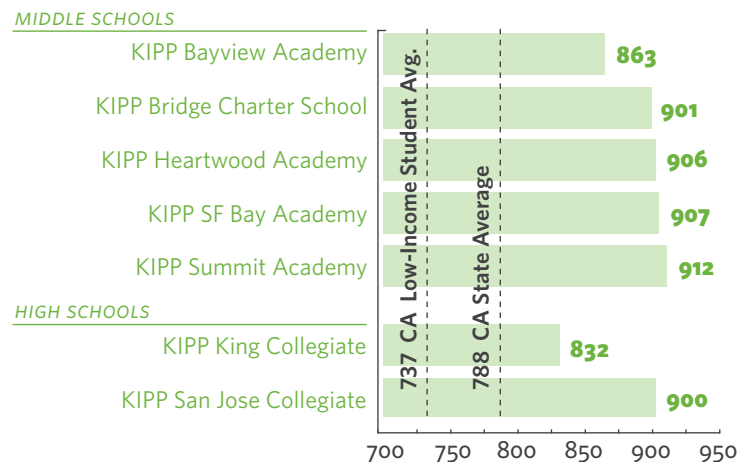


A FOCUS ON ACADEMIC RESULTS

At KIPP, academic achievement is the cornerstone of our mission. We know that test scores do not paint the full picture of student success, but without academic mastery, our students will have limited opportunities.

KIPP Bay Area Schools continues to rank in the top 10 percent of all public middle and high school districts across the state. All seven KIPP schools in the Bay Area once again outperformed the average Academic Performance Index (API) score for their districts, exceeded the state target of 800, and approached the performance of the strongest public districts statewide.* Our students prove it is possible to close the achievement gap.

2011-2012 ACADEMIC PERFORMANCE INDEX (API)

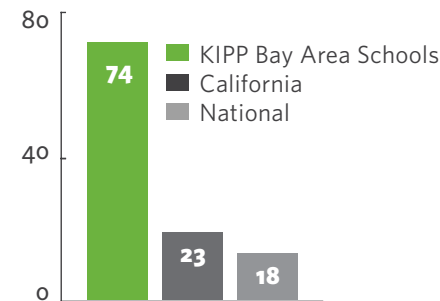


* The Academic Performance Index (API) gives all public schools in California a score from 200-1000 based on their achievement on the California Standards Test. Source: California Department of Education, October 2012

Advanced Placement (AP) exams are the culmination of rigorous high school coursework and are a leading indicator of college readiness. KIPP Bay Area Schools students far outperform the state and national average AP exam results. Furthermore, 80 percent of KIPP high school seniors took an AP exam, as compared to 35 percent of their state peers and 30 percent of their national peers—a reflection of our emphasis on college preparation for all students.

2011-2012 ADVANCED PLACEMENT (AP) EXAMS

PERCENTAGE OF 2012 SENIORS WHO PASSED AT LEAST ONE AP EXAM IN HIGH SCHOOL



Source: College Board

Innovation and Blended Learning

KIPP Bay Area Schools is personalizing learning for our students through the use of technology in our classrooms. Our vision is to create classrooms where students are engaged learners and teachers are supported by tools that enable them to use data effectively and differentiate instruction.



“I went into education reform to change my community so there would never be another student like me in a college classroom who felt unprepared to be competitive or successful in college and the world beyond.”

SHERRYE HUBBARD (FAR LEFT),
Assistant Principal, KIPP BRIDGE
CHARTER SCHOOL



“KIPP’s push toward character has the potential to change lives, not only for the thousands of kids that KIPP serves, but also for millions of kids who do not have the opportunity to attend KIPP.”

PAUL TOUGH, AUTHOR, *How Children Succeed: Grit, Curiosity, and the Hidden Power of Character*

AN EQUAL FOCUS ON CHARACTER DEVELOPMENT

Since KIPP was founded in 1994, our model has explicitly emphasized both academic rigor and the development of character strengths among our students. Our motto—Work hard. Be nice.—captures in a simple and memorable way what our schools are all about.

