ANNUAL UPDATE 2019-2020

TOGETHER WITH STUDENTS AND FAMILIES

KIPP NYC PUBLIC SCHOOLS

DEAR AMERICA
LO HAICE!
TOGETHER WITH FAMILIES AND COMMUNITIES, WE CREATE JOYFUL, ACADEMICALLY EXCELLENT SCHOOLS THAT PREPARE STUDENTS WITH THE SKILLS AND CONFIDENCE TO PURSUE THE PATHS THEY CHOOSE—COLLEGE, CAREER, AND BEYOND—SO THEY CAN LEAD FULFILLING LIVES AND BUILD A MORE JUST WORLD.

KIPP Mission
“IN LIFE, THERE ARE ALWAYS CHALLENGES, BUT AT KIPP, COMING THROUGH THOSE CHALLENGES TOGETHER IS ALWAYS FUN AND THERE’S ALWAYS SOMETHING POSITIVE AT THE END.”

Daniel
KIPP AMP Brooklyn, Grade 7
OUR YEAR TOGETHER...

In August 2019, we began the 2019-20 school year focused on several initiatives. First, we continued our regional growth with the successful summer 2019 launch and co-location of our two new schools, KIPP Elements Primary and KIPP All Middle School, which moved into the building which houses KIPP Freedom Elementary in the Bronx. We also began planning for our first intentionally integrated school, KIPP Beyond, which was scheduled to open during the summer of 2020 and will now open in 2021. We also began amplifying our science curriculum to ensure that all grades K-12 would have a strong science foundation. We continued our focus on early elementary (K-2) literacy by scaling our phonics curriculum across more of our elementary schools after a pilot the prior year.

The year was also an opportunity to further expand the career aspect of KIPP Through College and Career (KTCC) as we worked with organizations that support college persistence through their near-peer advising model. This program features recent college graduates who sign up for a two-year commitment and advise college students from freshman through their sophomore years. KTCC also partnered with career coaching organizations such as Basta and mental health organizations such as AYANA.

Finally, we continued our advocacy work with our families to welcome community members and elected officials to our schools, meet with the DOE to share best practices, and lead drives with families for voter registration and census participation.
**AND APART**

When our students were dismissed from school on Friday, March 13, our focus was on maintaining overall engagement and learning, including preparing for state exams, graduation, and the college process. But as the pandemic stretched beyond a few weeks, our plans also expanded. We conducted a long-term needs assessment to determine what students, families, and staff would require to ensure the delivery of a world-class education. To meet those needs, KIPP NYC distributed thousands of laptops and Internet hotspots to our families with limited access. Also, beginning in March, throughout the summer and into the fall, KIPP NYC College Prep High School in the Bronx established a food pantry, which to date has distributed over 150,000 meals to thousands of KIPP families. As COVID-19 disproportionately impacted low-income, communities of color – particularly in the Bronx, where unemployment rose to nearly 25% - KIPP NYC ensured students and families had access to nutritious meals and critical supplies. We aim to continue the pantry as we move through the 2020-21 school year.

Over the summer of 2020, we deployed a new learning management system, Canvas, in preparation for the 2020-21 school year. This platform better enables us to share assignments with families, give feedback to students, and integrate video lessons. We have been pleased with Canvas’ ability to replicate some of the critical teaching and learning structures we rely upon during traditional in-person school. We’ve also successfully trained more than 700 school-based staff on the use of a real-time video instruction platform, with thousands of real-time video classes and discussions hosted. Our ability to rapidly deploy a remote education platform to our teachers and students was a silver lining for our KIPP community. We ended the school year with an 92% ‘attendance’ rate during remote learning, as well as high engagement in our digital learning work period.

In this update you’ll see that, despite unexpected challenges, we continue to “find a way or make one.” Thank you for your steadfast support and faith in our work, and in your commitment to ensure that we strive to build a better tomorrow for our students, and for us all.

Jim Manly, Superintendent
Alicia Johnson, President
"KIPP reflects the diversity, culture, love and JOY I hope to see in this world. It’s a place where LOVE and learning go hand in hand and every child knows they matter."

— Samantha Wonder
Teacher, KIPP STAR Harlem

All data as of October 2020
KIPP is the reason my brother and I are who we are through their personal support, care, knowledge, and overall commitment. They made sure I continued to grow from 2008 all the way through college.

—Jessee, Lycoming College grad 2020

KIPP NYC alumni consistently outperform the national graduation and matriculation rates.

