

KIPP Bay Area Schools

2009 ANNUAL REPORT

THE PURSUIT.



THE PURSUIT of being the first in my family to graduate from college of hope of making a difference in my community of developing my patience of giving my best all day, every day of proving that all students are capable of achieving at the highest levels of becoming a stockbroker of getting the education I need to succeed in life of providing my students with choices in life of helping my students build a reservoir of grit of becoming a math teacher one day of change of excelling in the future of showing my teachers that I care of making my neighborhood better of learning to debate so I can become a lawyer of reaching my goals of developing a voice and having more say than I have now of having people look up to me of serving students with the most need of going to college of change of becoming a teacher one day of becoming a writer of watching my students grow of a national movement that provides an excellent education for all students of proving I can do anything I set my mind to of becoming a better writer of serving students who have been underestimated of giving my students options of getting into Harvard of improving my community of achievement of helping students navigate the ups and downs of life of learning foreign languages of pushing forward of a scholarship for high school and college of getting smarter of making my family proud of showing the world that all kids can excel, no matter where we're from of becoming the one my peers turn to for help of graduating from Yale of showing people what students in West Oakland are made of of going to college of the challenge of preparing my students to be good mothers and fathers of challenging myself of keeping the best teachers here for 20 years of developing students' aspirations for themselves of emphasizing the importance of character of becoming a scientist of becoming a surgeon of teaching critical thinking skills of instilling passion and pride in young people of strong relationships with my colleagues of hope of moving past differences toward a common goal of proving the possible of change of honing my craft as a teacher of happiness of fulfillment of applying the virtues we teach our students to my life as an adult of community of progress of becoming an engineer of being the first in my family to graduate from college of hope of a future with choices of success

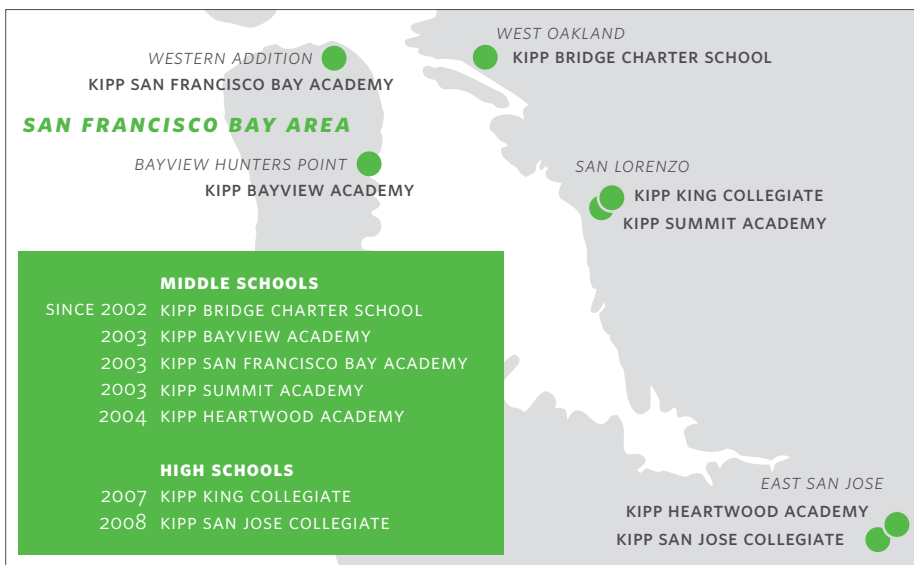
KIPP Bay Area Schools

is in pursuit of world-class public education for *all* students.

The vitality of our democracy is in the hands of all Americans. Now, more than ever, education is the key to opportunity, prosperity, and civic engagement. While public schools are expected to provide all children with access to a quality education, too often public schools in under-served neighborhoods do not prepare students for success.

KIPP Bay Area Schools is changing that. Every day, the collective efforts of 2,000 students, 126 teachers and seven school leaders across KIPP Bay Area Schools prove the possible: that public schools in low-income communities can prepare all students for success in college and the competitive world beyond.





I am in pursuit of showing the world what students in West Oakland are made of. I choose to go to KIPP Bridge because I know I can better prepare myself here for high school and college.

ROMAN GRACE • KIPP BRIDGE CHARTER SCHOOL, CLASS of 2015



KIPP BAY AREA SCHOOLS: CLOSING THE ACHIEVEMENT GAP

Across the country, the academic achievement of low-income minority students is significantly lower than their middle-class white peers. According to the National Assessment of Educational Progress (NAEP), the majority of African American and Latino fourth graders struggle to read a simple children’s book. By twelfth grade, these students read at the same level as white eighth graders.

It doesn’t have to be this way. 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. The average KIPP Bay Area Schools student starts fifth grade at the 32nd percentile of test-takers in the country in math and the 22nd percentile of test-takers in the country in reading. After four years at KIPP, these same students jump to the 70th percentile of test-takers nationwide in math and the 53rd percentile of test-takers nationwide in reading. All seven KIPP schools in the Bay Area are the highest performing schools in their neighborhoods.

KIPP (The 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 82 KIPP schools in 19 states and the District of Columbia serving more than 20,000 students who are accepted regardless of prior academic record, conduct, or socioeconomic background. Nationwide, over 90% of KIPP students are African American or Latino, and more than 80% are eligible for the federal free and reduced price meals program.



A PATH TO AND THROUGH COLLEGE

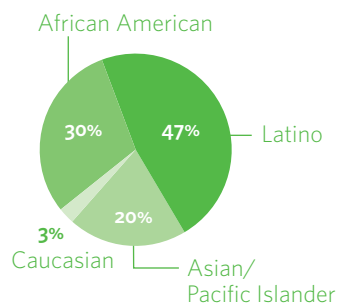
On the day they enroll in a KIPP school, all students learn they will graduate from college. Homerooms are named after each teacher's college alma mater, and grade levels are known by the year students will matriculate to college. KIPP Bay Area Schools provides students with not only strong academic skills, but also with the habits of mind and character required in the relentless pursuit of a college degree. Seventh and eighth graders at the five KIPP middle schools are encouraged to explore attending private, parochial or college-preparatory charter high schools including KIPP King Collegiate and KIPP San Jose Collegiate. The KIPP Through College team supports students after middle school to ensure each one progresses steadily along the path to and through college.

