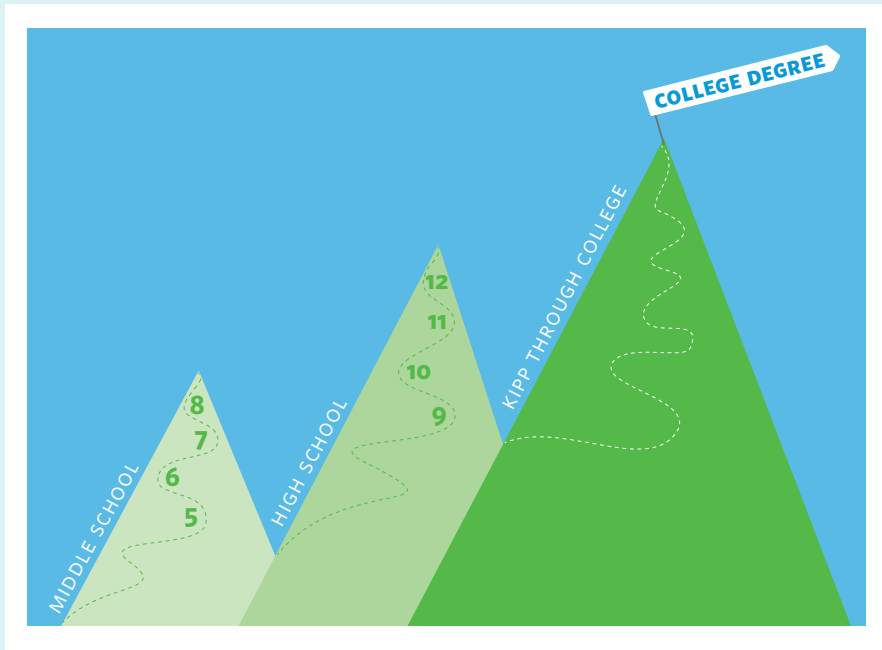




THE JOURNEY.

KIPP Bay Area Schools

JULY 2009-JUNE 2010
ANNUAL REPORT



THE JOURNEY OF A KIPPSTER is like climbing a mountain. Beginning in fifth grade, KIPPsters traverse peaks and valleys before reaching the final summit—college graduation. Ascending each interim peak—eighth grade promotion and high school graduation—requires KIPPsters’ hope, perseverance, and commitment to overcome challenges that arise along the way. Throughout the journey, excellent teachers, committed staff, and a dedicated team and family do whatever it takes to help each KIPPster succeed.

This fall, the first class of KIPP Bay Area Schools alumni matriculated to college. Thousands of other KIPPsters are following close behind. Whether they are just beginning fifth grade or are already in high school, all are on the same journey—the journey to and through college.

COVER:
DENEAH MURPHY, *Fifth Grade*, KIPP BRIDGE CHARTER SCHOOL | *Freshman*, UNIVERSITY of CALIFORNIA, BERKELEY



Across the country, the average academic achievement of low-income and minority students is significantly below middle class white students. In a country founded on principles of equality and opportunity, fewer than 70% of low-income students graduate from high school.¹ Only one in ten will graduate from college.²

Seven KIPP schools in the Bay Area are putting these students on a dramatically different path. While the achievement gap for low-income, minority students typically widens the longer students remain in school, for students at KIPP Bay Area Schools, the gap is closing. To date, 83% of KIPP Bay Area Schools alumni have matriculated to college.



GRADES 5 & 6

BEGINNING THE JOURNEY TO AND THROUGH COLLEGE

On the first day of fifth grade, all KIPP students take their first step on the climb to and through college. Establishing a rigorous, college-bound culture begins when students learn their homerooms are named after each teacher's college alma mater, and grade levels are referred to by the year each cohort will matriculate to college.