### College Graduation Rates

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<th>KIPP NYC</th>
<th>ALL STUDENTS US</th>
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<td><strong>46%</strong></td>
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**94%** High School Graduation rate for the class of 2020

**91%** of the class of 2020 matriculated to a 2- or 4-year college or university

### Career Goals

At our high school and our KIPP Through College & Career program, we committed to finding our students more summer job, work study, and full-time opportunities — setting a goal of having 40% employment of students within one year of college attainment.

**55%** of 2019 bachelor's degree graduates were employed or in grad school within 6 months of graduation

**91%** of our high school Class of 2021 students participated in at least one summer program while in high school
Since opening in 2009, KIPP NYC College Prep has grown not only in number of students, but also the number of programs and supports designed to ensure students are college and career ready. A comprehensive college and career counseling department ensures students engage in enriching summer programs, develop individual career plans, prepare for the SAT college entrance exam, and enroll in a college or career opportunity that meets their interests and abilities.

92% of the class of 2020 participated in one or more class that was eligible for Dual Enrollment/College credit. Students are enrolled in rigorous Advanced Placement (AP), Syracuse University Project Advance (SUPA), or honors courses. Students have the choice of 19 AP courses and 4 SUPA courses, which can earn them college credits, along with 13 honors courses.

3X The class of 2020 earned an Advanced Regents Diploma at three times the rate of other New York City students (63% vs 21%). To receive an Advanced Regents Diploma, students must take and pass nine Regents exams: English, three Math, Global History, US History, two Science, and a language other than English.

94% of the class of 2020 graduated by August of 2020. The overall New York City graduation rate from 2019 was 77%.

70% of 2020 graduates matriculated to schools that are rated Competitive, Very Competitive, Highly Competitive, or Most Competitive.*

College Choices for the Class of 2020

*C via Barron’s Profiles of American Colleges
Growing up in the South Bronx, Nicole Franco has always been a civil rights champion, from calling out bullies in a homemade newspaper as a young person, to developing the Dear America project while a senior at KIPP NYC College Prep High School. Nicole left her mark on school culture by empowering sophomores and juniors to partner with the administration on changes that would elevate student voice. She supported students who advocated for more Latinx and Black studies within the curriculum and who asked for a seat at the table during staff workshops on diversity, equity, and inclusion. She also created Bulldog Media, a student-run news outlet that gives students journalism experience and a unique voice in the school community. With Dear America, she created a multimedia project that features testimonials from Latinx and Black peers about their personal experiences with racism and social injustice. She wanted it to be a platform to show how racial injustice is a daily reality for many young people of color.

Now a first-year college student at John Jay College of Criminal Justice, Nicole is studying Political Science and minoring in Law. She was recently selected to be a member of the prestigious Mock Trials Association Competition Team, which competes against other CUNY schools in courtroom settings with students in the roles of witnesses and counsel. She aspires to be a civil rights attorney and a Congresswoman, defending and honoring her community as she has been since she was a young girl growing up in the South Bronx.

"It's my passion to amplify the voices of my generation."

—Nicole Franco
KIPP NYC College Prep, 2020
John Jay College, 2024

Photo: Nicole Franco
instagram.com/nickislens
LEARNING REMOTELY, TOGETHER

Even before New York City school buildings closed on March 13, KIPP leadership sensed it might be more than just a two- or three-week disruption and began assessing the needs of families, students, and staff through multiple touch-points and surveys. Regional teams worked around the clock in anticipation of school closures and established new policies and procedures for conducting work remotely. By March 13, a Command Team was in place along with a action plan that was enacted almost immediately.

• Teaching & Learning Team launched a remote learning platform for nearly 6,000 students
• External Affairs Team launched a Family Assistance Fund and Community Food Pantry
• Technology Team distributed over 3,500 Chromebooks and 400 mobile hotspots
• Regional Operations Team launched a virtual student enrollment program
• Data Team created a new tracking system for school attendance
• People Team rolled out candidate interviews via Zoom to fill 100+ open positions

Since March 24, KIPP NYC has successfully trained 700 school-based staff on the use of a real-time video instruction platform, with thousands of real-time video classes and discussions hosted. Over the summer, staff pivoted remote learning efforts to Canvas, a robust and secure platform that allows students and parents to see assignments, get announcements, get feedback, and see their grades. Additionally, a new self-guided learning model was rolled out with remote learning lesson plans and work packets for students, and a strong curriculum that teachers can customize for their virtual classes.

The ability to rapidly deploy a remote education platform to teachers and students was a tremendous asset for the KIPP community. The 2019-20 school year ended with an 92% “attendance” rate during remote learning, as well as high engagement during digital learning work period. This pandemic has highlighted, however, the challenges of such a program working in the long run – including, but not limited to, lack of access to quality tech devices, lack of access to individual devices in sibling households, and lack of access to Internet.