Academics

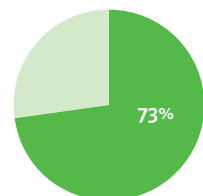
KIPP Bay Area Schools believes choices students make between fifth and twelfth grade determine the trajectory of their lives. Many students enter KIPP in fifth grade at least one grade level—and in many cases two or more—behind their more privileged peers in reading and math. To catch up, KIPP middle school students

KIPP Bay Area Schools Students

DEMOGRAPHICS



ELIGIBLE FOR FREE & REDUCED PRICE MEALS



attend school from 7:30 until 5:00 on weekdays, for two weeks in the summer, and on some Saturdays during the school year. This allows teachers to provide proper remediation and differentiation in the fifth and sixth grades. After students develop foundational reading, writing, and mathematics skills, they are well prepared for more advanced courses such as geometry and expository writing, and to develop research and critical thinking skills in the upper middle school grades.

Middle school KIPPsters learn habits and practices—completing assignments on time, coming to class prepared, learning to ask for help — that lead to academic success. As students mature, however, so too must their level of independence and responsibility.

The region's two high schools foster the rigorous and supportive culture established by KIPP middle schools. Honors and Advanced Placement coursework challenge students academically while involvement in extracurriculars, clubs, and sports enriches their high school experience.

Character

Through a closely knit culture of teamwork, KIPP schools develop students' self-confidence, determination, leadership, and respect for self and others. KIPPsters learn the importance of tenacity, resilience, and integrity—qualities that will help them navigate roadblocks they may encounter in pursuit of their goals.

Extracurriculars, Sports, and Clubs

KIPP Bay Area Schools further develops students' leadership, social skills, and talent through extracurriculars, sports, and other enrichment activities.

CLUBS AND ELECTIVES

- Debate
- Drum Corps
- Environmental Awareness
- Forensics
- Gardening
- Girls on the Run
- Jazz Band
- Knitting
- Mock Trial
- Music Studio
- Newspaper
- Orchestra
- Photography
- Student Ambassadors
- Student Government
- Student Radio
- Vocal Ensemble
- Yearbook

SPORTS

- Basketball
- Cross-Country Running
- Dance
- Soccer
- Softball
- Swimming
- Tennis
- Volleyball
- Yoga



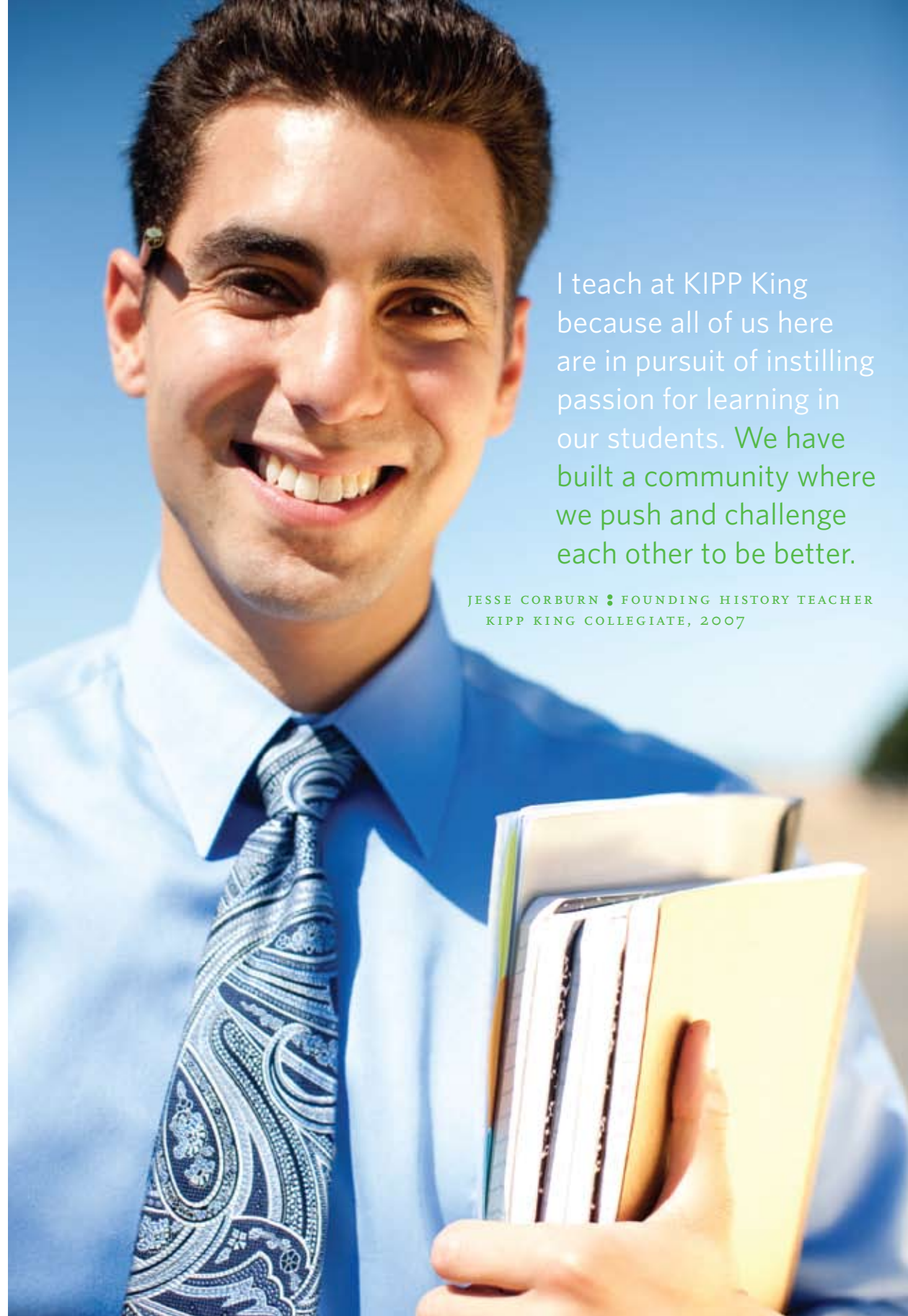
OUTSTANDING TEACHERS AND LEADERS MAKE THE DIFFERENCE

KIPP Bay Area Schools principals are passionate, committed educators who have stepped up to create and sustain top public schools in under-served communities. Autonomy in decisions over school budget and staffing enables principals to maximize student learning and create thriving school communities. Because of their courageous leadership, more than 2,000 students now have the choice to attend an excellent public school in their own neighborhood.