Many students enter KIPP in fifth grade at least one grade level—and in many cases two or more—behind their more privileged peers in reading and math.³ KIPP meets students where they are. KIPP provides up to 600 additional hours of instruction per year beyond

KIPP (KNOWLEDGE IS POWER PROGRAM)

Since their inception in 1994, KIPP schools have proven that with exceptional teaching, more time learning, and high expectations for academic and character development, all students can achieve remarkable results. These tuition-free, college-preparatory public schools in under-resourced communities help students develop the knowledge, skills, and character needed to succeed in college and the competitive world beyond.

Today, there are 99 KIPP schools in 20 states and the District of Columbia serving more than 26,000 students who are accepted regardless of prior academic record, conduct, or socioeconomic background. **This year, KIPP Bay Area Schools serves more than 2,300 students in seven public charter schools in Oakland, San Francisco, San Jose, and San Lorenzo.**



those of traditional public schools to ensure students receive proper remediation and differentiation, small group instruction, and tutorials to improve their reading, writing and math proficiency. All KIPP teachers are available by cell phone until 9:00 PM on school nights to answer students' homework questions.

In addition to providing all students with strong academic skills, KIPP schools cultivate the habits of mind and character required for the relentless pursuit of a college degree. Students are taught that there are no shortcuts on the path to college, and they must hold themselves accountable to meet these high expectations. KIPPsters learn academic habits—completing assignments on time, coming to class prepared, asking for help—that lead to success. Students also develop personal character by practicing core values like respect, teamwork, honesty, perseverance, and responsibility.

Middle School End-of-Year Field Lessons

Students earn various end-of-year field lessons by meeting high academic, attendance, and behavioral expectations throughout the year. These field lessons celebrate the accomplishments of KIPPsters and provide invaluable opportunities for personal development.

IN CALIFORNIA

Lake Tahoe
Monterey
Santa Cruz
Southern California
Westminster Woods
Yosemite

ACROSS THE NATION

New Orleans
New York City
Oregon
The Southwest
Washington, D.C.



GRADE 5

Expository Critique: distinguish facts, supported inferences, and opinions in text
Science: know how sugar, water, and minerals are transported in a vascular plant
From the CONTENT STANDARDS for CALIFORNIA PUBLIC SCHOOLS

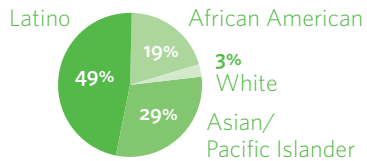
GRADE 6

Math: solve problems involving rates, average speed, distance, and time
Physical Education: compare individual physical fitness results with research-based standards for good health

