

KIPP

MINNESOTA

COLLEGE PREP PUBLIC SCHOOLS



**ANNUAL
REPORT
2017-2018**

Dear Friends and Supporters,

What does it mean to be a High Performing School? Each of us probably defines the term differently. Our partner Minnesota Comeback created a system to rate all Minneapolis schools so that parents can make informed enrollment decisions. We all know that school quality consists of much more than test scores, but at KIPP we also firmly believe that data matters. James Baldwin may have said it best: “Not everything that is faced can be changed, but nothing can be changed until it is faced.”



(from left to right) Nicole with Board of Directors Vice Chairman Jim Hurley, Ujima Scholars Manager Maya Zeigler, and KIPP CEO, Richard Barth last April.

The 2018–2019 Minneapolis School Finder rates KIPP North Star Academy as High Performing, one of ten of the 147 schools reviewed and the only one in North Minneapolis. While we are very proud of this rating, we are working toward a more rigorous definition of High Performing. Our strategic plan is guiding our continued improvement so that KIPPsters outperform the state proficiency average by the time they finish 8th grade. Other, more established KIPP regions have shown that this unqualified High Performance is achievable for students of color from low-income households and the graphs in this report show that we are making real strides toward that goal.

We very deliberately chose North Minneapolis as our home, a community where poverty is pervasive and institutions have failed to meet the community’s needs for generations. At KIPP, we seek deep challenges and set high goals. Working closely with North Minneapolis families, the Northside Achievement Zone (NAZ), and many other partners, we are providing students with an education that expands their life options.

As we celebrate the tenth birthday of our first school, I offer a special toast to the Carlson Family Foundation for launching KIPP Minnesota and supporting us as we continue to expand and improve. My deepest thanks to all of our supporters for believing and investing in our work.

Gratefully,

Nicole Boardman

Nicole Boardman
Executive Director

STRATEGIC PLAN: YEAR ONE OF FIVE

The national KIPP model is designed to support the students who need us most, providing a great education in underserved communities and partnering with students and families all the way to and through college. KIPP Minnesota has done amazing things in its first decade, far outperforming the status quo in North Minneapolis as well as the region's educational outcomes of African American students from low-income households. But we know that isn't enough.

In 2017 KIPP Minnesota embarked on an exciting journey to increase the excellence, enrollment, and efficiency of our organization. The priorities of our five-year strategic plan are:

1. Develop the tools required to become truly high performing.
2. Complete full enrollment of the existing campus.
3. Launch additional high performing primary and middle schools.
4. Establish a plan to open a high school.
5. Ensure an efficient financial operating model.
6. Build out KIPP Through College and improve alumni outcomes.

Last year we made a great start: revising our staffing model, budgeting process, operational systems, and progress monitoring tools to better serve students at our first campus as well as our second campus, which will open in the fall of 2019, also in North Minneapolis.



Join us on campus to see how KIPP staff and students are putting this plan into action.

SCHOOL TOURS

December 6th, 2018 | 9-10 AM

May 16th, 2019 | 9-10 AM

*To register or set up another time, contact:
Alison Ford (aford@kipppminnesota.org, 612.999.3020)*