KIPP Bay Area Schools is dedicated to attracting and retaining exceptional teachers. At KIPP, teachers design their own curriculum and are held accountable for their students' results. KIPP teachers make an extraordinary commitment to their students; in addition to their daily teaching responsibilities, they are available by cell phone for homework help until 8:00 PM each night and routinely contact families about student progress. Teachers are given leadership opportunities and are encouraged to constantly improve their practice.

A TYPICAL DAY for a FIFTH GRADE KIPPSTER

7:20	7:45	8:10	9:05	10:20	10:40	11:55	12:35	1:50	2:05	3:25	4:15	5:00
Arrival; Breakfast	Home- room	Literacy	Science	Recess	Math	Lunch	Music	Recess	English Language Arts	Yoga	Study Hall	Dismissal



I teach at KIPP King because all of us here are in pursuit of instilling passion for learning in our students. We have built a community where we push and challenge each other to be better.

JESSE CORBURN • FOUNDING HISTORY TEACHER
KIPP KING COLLEGIATE, 2007

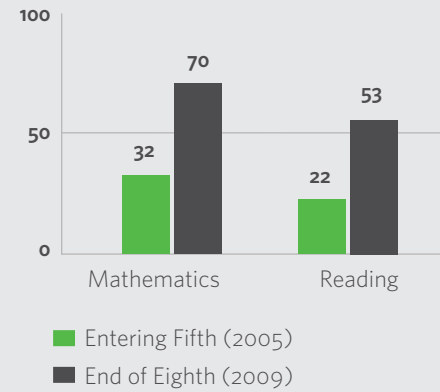
FOCUS ON RESULTS

The Stanford Achievement Test

The Stanford Achievement Test (SAT 10) is a nationally norm-referenced test that KIPP uses to track the performance of a common group of KIPP students over time and compare their progress with that of students nationally. The average student nationwide remains at the 50th percentile each year and thus records zero, or normal, growth.

In 2005, the average KIPP Bay Area Schools student started fifth grade at the 32nd percentile of test-takers in the country in math and the 22nd percentile of test-takers in the country in reading. After four years at KIPP, these same students jumped to the 70th percentile of test-takers nationwide in math and the 53rd percentile of test-takers nationwide in reading.

SAT 10 Shows Student Progress Over Time
KIPP Bay Area Middle Schools



Advanced Placement Results, KIPP King Collegiate 2009

Last spring, KIPP King Collegiate (KCC) sophomores took Advanced Placement (AP) exams in World History and Spanish Language.

- 45% of sophomores at KCC received a passing score on an AP exam compared to only 20% of graduating seniors in California in 2008
- 60% of KCC Latino students who took the World History exam earned a passing score compared with a national pass rate of 55% among white students nationwide in 2008
- 81% of KCC sophomores who took the Spanish Language AP exam passed compared to 66% nationwide in 2009

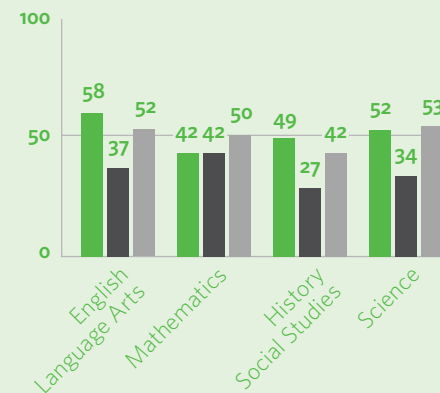
California Standards Test, 2009

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 tests as compared with district and state averages. Tested subjects vary by grade level. Results shown are an average of all grades at each school.

2009 CST Scores Percentage Scoring Proficient or Advanced

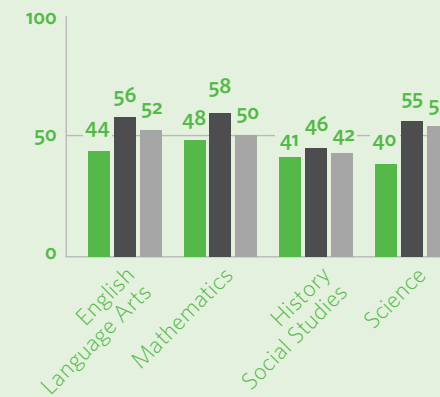
- KIPP School Average
- District Average
- California Average

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

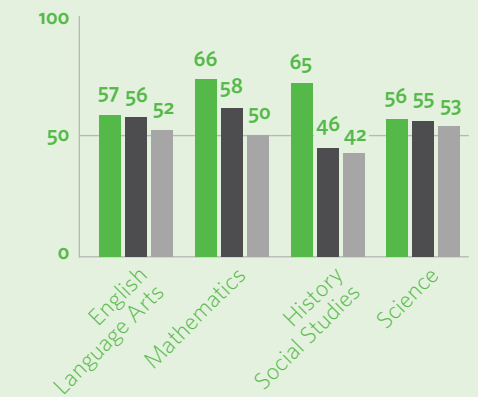


SAN FRANCISCO (San Francisco Unified School District)

KIPP Bayview Academy (Grades 5-8)