With the support of researchers who have linked character strengths to high achievement and life satisfaction, we are deepening our character work with students and families. We are focused on integrating seven research-based strengths into the fabric of our curriculum and culture: grit, self-control, zest, social intelligence, gratitude, optimism, and curiosity. Ultimately, we believe that the combination of character strengths and academics is critical to preparing our students for success in college and in life.

MS. HUBBARD’S STORY | *Sherrye Hubbard grew up in West Oakland and graduated from San Francisco State University. “I discovered KIPP in 2005, and I have not looked back since. This is a mission, and something I wake up excited about every day. I am so intensely dedicated to making sure that every child has the opportunity to be more successful than I ever could have imagined being at their age.”*

“For my children, KIPP has helped them to become successful in class and to know what to expect in the future. They work together every night to complete homework and share their experiences. My youngest will hopefully be at KIPP, but she is already building the habits to make her a successful student because of her older siblings.”

OLGA MONTES (NOT PICTURED), mother of **JENNIFER (RIGHT)** and **DANIEL (SEATED),** aunt of **NATALIE (LEFT),** KIPP HEARTWOOD ACADEMY



“The distinguished track record that KIPP has produced in the Bayview has been tremendous. One of my main loves and concerns in life is our children. Without children, you can’t have tomorrow. KIPP has achieved great things in middle school, and I’m pleased to support a high school so KIPP can get our children to colleges and universities.”

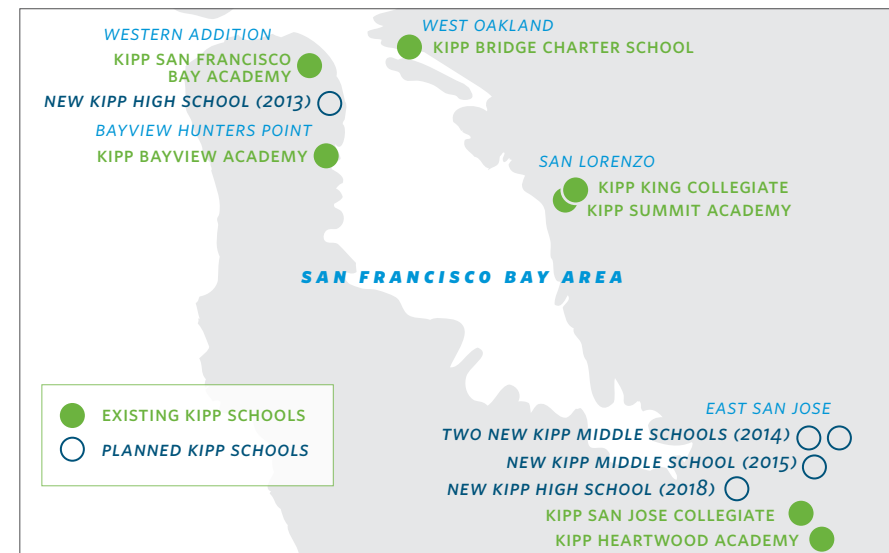
REVEREND ARELIUS WALKER, Pastor of True Hope Church in the Bayview, San Francisco

KIPP IS GROWING TO SERVE MORE FAMILIES

KIPP Bay Area Schools has embarked upon an ambitious growth plan to double our impact by opening new schools and increasing our enrollment from 2,600 students to over 5,000 students in the next decade. Our vision is to significantly increase the number of low-income students who graduate from college in five of the Bay Area’s most underserved neighborhoods.

- In the first phase of our strategic plan, we are focusing on the construction of a new, shared campus for KIPP King Collegiate high school and KIPP Summit Academy middle school in San Lorenzo.
- In 2013, the first KIPP high school in San Francisco will open its doors, providing the community with a high-quality, college-preparatory option for students and families.
- Beginning in 2014, we will open new middle schools in San Jose to meet the increasing demand for high-quality schools in the community.

KIPP BAY AREA SCHOOLS PLANNED GROWTH



“My life changed the day my fourth grade teacher asked my mom to enroll me at KIPP. I am grateful to all my KIPP teachers who believed in me and provided me with an outstanding education. KIPP has opened so many doors for me. I want to be successful in college and graduate so that I can make a positive impact on someone else’s life.”