Save the Date

KIPPtastic FUNDRAISER

Thursday, April 18th, 2019

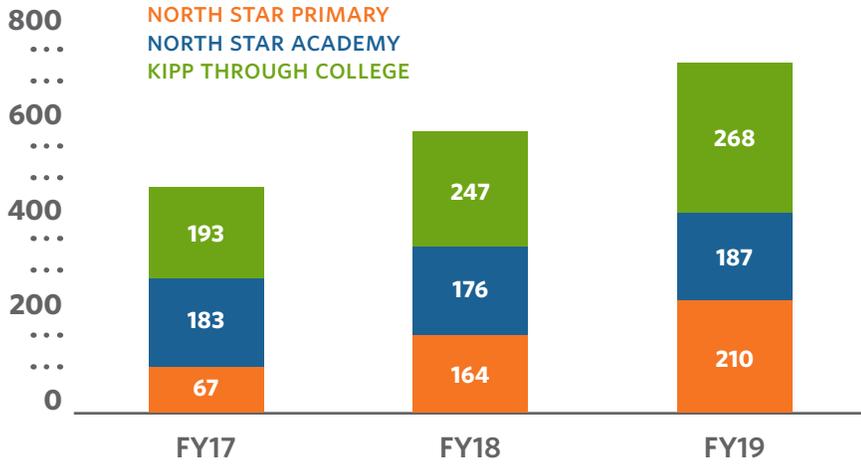
University of St. Thomas

Downtown Minneapolis Campus

We'll be celebrating KIPP alumni as they graduate from high school and head to college!

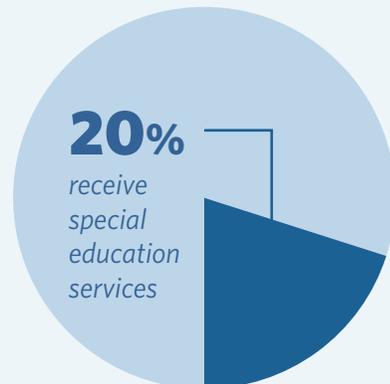
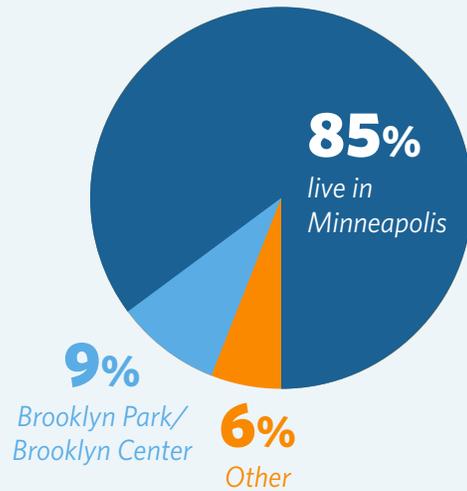
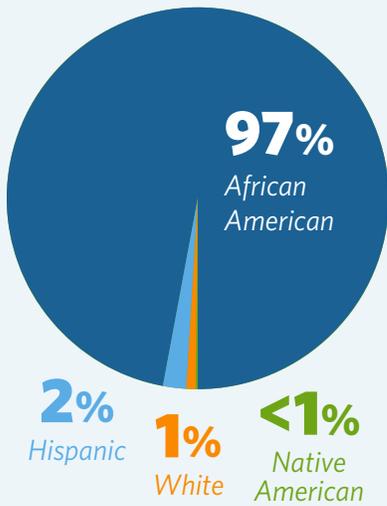
WHO ARE OUR STUDENTS?

Number of Students Served



"I chose KIPP because the other local schools weren't working for us and I really liked their interactive classrooms and the college pathway they offer. I've seen my daughter make great progress overcoming her learning disabilities since she started there."

6TH GRADE MOM



KIPP NORTH STAR PRIMARY DEVELOPING SOCIAL EMOTIONAL SKILLS

Learning to control your emotions and impulses is big part of growing up and a critical factor for success in school. At KIPP, we believe that teaching self-regulation and social intelligence is just as much a part of our job as teaching reading and math skills. For students who arrive with behavioral skills that are far below the age-appropriate norms, we work hard to accelerate development so that classrooms are safe, supportive, and nurturing for all students.



Dezaray Lane, a founding teacher of KIPP North Star Primary, began as a paraprofessional and now serves as Dean of Students.