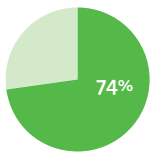


KIPP Bay Area Schools Students

DEMOGRAPHICS



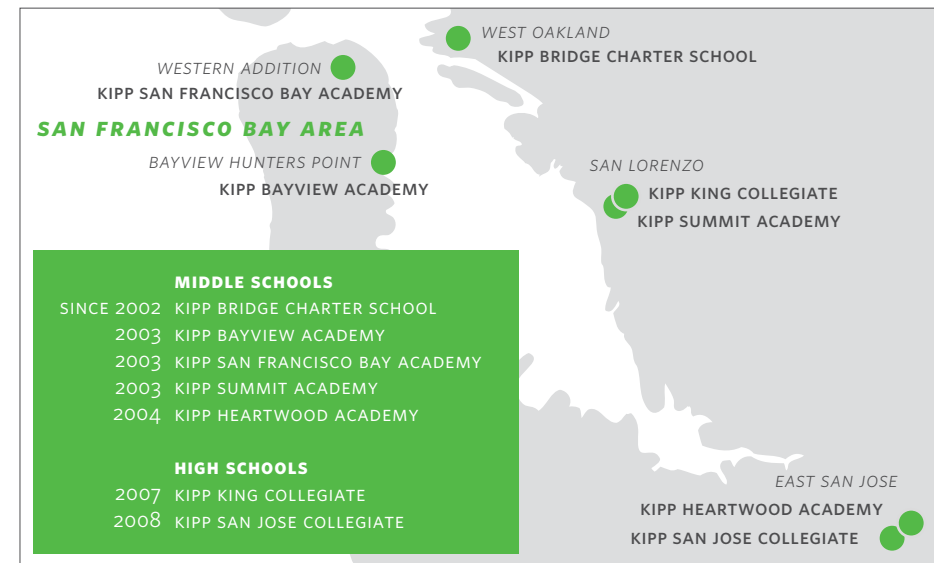
ELIGIBLE FOR FREE & REDUCED PRICE MEALS



GRADES 7 & 8

TOWARD THE FIRST PEAK: PREPARING FOR HIGH SCHOOL

Students typically demonstrate tremendous gains after their first two years at a KIPP school. In 2010, 100% of KIPP Bay Area Schools seventh and eighth grade classes outperformed state averages in all tested subjects on the California Standards Test (CST). With a solid foundation in reading, writing, and mathematics skills, KIPPsters are well prepared for more advanced concepts and courses such as physical science and algebra. Students also develop their research and critical thinking skills in preparation for the rigors of high school.



Through a culture of teamwork, KIPP schools continue to develop students' self-confidence, determination, leadership, and respect for self and others. As students mature, so must their level of independence and responsibility. At this point in their journey, KIPP students are preparing to reach the first peak on their climb up the mountain to college—the completion of eighth grade. As they look ahead, KIPPsters further hone personal tenacity, resilience, and integrity—qualities that will help them navigate any roadblocks they may encounter. Students have opportunities to develop their leadership skills in peer mentorship programs and electives such as We are the Future and Student Council.

Seventh and eighth graders at the five KIPP middle schools are encouraged to explore attending private, parochial or public college-preparatory high schools including KIPP King Collegiate and KIPP San Jose Collegiate. In eighth grade, the KIPP Through College team meets with families to determine each student's high school options and support them through the admissions process by arranging shadow visits, coordinating test preparation classes, conducting mock interviews, and navigating the application and financial aid process.

High School Placement

Last year, KIPP Bay Area middle school alumni earned more than \$1.5 million in need-based financial aid and scholarships. Below is a sampling of high schools alumni attend this year.

BOARDING

- Cate School
- Eastside College Preparatory School
- The Hotchkiss School
- San Domenico School
- Stevenson School
- The Thacher School

CHARTER

- KIPP King Collegiate
- KIPP San Jose Collegiate
- City Arts & Technology High School
- Gateway High School
- Leadership High School
- Metropolitan Arts & Technology High School

MAGNET

- Lowell High School

INDEPENDENT & PAROCHIAL

- The Athenian School
- The Bay School of San Francisco
- Bishop O'Dowd High School
- Castilleja School
- The College Preparatory School
- Crystal Springs Uplands School
- Drew School
- International High School
- Lick-Wilmerding High School
- Marin Academy
- University High School
- The Urban School of San Francisco



High School Clubs, Electives, and Sports
KIPP Bay Area Schools further develops students' leadership, social skills, and talent through extracurriculars, clubs, and other enrichment activities.

CLUBS AND SPORTS

- Anime Club
- Art Club
- Cinephiles
- Cultural Club
- Dance and Prom Committee
- Entrepreneurs Club
- Fitness Club
- Gamers Club
- International Foods Club
- Key Club
- King-Summit Homework Mentors
- La Raza Unida
- Literary Magazine
- Mock Trial
- Newspaper
- Paranormal Club
- Peer Counseling
- Queer-Straight Alliance
- Recycled Art Club
- R.I.D.E. (Riding in Dedication to Exercise)
- Self-Defense Club
- Student Government
- The Outdoors Club
- Yearbook

ELECTIVES

- Advanced Band
- Advanced Placement Psychology
- Anatomy and Physiology
- Applied Math
- Art I,II,III
- Choir
- Concert Band
- Conditioning
- Creative Writing
- Guitar
- Jazz Band
- Journalism I, II
- Leadership I, II
- Mandarin I, II, III
- Off-Campus Job/Internship
- Orchestra
- Spanish I, II, III, Advanced Placement
- War and Peace
- World Dance I, II