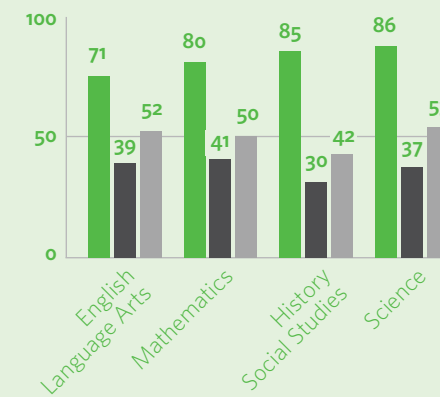


KIPP San Francisco Bay Academy (Grades 5-8)

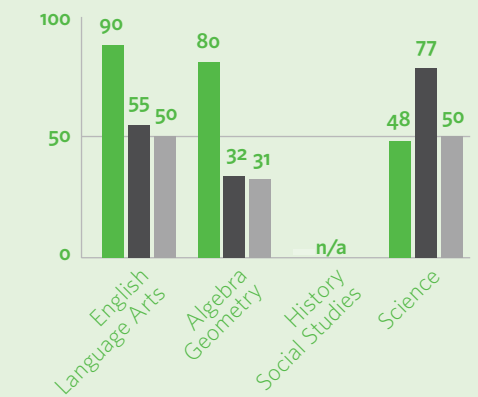


SAN JOSE (Alum Rock Union Elementary School District, East Side Union High School District)

KIPP Heartwood Academy (Grades 5-8)

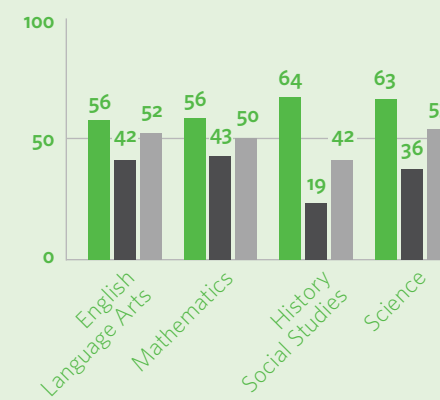


KIPP San Jose Collegiate (Grade 9)

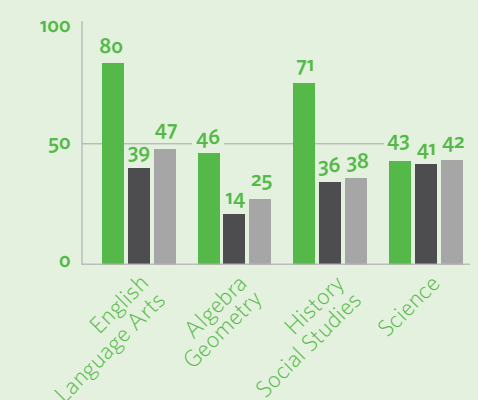


SAN LORENZO (San Lorenzo Unified School District)

KIPP Summit Academy (Grades 5-8)



KIPP King Collegiate (Grades 9-10)





REVOLUTIONIZING PUBLIC EDUCATION IN THE BAY AREA

The success of KIPP Bay Area Schools is driven by students, parents, educators, and supporters who turn hope into action. KIPP Bay Area Schools offers the opportunity to improve the economic future and life opportunities for thousands of children in some of the Bay Area's most under-served neighborhoods, and to demonstrate to a skeptical public that with the right investment, an excellent education for all can be realized.

Just seven years ago, the first KIPP school in the Bay Area opened with a class of 90 fifth graders. Today, our seven schools serve over 2,000 students. These students know the reward won't come at the end of one class or one day. They know it may not even come at the end of a school year. And yet every day, they attend school from 7:30 until 5:00 before going home to complete a couple of hours of homework each night. These students could choose to attend other schools in their neighborhoods, but they don't. They choose to attend KIPP in pursuit of a path to and through college, and more choices in life.

This is my daughter's fourth and final year at KIPP and it will be so sad when she has to leave. She has come so far since she's been there, from being "far below basic" to "advanced." She did work hard to get to where she is, but she would never have reached her goals without the help of the teachers and staff at KIPP. I thank God for them every day.

—Beverly Ross, KIPP parent



When I see my students, I see myself. As a Latina who grew up in San Jose, I sometimes wonder how I was able to succeed when so many around me did not. Pushing students from my community to change the directions of their lives is the greatest challenge I could ever take on.

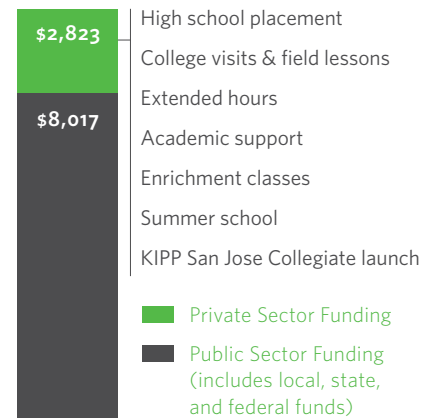
MELISSA GONZALES • FOUNDING TEACHER, KIPP HEARTWOOD ACADEMY, 2004
FOUNDING SCHOOL LEADER, KIPP SAN JOSE COLLEGIATE, 2008

A DIRECT INVESTMENT

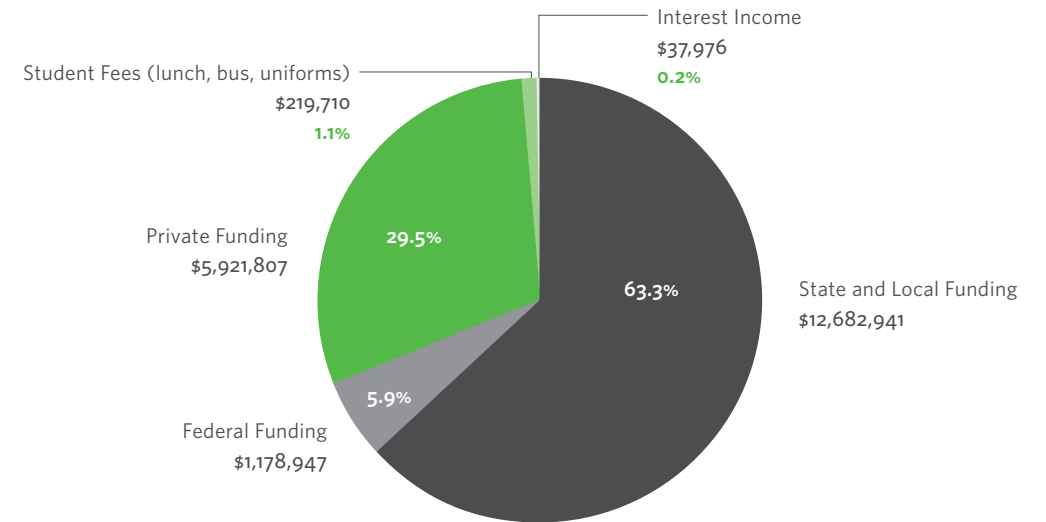
What it Takes

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; 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, 2008–2009: \$10,840