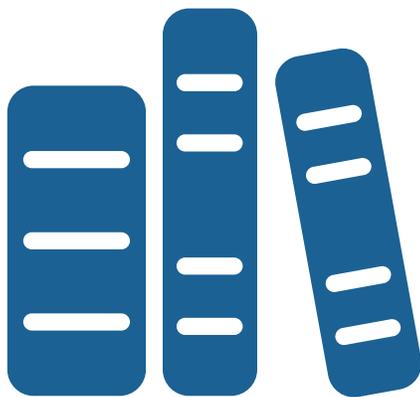
Deion joined KIPP last fall as a 2nd grader who did not know how to write, including his own name. He comes from a family of seven children that had recently moved to Minneapolis from Chicago. Deion has had a hard life. Not surprisingly, his behavior was highly reactive and small upsets would escalate into hour-long violent struggles. When he was calm, he showed flickers of interest, but remained largely inaccessible to teachers. Dezaray Lane checked in on him frequently and her loving attention over time seemed to provide the assurance he needed. Quite suddenly, Deion's misbehavior stopped and he dropped his resistance to participating at school. From February onward, he required no disciplinary correction and stayed on-task in the classroom. He started making academic progress and by the end of the year he could write fluently and read proudly, even though he is still behind grade level. He also proved himself to be a wiz at math, which was a great hook for engaging him. We can't wait to see what Deion can accomplish as a 3rd grader at North Star Primary!

KIPP NORTH STAR PRIMARY DEVELOPING LITERACY



Adrianna and her daughter Melissa.

Melissa is a vivacious student who started 1st grade with on-track literacy skills and took off from there. KIPP's blended learning and differentiated instruction allowed Melissa to regulate her own development. She made more than twice the typical expected growth in literacy, ending the year reading at a third grade level. While many of KIPP's impact stories feature the progress of students who are behind, Melissa's story is equally critical to tell. Her teachers say she is "super amped on school" and that is no surprise when you meet her mother Adrianna, who is pursuing a bachelor degree in education. She shared her thoughts about KIPP as part of a parent panel last fall, saying, "KIPP is a student-centered environment, in ways that Melissa's previous school wasn't. Here, all of her teachers are invested in making sure she gets a good education. This is where her younger brother is going in a few years!"



86%

***of primary school students
entered below grade level
in literacy skills, FALL 2017***

During the first two years of our primary school, it became clear that literacy needed to receive a much greater share of our instructional attention, given the low incoming literacy skills of most of our students. We have strengthened our partnership with Groves Academy to give teachers even stronger coaching on literacy instruction for emerging readers. We restructured our schedule to offer a schoolwide guided reading block at the start of the day, allowing fluid movement of students between grade levels to better support their varying stages of literacy development.

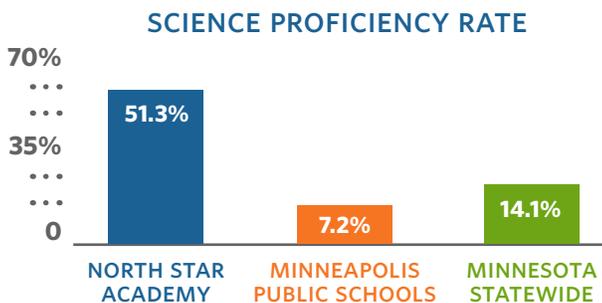
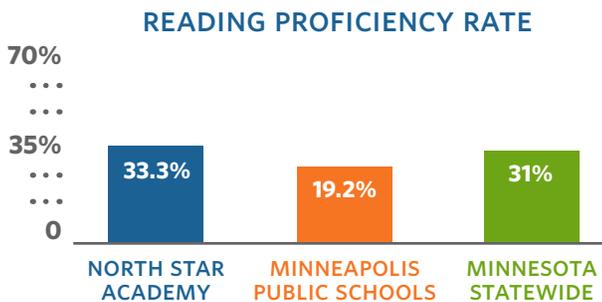
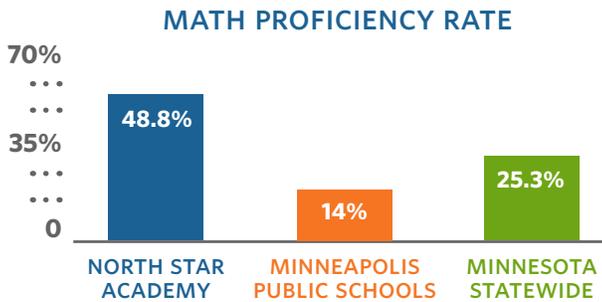
KIPP NORTH STAR ACADEMY CELEBRATING TEN YEARS

