



**KIPP** SoCal  
PUBLIC SCHOOLS



**See. Develop. Inspire.**  
2018-19 IMPACT REPORT



# WE ARE KIPP SOCAL

“

By becoming KIPP SoCal Public Schools, our organization has strengthened its position as a leader for educational equity and harnessed its collective impact to better meet the needs of systemically under-resourced communities in Southern California.

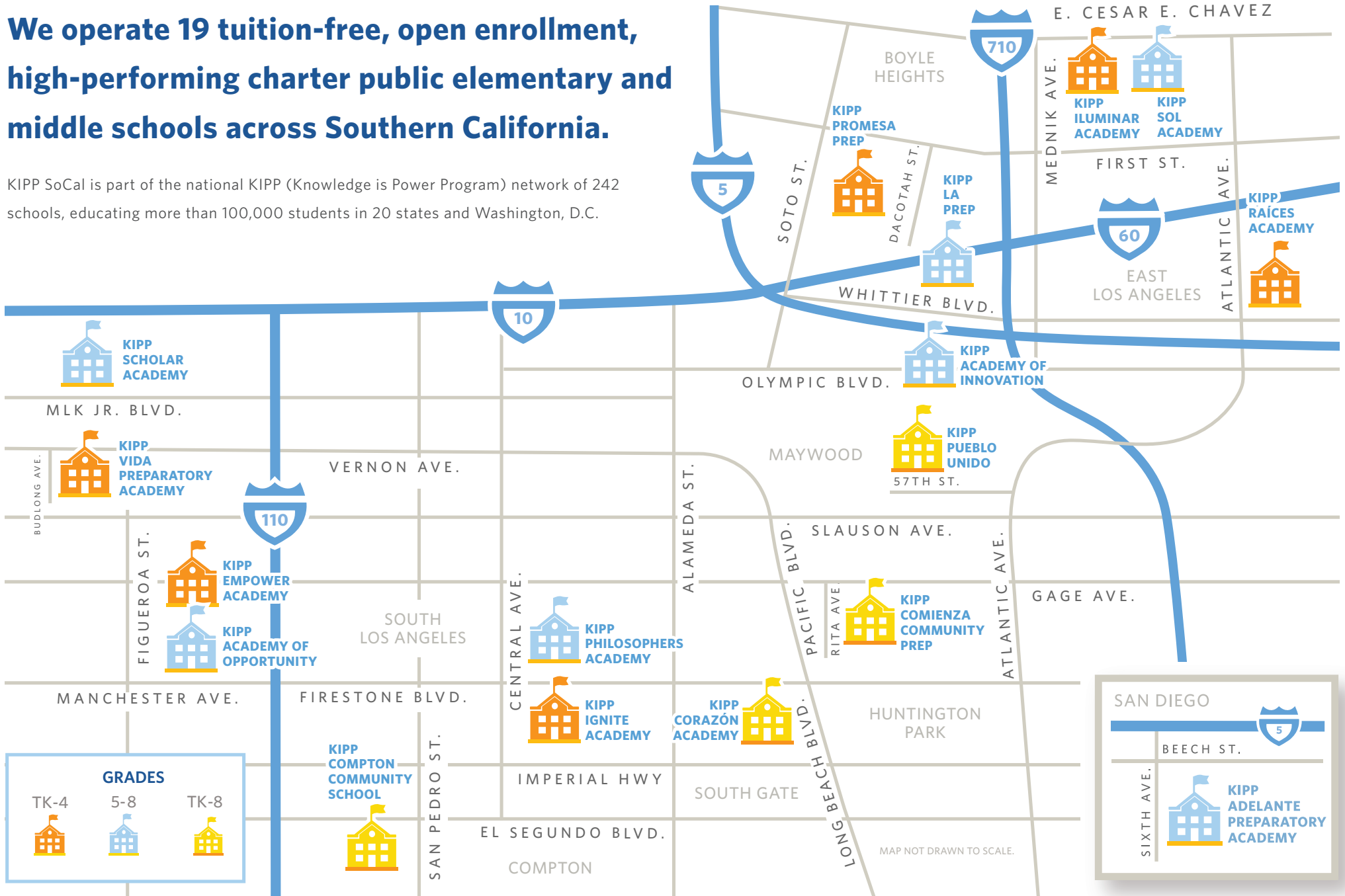
**LUIS RODRIGUEZ**

KIPP SOCAL BOARD VICE CHAIR



# We operate 19 tuition-free, open enrollment, high-performing charter public elementary and middle schools across Southern California.