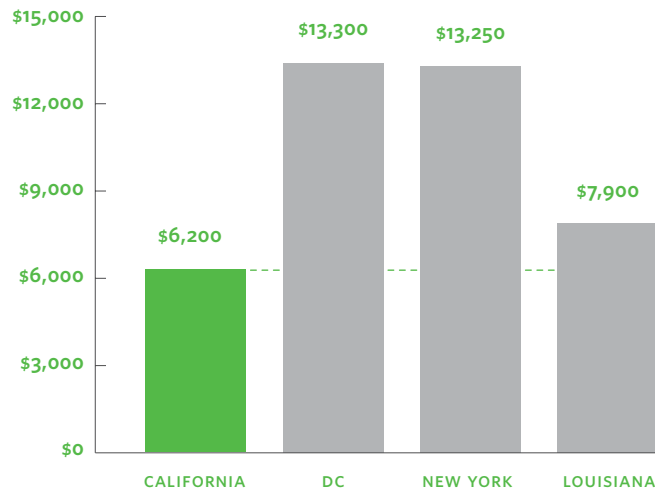
KIPP BAY AREA SCHOOLS 2008–2009 REVENUE: \$20,041,381*



The Funding Gap

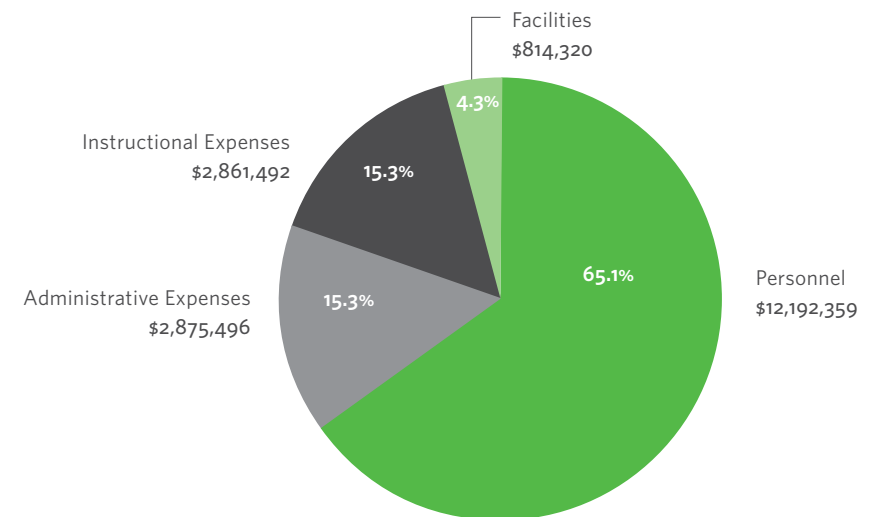
When adjusted for cost of living, California spending on public education ranks among the lowest in the nation. While money alone is not sufficient to close the achievement gap, extra resources make a difference, particularly in the KIPP model where funds are used effectively to maximize learning. In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

Per Pupil State Funding, 2008–2009



Source: 2008 KIPP Foundation Report Card

KIPP BAY AREA SCHOOLS 2008–2009 EXPENDITURES: \$18,743,667*



* FY 2008–2009 unaudited financials

THANK YOU.

The following donors gave to KIPP Bay Area Schools between July 1, 2008 and June 30, 2009. Gifts include donations designated for individual schools and scholarships.

\$500,000 AND ABOVE

Arthur Rock & Toni Rembe Rock
Charles & Helen Schwab Foundation

\$100,000 TO 499,999

Bill & Melinda Gates Foundation
Doris & Donald Fisher Fitzpatrick Foundation
Grousbeck Family Foundation
KIPP Foundation
Koret Foundation
Patty Quillin & Reed Hastings
Tipping Point Community
Grace & Steven Voorhis Walton Family Foundation
William K. Bowes, Jr. Foundation

\$50,000 TO \$99,999

All Stars Helping Kids, Inc.
Gap Foundation
Genentech Foundation for Biomedical Sciences
Amy & Bill Gurley House Family Foundation
Kimball Foundation
Charles & Helen Schwab
S.H. Cowell Foundation
Wachovia Foundation

\$25,000 TO \$49,999

Applied Materials
Joan & Peter Avenali
Capital Group Companies

Dodge & Cox
Laura & John Fisher Hellman Family Foundation
Kristen & Peter Lane
Michelson Foundation
Rogers Family Foundation
San Francisco 49ers Foundation
SAP, LLC.
Spotlight Foundation
Stephenson Foundation
Thomas J. Long Foundation
W.L.S. Spencer Foundation

\$5,000 TO \$24,999

Anonymous
Nina & Chris Buchbinder
T. Robert Burke & Katherine States Burke
Cecily Cameron & Derek Schrier
Diana Cohen & Bill Falik
Kathy & Michael Crowley
Susan & David Cumming
Chuck Daggs
Nancy & Hugh Ditzler
Lauren Dutton & Glen Tripp
Dana & Robert Emery
Andrea Evans & Chris Lehane
Sakurako & William Fisher
Cheryl Frank & Michael Linn
Michelle & Robert Friend
Constance Heldman & Hal Mooz
Robert & Rick Intrater
Kingsley Family Foundation
Milagro Foundation
Jessica & Jason Moment