As we reflect on last year's successes at our first school, we are grateful for the hard work of so many students, staff, parents, and board members over the past ten years that made these outcomes possible.

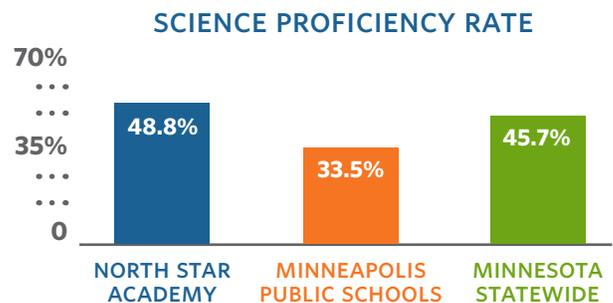
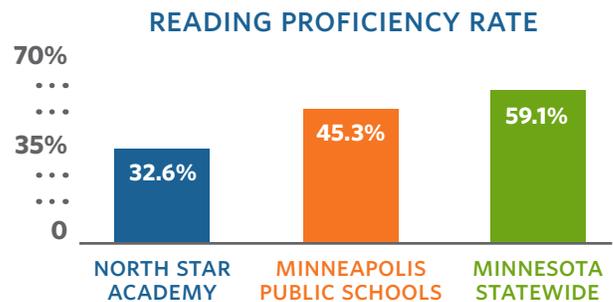
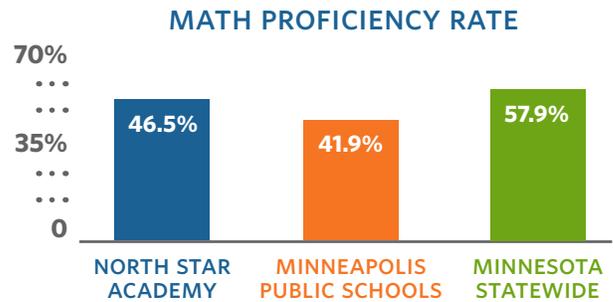


Proficiency Rates on the 2018 Minnesota Comprehensive Assessment (MCA)

8th Grade Students
Demographic Peer Comparison



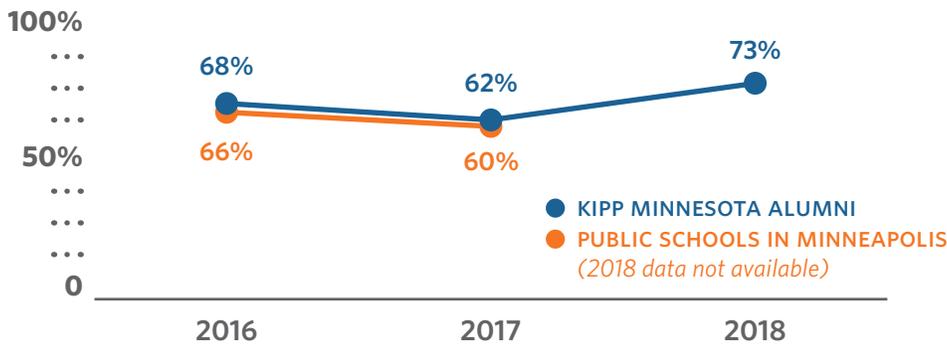
8th Grade Students
All Student Comparison



KIPP THROUGH COLLEGE

Many of our students will be first in their family to attend college. The KIPP Through College (KTC) program provides targeted support for all alumni who complete 8th grade at KIPP. While KIPP schools boost academic preparation tremendously, KIPP students still face real opportunity gaps as they continue their education. KTC staff work with alumni and their families to select and persist in high schools and post-secondary institutions that are well-matched to their needs, interests, and career goals.