FRESHMAN & SOPHOMORE YEAR

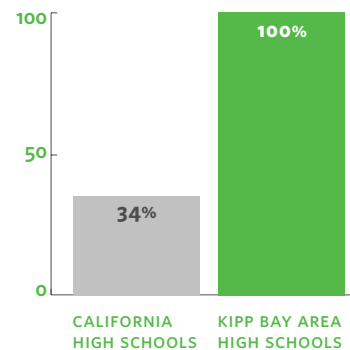
THE MIDPOINT OF THE JOURNEY TO COLLEGE

The region's two high schools, KIPP King Collegiate and KIPP San Jose Collegiate, provide an opportunity for East and South Bay students to continue their journey to college with the same rigorous and supportive culture established by KIPP middle schools.

High school presents a series of new challenges and opportunities for growth. During ninth and tenth grade, KIPPsters adjust to new levels of independence and academic rigor. In order to make the most of their high school years, students must learn to advocate for themselves as learners and reach out to members of the KIPP network—teachers, fellow students, college counselors—for support. Honors and Advanced Placement coursework challenges students academically while involvement in clubs, electives, and sports allows students to explore individual passions and further develop social and leadership skills.

College-Ready Graduates*

In order to be eligible to enter any California public university, high school students must complete the "A-G" course sequence. The graph below shows the percentage of college-ready high school graduates in California compared with those at KIPP Bay Area high schools.

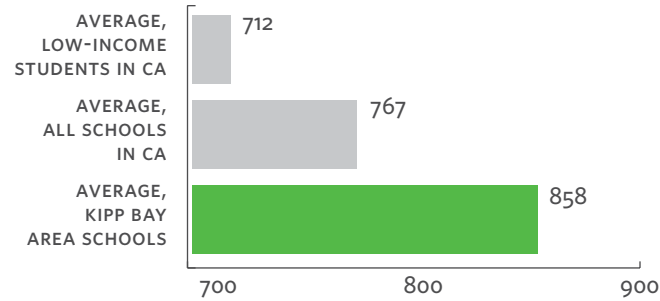


*12th Grade Graduates Completing all Courses Required for U.C. and/or C.S.U. Entrance: School Year 2007-2008. California Department of Education: Educational Demographics Office. Retrieved October 29, 2010 from <http://dq.cde.ca.gov/dataquest/>.

FOCUS ON RESULTS

2010 Academic Performance Index (API)

The API is a single number (ranging from a low of 200 to a high of 1,000) that reflects a school's performance level, based on the results of statewide testing in a given school year. Its purpose is to measure the academic performance and progress of schools. California's established target is 800.



2010 Advanced Placement (AP) Results

In California, less than 21% of graduating seniors received a three or higher on an AP exam in 2009.*

KIPP King Collegiate

- 51% of all King juniors have earned a three or higher on at least one AP exam.
- 55% of all King sophomores have earned a three or higher on at least one AP exam.
- The overall pass rate of all AP exams taken by students at King is 62%.

KIPP San Jose Collegiate

- 50% of sophomores who have taken an AP exam have earned a three or higher.

*The 6th Annual AP Report to the Nation (Class of 2009). Released Feb. 2010. College Board. Table 1: AP Equity and Excellence. Student Access and Performance in U.S. Public Schools. <http://www.collegeboard.com>.

2010 California Standards Test (CST) Results*

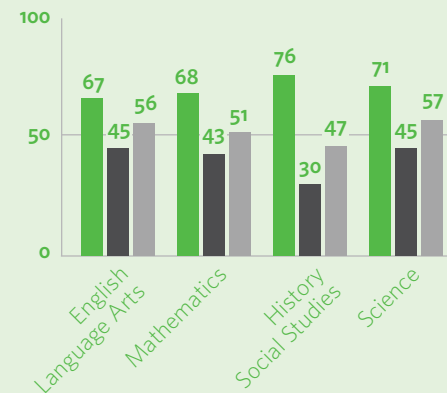
The California Standards Test measures how well students have learned a set of academic skills established by the state. State criterion-referenced tests show how well KIPP schools performed in a given year on state standards as compared with district and state averages. Tested subjects vary by grade level. Results shown are a weighted average of all grades at each school.