Over the summer, a School Restart Steering Committee launched that focused on the physical and mental well-being of students and staff. Going forward, the committee will make curriculum, culture, and operational modifications to address the health, socio-emotional, and academic needs of families, staff, and communities.

To ensure that remote learning practices are aligned to our in-person approaches, the needs of teachers, students and their families are continually evaluated to ensure that all have the supplies and support needed during the pandemic.
**Sherin Abraham, 1st Grade Teacher at KIPP AMP Elementary, Brooklyn**

“Tapping into all five senses” is the key to student engagement during remote learning, Sherin says. Getting students excited about remote learning starts with the intellectual preparation her students never see. Sherin and her fellow teachers returned to work in early August to boost their virtual instruction skills. With the support of KIPP NYC’s regional Teaching & Learning Team, she became a content expert in the weeks before the start of school. “We need to know the lessons backwards and forwards so we can lean into the fun stuff,” Sherin said.

With the curriculum mastered, Sherin focused on engaging her students through the screen, adding bitmojis to her digital classroom, taking students on a “tour” of her parents’ backyard garden, and weaving chants and cheers into lessons. She involves the more introverted students by letting them own pieces of the lesson, such as song verses, which she stitches together after school, playing the composition for the class the next day. She works with families to ensure they’re comfortable with the technology, since it’s critical to have students and families fully aligned and invested in this new world. Sherin tries to, “make every day July 4th” in her classroom, infusing each lesson with wonder, joy, and celebration.

**Ana Veras**  
**Parent, KIPP Freedom Middle School**

Although she was sick with COVID-19 herself last Spring, Ana didn’t panic when daughter Mia (6th grade) and son Shah (7th grade) had to shift to remote learning. “Yes, it was rough,” she says “but the support we got from the school was unparalleled, I couldn’t have asked for a better time for my kids to be in KIPP.”

As the concept of a classroom changed, Ana says the fundamentals of her KIPP school remained strong. “KIPP pulled together remote learning resources and adjusted as they saw the need to adjust. It wasn’t just ‘this is what we’re going to do,’ because as they saw something that was important, they would adjust it so it worked better. They built trust,” she explains. That trust goes back to when her son was part of the school’s founding class: “They allow the kids to be themselves, to learn about who they are and to make choices that will enable them to grow up to be self-starters and critical thinkers. I saw right away that the teachers took a vested interest in helping him improve his reading and he grew two grade levels within the first six months.”

Ana says all of this work is rooted in “Revolutionary Love,” one of KIPP’s core values. “It’s all in love - the love and care and real interest that the teachers and the principal show for the kids is more important than anything.”
TOGETHER FOR EQUITY

This is a pivotal time in history. The COVID-19 pandemic has laid bare much of the inequality and inequity in New York City and around the country. Numerous episodes of racial injustice and brutality have galvanized anti-racist activists and raised the national consciousness. KIPP NYC’s path continues to evolve. In the past, Diversity, Equity, and Inclusion (DEI) lived through an academic commitment to student futures. However, today’s climate demands more. Students must be supported on a path to lead fulfilling lives AND build a more just world. KIPP NYC is making a more explicit commitment to ensure that its practices do not reinforce systems of oppression. Internal systems which have not always centered on the experiences and cultural capital of students are being addressed.

KIPP has always been a learning organization driven by data to help all of us grow.

KIPP NYC is committed as an organization to moving along an anti-racist continuum: from awareness, to alignment, to action.

In the last year, KIPP NYC has:
- Added Candace Rogers to the Regional Leadership team to drive our DEI strategy. She has proven success in working to create anti-racist schools and organizations.
- Adapted a K-12 curriculum to make it more culturally sustaining and responsive to students’ lived experiences - ensuring that the history and contributions of people of color are represented.
- Invested more in workforce advisory to support high school students along the life path that is best for them and added career and technical education programs as viable options to two- and four-year colleges.
- Launched the Reading is Freedom Literacy Institute for all K-8 teachers to deepen their knowledge of the core reading skills — phonics, fluency, vocabulary, and comprehension — and to learn new ways to bring that knowledge to their teaching practice.

Going forward, KIPP NYC plans to:
- Create an equity statement that is rooted in dynamic action.
- Create a culturally responsive history curriculum. Already, KIPP NYC College Prep High School has named Social Justice and Equity Leads, who are responsible for leading anti-racist practices such as working to decolonize the High School curriculum and inviting students to the table to lesson plan to reimagine school policies.
- Double the number of staff DEI professional development sessions from four to eight.
- Introduce restorative practices as a primary method of responding to student behavior in every school.
- Increase transparency into hiring and promotion processes and focusing on, and improving, the attrition numbers for teachers and people of color.
- Use more community vendors and Black and Brown owned businesses and draw from the community for employment when building and maintaining schools.