On-time High School Graduation Rate



“

“When I look back at my childhood, I would not have thought I would be here right now, with a completely new and better mindset and very proud of myself.”

Marwa
JUNIOR
UNIVERSITY OF NEBRASKA



The Ujima Scholars at Clark Atlanta University. These ten KIPP alumni are receiving high-touch college counseling and summer work experience through a two-year grant from the U.S. Bank Foundation and the United Negro College Fund.

What do alumni remember about being a KIPP student?

“Teachers let you know where you were and where you needed to be, then actually helped you get there.”

“Teachers didn’t ever just let you not learn — it wasn’t an option.”

“Even though KIPP was really hard for my 12-year-old self and I was a huge pain in the neck, I look back now and understand every single thing done and every single speech made and I’m grateful.”

“Teachers really knew you and cared about you.”

“I remember calling for homework help on teachers’ cell phones.”

“Speeches about college — long speeches.”

PARTNER HIGHLIGHT

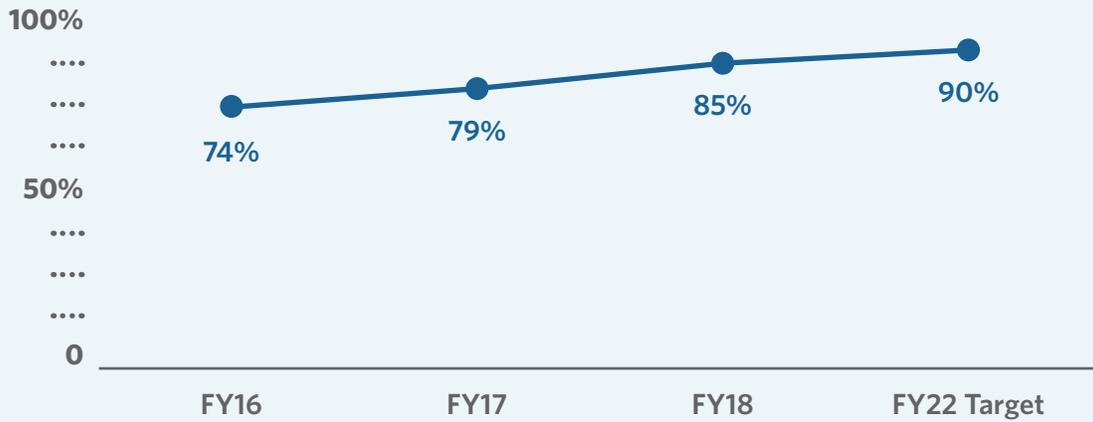


Resmaa Menakem (MSW, LICSW), an expert on conflict and violence, addressing KIPP staff and other Northside educators in August.

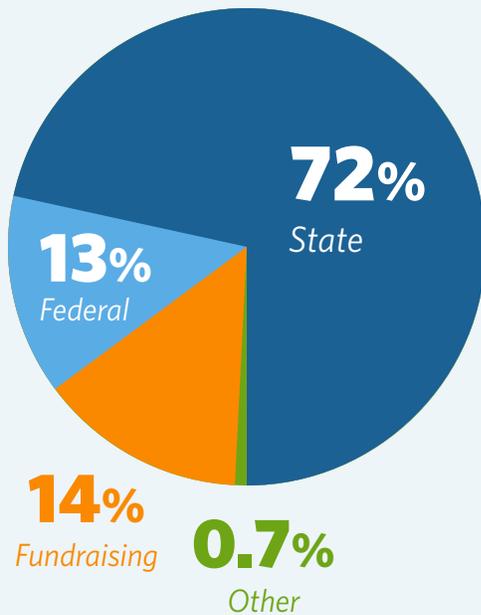
We have an incredible team at KIPP including staff, teachers, and paraprofessionals all committed to putting students first. But we know we can't do this work alone. We are grateful for the many highly effective partner organizations we collaborate with. Washburn Center for Children is the state's leading children's mental health center, providing counseling to address a wide variety of children's needs including attention deficit disorders, trauma, and behavioral problems. Last year Washburn partnered with KIPP to provide services to individual students and to join our KIPP Talk community discussion in March exploring schools' roles in students' social emotional learning. With support from Mortenson Family Foundation, the Northside Achievement Zone (NAZ) facilitated a two-day summer institute at Washburn on developmental repair, mindfulness, personal empowerment, and impacts of race and community in education. All of KIPP instructional staff and many non-instructional staff members attended. ED Nicole Boardman called it, "the most powerful training I have attended during my twenty years in education."