2010 CST Scores Percentage Scoring Proficient or Advanced

- KIPP School Average
- District Average
- California Average

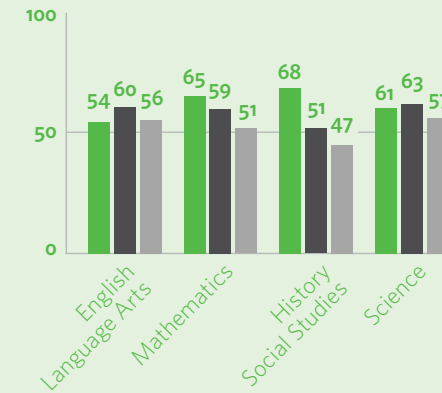
*Methodology: When multiple courses are tested for a given subject, a weighted average is employed to arrive at an aggregate score. This method accounts for the number of students who take each type of math or science (Algebra, Physics, etc.) when averaging state test scores, ensuring that each student's scores count equally.

OAKLAND (Oakland Unified School District) KIPP Bridge Charter School (Grades 5-8)

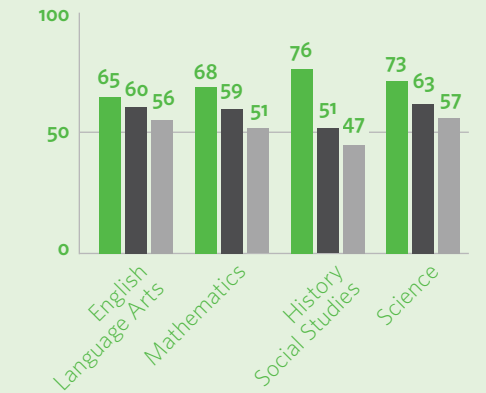


SAN FRANCISCO (San Francisco Unified School District)

KIPP Bayview Academy (Grades 5-8)

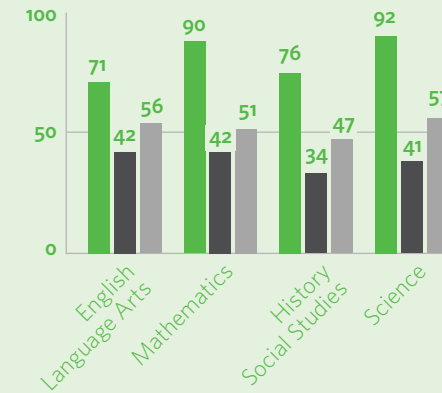


KIPP San Francisco Bay Academy (Grades 5-8)

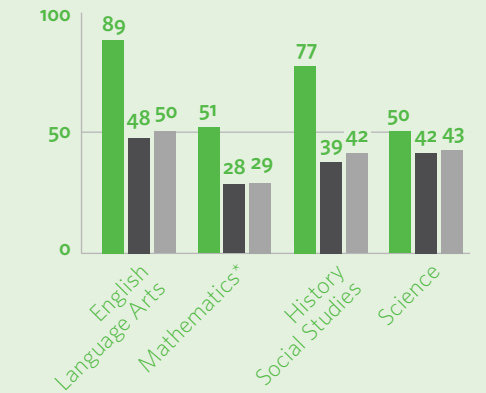


SAN JOSE (Alum Rock Union Elementary School District, East Side Union High School District)

KIPP Heartwood Academy (Grades 5-8)