We have come a long way together, and we hope you will continue to support us to make a significant impact and Build a Better Tomorrow, together.
TOGETHER FOR FAMILIES

The COVID-19 pandemic not only disrupted schools, businesses, and the economy, it also increased the educational, economic, and health-related obstacles on students and families. Many students live in temporary housing or are homeless: for them school is more than just a place of learning, it’s a reliable outlet for meals, internet connectivity, and socio-emotional support.

In March of 2020, a Family Assistance Fund launched to assist with expenses such as bereavement costs and unpaid utility bills, as well as to provide laptops, mobile hotspots, and books to students and families.

Thanks to an incredibly dedicated technology team, a region of 15 schools grew to a network of more than 6,000 individual virtual schools. This fund also helped kickstart efforts to quickly establish a virtual summer school and on-going critical socio-emotional resources for students and families.

In March, a KIPP Community Food Pantry began providing more than 150,000 meals to families. With help from donations and community partners, staff and family volunteers distribute weekly supplies to roughly 1,000 families each week in the Bronx, Brooklyn, and Harlem.

As remote learning and a hybrid model become part of the current school year, schools will need to support students and families in new and multiple ways to ensure they can thrive.

KIPP NYC is grateful to all our donors who supported our Family Assistance Fund, and offers special thanks to our major donors:

- Blackstone Charitable Foundation
- Carson Family Charitable Trust
- Charina Endowment Fund
- Charter School Growth Fund
- Crown Castle
- Dawn M. Palo
- Joseph DeMatteo
- KIPP Foundation
- Larry and Sarahmay Robbins
- Lone Pine Foundation
- New York Community Trust
- Randy Simpson
- Robin Hood Foundation
KIPP NYC’s KIPP Through College & Career program supports students as they prepare for and select the right college and career based on their interests and passions. Advisors help alumni navigate the academic, social, and financial challenges of college. KIPP’s support starts with the College Counseling and Career Services teams at KIPP NYC College Prep High School, partnering with students as they chart their journey after graduation.

When alumni are in their first two years of college, they are paired with College Success Advisors, who are recent college graduates and often, KIPP alumni themselves. Given proximity in age and their recent experience navigating college, College Success Advisors are perfectly suited to connect, assess, and help students thrive in those critical first two years in college. The majority of alumni attend in-state or neighboring state institutions, allowing Advisors to provide routine in-person, on-campus support.

The Advisors and students meet on-campus at least three times per academic year, and more frequently for those alumni who are at higher risk for stopping out or becoming under-credited. When alumni reach their junior year of college, they are paired with a KTC+ Career Coach, who are current and former KIPP staff, older alumni, and external professionals. Coaches encourage advisees to take advantage of the KTC+ career offerings and reinforce the KTC+ career curriculum. The ultimate goal is to have juniors secure substantial internships in their area of interest, and for seniors to land strong first jobs. KTC+ support extends through a year post-college graduation or until advisees land a job or begin graduate school, whichever comes first.

TOGETHER FOR THEIR FUTURE

College freshman and sophomores supported by KIPP NYC’s 8 College Success Advisors

124

KTC+ Advisors supporting more than 400 alumni... up from 81 advisors last year
Kevin Dowdy  
KIPP NYC College Prep High School, Class of 2016  
Technology Consultant at Ernst & Young

Kevin started his first full-time job this fall as a technology consultant in Ernst & Young’s New York office after graduating this spring from John Jay College of the City University of New York. He’s looking forward to leveraging his tech skills to develop technology solutions for EY clients. While this is his first full-time job, he’s been working in technology and giving back to his community for years. During his junior and senior years at John Jay, Kevin, who’s originally from Harlem, interned with KIPP NYC’s Technology Team, supporting staff members and students with their software and hardware. He did summer internships with Common Justice and BronxWorks, local nonprofits that improve the economic and social well-being of historically low-income communities in New York City. Kevin has also given career advice to peers through his participation in alumni panels at KIPP NYC College Prep High School and KTCC’s annual Alumni Summit. Kevin is thankful for the support he’s received from his KTCC advisor, who encouraged him to follow his dual passion for technology and supporting his communities. Kevin’s advice for college students in this environment is to “be willing to try different things and don’t let any obstacle hinder what you really want to do.”

