

Leading With Love

2019-2020 IMPACT REPORT



KIPP:SoCal
PUBLIC SCHOOLS

See. Develop. Inspire.

LEADING WITH LOVE

At KIPP SoCal, **Leading with Love** is an intentional approach to building trusting relationships through compassion, respect, curiosity, and truly valuing diversity. It has shaped our organization, kept us steady during this challenging year, and will lead us into a promising future.

Leading with love has also guided me in recent months as I made the difficult decision to step down as CEO of KIPP SoCal Public Schools, effective June 2021. As I write to you a final time, I would like to take the opportunity to express my sincere gratitude for what has been a life-changing 13 years as the leader of this extraordinary organization.

In 2008, my first year as Executive Director of then KIPP LA, we opened KIPP Raíces Academy, our third school in Los Angeles and the first elementary school in California. Today, KIPP Raíces Academy's founding class of kindergarteners are seniors in high school. In many ways, KIPP SoCal has grown alongside our KIPPsters.

With the successful virtual opening of KIPP Pueblo Unido Upper School in August, we now operate 20 joyful, academically-excellent schools educating more than 9,000 students and supporting 5,100 alumni in high school, college, and beyond.

KIPP SoCal has also grown to become the highest performing public school system educating students in systemically under-resourced communities across Southern California. Recognized for our academic achievement, we have received three National Blue Ribbon and six California Distinguished Schools awards. Last year, 11 KIPP SoCal schools were named Top Los Angeles County Public Schools by Innovate Public Schools. Our strong academic outcomes are in part the result of our whole-child approach, which emphasizes rigorous academics, character development, identity affirmation, enrichment activities, social-emotional learning, and mental health programs.

Strong student outcomes and high-quality schools are also a reflection of our commitment to diversity among team members and our culture of developing and promoting from within. We believe that representation matters in all aspects of our lives, and that a diverse body of students needs a diverse community of teachers and role models. Today, approximately 80% of KIPP SoCal school leaders and teachers identify as people of color. Importantly, nearly all of our leaders have grown up in our organization due to our intentional investment in professional learning and leadership development. Our Teacher Residency program and School Leader Follow program are excellent examples of this commitment.

Central to the mission of KIPP SoCal is our commitment to prepare each KIPPster with the skills and confidence to pursue the paths they choose — college, career, and beyond. With the support and guidance of our KIPP Through College team, our alumni graduate college at three times the rate of their peers nationally. Our alumni attend a broad array of colleges and universities across the country including Duke, Harvard, Georgetown, Penn, MIT, Stanford, Spelman, Berkeley, USC, and UCLA, as well as nearly all of the Cal State universities and the remaining UC schools. Our alumni are having a positive impact on our organization with many returning to teach and work for KIPP SoCal.

When I began my KIPP journey more than 13 years ago, I anticipated I would grow, learn, and face new challenges. The COVID-19 global pandemic, and its disproportionate impact on our communities, was beyond anything I could have imagined. Our rapid and compassionate response on behalf of our students, families, and team members, however, highlighted what is best about our organization—our remarkable ability to innovate and evolve in the face of unimaginable challenges. From teachers and school leaders moving instruction online and connecting with 99% of students during the spring, to the distribution of devices and meals to students and community members

in need, to the supporters who responded so generously to our COVID-19 Relief Fund, we demonstrated what it means to lead with love and the strength of our organization—our Team and Family.

I have deep gratitude for what we have accomplished during my tenure. As I step down, I do so with an immense amount of optimism despite the challenges ahead. My optimism stems from the naming of Angella Martinez as the incoming CEO for KIPP SoCal. Angella and I have built KIPP SoCal together over the last 13 years. She has the experience, talent, skills, and knowledge to lead KIPP SoCal to recover, restore, and renew. My optimism is furthered given the strength of our senior leadership team, who will lead alongside Angella and continue their remarkable work on behalf of students, families, and team.

As my time at KIPP SoCal comes to a close, I would like to express my sincere appreciation for the KIPP SoCal Team, our students and families, our Board of Directors and Associate Board Members, as well as our many generous supporters and partners. I am extremely grateful for your shared commitment to educational equity for all Southern California students.