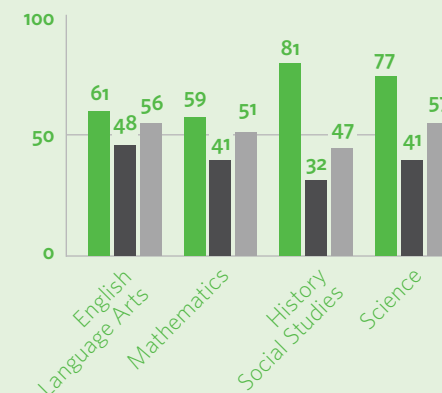


KIPP San Jose Collegiate (Grade 9-10)

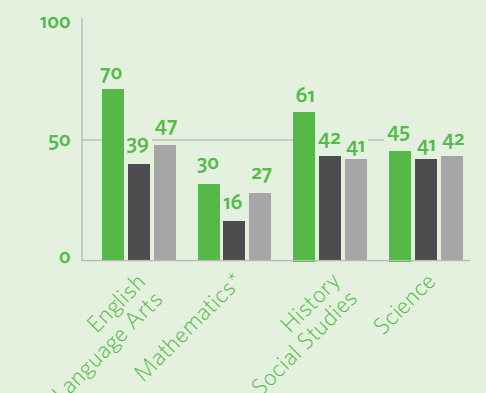


SAN LORENZO (San Lorenzo Unified School District)

KIPP Summit Academy (Grades 5-8)



KIPP King Collegiate (Grades 9-11)



* Includes: Algebra I, II, Geometry, and Summative Math



JUNIOR & SENIOR YEAR

TOWARD THE SECOND PEAK: PREPARING FOR COLLEGE

By eleventh grade, the second peak—high school graduation—is within sight. KIPPsters’ tackle challenging course loads which include a college readiness seminar and various Advanced Placement courses. In twelfth grade, students navigate the college admissions process with the help of college counselors on campus while ensuring their final year of high school is on par with or better than their previous academic and personal success. In order to graduate from a KIPP high school, students must gain admittance to at least one four-year university.

KIPP helped our son Josh focus and develop better time management skills. He is now more goal-oriented. To me, one of the most valuable things about KIPP is that they teach you to set that big goal—college graduation—and explain that obtaining it takes hard work and dedication early on in life. KIPP continues to help Josh stay focused on that goal.

—Alice and Sidney Byrd, parents of Josh Byrd,
KIPP Summit Academy alumnus | International High School, class of 2011

Helping KIPPsters get to College

The KIPP Through College team provides support to KIPP middle school alumni who do not attend one of the region’s two high schools. Support includes college visits, application and financial aid assistance, and mentoring. All KIPPsters receive the following services, starting in eleventh grade:

- one-on-one college advising
- student/parent workshops
- summer program research
- college research
- scholarship search

The Journey through College

KIPP Bay Area Schools’ commitment to our alumni does not end upon matriculation to college. KIPP Through College counselors check in with alumni on their college campuses through phone calls and personal visits. In addition, the College Scholars Program provides academic and personal support by tutoring and mentoring local alumni in college.

College Matriculation

To date, 83% of KIPP Bay Area Schools alumni have matriculated to colleges including:

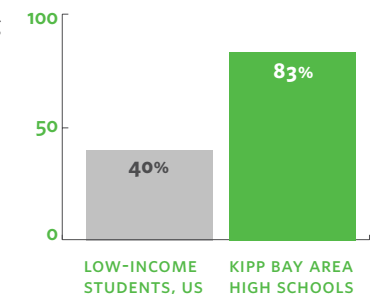
FOUR-YEAR COLLEGES AND UNIVERSITIES

Georgia State University
San Francisco State University
Sonoma State University
St. Mary’s College of California
UC Berkeley
UC Riverside
University of Redlands

TWO-YEAR COLLEGES

Berkeley City College
Laney College
Merritt College
San Francisco City College

This graph shows the percentage of low-income students nationwide who matriculate to college compared with those at KIPP Bay Area Schools.¹



GRADE 11

Math: use combinations and permutations to compute probabilities
Writing: analyze the use of imagery, language, universal themes, and unique aspects of a text
From the CONTENT STANDARDS for CALIFORNIA PUBLIC SCHOOLS