KIPP SoCal is part of the national KIPP (Knowledge is Power Program) network of 242 schools, educating more than 100,000 students in 20 states and Washington, D.C.





# IMPACTING LIVES THROUGH **OUR MISSION & VISION**

Each year at this time, I reflect on where we have been and where we are going. Last year, we forged new paths that led to expanding our footprint and the formation of KIPP SoCal Public Schools, as KIPP Adelante became part of our organization, after 15 years as a stand alone entity. The shift from KIPP LA to KIPP SoCal is more than just a name change, it reflects our greater commitment to Southern California, and to the one million students that are attending low-performing public schools.

We continue to expand our impact, broaden our reach, and improve our organization to better meet the needs of each KIPPster. Collectively, our 19 schools are educating 8,300 students in grades kindergarten through eighth in three distinct school districts: Los Angeles Unified, Compton Unified, and San Diego Unified. We support an additional 4,300 alumni who are going to and through high school and college through our KIPP Through College program.

Now more than ever, we are focused on our long game to ensure that we see, develop, and inspire the greatest potential in each KIPPster. We are more focused than ever on forging positive relationships with our KIPPsters, providing impactful teaching and learning, and meeting the needs of each KIPPster so that they can reach their full potential. Our Mental Health team's motto, "Heal the heart so that the brain can learn," guides our inclusion and usage of trauma-informed strategies and the utilization of Calm Classroom and Calm Corner interventions.

Over the years, our students have beaten the odds with more than 93% of our eighth grade alumni having graduated from high school (17% higher than national low income average) and 82% have matriculated to college (36% higher than the national low income average). We launched a Teacher Residency and a School Leader Fellowship program to meet our growing needs. In partnership with the Alder

Graduate School of Education, our Teacher Residency program will offer graduate teaching degrees through a powerful apprenticeship program within a highly effective, mentor-driven, and formal learning environment. Our School Leader Fellow Program is focused on preparing leaders to become founding or successor school leaders of a KIPP SoCal school.

We are also working to be more deeply imbedded and engaged in our communities by expanding our family ambassador program and building partnerships with other community-based organizations. To that end, I am pleased to share that KIPP SoCal Public Schools has been named as one of seven new organizations to join the UnidosUS National Affiliate Network of nearly 300 Latino-serving organizations.

We continue to make the necessary investments in innovative curriculum, STEAM programming, and extracurricular activities so that our KIPPsters have a broad educational experience that allows them to develop the knowledge, skills and character traits to be successful in life.

We can only realize our vision with the enduring generosity of our supporters. Our impact is made possible through your dedication and invaluable partnership.

With gratitude,



**MARCIA AARON**  
CHIEF EXECUTIVE OFFICER  
KIPP SOCAL PUBLIC SCHOOLS



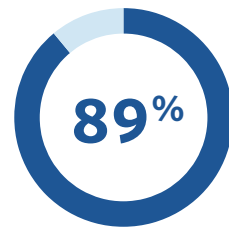
Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and create a more just world.

## CURRENT STUDENT COMMUNITY

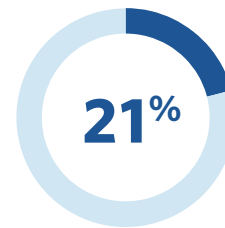
**82% LATINX** 

**16% BLACK** 

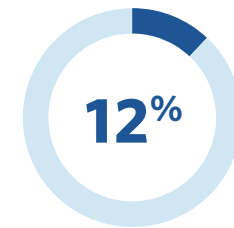
**2% OTHER** 



Of Students are Eligible for Free or Reduced-Price Meals



Of Students are English Learners



Of Students Receive Special Education Services



**8,300**  
STUDENTS

**WE EDUCATE**



**4,300**  
ALUMNI

**WE SUPPORT**



**19**  
SCHOOLS  
IN SOUTHERN CA

**WE OPERATE**

# KNOWLEDGE IS **POWER**

“

**The presence of charter schools in urban areas unmistakably boosts the average achievement of all black and latinx students while not detracting from the achievement of white students.**

## **FORDHAM INSTITUTE RESEARCH**

RIISING TIDE: CHARTER SCHOOL MARKET SHARE AND STUDENT ACHIEVEMENT REPORT, 2019.