With gratitude,



MARCIA AARON
CHIEF EXECUTIVE OFFICER
KIPP SOCAL PUBLIC SCHOOLS



Leading for a Bright Tomorrow

KIPP SoCal Public Schools is pleased to announce the appointment of Angella Martinez as Chief Executive Officer, effective July 2021. Angella is KIPP SoCal's current Chief Academic Officer and will be the first Native American Latina to lead a KIPP organization. Passionate about educational leadership, Angella joined KIPP SoCal, then KIPP LA, as the School Leader of KIPP LA Prep in 2008. She has been Chief Academic Officer since 2012, where she has supported our 20 school leaders and has taken KIPP SoCal to high levels of academic success.

Holding dual masters' degrees, Angella has nearly 20 years experience as an educator, including years as a successful classroom teacher and senior nonprofit leader. She is also the proud parent of a middle school KIPPster.

"We are confident that the strength, diversity, and resilience of KIPP SoCal will continue to succeed and flourish through the leadership and vision of Angella. She is a champion for KIPP SoCal's culture, values, and commitment to our whole-child approach to learning."

—Julie Miller, Chair,
KIPP SoCal Board of Directors





WE STAND **TOGETHER**

OUR MISSION

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.

OUR VISION




Every child grows up free to create the future they want for themselves and their communities.

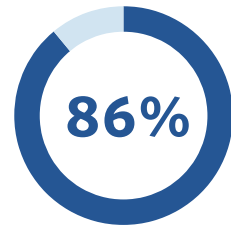
“

Then I remembered why I entered education in the first place; it's my way to help dismantle racist policies and institutions by educating and shaping the minds of our future leaders.

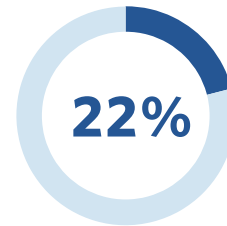
—Colleen Kennedy, KIPP Corazón Academy Lower School,
School Leader