GRADE 12

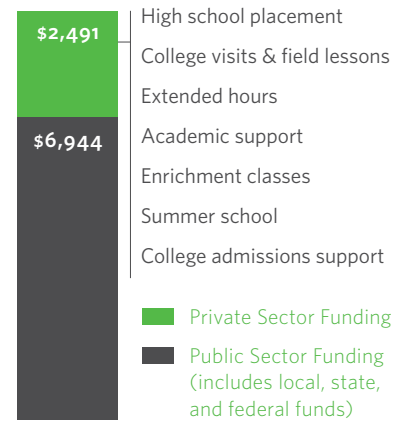
Reading: recognize strategies used by the media to inform, persuade, entertain, and transmit culture
Social Studies: explain how conflicts between levels of government and branches of government are resolved

A DIRECT INVESTMENT

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 paid more for the extra hours they work and to value them as professionals; students are exposed to cultural and educational enrichment opportunities; summer school, Saturday school, and a longer school day and year allow more time for learning; a high school preparation and advising program sets middle school students up for success; a college advising program helps high school students navigate the college application and admissions process; and school size is kept relatively small so that all students and their families are well-known and cared for. These essential elements of the KIPP program cost more than the state funding formula allocates in California.

Total Cost Per Student, 2009–2010: \$9,435

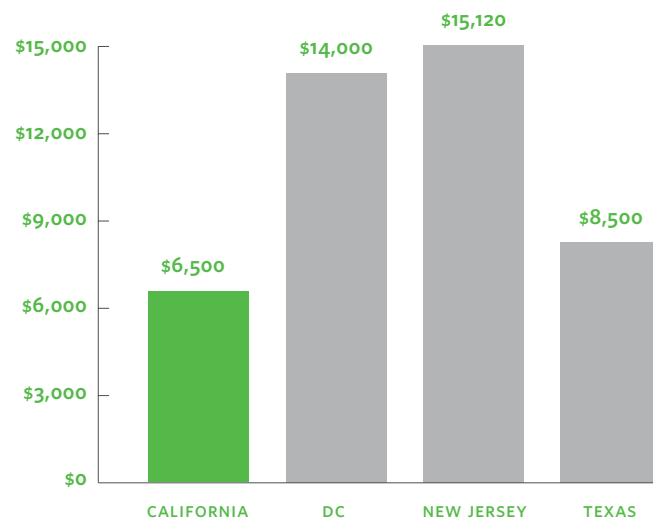


Note: While KIPP Bay Area Schools has successfully reduced its cost per student, over the same time frame, public sector funding has also fallen. As such, we estimate our private sector need per student to equal approximately \$2,800 per student in 2010-2011.

The Funding Gap

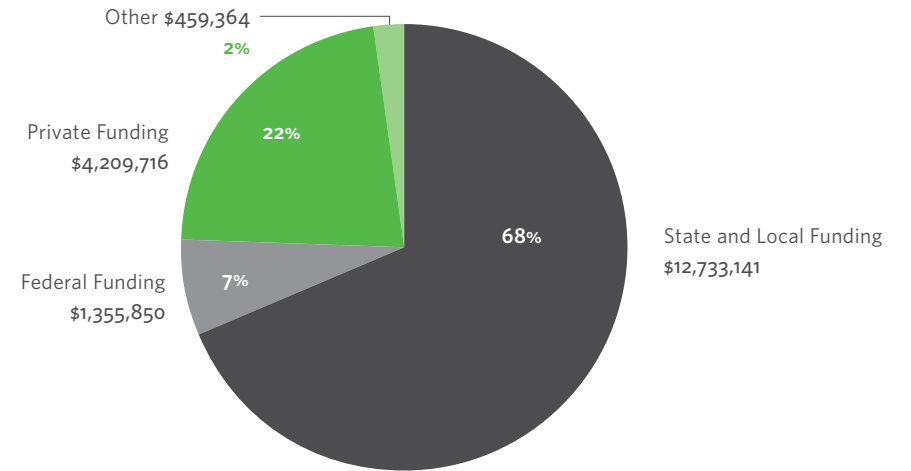
When adjusted for cost of living, California spending on public education ranks among the lowest in the nation. While money alone is not sufficient to close the achievement gap, extra resources make a difference, particularly in the KIPP model where funds are used effectively to maximize learning. In stark contrast to other states where the funding formula allocates more resources to high-minority and high-poverty districts, California systematically underfunds schools serving a high percentage of low-income, minority students.

