



# together Juntos

The quarterly newsletter of KIPP Massachusetts



Spring 2013

## FROM EXECUTIVE DIRECTOR CALEB DOLAN

Dear Friends,

There are plenty of big local and national challenges that feel intractable. Transforming public education isn't one of them. The national analysis of KIPP by research firm Mathematica was released at the end of February. The gold standard research highlights the achievement gap closing progress our students make compared neighboring schools (page 4). In 2015 KIPP will serve more than 60,000 students—that's more than all of Boston Public Schools—and we are proving that great schools don't have to be anomalies.

In March, we were honored to be visited by Mrs. Doris Fisher—KIPP Foundation Board member, philanthropist and Co-founder of Gap, Inc. (page 2). Mrs. Fisher, along with her late husband, Don, were largely responsible for the expansion of the KIPP network in 2000. Through the creation of the Fisher Fellowship, the Fisher family has been instrumental in the replication of the KIPP model, training hundreds of KIPP leaders as well as leaders of other charters and school systems across the country. Mrs. Fisher, along with other members of the KIPP National Board, toured all three schools in the KIPP:MA network. This was a wonderful opportunity for our kids to share their progress and express gratitude (one of our core character strengths) to people who made KIPP possible.

Finally, as the reputation of the KIPP network expands, so do the opportunities we are able to offer our students. The partnership that the KIPP has forged with Brown University was instrumental in the acceptance of two of our KIPP Academy Lynn Collegiate (KALC) students, Jose Valera and Anaidys Uribe, into a summer leadership program to be held there later this year. KALC was one of only two KIPP schools to have multiple applicants accepted for this amazing opportunity. These competitive summer opportunities play a critical role in preparing our kids to thrive in college and careers.

As we hold our lotteries this month at all three schools, we are reminded of our tremendous responsibility to get better at what we do as we grow. In every corner of our schools you will find students, teachers, and leaders focused on how to get better at teaching and learning. At the same time we are advocating to lift the cap and open more KIPP schools in Boston and Lynn because it's heartbreaking to turn away students and families hungry for a KIPP education. We hope you will help us get bigger and better in the coming years. Our families and communities shouldn't have to wait for great schools.

Many Thanks, Much Love,



Caleb Dolan with students at KIPP Academy Boston



KIPP Foundation Board Member Martha Karsh with Anaidys Uribe



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## Do Now: National/Local Comparisons

1. How many schools does KIPP have? How many does KIPP MA have?
2. How many students attend KIPP nationally? How many students attend KIPP in MA?
3. Who is the Board Chair for the KIPP Foundation? Who is Board Chair for KIPP:MA?
4. Who founded KIPP? Who founded KIPP in Massachusetts?

See answers on page 5

## A visit from the Fishers

On March 4th and 5th, KIPP:MA had the honor of hosting Doris Fisher, Gap, Inc. Co-founder, and her son, John Fisher. Through their initial donation of \$15 million to The KIPP Foundation, Doris and her late husband, Don, were hugely influential in the expansion of KIPP from two regions into the national network of 125 schools it is today. The Fisher Fellowship, created through collaborations with the KIPP Foundation, has produced dozens of school leaders. John Fisher currently serves as Chairman of the KIPP Foundation Board, and Doris continues to serve on the Board. KIPPsters also had the opportunity to meet Chris Nelson, Managing Director of the Doris & Donald Fisher Fund, and Martha Karsh, who also serves on the Board of the KIPP Foundation.

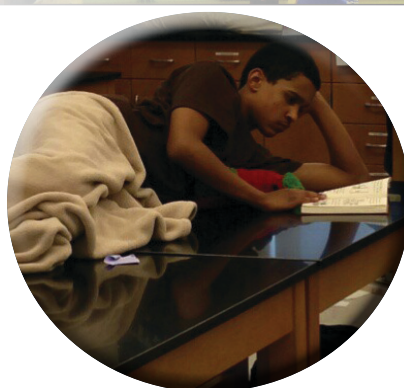
The Fishers were welcomed to Boston with a dinner in their honor where they mingled with KIPPsters and KIPP:MA school leaders. The following day, the Fishers were introduced to the founding class of KIPP Academy Boston (KAB) 5th graders. KAB students welcomed their guests to "Pride Time," the weekly meeting during which KIPPsters celebrate their accomplishments and discuss challenges of the past week as a team. KIPPsters had the opportunity to ask their guests questions about everything from the origin of the name "Gap" to why Mrs. Fisher made the decision to invest in KIPP rather than other schools. In her response to the latter question, Mrs. Fisher explained to KIPPsters that she and her husband were inspired by the leadership they witnessed from Mike Feinberg and Dave Levin in their schools and wanted to be part of helping the KIPP mission grow. She also spoke to KAB students about obstacles she faced in her own education as one of the first women to graduate from Stanford University with an Economics degree.