OUR STUDENT **COMMUNITY**

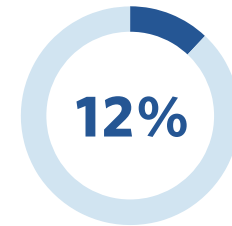
82% LATINX 
16% BLACK 
2% OTHER 



of Students are Eligible for Free or Reduced-Price Meals




of Students are English Learners



of Students Receive Special Education Services

 **9,000+**
STUDENTS

 **5,100**
ALUMNI

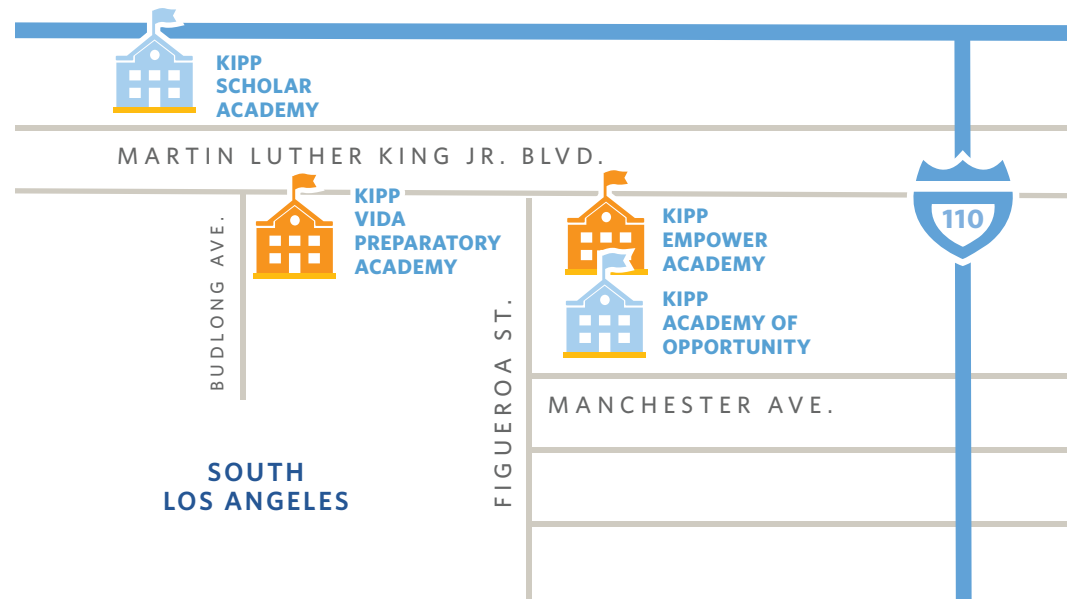
 **20**
SCHOOLS

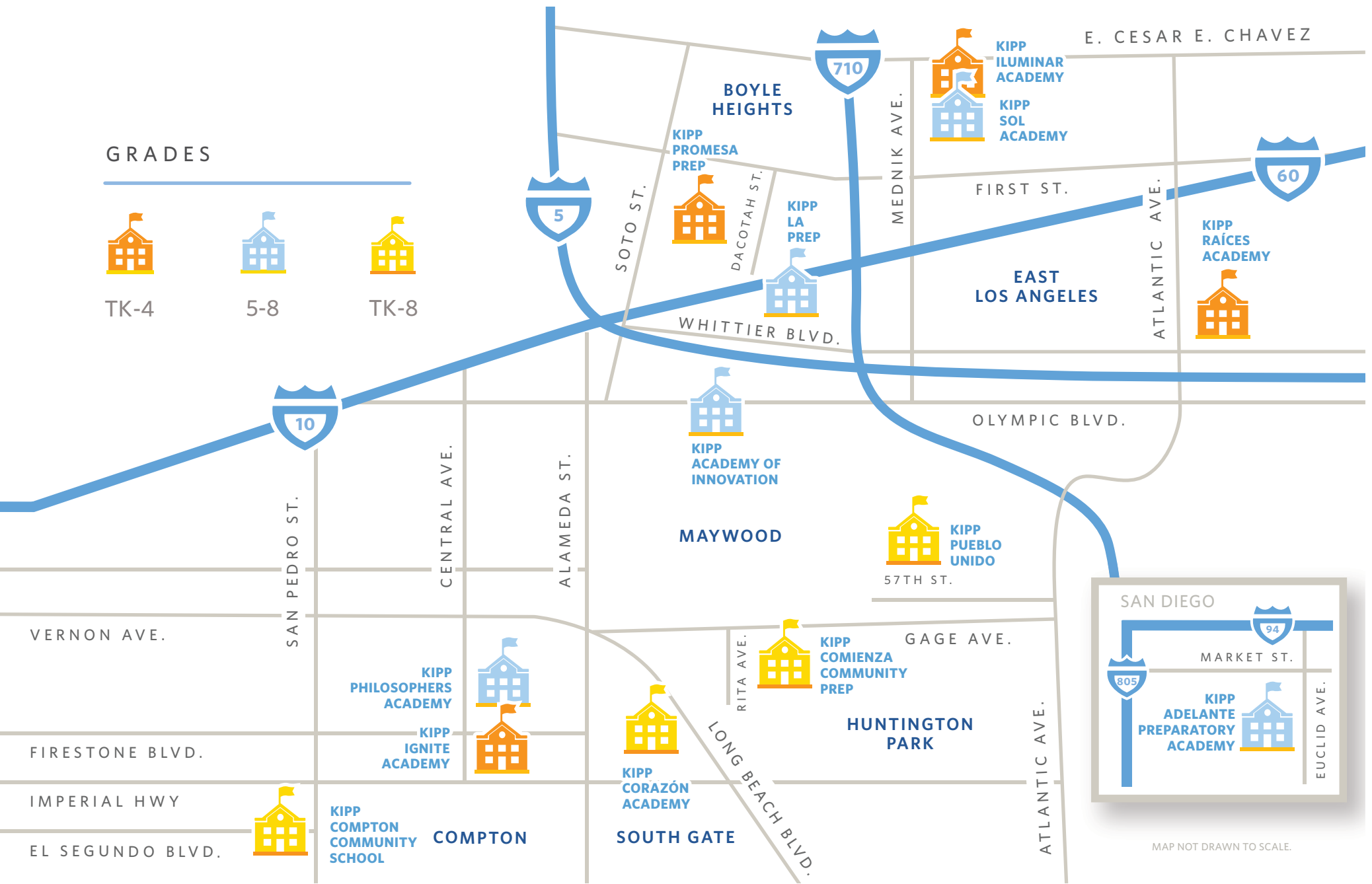


OUR **SCHOOLS**

KIPP SoCal operates 20 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 255 schools, educating more than 100,000 students in 20 states and Washington, D.C.





MAP NOT DRAWN TO SCALE.



RISING TO UNPRECEDENTED **CHALLENGES**

KIPP SoCal schools have the freedom to take creative approaches, offer greater personal attention, and innovate to meet the individual educational needs of each student during Distance Learning. There has never been a more profound need for the flexibility we are offered as charter public schools. That flexibility, combined with our creativity, innovation, and resilience, has allowed us to reimagine education and build virtual spaces for our students to thrive.