ERICK SILVA, *Salutatorian*, KIPP SAN JOSE COLLEGIATE,
CLASS of 2012 | *Freshman*, UNIVERSITY of PENNSYLVANIA



To date, 85 percent of KIPP Bay Area Schools alumni have matriculated to colleges including:

- Barnard College
- Bates College
- Brown University
- Bryn Mawr College
- Cal Poly San Luis Obispo
- Colby College*
- CSU East Bay
- CSU Sacramento
- Davidson College*
- Dominican University
- Franklin & Marshall College*
- George Washington University
- Howard University
- Humboldt State University
- Lewis & Clark College
- Loyola University of New Orleans
- Middlebury College
- Mills College
- Notre Dame de Namur University*
- San Francisco State University
- San Jose State University*
- Stanford University
- Syracuse University*
- UC Berkeley
- UC Davis
- UC Irvine
- UC Los Angeles
- UC Merced
- UC Riverside
- UC San Diego
- UC Santa Cruz
- University of Pennsylvania*
- University of San Francisco
- University of Southern California
- Whittier College
- Yale University

WE SUPPORT OUR ALUMNI THROUGH COLLEGE

KIPP THROUGH COLLEGE ensures that all students and alumni have the skills and resources they need to navigate to and through college into self-sufficient adulthood. Services include: high school transition support for eighth graders; one-on-one college advising for eleventh and twelfth graders; alumni advising for KIPPsters in college; and career readiness coaching.

KIPP COLLEGE PARTNERSHIPS improve college completion rates for students who are the first in their families to attend college. Through increased support for students and strategic collaboration with university partners, KIPP hopes to create a long-term scalable model for college access and completion that others can replicate.

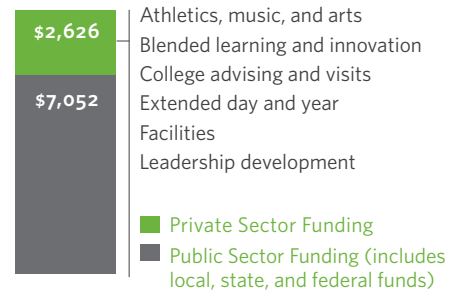
* KIPP College Partnerships

KIPP OFFERS A LEVERAGED INVESTMENT...

3:1 Leveraging Public Funds

KIPP Bay Area Schools has the advantage of leveraging private philanthropy with public dollars. With three-quarters of our funding coming from public sources, every dollar of private support will have four times the impact.

TOTAL COST PER STUDENT, 2011-2012: \$9,678



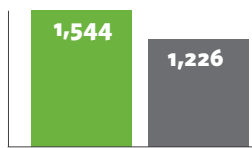
While KIPP Bay Area Schools has successfully reduced its cost per student, over the same time frame, public sector funding has also fallen (by nearly 20 percent on an inflation-adjusted basis since 2007-08 in California). As such, we estimate our private sector need per student to equal approximately \$2,700 per student in 2012-13.

What It Takes

In order for KIPP Bay Area Schools to provide a rigorous, college preparatory education, several components must be in place. Teachers are valued as professionals. Students are exposed to cultural and educational enrichment opportunities. A longer school day and year, stretching into the summer and select Saturdays, allows more time for high quality instruction. School enrollments are limited to provide more individualized attention to students and families. We continue to innovate by personalizing learning for students through the use of technology. Our KIPP Through College program supports students through college completion. These essential elements of the KIPP program cannot be funded solely through the public dollars provided to schools in California.

HOURS OF INSTRUCTION PER YEAR

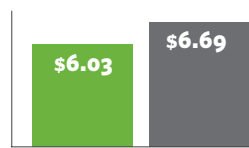
■ KIPP Bay Area Schools
■ California



Source: National Center on Time & Learning; KIPP data

COST PER HOUR OF INSTRUCTION

■ KIPP Bay Area Schools
■ California

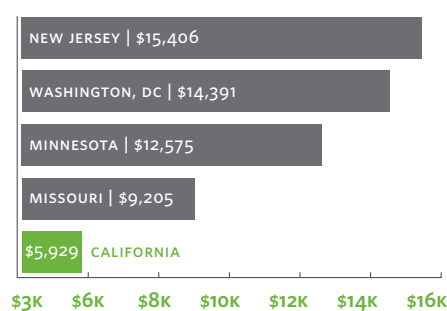


Source: National Center on Time & Learning; California Department of Education; KIPP data

The Funding Gap

When adjusted for cost of living, California spending on public education ranks among the lowest in the nation. While money alone is not sufficient to close the achievement gap, extra resources make a difference, particularly in the KIPP model where funds are used effectively to maximize learning.