Sabrina Moyle & Julian Abdey
Oakland A's Community Fund
Susan & Bill Oberndorf
Opus Foundation
Bernard Osher
JaMel & Tom Perkins
Mary Robinson
Marsha Rosenbaum & John Irwin
San Francisco Foundation
Lisbeth & Daniel Schorr
Contee Seely
Severns Family Foundation
Silver Giving Foundation
Madeline & Isaac Stein
Sarah Stein
Troy & Allison Thacker
United Way of the Bay Area
Tina Vindum & John Coghlan
Wells Fargo Foundation
Edwin Winder

\$1,000 TO \$4,999

Noah Alper
Altos Ventures
Anonymous
Nancy & Joachim Bechtle
Lily & Tom Beischer
Richard Beleson
Courtney Benoist & Jason Fish
BeVocal, Inc.
Bodri Foundation
Gabrielle & Orlando Bravo
Kristen & Ted Breck
Melissa Buckley & Raj Atluru
Leslie & Buzz Burlock
Jack Cakebread
Aurelio Camozzi
Stacey Case
Carrie & Mark Casey
Tim Chang
Nandini & Mathews Cherian
Cisco Systems

Clorox Company Foundation
Penny & Jim Coulter
Charlie Couric
Ruth & Bruce Cowan
Belinda & Mike Durrie
Lissa Dutton & Danny Shader
Nancy & Brewster Ely
June & Mark Fabiani
Gess Foundation
Marcia & John Goldman
Jacquelyn Hadley
Wendy Holcombe & Carl Kawaja
Thomas Holland
Kristin Horne
Leah & Galen Hoskin
Claire Hughes-Johnson
Leslie & George Hume
Ann & Charles Johnson Foundation
Jones Day
Hazel & Michael Kawaja
Linda & Eric Keisman
Laura King & Richard Pfaff
Mimi & Dan Kingsley

\$250 TO \$999

Nancy Klehr & Jon Eager
Kate & Tom Klein
Erin & Jeffrey Lager
Laura & Gary Lauder
Patricia & James Ludwig
Christopher Lyle
Mary-Ragan MacGill & Ho Nam
Leesa Miao & Martin Romo
Meridee Moore & Kevin King
Amy & Marc Morgenstern
Eve Niquette & Charles Pohl
Nissan North America, Inc.
Janet Ogata & Nolan Highbaugh
Don O'Neal
Sally Osman Moltzen
Satya & Jaime Patel
Liebe & Bill Patterson
Chris Payne

Betty Peters
Anne Marie & Wylie Peterson
David Pyle
Abby Ramirez
William Robbins
Ruth Roe
Kristin & George Roeth
Ellen Rosenbaum
Ms. Rosenfeld & Dr. Barnhard
Andrew Rossillon
Jodi & Jack Russi
Sally & Edward Rust
Larry Solomon
Marci & Andrew Spitzer
Elizabeth Stahl
Jennifer & Josh Stein
G. Craig Sullivan
Tosa Foundation
Susan Weeks & David Coulter
Debra Weinstein & David Paulson
Diane B. Wilsey
Patricia & William Wilson
Holly Wood

\$250 TO \$999

Anonymous
Sandra & Glenn Bauer
Daniel Brown
Kathryn Cahill
Mary & Steve Callender
Susan Choquette
& Ho Nam
Nancy & Edward Conner
Pam Covington
Alfred Turney Duff IV
Dana Duncan
& Allison Rouse
Laura & Paul Escobosa
Deborah & Barry Fadem
Dana & Tony Fenwick
Margaret A. Frampton
Kate & Ted Freeland
Jason Gailles
Paula & John Gambs
Kimberly & Jonathan Garfinkel
Neil Garfinkel
Meg Garlinghouse
GE Foundation

Lydia Glassie
David Glickman
Michael Go
Rebecca & Mattis Goldman
Alisha & Sean Griffey
Elizabeth Gyorey
Susan & Drew Hagen
Katherine Hanson
Flo & Leo Helzel
Jacqueline Holen & Bill Jackson
Jennifer Holleran
Ana Homayoun
Susan M. Hyatt
Susie Hwang & Matt Glickman
Sharad Jain
Kevin Johnson
Fran Kaye
Phyllis & Richard Kluger
Patrice & Neil Konigsberg
Robert Lawrence
Laura & Michael Lazarus
Dr. Joi Lewis
Valerie Lewis
Joan Lonergan
& John Merrow
Doreen & Larry Low
Lois & Gary Marcus
Joan & Gordon Marks
Marie Mookini
Morton Salt Co.
George Conner
Kate Murray & Scott McCue
Nancy Murray & James Feuille
John O'Neill
Peet's Coffee & Tea
Robert S. Pelcyger
PG&E
Kenneth Phillippi
Amber Reed
& Dan Newman
Phyllis & Paul Robbins
Steven Roberts
Bob Rodert
Nicholas Rummo
L. Frank Salisbury
Susie & Ted Schaefer
Philip Schild

Shannon & Matt Schnuck
Sara & John Schram
Carrie Schwab Pomerantz & Gary Pomerantz
Freda Scott
Alicia Seiger & Mark Hayes
Manisha Shah
Rochelle Shapell & Lorne Buchman
Dave Smiddy
Joan Sopher
Tenley Stephenson
& John Pimentel
Liz & Jim Steyer
Barbara & Charles Stone
Erika Strand & Dan Olmos
Lucille & Thomas Sutkus
Roselyne "Cissie" Swig
Victoria Thorp
& James Migdal
Kirby Walker
& Paul Danielson
Dottie Wilson
& Bob Thompson
Charles Webster
Lynn & Peter Wendell
Wendy & Christopher Wilkinson
Kay Harrigan Woods
Julie & Mike Wright
Martha & Sheldon Zedeck

UP TO \$249

Bet Alvarez Aja
Deborah Allmon
Sharon & Jeff Altman
Anonymous
Diane Bell
Wendy M. Benson
Jon Bischke
Shannon & Jeanette Blankenship
Sarah & Rob Blatner
Zhenya Bograd
Mehrnaz Boroumand
Smith & Brian Smith
Mary & Anthony Bourke
Grace Bouvier
Kim Bowen