Pictured: Mrs. Doris Fisher, Chloe Ward, Mr. John Fisher and KIPPster artist CJ Ward

The Fishers finished out their day by touring the new campus at 90 High Rock Street, which houses both KIPP Academy Lynn and KIPP Academy Lynn Collegiate. Tenth-grade KIPPster artist, CJ Ward presented Doris with two original works of art — a pair of Doris Fisher portraits, one in pencil, the other a colorful Warhol-inspired rendition. Mrs. Fisher is an avid art collector and her collection includes several Warhol originals. Mr. Fisher, Ms. Karsh, and Mr. Nelson received gift baskets filled with sentimental items selected by KIPPsters from all three KIPP:MA schools. A New Sense, the KIPP Lynn step team, rounded out the visit with an energetic performance filled with gratitude.





**Above: Students got comfy during the reading marathon**  
**Below: Antjuan Davis**



## Read, baby, Read!

KIPP:MA students are hitting the books and the results are paying off. After the most recent round of winter Measures of Academic Progress (MAP) testing, there is evidence of significant Reading growth in every grade throughout the network. “There is no single cause for this progress,” said Caleb Dolan, KIPP:MA Executive Director. “It is a testament to assessing where every kid starts and designing interventions that push every kid to grow. Power Hour at KAL and Flex Block at KAB ensure that every kid, every day gets reading instruction in their zone.”

Teachers from each KIPP:MA school take unique measures to ensure their students are reading beyond the scope of classroom assignments. In KIPP Academy Boston (KAB), students who become “Million Word Readers” are honored with a life-size poster of themselves displayed in their reading classroom. The first student to earn this achievement was 5th grader Antjuan Davis.

KIPP Academy Lynn (KAL) Middle School students recently participated in a “Reading Marathon” in which students were given the opportunity to read for a block of time. KIPPsters were eliminated from the marathon on a “three strikes” system for off-task activities such as looking up, talking or disturbing others.

KIPP Academy Lynn Collegiate is further engaging the literary curiosities of its students by offering a Poetry Slam elective this semester. The Poetry Slam team plans to hold a competition for its members later this spring.

## Why Teach or Work at KIPP?

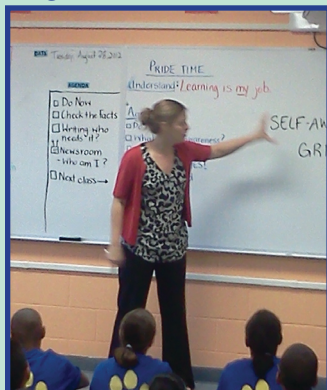
I love working with teammates who think flexibly and creatively to make sure that all students are successful. – Brian Radley, KAB

I love teaching at KIPP because it’s a family. Everyone is working together for the same goal, which means our success depends on each other. – Elizabeth McPhail, KAL

I teach at KALC because teaching reading in Lynn seems about the most important thing I could be doing, kids in Lynn need to learn to love reading and also know how to do it really well. It’s also about the most fun job I can really imagine (even if it is also the toughest). – Shauna Mulligan, KALC

For the last seven years, KIPP MA has been my family. On the best of days and on the worst of days, my colleagues are always here for me. – Jennifer Startek, KALC

I work at KIPP because knowledge IS power and when you raise the consciousness of one student, you raise the consciousness of the world. –Chris Demo, KIPP:MA Regional Office



The genuine love & belief in the air between everyone, from the most notable staff member to the most hidden student... love that is based not just in words, but in action and truth. – Nathan Chud, KALC