AVERAGE PER PUPIL STATE FUNDING, 2011-2012



Source: KIPP Foundation; KIPP Bay Area Schools data

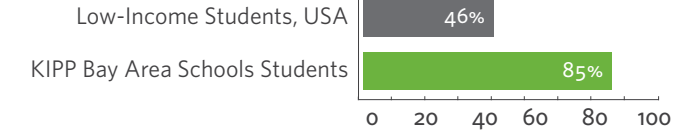
...WITH SIGNIFICANT RETURNS

30X Return on Investment

KIPP Bay Area Schools students matriculate to college at nearly twice the national average for low-income students. The difference between high school and college completion for KIPP students is equal to more than \$1M in lifetime earnings. When considering those increased earnings alone, the impact of a dollar invested in a KIPP Bay Area Schools student is 30x.

COLLEGE MATRICULATION RATES

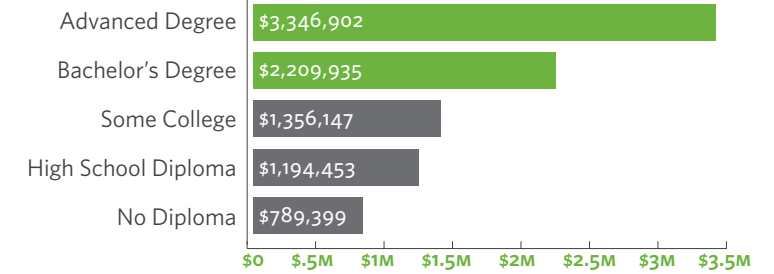
KIPP Bay Area Schools students matriculate to college at nearly twice the national average.



Source: KIPP Foundation; KIPP Bay Area Schools data

AVERAGE LIFETIME EARNINGS

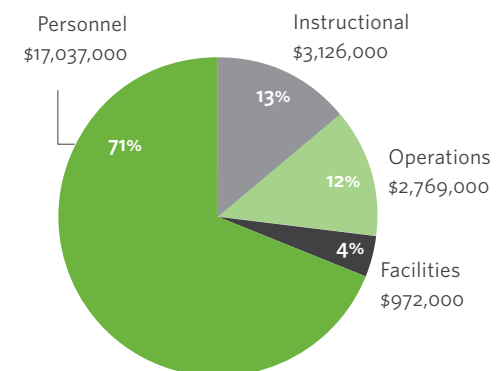
The difference between high school and college completion for KIPP students will be \$1M in lifetime earnings.



Source: U.S. Census Bureau

2011-2012 EXPENDITURES: \$23,904,000¹

KIPP Bay Area Schools invests the majority of our resources in talented teachers and leaders.



¹ Source: FY 2011-2012 unaudited financials



MONICA LEDEZMA,
KIPP KING COLLEGIATE,
CLASS of 2012 | Freshman,
Berkeley City College

THANK YOU.

We are grateful to the following donors who gave to KIPP Bay Area Schools between July 1, 2011 and June 30, 2012.

Multi-year pledges and commitments are not noted here.

** An asterisk denotes an in-kind donation.*

\$1,000,000 AND ABOVE

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The Fisher Family
Wayne and Gladys Valley Foundation

\$500,000 - \$999,999

Charles and Helen Schwab Foundation
Tipping Point Community*

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\$50,000 - \$99,999

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Lindsay & Terry Eakin
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Joan Egrie
Jordi Moncada Elias
Nancy & Brewster Ely

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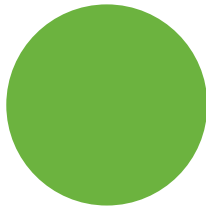
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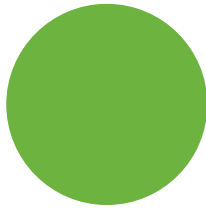
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