“

COVID-19, we're not going to let you stop us from learning, we're not going to let you stop us from growing, we're not going to let you stop us from loving each other, and being there for each other.

—Alfredo Crossman-Chávez Jr., KIPP Corazón Academy, Upper School Athletic Director



HOLISTIC

We prioritized impactful teaching and learning, while addressing the social-emotional needs of students with the support of our 45 Mental Health & Support Services professionals.



DEDICATED

We provided over one million socially-distanced community meals through the weekly operation of 16 Grab-&-Go meal distribution sites located at our school campuses.



CONNECTED

COVID-19 emphasized the realities of the digital divide among systemically under-resourced communities. To support KIPPsters in need, we distributed 9,000 Chromebooks & 5,500 hotspots.



INNOVATIVE

Our KIPP Through College team provided KIPP SoCal alumni with virtual, personalized counseling, microgrants, and scholarships to help them persist to and through college.



CREATIVE

KIPP SoCal's 68+ after-school instructors pivoted to launch a robust virtual enrichment program, with music, sports, arts & crafts, wellness, and cooking lessons for all KIPPsters.



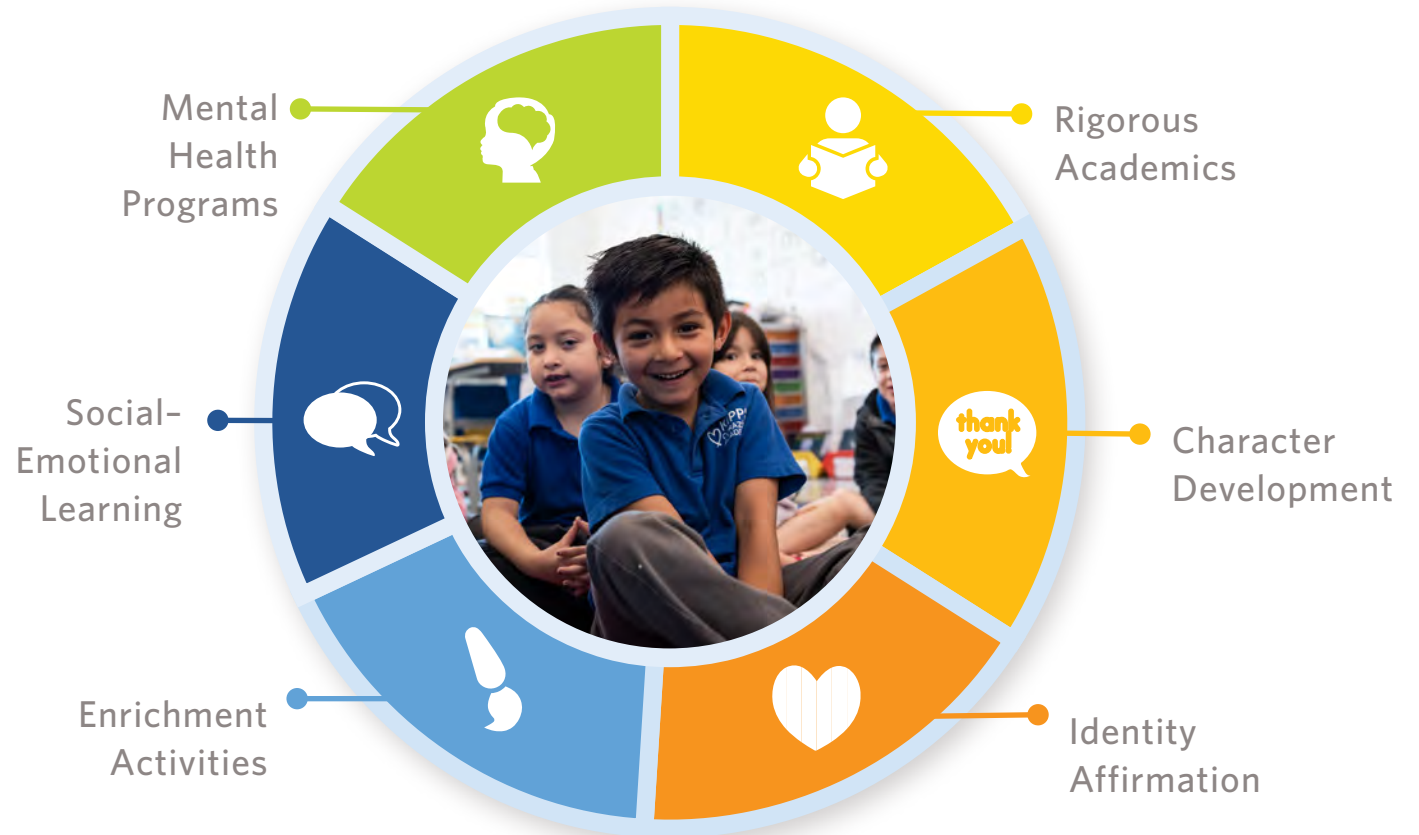
LOVING

We remain focused on building trusting relationships, fostering community, and engaging with our students—all guided by our love of people and love of learning.



JOYFUL, ACADEMICALLY **EXCELLENT SCHOOLS**

Together, we are navigating a new world, and reflecting on the ways in which we can best foster a learning environment that empowers our KIPPsters to create a better world for themselves and for their communities. Our approach focuses not only on rigorous academics, but also provides character development, identity affirmation, enrichment activities, social-emotional learning, and mental health programs to ensure that we holistically nurture purpose and pathways.



MUSEUM OF KIPP ART

The Museum of KIPP Art (MOKA) is a beloved annual tradition at KIPP SoCal, and a true celebration of the visual, digital, and performing arts of our students. For the past 13 years, this has been a one-night, in-person art gallery event. Due to COVID-19, we pivoted to a virtual art showcase and online auction to ensure our students were able to continue to express themselves through the visual arts and enrichment activities. All proceeds benefited our whole-child approach to education.



MAKING THE IMPOSSIBLE A REALITY

Over 400 students, families, and supporters attended our first virtual MOKA in 2020, bringing rich cultural heritage and inspiring human understanding through different contemporary works of art by our student artists.



“GROWTH” BY CHARITY NEAL

“

I wanted to create artwork that represented unity, growth, and new beginnings. To display this, I digitally illustrated a woman as a tree figure and flowers to represent the new life growing around her.

—Charity Neal, KIPP Academy of Opportunity Alumna,