## WHAT IS A CHARTER PUBLIC SCHOOL?

All charter public schools in California are tuition-free public schools, operated by non-profit organizations, and enrollment is open to all students regardless of zip code, income, or ability.

A charter is a contract with an authorizer, often a local school board, detailing the school's mission, program, performance goals, and methods of assessment. Authorizers hold charter schools accountable for compliance with operating agreements. Many charter public schools operate with greater flexibility than traditional public schools in exchange for increased accountability; this flexibility gives us the freedom to provide much of the unique programming highlighted in this report.

## CHARTER PUBLIC SCHOOL INCREASED ACCOUNTABILITY

- Annual oversight visits by the school district
- Financial reporting
- Rigorous renewal process every five years

## KIPP SOCAL LOCAL AUTHORIZERS:





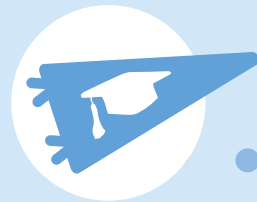
# PATH OF A KIPPSTER

At KIPP SoCal, our whole-child approach follows our KIPPsters along their path to and through college. Our approach not only focuses on rigorous academics, but also provides character development, enrichment activities, social-emotional learning, physical and mental health programs, sense of identity, and the nurturing of one's purpose.



## TEACHER & FAMILY PARTNERSHIP

Prior to the start of each school year, KIPP SoCal teachers visit students in their homes to build a relationship based on trust and collaboration.



## COLLEGE-BOUND CULTURE

Our schools are immersed in a college-bound culture, introduced to our KIPPsters at an early age, and continued throughout their KIPP SoCal journey.



## PERSONALIZED SUPPORT

Students receive individualized instruction through innovative techniques, like blended-learning models that incorporate a one-to-one online learning experience.



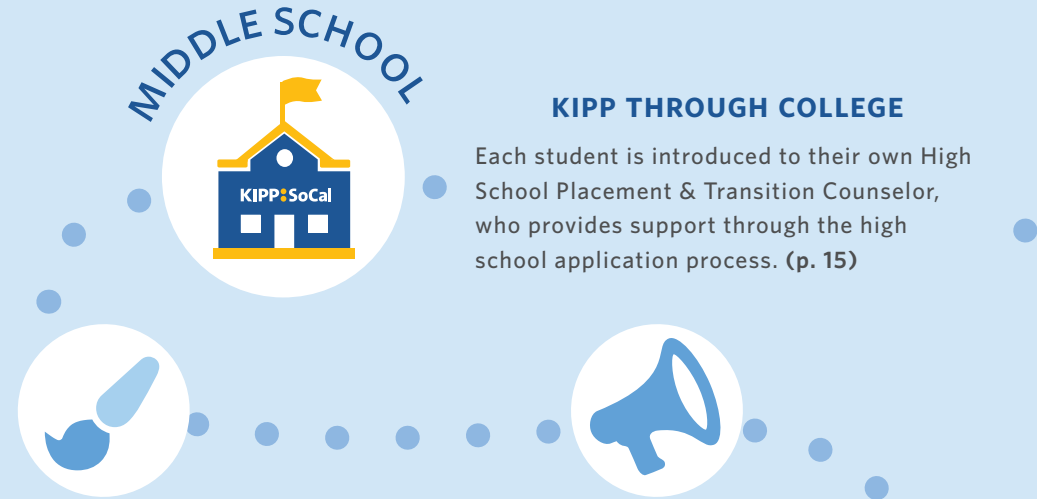
## TRAUMA-INFORMED CLASSROOMS

All classrooms incorporate trauma-informed strategy, such as Calm Classroom, so students learn mindfulness and can better engage in the classroom. (p. 10)



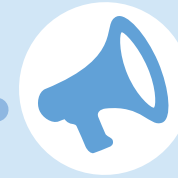
## REPRESENTATION MATTERS

Diversity, equity, and inclusion are top priorities at KIPP SoCal. Students who see themselves in their teachers perform better. (p. 12)



## EXTRACURRICULAR ACTIVITIES

KIPP SoCal provides opportunities for our students to pursue activities they love, so that they can become well-rounded, thoughtful, and compassionate citizens.