Lindsay & Warren Braunig
Andrea Bringuel
Maureen Burke
Donna Burnette
Stephen Carlson
Jennifer & Shawn Carolan
Cindy & Jose Castillo
Linus Catignani
Glenmore Celli
Bob Cerf
Jean Chang
Janet Chin
Michael Chu
Wayee Chu
Linda Clark
Heather Conwell & Michael Magnuson
Christopher Corey
Karan & Stephen Cutler
Arthur De Cordova III
Robin Dean
Joe DeGirolamo
Lisette Derouaux
& Jeffrey Weiner
Carol Dutton-Hollenberg
Alexandra Echery
Leslie & Rafael Edelman
Paul Engel
Sheryl & Ira Fishman
Matt Garlinghouse
Kimberly Gehant
Jennifer Gerber
Irene & Roberto Gines
Joseph Godfrey
Hélène & John Golob
Christine Goodie-Malik
Thelma & Benjamin Green
Jason Green
Frances Greenberg
Marshall Haines
David Hamsher
Sarah & Mike Handelman
Stuart Hanlon
David Hearth, Esq.
Cathy Henning
Claudia Jasin
Patricia Juvik-Woods
Donald Kaiper
Emily Kalanithi
David Kaneda

UP TO \$249

Bet Alvarez Aja
Deborah Allmon
Sharon & Jeff Altman
Anonymous
Diane Bell
Wendy M. Benson
Jon Bischke
Shannon & Jeanette Blankenship
Sarah & Rob Blatner
Zhenya Bograd
Mehrnaz Boroumand
Smith & Brian Smith
Mary & Anthony Bourke
Grace Bouvier
Kim Bowen

Dokleida & Andrew Kawaja
Michelle & Chris Kawaja
Jennifer & Steve Kawaja
Paulette Kessler
Amy M. Knight
Wendy Kopp & Richard Barth
Nancy & Joseph Koterba
Kenneth Kuchman
Susan Lambert & Matthew Bennett
Steve Lanctot, Esq.
Mary Lee & Norm Tuttle
Ilse & Michael Leggett
Judy LeMarr & Jim Fisher
Kate & Tony Leness
Levi Strauss & Company
Brian Lieber
Elana Lieberman
& Lorne Abramson
David Linsmayer
Robert Lomelin
Shirley & Gary Lueders
Annie Luetkemeyer
Veronica Lujan
Joyce & Bernard Maguire
Michelle & David Mendoza
Judith & Richard Michaels
McKenna & Doug Michel
Linda & Lee Michelson
Barbara & Rod Milanovich
Elizabeth & David Miller
Kathleen & Dennis Moberg
Subburaman Mohan
Andrew Monfried
Keith Newman
George Nichols
Susan & Thomas Nolan
O'Melveny & Myers, LLP
Carol & John Palmer
David Parker
Barbara & Al Peters
Katherine Phillips
Marie Pike
Shirley & Moses Pinkins
Ryan Plotner

UP TO \$249

Bet Alvarez Aja
Deborah Allmon
Sharon & Jeff Altman
Anonymous
Diane Bell
Wendy M. Benson
Jon Bischke
Shannon & Jeanette Blankenship
Sarah & Rob Blatner
Zhenya Bograd
Mehrnaz Boroumand
Smith & Brian Smith
Mary & Anthony Bourke
Grace Bouvier
Kim Bowen

Abigail T. Pontzer
Meredith Quinn
& Jason Whaley
Karla Quintanilla
Kendra & Erik Ragatz
Camille Reed
Janice Riddell
Karyn & John Robertson
Tess Roering
Robert Rosner
Kathy Salmanowitz
Anirudh Samsi
Christine Schaaf
Jonathan Schorr
Suzanne & Will Schutte
Sue Siegel
Marcia & Roger Simon
Gay & Hans Slade
Judy Sleeth
Izumi & David Smith
Michelle Smith
Patricia Garrett Smithline & Neil Smithline
Deepa & Sandeep Sood
Deborah & Michael Sosebee
Linda & Robert Spencer
Jane Spray
May Jane & Charles St. Clair
David I. Steinberg
Kevin Stone
John Straubel
Myra Strober & Jay Jackman
Pamela Sullivan
Sean Sullivan
Marilyn & Tom Swartz
Gladys Thacher
Anna Utgoff
Kimberly Volk
Ellyn Weisel
Karyn & Noah Weiss
Barbara & Chris Westover
Claudia Wilken
& John True
Melinda Winter
Julie & James Wisner
Yahoo!
Gerald Yanowitz
Laurie Williams
& Allan Zabel
Cheston Zimmer

UP TO \$249

Bet Alvarez Aja
Deborah Allmon
Sharon & Jeff Altman
Anonymous
Diane Bell
Wendy M. Benson
Jon Bischke
Shannon & Jeanette Blankenship
Sarah & Rob Blatner
Zhenya Bograd
Mehrnaz Boroumand
Smith & Brian Smith
Mary & Anthony Bourke
Grace Bouvier
Kim Bowen

2009–2010 BOARD of DIRECTORS

Rick Intrater, Chair	Bill Falik	Dr. Joi Lewis
John Philip Coghlan	Don Fisher	Joan Lonergan
Michael Crowley	Doris Fisher	Amy Morgenstern
David Cumming	Jacquelyn Hadley	Satya Patel
Chuck Daggs	Constance Heldman	David Paulson
Lauren Dutton	Carl Kawaja	Mary Robinson
Brewster Ely	Mimi Kingsley	

In loving memory of Don Fisher.