Otis College of Art & Design Full Scholarship Recipient



MEETING **STUDENTS' NEEDS**

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

“

Our HEART (Healing Environments And Responses to Trauma) 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 Lamitte, KIPP SoCal Public Schools
Director of Mental Health & Support Services

MENTAL HEALTH & WELLNESS

In addition to offering individual and group counseling to support students' social-emotional learning, counselors provide consultation to school teams on a continuum of mental health support: effective academic and behavioral interventions, robust special education services, and additional specialized student support services to address the ever-changing needs of our students and their communities.

The Mental Health & Support Services team also connects schools and families with mental health resources, including Wellness Wednesday monthly community information sessions, weekly Q&A's, and daily Calm Corner inspirational videos.

CURRENT KEY SUPPORT INITIATIVES INCLUDE:



Youth Experiencing Homelessness & Foster Care

- Counselor Referrals
- Guidance to Family Service Centers
- 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



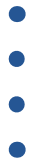
Support Initiatives for All Youth

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

OUR SUPPORT TO AND THROUGH COLLEGE

Across the country, only 11% of students from systemically under-resourced communities earn college degrees.

Our KIPP Through College (KTC) team supports our students and alumni with individual, personalized counseling on their journeys to and through high school and college. KTC, which is sustained by philanthropy, is 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 students and families to a variety of high school options, providing support throughout the high school placement and transition process.

- High School Exposure
- Family Advising
- School Visits
- High School Readiness Lessons
- Academic Enrichment Opportunities

High School

While in high school, KIPP SoCal alumni are assigned a KTC counselor who supports them through the college application and matriculation process.

- College Exposure
- College Application Support
- Funds for College Applications & SAT/ACT Fees
- Financial Aid Process Guidance
- Scholarship Application Assistance

College

Once in college, KTC counselors provide extensive support to ensure KIPP SoCal alumni persist on the path to college graduation.

- College Matriculation Retreat
- College Visits & Care Packages
- Educational & Career Planning
- Ongoing Academic, Financial, and Social Emotional Support



MIDDLE SCHOOL

“KIPP Through College has positively impacted my family by engaging and investing in my future and well being.”

Saul Hernandez, Class of 2024,
KIPP LA Prep Alumnus



HIGH SCHOOL

“KIPP Through College was with me throughout the whole college application process. They gave me opportunities to connect with new people and organizations. Through all of this, they helped me realize my true potential.”