## FAMILY AMBASSADOR PROGRAM

Families have the opportunity to lead through civic engagement and advocacy. (p. 14)

## KIPP THROUGH COLLEGE

Each student is introduced to their own High School Placement & Transition Counselor, who provides support through the high school application process. (p. 15)





### COLLEGE CAMPUS TRIP

Students are exposed to college campuses across California, so that they can envision their possibilities.



### HIGH SCHOOL FAIR

The KIPP Through College (KTC) program hosts representatives from KIPP SoCal recommended high schools, so that students can learn more about their options.



### INTERNSHIP OPPORTUNITIES

Alumni are provided access to internships in their field of interest, both at KIPP SoCal and through our network of partners.



### COLLEGE GRADUATION

KIPP SoCal alumni graduate college at a rate three times higher than the national average of students from under-resourced communities. (p. 16)

HIGH SCHOOL



### COLLEGE ACCESS

KIPP SoCal alumni are supported by the KTC team with academic and college counseling, and the application, and matriculation process. (p. 15)



### HIGH SCHOOL GRADUATION

Ninety-three percent of KIPP SoCal alumni graduate from high school—17% higher than the national low-income average.



### SWAG RETREAT

The Students Who Achieve and Graduate Retreat (SWAG) offers mentorship, information, and support as students transition to college.

COLLEGE



### COLLEGE ENROLLMENT

Eighty-two percent of KIPP SoCal alumni matriculated to college—36% higher than the national low-income average—and are supported by their KTC College Success Counselor. (p. 16)



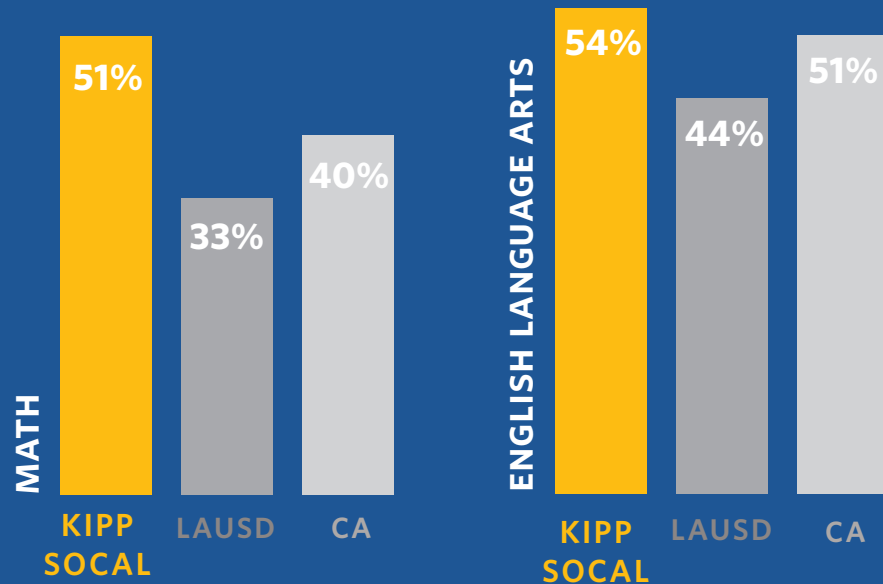
### CAREERS

Many alumni return to uplift their communities with their newly acquired knowledge, skill set, and leadership.

# HIGH EXPECTATIONS LEAD TO **HIGH PERFORMANCE**

## **KIPP SOCAL SIGNIFICANTLY OUTPERFORMS PEERS IN BOTH LOCAL AND STATE TRADITIONAL PUBLIC SCHOOL DISTRICTS**

2019 CALIFORNIA ASSESSMENT OF STUDENT PERFORMANCE AND  
PROGRESS (CAASPP)\*



\*This data does not include KIPP Adelante Preparatory Academy in San Diego as the KIPP SoCal merger was not effective until July 1, 2019.