FINANCIALS

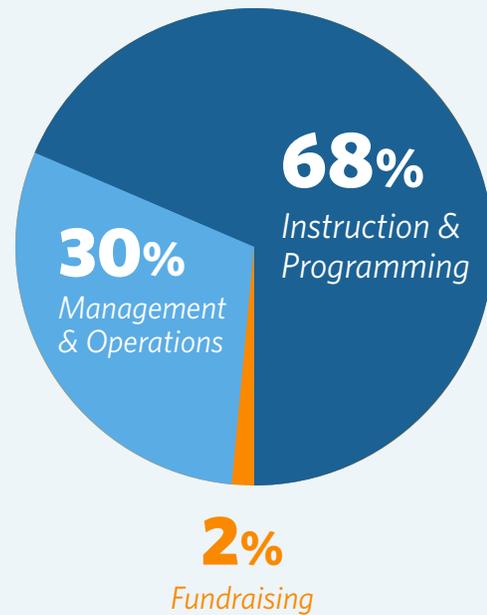
Public Funding as Percentage of Total Revenue



REVENUE



EXPENSES



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Thank you to our supporters who are equally committed to the success of students in North Minneapolis.

Your investment makes our work possible. Additional donors can be found on our website.

Gifts of all sizes, including in-kind donations make a tremendous difference at KIPP.

WHAT IS KIPP?

KIPP Minnesota is part of the national KIPP network of 224 charter schools operating in 29 regions. KIPP schools are united by a common mission, a commitment to excellence, and a belief that if we help children develop the academic and character strengths they need for college and choice filled lives, they will be able to build a better tomorrow for themselves, for their communities, for us all. Charter schools are tuition-free public schools and enrollment is open to all students. They are independently operated schools that run with more flexibility than traditional public schools in exchange for increased accountability.

OUR FIVE PILLARS

HIGH EXPECTATIONS

for academic achievement and conduct

STRENGTH OF CHARACTER

that is fostered at school and essential for success

HIGHLY EFFECTIVE TEACHERS AND LEADERS

who are empowered to lead and supported in their professional growth

SAFE, STRUCTURED, AND NURTURING ENVIRONMENTS

that minimize distractions so students maximize their learning

KIPP THROUGH COLLEGE

to support our alumni as they prepare for, select, and thrive at a well-matched high school, college and career

MISSION

Establish and operate high performing public schools in the Twin Cities that confront educational inequity by delivering academic excellence and cultivating leadership skills to ensure all students succeed in college and life.



GRADES K-3
K-4 BY FALL 2019

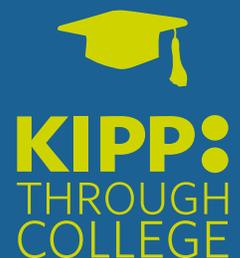


GRADES 5-8

NEW SCHOOL
OPENING!



NORTH MINNEAPOLIS
FALL 2019



ADVISING & SUPPORT
FOR ALUMNI UNTIL
6 YEARS POST HIGH
SCHOOL GRADUATION