Daniel Olmedo, UCLA Freshman,
KIPP Philosophers Academy Alumnus

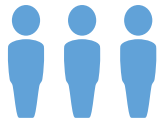


COLLEGE

“KIPP Through College helped me get ready for college by setting high expectations.”

Alana Myles, CSU Northridge Graduate,
KIPP Academy of Opportunity Alumna

KIPP THROUGH COLLEGE BY THE NUMBERS



KTC IS A RESOURCE TO 6,800+ KIPP SOCAL STUDENTS & ALUMNI

KTC supports our 7th and 8th grade students, and our alumni in high school, college, and beyond.



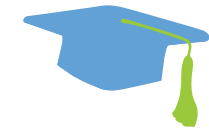
KIPP SOCAL ALUMNI IN HIGH SCHOOL RECEIVE 5x MORE PERSONAL COLLEGE COUNSELING

Counselor to Student Ratio—
1 to 122 for KIPP SoCal compared to
1 to 663 for California public schools.*



28 KIPP SOCAL ALUMNI HAVE RECEIVED NATIONAL ACADEMIC SCHOLARSHIPS FOR COLLEGE

12 Jack Kent Cooke Young Scholars,
5 Caroline D. Bradley, 8 Dave Goldberg,
and 3 Amplify scholarships.



326+ POSTSECONDARY DEGREES AND COUNTING

KIPP SoCal currently has
1,000+ alumni enrolled
in college.

*Source: The NACAC 2019 State of College Admission report



OUR **IMPACT**

KIPP SoCal is one of the highest-performing public school systems serving Southern California's systemically under-resourced communities. Through the success of our students and alumni, the KIPP SoCal team serves as a model of excellence and collaborates with others to raise the quality of education across Southern California.



3 NATIONAL BLUE RIBBON SCHOOLS AWARDS

In the exemplary high performing category:

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



6 CALIFORNIA DISTINGUISHED SCHOOL AWARDS

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



11 2020 TOP LA COUNTY PUBLIC SCHOOLS

For systemically under-resourced students by Innovate Public Schools, in partnership with USC Price School of Public Policy and Rossier School of Education: KIPP Academy of Innovation (2019 & 2020), KIPP Comienza Community Prep (2019 & 2020), KIPP Corazón Academy Lower & Upper (2020), KIPP Iluminar Academy (2019 & 2020), KIPP LA Prep (2019 & 2020), KIPP Promesa Prep (2020), KIPP Raíces Academy (2019 & 2020), KIPP Scholar Academy (2019 & 2020), and KIPP Sol Academy (2019 & 2020) and KIPP Vida Preparatory Academy (2019 & 2020).



MIDDLE SCHOOL ROBOTICS

12 teams participated in the inaugural KIPP SoCal Robotics Championship tournament. The winning team qualified for the FIRST LEGO League Regional Championship.



COLLEGE BOUND

356 KIPP SoCal alumni from the class of 2020 collectively submitted 2,449 college applications and received 1,207 acceptances.



3X HIGHER COLLEGE GRADUATION RATE

KIPP SoCal alumni graduate at a rate three times the national average of students from systemically under-resourced communities.



\$1.3 MILLION IN HIGH SCHOOL SCHOLARSHIPS

24 KIPP SoCal eighth grade students collectively received \$1.3 million in scholarships and aid to support their first year at an independent high school.



2 NEW SCHOOL CAMPUSES

We completed new school campuses for KIPP Adelante Preparatory Academy and KIPP Corazón Academy Upper School, totaling 12 permanent homes for our KIPPsters.



REACHED 2020 GOAL

With the opening of KIPP Pueblo Unido Upper, and in response to the growing need across Southern California, we reached our goal of 20 schools by 2020.



KIPP SoCal
PUBLIC SCHOOLS

KIPP SoCal
TEACHER RESIDENCY

KIPP SoCal
TEACHER RESIDENCY

“

In only one year, the KIPP SoCal Teacher Residency matched me with an amazing mentor that prepared me to teach in a data-driven environment while keeping in mind the needs of our students, their families, and the community.

— Tania Campos, KIPP Comienza Community Prep
Second Grade Teacher & 2019-20 Teacher Resident

OUR COMMITMENT TO **DIVERSITY & DEVELOPMENT**

At KIPP SoCal, we believe in reflecting our communities, developing professionally, and promoting from within.