### **THREE**

#### **NATIONAL BLUE RIBBON SCHOOLS AWARDS IN THE EXEMPLARY HIGH PERFORMING CATEGORY**

KIPP Raíces Academy (2015), KIPP LA Prep (2016), & KIPP Comienza Community Prep (2017).



### **FIVE**

#### **CALIFORNIA DISTINGUISHED SCHOOLS AWARDS**

KIPP LA Prep (2011, 2019), KIPP Adelante Preparatory Academy (2006) KIPP Academy of Opportunity (2013) KIPP Raíces Academy (2013), & KIPP Comienza Community Prep (2018).

### **SEVEN**

#### **2019 TOP LA COUNTY PUBLIC SCHOOLS**

for under-resourced students by Innovate Public Schools in partnership with USC Price School of Public Policy and Rossier School of Education (KIPP LA Prep, KIPP Raíces Academy, KIPP Comienza Community Prep, KIPP Iluminar Academy, KIPP Vida Preparatory Academy, KIPP Scholar Academy, KIPP Academy of Innovation).



# THE KIPP SOCIAL APPROACH

At KIPP SoCal, teachers, students, and families are all united around the same goal—college and a choice-filled life for our students. Our success is driven by:



**Highly Effective  
Teachers & Leaders**



**Safe, Structured,  
Joyful & Nurturing  
Environments**



**Focus on  
Character**



**High  
Expectations**



**KIPP  
Through College**

**Highly Effective Teachers & Leaders:** We believe in the power of great teachers and school leaders. We learn from each other and with each other. We empower our school teams and invest in leadership development and training.

**Safe, Structured, Joyful, & Nurturing Environments:** We provide a safe, structured, joyful, and nurturing learning environment. We build meaningful relationships rooted in love, empathy, compassion, and respect, that fosters a love of learning, and a willingness to take risks and reap rewards.

**Focus on Character:** Success in life depends on both academics and learning. We help students foster character strengths that are essential for their own success, empowering students to express their voice with confidence and to improve the world around them.

**High Expectations:** Clearly defined and measurable high expectations for academic achievement and conduct creates and reinforces a culture of achievement and support.

**KIPP Through College:** Our counselors and advisors support students as they prepare for and select the right college for their needs and interests. After high school, we help KIPP alumni navigate the social, academic, and financial challenges they might encounter while in college.



## MEETING EACH **STUDENT'S NEEDS**

“

**Our HEART approach teaches educators to understand the impact that stress and trauma can have on a child's ability to regulate their emotions, behavior, and ultimately learn. We heal the heart so the brain can learn.**

**JASMINE TARVER**

DIRECTOR OF MENTAL HEALTH &  
SUPPORT SERVICES



## PREVENTION, AWARENESS & SUPPORT

Our Mental Health and Support Services team consists of licensed and certified school counselors, psychologists, and behaviorists. This multi-disciplinary team believes in providing personalized support at each KIPP SoCal school that responds to the needs of each student so that they can thrive in school and life.

We offer individual and group counseling services to support social and emotional learning, guidance and consultation to school teams on effective academic and behavioral interventions, robust internal special education services, a continuum of mental health support, and additional specialized student support services to address the ever-changing needs of our students and their families.

### CURRENT KEY SUPPORT INITIATIVES INCLUDE:



#### **Youth Experiencing Homelessness & Foster Care**

Counselor Referrals  
Guidance to Family Service Center  
Transportation Bus Cards  
Foster Youth Rights Awareness



#### **Youth Identifying as LGBTQ**

OUT For Safe Schools  
Anti-Bullying Campaigns  
The Crisis Textline



#### **Youth with Special Education Needs**

1:1 Personalized Support  
Smaller Learning Environments  
Mobility Assistance  
Social-Emotional Support



#### **Support Initiatives for All Youth**

HEART (Healing Environments & Responses to Trauma)  
Suicide Prevention  
Calm Classroom



# WE INVEST IN OUR **TEAM & FAMILY**

“

I learned through the KIPP SoCal School Leader Fellowship Program that highly effective school leaders see the school as their classroom. Now, as a founding school leader, I get to do what I love most all day long—teach.