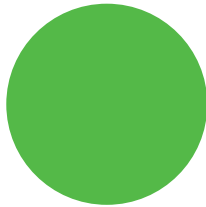
2009–2010 LEADERSHIP TEAM

Lydia Glassie, SCHOOL LEADER KIPP SAN FRANCISCO BAY ACADEMY	Jason Singer, SCHOOL LEADER KIPP KING COLLEGIATE	Sehba Ali, CHIEF ACADEMIC OFFICER KIPP BAY AREA SCHOOLS
Melissa Gonzales, SCHOOL LEADER KIPP SAN JOSE COLLEGIATE	Michele Sutton, SCHOOL LEADER KIPP BRIDGE CHARTER SCHOOL	Emily Rummo, CHIEF OPERATING OFFICER KIPP BAY AREA SCHOOLS
Lolita Jackson, SCHOOL LEADER KIPP HEARTWOOD ACADEMY	Ric Zappa, SCHOOL LEADER KIPP SUMMIT ACADEMY	Beth Sutkus Thompson, EXECUTIVE DIRECTOR KIPP BAY AREA SCHOOLS
Kerianne Ryan, SCHOOL LEADER KIPP BAYVIEW ACADEMY		

2009–2010 KIPP BAY AREA SCHOOLS FACULTY & STAFF

Leyla Akincilar	Ronald Cunningham	Ellie Herrera	Maggie Mills	Patrinia Sandles
Sehba Ali	Dan Currie	Sherrye Hubbard	Maricar Montano	Patty Santiago
Marites Alves	Michael Davis	Sharon Huff	Megan Montgomery	Chris Schaefer
Christel Andersen	Lorie Delizo	Lolita Jackson	Arwyn Moore	Charlene Sevilla
Greg Anderson	Jamie Dillemoth	Rachel Jackson	Juli Moscovitz	Jason Singer
Suzette Anderson	Catherine Dobroff	Marcy Jacobs	Carolyn Mulloy	Sharifa Siti
Blair Ashley	Leticia Dorado	Sumoha Jani	Kerry Muse	Billy Smith
Sarah Atkinson	Katie Doyle	Caro Juaregi	Alison Nash	Matt Smith
Elizabeth Barrett	Sarah Drezek	Eric Jensen	Dalila Neves	Wendy Smith
Kate Belden	Yesenia Duarte	Gabrielle Johnson	Iman Obeid	Art Squillante
Lisa Belland	Amy Dundas	Sheryll Johnson	Brittany Ojala	Lindsey Steele
Mahreez Berloui	Cassie Duprey	Tiffani Johnson	Sarah Olsen	Erika Strand
Joshua Best	Leslie Eichler	Lal Jones-Bey	Nathan Pace	Christopher Street
Elizabeth Betancourt	Laura Einhorn	Adam Keim	Avani Patel	Sandie Stringfellow
Phyllis Bettencourt	Karen Fairhurst	Lilly Kim	Ana Payés	LaJon Survillion
Joe Bielecki	Debbie Fine	Deborah Kimble	Stephanie Payés	Michele Sutton
Jason Boots	Veronica Flores	Katie Kirkpatrick	Patricia Perazzo	Kristen Szewczyk
Marya Brennan	Lila Forte	Holly Kucek	Todd Petersen	Judy Tang
Trinity Broderick	Steve Frederick	Jared Kushida	Chau Pham	Andy Taylor-Fabe
Tony Brown	Kalen Gallagher	Judah Lakin	Victoria Pietrus	Colleen Tennerly
Megan Brown	Manuel Garcia	Carolyn Lamcke	Joel Portillo	Ana Tello
Mac Bubb	Caroline Gaudiani	Dawn Larkin	Joseph Prohaska	Nao Teshima
Jose Caraballo	Lydia Glassie	Lauren Laundis	Cheyenne Pronga	Justin Thiel
Gloria Castellanos	Curt Goehring	Joan Le	Ambri Pukhraj	Kenny Thomas
Lorraine Cathey	Sylvia Gonsalves	Kerry Levenberg	Frances Rabbitt	Beth Sutkus Thompson
Nithya Chandra	Melissa Gonzales	Sarah Lightfoot	Neysis Rangel	Sarah Tin
Loc Chau	Ignacio Gonzalez	David Ling	Marielle Ramsay	Linda Tran
Susanne Chea	Irma Gonzalez	De'Waun Lockhart	Mike Rettberg	Ashley Varady
Haoyu Chen	Gabriela Gordon	Erin Lynch	Towers Rice	Katherine Villanueva
James Cirineo	Christell Grace	Kristine MacDonald	Kelsey Riley	Danny Walker
Gretchen Colby	Alicia Greenwald	Serena Maniscalco	Elmer Rivera	David Walton
Jamie Coleman	Jerry Guarino	Kara Mannix	Brien Roberts	Micah Westerman
Patricia Colhour	Denise Hall	Liz Mayorga	Kelly Rogers	Andrea Willcox
Sundown Collins	Lauren Hamilton	Loretta McBride	Emily Rummo	Bing Yang
Jesse Corburn	Sarah Hamilton	Saamra Mekuria-Grillo	Amanda Ruud	Lakisha Young
Sandra Coughlin	Peter Hannibal	Gerardo Mena	Kerianne Ryan	Ric Zappa
Cathy Cowan	Joanna Hefty	Susana Mena	Tom Ryan	Rachel Zell
Sharon Cravanas	Richard Hernandez	Elmer Merlos	Shiplew Salewski	Lisa Zhang

THE MISSION OF KIPP BAY AREA SCHOOLS is to help students develop the knowledge, skills, and character needed to succeed in college and the competitive world beyond by operating tuition-free, college-preparatory public charter schools in under-served Bay Area neighborhoods.



OAKLAND

KIPP BRIDGE CHARTER SCHOOL

SAN FRANCISCO

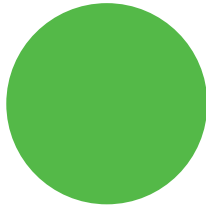
KIPP BAYVIEW ACADEMY

KIPP SAN FRANCISCO BAY ACADEMY

SAN JOSE

KIPP HEARTWOOD ACADEMY

KIPP SAN JOSE COLLEGIATE



SAN LORENZO

KIPP SUMMIT ACADEMY

KIPP KING COLLEGIATE

KIPP Bay Area Schools
Essential College Prep Public Education

426 17th Street, Suite 200 | Oakland, CA 94612 | 510.465.5477 | www.kippbayarea.org

PHOTOGRAPHY BY ALLISON V. SMITH