Watching the growth in KIPP alumni and sharing in their joy as they complete the college application process and receive their first acceptance letters is what makes working for KTC so special for me. –Nora Frias, KTC

**Why will you love teaching here?**

**If you or someone you know is interested in growing with us as we expand to five schools by 2020, visit us or apply online at:**

**<http://kippma.org/teach.php>**

**We are especially looking for:**

### **Middle School**

- Reading Teachers
- Math Teachers
- Learning Specialists

### **High School**

- Math Teachers
- English Teachers
- Physics Teachers
- History Teachers
- Learning Specialists

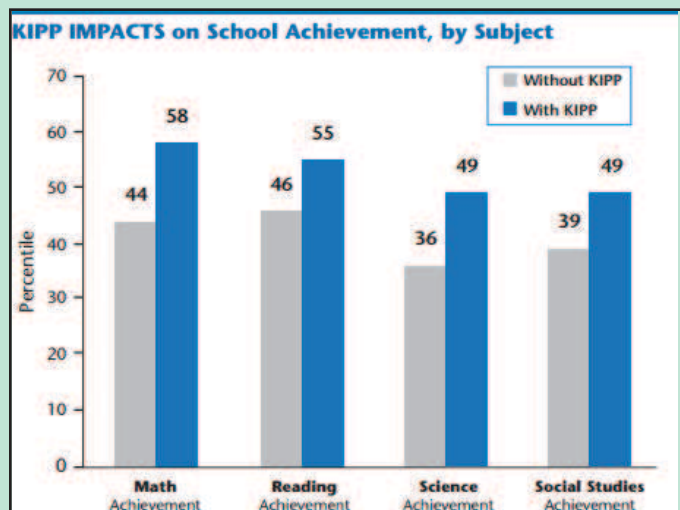
### **KIPP Through College**

- Career Pathways Director

## Mathematica Study Proves KIPPsters Make More Progress Than Neighboring Peers

On February 27, Mathematica, an independent research organization, released the results of a multi-year study comparing KIPP:MA students to their non-KIPP peers. The report, which was commissioned by KIPP,

centered on comparing the math, reading, science and social-studies results of students at 47 KIPP schools to their peers at neighboring public schools. An initial report released in 2010 studied the math and reading results of 22 KIPP schools and their neighbors. KIPP Academy Lynn was part of both portions of the study.



There were four key findings in the 2013 report around student achievement:

- 1. KIPP middle schools have positive and statistically significant impacts on student achievement across all years and all subject areas examined.** According to a matched comparison design study, KIPP students showed gains in math, reading, science, and social studies on state assessments. This finding confirms that KIPP has been able to maintain the quality of our middle schools as we have expanded our network.
- 2. The magnitude of KIPP's achievement impacts is substantial.** Across all grade levels and subjects studied, KIPP's achievement impacts are large enough to be educationally significant.
- 3. The matched comparison design produces estimates of KIPP's achievement impacts against estimates of the same impacts based on an experimental, lottery-based design.** Researchers found that KIPP's achievement gains are similar for the matched comparison design and the experimental lottery analysis--demonstrating that parental motivation cannot explain our student's achievement gains.
- 4. In the lottery sample, average KIPP impacts on a nationally normed test that includes items assessing higher-order thinking skills were similar to impacts on high-stakes state tests.** For students in the lottery sample, gains on the national norm referenced test mimicked those on state tests.

In addition to the academic findings, Mathematica found little evidence that KIPP is attracting the most able students. Nationally, KIPP's middle school students look very much like their neighborhood peers: non-white, low-achieving, and from low-income backgrounds. Although Mathematica found no one factor that determines a successful KIPP school, they did find that KIPP schools with a strong school culture (as measured by comprehensive behavior systems) tend to be more successful.