**TESSA MIZOKAMI**

FOUNDING SCHOOL LEADER,  
KIPP PUEBLO UNIDO  
KIPP SOCAL SCHOOL LEADER FELLOW





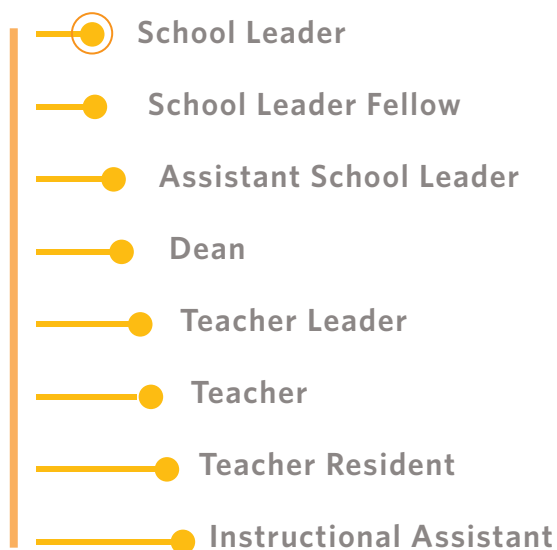
## OUR COMMITMENT TO DEVELOPMENT & DIVERSITY

At KIPP SoCal, we believe in reflecting our communities and developing from within. We invest in our teachers to become future leaders through multiple efforts, including nearly a month of professional development each year, credentialing support, the KIPP SoCal School Leader Fellowship Program, and the KIPP SoCal Teacher Residency Program in partnership with Alder Graduate School of Education.

### 80% OF KIPP SOCAL LEADERSHIP POSITIONS ARE FILLED INTERNALLY

We also believe that representation matters in every aspect of our lives, and a diverse body of students needs a diverse community of teachers, and role models who can most effectively open their eyes to new ways of learning.

#### CAREER DEVELOPMENT



#### DIVERSITY



**OF KIPP SOCAL TEACHERS ARE PEOPLE OF COLOR**

\*20% of teachers are people of color in public schools nationwide.



**OF KIPP SOCAL SCHOOL LEADERS ARE PEOPLE OF COLOR**

\*22% of public school leaders are people of color in schools nationwide.

*\*Source: NAASP*

# WE EMPOWER THROUGH **ADVOCACY**

“

I have always believed that education is fundamental to future success in life. Access to a high-quality education can open doors and empower families to transform their communities. I'm glad to see KIPP SoCal partnering with the communities it serves in order to provide quality learning opportunities to my constituents.

**LUCILLE ROYBAL-ALLARD**

U.S. REPRESENTATIVE FOR CALIFORNIA'S  
40TH CONGRESSIONAL DISTRICT





## INSPIRING COMMUNITY ENGAGEMENT

At KIPP SoCal, we believe that families are an integral part of our success. In addition to building relationships with families in our schools, we partner with our families to address critical issues in our communities.



### CIVIC ENGAGEMENT & ADVOCACY

Family-led programming including voter registration events, immigration rights support, public policy education, and community resource fairs.



### FAMILY LEADERSHIP DEVELOPMENT

The Family Ambassador Program fosters local, state, and national advocates for educational and community issues. Our dedicated group of over eighty Family Ambassadors produces a region-wide, annual Parent Summit focused on issues impacting our community.



# SUPPORT TO AND **THROUGH COLLEGE**

The KIPP Through College (KTC) team supports KIPP SoCal students and alumni with individual, personalized counseling on their journeys to and through high school and college. KTC is sustained by philanthropy, and committed to ensuring students receive the customized support services needed to thrive in high school, college, and life.



## **MIDDLE SCHOOL**

In middle school, KTC counselors introduce KIPP SoCal families to a variety of high school options and provide support throughout the high school placement process and transition into high school.

## **HIGH SCHOOL**

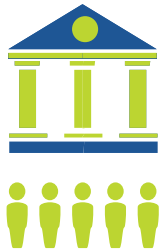
While in high school, KIPP SoCal alumni have access to the KTC team who supports with academic and college counseling, with an emphasis on the application and matriculation process.