Average Per Pupil Public Funding, 2009–2010

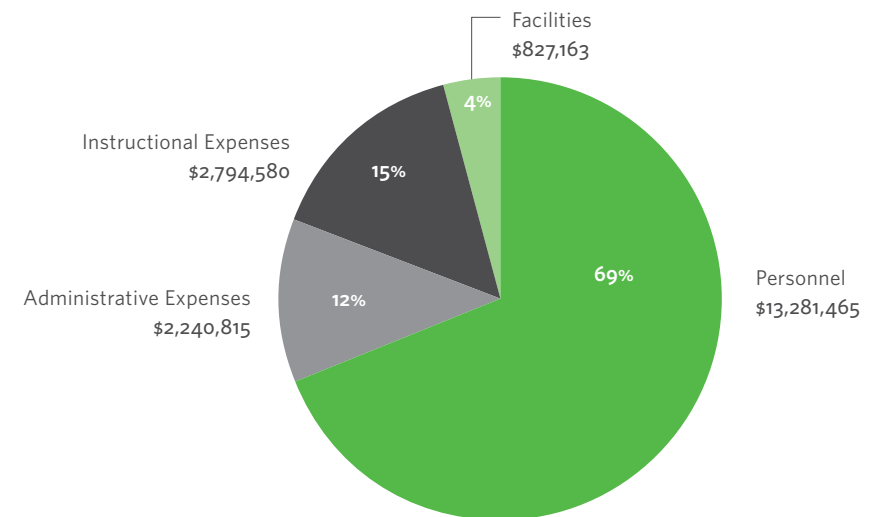


Source: 2009 KIPP Foundation Report Card.

KIPP BAY AREA SCHOOLS 2009–2010 REVENUE: \$18,758,071*



KIPP BAY AREA SCHOOLS 2009–2010 EXPENDITURES: \$19,144,023*



* FY 2009–2010 unaudited financials. Percentages may not add up to 100 due to rounding.

THANK YOU.

The following donors gave to KIPP Bay Area Schools between July 1, 2009 and June 30, 2010.

\$500,000 AND ABOVE

Arthur Rock & Toni Rembe Rock
Charles & Helen Schwab Foundation

\$100,000 TO 499,999

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SAP
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\$1,000 TO \$4,999

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Mary A. Crocker Trust
William Dagley & Edith Dagley

Dana Pace
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Michael & Ilse Leggett
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\$250 TO \$999

Noah & Hope Alper
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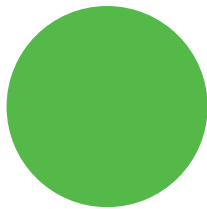
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Sources:

1. *Bachelor's Degree Attainment by Age 24 by Family Income Quartiles, 1970 to 2008*. Tom Mortenson. www.postsecondary.org. Based on Current Population Survey, US Data for 2008 compiled with assistance of Kurt Bauman, Chief, Education and Social Stratification Branch, Census Bureau.
2. *Moving Beyond Access: College Success for Low-Income, First-Generation Students*. 2008. Jennifer Engle and Vincent Tinto. www.pellinstitute.org.
3. According to Mathematics study, KIPP schools most often enroll students whose average fourth grade achievement is lower than their local districtwide average. Full report available on www.kipp.org.



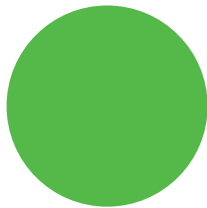
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