DIVERSITY

We know representation matters in every aspect of our lives, and a diverse body of students needs a diverse community of teachers, leaders, and role models who can most effectively teach new ways of learning.

82%



OF KIPP SOCAL TEACHERS IDENTIFY AS PEOPLE OF COLOR

*22% of teachers identify as people of color in public schools nationwide.

79%



OF KIPP SOCAL SCHOOL LEADERS IDENTIFY AS PEOPLE OF COLOR

*20% of public school leaders identify as people of color in public schools nationwide.

**Source: National Association of Secondary School Principals.*

DEVELOPING OUR PEOPLE

Continuous learning is essential to KIPP SoCal's success and we believe there is always room to learn, grow, and improve at each stage of your career. That's why we prioritize and invest in professional development for all team members, from ongoing coaching, school and regional trainings, to national conferences and retreats.



TEAM MEMBERS RECEIVE NEARLY A MONTH OF **PROFESSIONAL DEVELOPMENT** EACH YEAR



OF KIPP SOCAL LEADERSHIP POSITIONS ARE FILLED INTERNALLY

Sustained strong student outcomes and excellent schools do not happen by chance, they are the result of excellent school-based leadership and exemplary teaching.

Teacher Residency: The KIPP SoCal Teacher Residency, in partnership with Alder Graduate School of Education, provides a highly-effective path to becoming a teacher through both mentorship and a formal learning environment. Residents complete this one-year program with a Masters of Education, all required credentials to teach in California, and real classroom experience.

School Leader Fellow Program: Through this program, we provide aspiring school leaders with access to leadership pathways and the hands-on preparation needed to become a thriving future KIPP SoCal School Leader.



“

Being able to call my neighbors to answer their questions about the Census was such a rewarding experience. I was especially proud to share information regarding the impact the Census has on our communities.

— Estrella Galindo, KIPP SoCal Family Ambassador

KIPP IS **COMMUNITY**

KIPP SoCal Public Schools knows that, together with families and communities, we can continue to fulfill our mission of creating a more just and equitable world. This year, we developed community partnerships to ensure our communities were counted and their voices were represented in the 2020 Census and general election.

OUR COMMUNITIES COUNT

 over
6,000
Calls

CENSUS PHONE BANK PARTNERSHIP

With the Office of Mayor Garcetti, Salvadoran American Leadership and Educational Fund (SALEF), Coalition for Humane Immigrant Rights (CHIRLA), Central City Neighborhood Partners (CCNP), to raise awareness on the importance of completing the 2020 Census.



COMMUNITY VOTER REGISTRATION

Efforts included voter toolkits and resources to ensure our communities were prepared to vote.

FAMILY LEADERSHIP DEVELOPMENT

The Family Ambassador Program provides leadership development for families, positioning them with the tools needed to be advocates for themselves, their students, and their communities. Our dedicated group of over forty Family Ambassadors advocate for educational and community issues, disseminate resources with fellow families, and lead civic engagement initiatives.

Civic Engagement & Advocacy: More than ever, civic engagement & advocacy directly impacts the landscape for our students' tomorrow. Our collaboration with families and community partners is setting the foundation for student success in school, college, and life. We aim to elevate family voices in our communities to ensure that every child has access to a great public school education.



“

The Family Ambassador program has introduced me to so many wonderful people—all working towards the same goals of improving our schools. It has given me the skills to be empowered and to create the change I wish to see in my community.