## **COLLEGE SUCCESS**

Once in college, KTC counselors provide extensive support to ensure alumni persist on the path to college graduation in support of their career goals.

# OUR ALUMNI SUCCESS STORY

KIPP SoCal alumni graduate from high school, matriculate to college, and graduate from college at a significantly higher rate than the district, state, and national average of students from under-resourced communities.



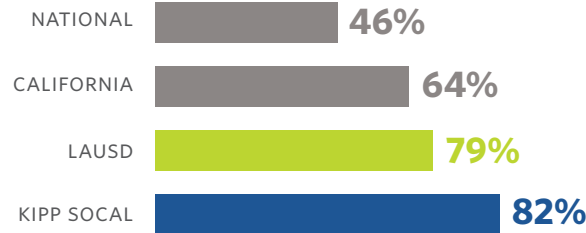
## 12.9% COLLEGE ENROLLMENT BOOST

\*A 2019 Mathematica study concluded that attending KIPP middle schools boosts college enrollment rates by 12.9%.

### KIPP SOCAL STUDENTS OUTPERFORM THEIR TRADITIONAL DISTRICT PEERS



percentage of students that graduate high school



percentage of students that matriculate to college



KIPP SoCal 8th grade alumni graduate college at a rate three times higher than the national average of students from low-income communities.

SUPPORT THROUGH HIGH SCHOOL,  
**COLLEGE & LIFE**

“

I am a different person because of KIPP and I'm so thankful. KIPP helped shape me into the leader I am today, and inspired me to pursue my dreams when I didn't think I could.

**IVERSON MITCHELL**

KIPP ACADEMY OF OPPORTUNITY  
ALUMNUS

USC EAST COLLEGE PREP  
UCLA CLASS 2023, MAJORING IN  
POLITICAL SCIENCE & BUSINESS

**HIGH SCHOOL**





“

After the summer of my Freshman year, I decided to participate in KTC's SWAG (Students Who Achieve & Graduate) Retreat as a mentor. It was so refreshing to come back to KIPP and be able to give back to a new generation of students.

**SYDNEY LI**

KIPP LA Prep Alumna  
Downtown Magnets High School Alumna  
University of Pennsylvania Class of 2019, majoring in Philosophy, Politics, & Economics

**COLLEGE**



“

It feels good to know that alumni, including myself, are returning to our communities all over the country and giving our expertise to the KIPP Team and Family to help the next student like me on their path to and through college.

**JOE MAGAÑA**

KIPP LA Prep Alumnus  
Marantha High School Alumnus  
Whittier College Class of 2018  
Operations Associate at KIPP Foundation

**CAREER**



# THE NEED IS GREAT IN CALIFORNIA

## FEDERAL, STATE, AND LOCAL FUNDING DO NOT MEET STUDENT NEEDS

Despite being the fifth largest economy in the world, California currently ranks 41st in per-pupil spending. And though charter public schools' return on investment exceeds that of traditional public schools by an average of 53%\*, charter public schools, on average, receive less funding per student than traditional public schools, while still needing to pay incremental oversight and facility fees.

### PUBLIC FUNDING COMPARISON

Average per pupil public funding in 2016-17\*

District of Columbia \$36,702

New York \$25,446

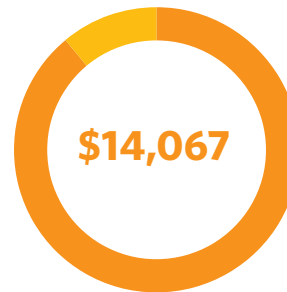
New Jersey \$22,101

Massachusetts \$18,981

California \$10,439

*\*Data from the National Education Association.  
Includes state and federal funding*

### KIPP SOCAL'S PER STUDENT INVESTMENT



- Public Funding: 89%
- Philanthropic Funding: 11%

### KIPP SOCAL'S EXPENDITURES



- School-Based Personnel: 49%
- Operational Expenses: 19%
- School Success Team Personnel: 13%
- Supplies & Materials: 10%
- Facilities: 9%

## SUPPORT NEEDED TO HELP OUR STUDENTS AND ALUMNI THRIVE NOW AND IN THE FUTURE

At KIPP SoCal, our goal is to raise the quality of public education in Southern California. The areas below are key to our success as we grow and rely on the generosity of our supporters so we can invest in what matters most—our students, families, and team.