**Congratulations to our KIPPsters from the KIPP Academy Lynn class of 2013 who are beginning to receive their first college acceptance letters!**

**David Keith**  
*Accepted into Amherst College*

**Rosa DeLeon**  
*Accepted into UMASS Amherst*

**Estefani Orellana**  
*Accepted into Bentley University*

**Cynthia Lopez**  
*Accepted into Lesley University*

**Look for more updates about the Class of 2013 in our Summer 2013 edition of Juntos!**

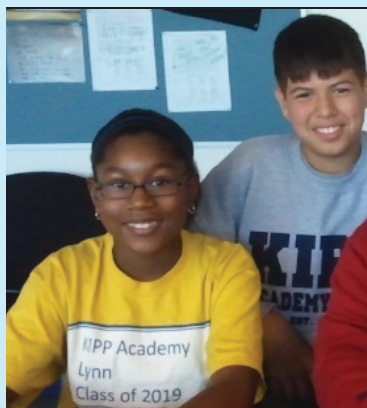


**Do you want to help support the class of 2013 to and through college?**

**Purchase a KIPP Through College Class of 2013 Team shirt for \$32 and show your pride in our Team and Family! Proceeds will go toward the purchase of college textbooks for KIPP alumni. Available for purchase soon at [www.kippma.org](http://www.kippma.org)**

## Do Now: National and Local Comparisons Answers

1. How many schools does KIPP have? How many does KIPP MA have?  
Nationally, KIPP has 125 schools in 20 states and the District of Columbia. There are currently three schools in the KIPP:MA network, two in Lynn and one in Boston.
2. How many students attend KIPP nationally? How many students attend KIPP in MA?  
Over 41,000 students attend KIPP schools around the country. There are over 650 students attending KIPP schools in Massachusetts.
3. Who is the Board Chair for the KIPP Foundation? Who is Board Chair for KIPP:MA?  
John Fisher is the Board Chair of the KIPP Foundation. Michael Kendall is the Board Chair for KIPP:MA.
4. Who founded KIPP? Who founded KIPP in Massachusetts?  
Mike Feinberg and Dave Levin were the original founders of KIPP. Josh Zoia brought KIPP to Massachusetts.



### KIPP Ambassadors: Leaders of Tomorrow

Throughout the year, students from each grade in KIPP Academy Lynn, KIPP Academy Lynn Collegiate and KIPP Academy Boston are nominated by their teachers to represent their grade and their school to visitors. Members of the program must be in good academic standing and embody KIPP character strengths such as Zest, Grit, and Perseverance.

Though KIPPsters attend the same classes, wear the same uniform and target the same character strengths, each of them has a unique story to tell. Serving as a school ambassador not only allows participating students to hone their public speaking and leadership skills, it puts an individual face and narrative to the growth and history of KIPP.



Come to our schools to hear the stories of Hector, Destiny, Ricky and our other ambassadors for yourself! Email Laurie Kennedy to schedule a tour: [lkennedy@kippma.org](mailto:lkennedy@kippma.org).

### KIPP Lottery Held for 2013-14 School Year

The annual lotteries to enroll the class of 2021 were held at both KIPP Academy Lynn and KIPP Academy Boston the week of March 10. Hundreds of families registered for the opportunity to secure a seat for their students who will be rising 5th graders at the end of the academic year.

Though siblings of current KIPPsters get the first chance at open seats, dozens of seats were still left available for members of the Lynn and Boston communities. For grades beyond 5, separate lotteries were held for any open seats to be back-filled. Last year, KIPP:MA had a 96 percent retention rate, one of the lowest in the KIPP network.

Those not guaranteed a seat for the upcoming year were given spots on the waitlist. "Though the lottery is an exciting time for many families, it can also be difficult for those who are not guaranteed a spot," said Executive Director Caleb Dolan. "It also serves as a reminder to those of us here at KIPP of how important it is to grow so we can serve as many students as possible in the communities who need us."

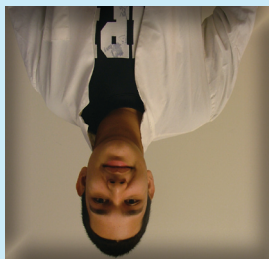


Join us this June at the 90 High Rock Street campus in Lynn for a community art show featuring the works of our talented KIPPsters and several prominent local artists.





Do you or someone you know want to TEACH at KIPP?  
Visit [www.kippma.org/teach](http://www.kippma.org/teach)



- Find out how our national scope affects our local growth
- Learn about how KIPP compares to neighboring schools
- Test your KIPP knowledge

**In this issue...**



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