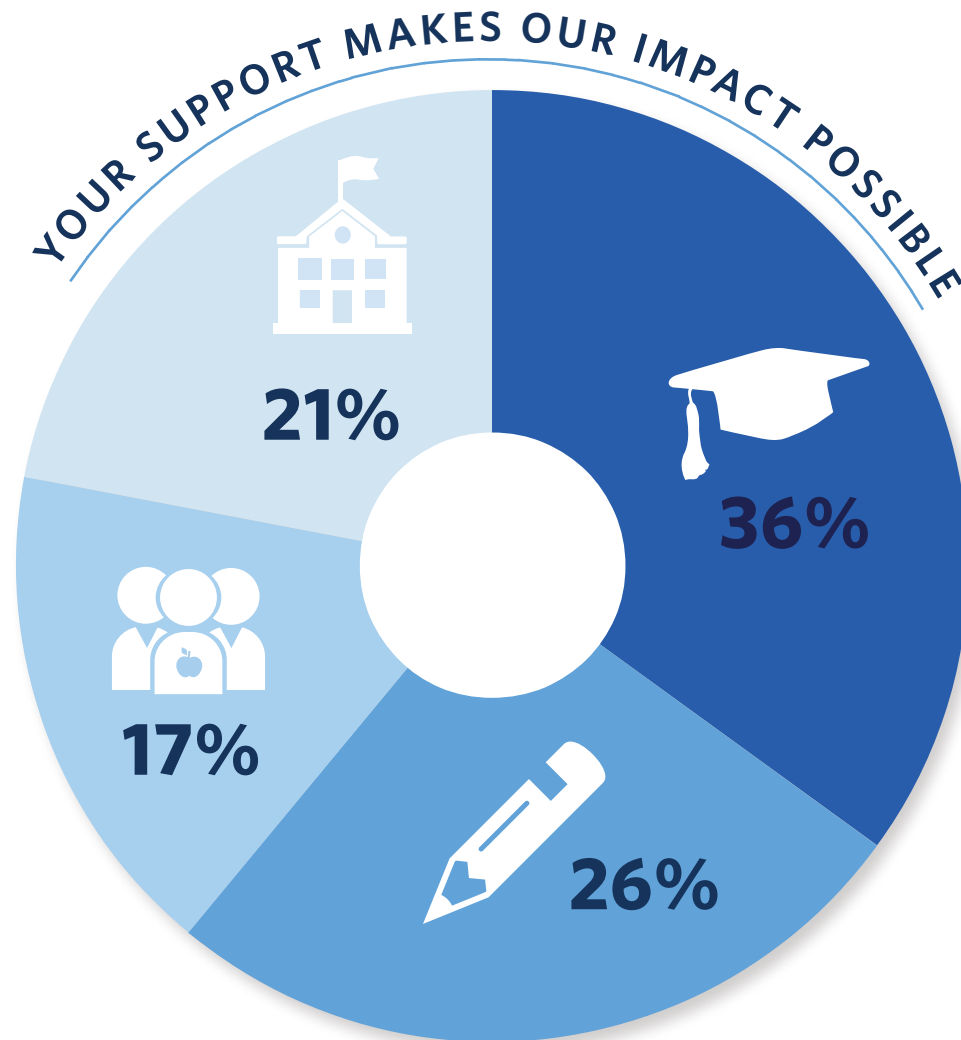
—Laura Banderas-Avalos, KIPP SoCal Family Ambassador

OUR GRATITUDE

Through the generosity of our donors, KIPP SoCal is able to expand our impact each year.

KIPP SoCal Public Schools rely on philanthropic support to operate our KIPP Through College program, build our school campuses, invest in the development of our team members, and provide the exemplary resources to our schools outlined in this report.

The graph shown highlights the percentage of 2019-2020 philanthropy used to support our key operations and programming.



- KIPP Through College
- Additional Support for Schools
- Developing Our People
- School Campuses

COVID-19 RELIEF FUND

The COVID-19 Relief Fund was launched on March 13th, after making the decision to close our physical school buildings. Since the first call to action, the KIPP SoCal community stepped up time after time for our KIPPsters and families. Together with the help of our donors, we exceeded our goal by raising over \$585,000 to support KIPP SoCal's COVID-19 emergency response, which funded meal distribution, student technology, Distance Learning programming, and more.



“

Every time we provide a meal, a Chromebook, or WiFi to a member of our community, I feel a huge sense of relief that we are able to help remove a burden for our families during such uncertain times.

—Chinedu Udeh, KIPP Empower Academy School Leader

OUR PARTNERS

FOUNDATION PARTNERS

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The California Endowment
CEDAR Foundation*
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Bo Wen & Jenny Ham
Wendy & Jay Wintrob
Julie & Mike Wright

*Reflects giving of \$500 or more
between July 1, 2019 and
June 30, 2020*

**Reflects COVID-19 Relief Fund
Partners*

COMMUNITY PARTNERS



CORPORATE PARTNERS



KIPP SoCal is grateful to all of our supporters from the 2019-2020 School Year.



OUR PARTNERS

“

It is with deep appreciation that we recognize our partners who stand with us to advance the mission of KIPP SoCal Public Schools through their philanthropy and commitment to educational equity in Southern California. Through this unique collective of individual donors and corporate, foundation, and community partners, we are able to take a whole-child approach to meet the needs of our students, families, and communities.

— Julie Miller, Chair, KIPP SoCal Board of Directors

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Van Trigt

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