### Highly Effective Teachers & Leaders

Sustained strong student outcomes and excellent schools are the result of excellent school-based leadership and exemplary teaching. KIPP SoCal prioritizes the professional development of our teachers and leaders through innovative initiatives, such as our Teacher Residency and School Leader Fellowship programs.



### Safe, Structured, Joyful, & Nurturing Environments

All students deserve a school environment that allows them to focus on learning. We are committed to providing new school buildings, classrooms equipped with the technology and social-emotional tools needed to thrive, and beautiful play areas.



### KIPP Through College

A college degree remains the key to social mobility and a choice-filled life. Our KIPP Through College (KTC) program keeps our promise to help students climb the mountain to and through college even after their time in our classrooms. KTC programming is sustained completely through philanthropic support.



### Our Families & Communities

We know it takes a village. Thus, KIPP SoCal is committed to amplifying the voice of our families by expanding our Family Ambassador network, in addition to building coalitions and strengthening partnerships within our communities.



KIPP IS

# COMMUNITY

## FOUNDATION PARTNERS

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The Eli & Edythe Broad Foundation

CEDAR Foundation

Charter School Growth Fund

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**Stacy Yamazaki**

Project Manager, Whalerock Industries

# KIPP SOCAL GIVES **GRATITUDE**

“

**WE BELIEVE ALL CHILDREN  
DESERVE AN EXCELLENT  
EDUCATION IN SAFE,  
JOYFUL, AND NURTURING  
ENVIRONMENTS WHERE  
THEY CAN LEARN, PLAY,  
AND THRIVE. KIPP'S WHOLE-  
CHILD APPROACH ENSURES  
STUDENTS RECEIVE ALL  
THAT AND MORE.**

**PATTY & MICHAEL ROSENFELD**  
KIPP SOCAL SUPPORTERS





# CHAMPION SUPPORTERS HALL OF FAME<sup>★</sup>

KIPP SoCal Public Schools is pleased to honor our Champion Supporters who have been instrumental in driving our growth since 2008.

## \$25,000,000 OR MORE

Martha & Bruce Karsh

## \$15,000,000 OR MORE

The Eli & Edythe Broad Foundation

## \$5,000,000 OR MORE

Charter School Growth Fund  
Nancy & Howard Marks

## \$1,000,000 OR MORE

Ballmer Group  
Margaret M. Bloomfield Foundation  
Otis Booth Foundation  
CEDAR Foundation  
The Doris & Donald Fisher Fund  
John Frank & Diann Kim  
Great Public Schools Now  
W.M. Keck Foundation

The KIPP Foundation  
The Arthur Rock & Toni Rembe  
Elementary School Growth Fund  
Patty & Michael Rosenfeld  
Moira & Rajath Shourie  
Walton Family Foundation  
Windsong Trust  
Jean & Lew Wolff

## \$500,000 OR MORE

Leslie & Steve Carlson  
Bill & Melinda Gates Foundation  
Eileen & Robert O'Leary  
The Ralph M. Parsons Foundation  
Sam Simon Charitable Giving  
Foundation  
Quest Foundation

## \$250,000 OR MORE

Marcia Aaron  
The Ahmanson Foundation  
John Brady  
Michael & Susan Dell Foundation  
Joseph Drown Foundation  
ExED  
Erika J. Glazer Family Foundation  
The Goldhirsh Foundation  
Sarajane & Zac Guevara  
Jaquelin Hume Foundation  
Lynn & Craig Jacobson  
McCammack Family Foundation  
Nancy & Bruce Newberg  
RGK Foundation  
Weingart Foundation  
Wells Fargo Foundation

## \$100,000 OR MORE

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Julie Kaufer & Frank Reddick  
The Riordan Foundation  
Tory & Cameron Strang  
Tacori

*\*Reflects gifts and pledges made to KIPP SoCal Public Schools from 2008 to present.*

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