Nelkie Gonell, KIPP NYC College Success Advisor

Nelkie is a KIPP lifer. He grew up in the Bronx, attended KIPP Academy Middle School, and graduated from KIPP NYC College Prep High School in 2013. Following his graduation from Utica College in 2017, he did a stint as a Sales Representative at Hertz before KIPP recruited him as a College Success Advisor, knowing his passion for giving back and supporting students on paths they choose. Nelkie got ahead of the impact of COVID-19 at colleges by researching changes to schools’ programs and structures, from cafeteria hours to dorm access. He then worked closely with his advisees, of which he has 71, to share info and get ahead of any new issues they’d face. He is laser-focused on ensuring that his advisees are not hampered by changes to their schools’ policies. He knows that his advisees’ well-being and staying on track with course credit are critical drivers of on-time college graduation and career attainment.
KIPP NYC has named three regional priorities for the 2020-21 school year in order to realize goals and to better honor longstanding commitments to students, families, and staff.

BUILD A BETTER TOMORROW
It’s essential to seize the momentum built over the past few years to continue to move the organization along the anti-racist continuum and ensure that practices do not reinforce systems of oppression. A forthcoming equity statement will guide KIPP NYC’s culture, the creation of a culturally responsive history curriculum, increased transparency into hiring and promotion processes, and a commitment to introducing restorative practices as a primary method of responding to student behavior in every school.

TOGETHER WITH FAMILIES
This priority comes from the opening line of the new KIPP mission statement (included on the inside cover). From the school buildings closed in mid-March, KIPP has responded to the distance by increasing communication and partnership with families. This is the first step in deepening the connection between schools and families. This year will see more monthly focus groups with families, improved real-time access for families to their children’s remote learning curricula, and the creation of a regional family advisory council to give parents and guardians the opportunity to share experiences and best practices. By working hand-in-hand with families, KIPP NYC’s goals will align with what families value for their children’s education.

READ TO LEAD
Literacy and reading are the ways students navigate the world and filter information. Increased human and financial resources have been added in order to reach the goal that all 3rd graders will be able to read at grade level by 2023. Research shows that early readers have a far greater likelihood of achieving any number of improved life outcomes. In order to truly build that better tomorrow, students must be readers and thinkers who can analyze complex arguments and employ what they’ve learned to create a better future for us all.
GROWING TOGETHER

Every year, KIPP NYC turns away thousands of kids and families due to the limited number of entry-grade seats we have available in our lottery. KIPP’s steady growth is a 25-year response to the systemic educational injustice and lack of opportunity far too many kids face in New York City. To provide opportunity to more students, more schools must be opened.

But the NYC DOE has cut back drastically on its policy of siting public charter schools in public school spaces. This means, in order to expand, private space must be purchased and built out or leased. Current plans are moving forward to build homes for two of our existing schools plus three new schools in the Bronx, including a 1,400 student high school. Each site will include state-of-the-art facilities for academics, STEM, the arts, and athletics.

By 2024, KIPP NYC will educate more than 10,000 students and alumni each year throughout 19 schools and the KIPP Through College & Career program.

DEMAND FOR KIPP NYC KINDERGARTEN

KIPP NYC currently receives roughly 6 applications for each available kindergarten seat, with the greatest need existing in the Bronx.

*Applications for the 2020-21 school year.
KIPP NYC LEADERSHIP
Alicia Johnson, President
Jim Manly, Superintendent
Kate Baughman, KIPP All Middle School
Carlos Capellan, KIPP NYC College Prep High School
Frank Corcoran, KIPP Academy Middle School
Glenn Davis, KIPP Infinity Middle School
Sarah English, KIPP Freedom Elementary School
Diamond Graham, KIPP Elements Primary School
Crystall Griffin, KIPP STAR Middle School
Tyritia Groves, KIPP Academy Elementary
Maylien Herm, KIPP Infinity Elementary School
Antoine Lewis, KIPP AMP Elementary & Middle School
Rebecca McMurdie, KIPP Washington Heights Elementary School
Lariel Sanchez, KIPP Freedom Middle School
Danny Swersky, KIPP Washington Heights Middle School
Brandi Vardiman, KIPP STAR Harlem Elementary School
Aisha Christian, Legal
Jane Martínez Dowling, External Affairs
Diane Flynn, Real Estate
Efrain Guerrero, Operations
Jeff Imwold, Student Support Services
Akhilah Johnson, Real Estate
Leslie Kim, Teaching & Learning
Tessa Kratz, KIPP NYC Through College & Career
Ed Laux, Facilities & Technology
Kerry Mullins, Human Resources
Candace Rogers, Equity & Inclusion
Roseann Sheehan, Data
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