

2005 ANNUAL REPORT

**KIPP.**  
**Bayview**  
**Academy**

*Work hard. Be nice.*

**THINK**



**WELCOME.**

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June 2005

Dear Friends,

As we complete our second year at KIPP Bayview Academy, we have a great deal to celebrate. When we opened our doors in July 2003, we made promises to 80 families that we would help their children climb the mountain to college. At our two year mark, with 150 students, we can proudly say that indeed we are helping our students achieve this mission.

Before each student enters KIPP Bayview Academy, a staff member visits the student in his or her home. We meet with students, parents, aunts, uncles, grandmothers, and grandfathers, and often a nosy younger brother. We visit our students to explain that they have made a life-changing decision to attend KIPP. Once they enter our doors, education gets serious.

Students at KIPP Bayview Academy attend school from 7:45-5:00, two Saturdays a month, and three weeks in the summer. This adds up to roughly 70% more time on task than their peers at neighborhood schools. Students at KIPP read, write, and do mathematics at least six hours a day. They study a rigorous science curriculum, many for the first time in their lives. But at KIPP, not only is it important for students to learn the fifty states and capitals, they must know and internalize the six values of our school. Our vision for our students is that not only are they accomplished scholars, but that they are also people with integrity, tenacity, initiative, excellence, responsibility, and positivity.

In our first year, we laid the foundation for success. In KIPP Bayview Academy's second year, we saw undeniable evidence of growth and progress. Students who had had severe truancy problems prior to attending KIPP not only came to school every day, but they came with completed homework in hand. Students who could not read prior to KIPP walked through the hallway with their noses buried in books. Results from the California Standards Test (CST) revealed that our African American students (85% of our student body) outperformed their African American peers in the rest of the district on every section of the test. In just one year, our students made *significantly* more than one year's growth in reading and mathematics. The San Francisco Unified School District awarded us our five year charter in February, recognizing the impressive achievements of our students.

KIPP Bayview Academy's success depends on a tremendous amount of time and energy from our phenomenal staff, our dedicated families, and most importantly, our hard-working students. As we watch our first class of fifth graders enter seventh grade, we recognize the importance and gravity of preparing them for success when they leave our campus. Each year, we offer our students more college visits, more opportunities to speak with professionals, more trips, and more services, including a high school placement director beginning in 2005-2006. In order to provide our students with the education they deserve and the skills success requires, we need additional resources, including volunteer tutors, off-campus opportunities, and supplemental financial resources.

Thank you for your continued interest in KIPP Bayview Academy. On behalf of our students and families, we appreciate your continued support.

Sincerely,  
Molly Wood



## a day at **KIPP BAYVIEW ACADEMY**

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At precisely 7:45 every morning, KIPP Bayview Academy students line up on the blacktop with their teammates and focus on the day ahead. Dedicated teachers greet students here and escort them to their classrooms, which are named after their own undergraduate institutions. Students silently prepare their homework for checking; at KIPP, we don't just check to see if homework is finished, we check to see if it's perfect. Within ten minutes, students line up again and head to breakfast and morning meeting.

At morning meeting, students pick up breakfast and their first core-subject assignment of the day. While 150 minds focus on the assignment at hand, 150 mouths focus on breakfast. After 15 minutes, a teacher calls out "3-2-1" and the sound of 150 pencils hitting the tables follows. Morning meeting has been called to order.

**“The persistent gap that exists between the performance of African Americans and their white peers is the most pressing threat to American democracy. At KIPP Bayview Academy, we don’t just stand in that gap, we do the unrelenting work necessary to pull the two sides together.”**

**— Shawn Hardnett, founding teacher**



Students are at rapt attention with hands folded as they track the teacher speaking. General announcements are given, recent challenges or problems are aired and resolved and kudos are given to the students for their latest accomplishments. Teachers share anecdotes and observations gleaned from NPR, *The Oprah Winfrey Show*, or *The Apprentice* that hinge on KIPP Bayview Academy values: integrity, positivity, responsibility, initiative, tenacity and excellence. Each day, the Star Award is given to a student who was “caught in the act” of exemplifying one or more of these values. Once a week, trophies are awarded to the homeroom with the best attendance, the homeroom with the best homework completion percentage, and the homeroom with the fewest number of detentions. Along with bragging rights, the crowned homerooms carry their trophy to morning meeting everyday for the following week.

At 8:30, students return to their respective classrooms for thirty minutes of sustained silent reading. Combined with their standard homework assignment of reading 30 minutes every night, this ensures that every student is reading for at least one hour a day at his or her own level. This is only one of the strategies at KIPP Bayview Academy designed to improve students’ reading abilities.

KIPP students are engaged in rigorous academic classes for the remainder of the day with 40 minutes for an elective or PE, and a 45 minute break for lunch. At 4:15, students begin their homework at study hall or seek out a teacher for additional support. At 5 o’clock, the official school day is over, but teachers are available for help on their cell phones until 9 pm.

“KIPP Bayview Academy is bringing education and awareness to these kids. My daughter is being exposed to so many new ideas here. They really take care of her.”

— Karen Young,  
parent & volunteer



## OUR HISTORY

KIPP Bayview Academy is a beacon in the Bayview Hunters Point community, better known for its crime and health problems than it is for its successes. Since it opened its doors in the summer of 2003, KIPP Bayview Academy has consistently proven that with hard work and commitment, students in this underserved area can achieve outstanding academic success.

The school was founded by Principal Molly Wood, who received her undergraduate degree along with a Masters in Business Administration and a Masters in Education from Stanford. With the help of three teachers and an office manager, KIPP Bayview Academy served an initial fifth grade class of 80 students. This year, the staff and student body doubled. In the 2005-2006 school year, the school will serve more than 225 students in grades five through seven.

Located in the Bayview community, the mission of KIPP Bayview Academy is to develop in the students of

Southeastern San Francisco the knowledge, critical thinking skills and character traits needed to succeed in top quality high schools and colleges, and to lead deliberate and productive lives.

With longer school days, committed parents, students and teachers, KIPP Bayview Academy provides a safe, highly structured and academically rigorous college-preparatory middle school for this community. And as a public school, it is done at no cost to the families it serves.

### Our Students

- 85% qualify for free or reduced lunches
- 90% are from Southeastern San Francisco
- 85% are African-American
- 9% are Samoan
- 4% are Latino/Hispanic
- 2% are Asian

# KIPP: <sup>the</sup> knowledge is power program



KIPP Bayview Academy is part of a national movement that is revolutionizing public middle school instruction in educationally underserved communities. KIPP, the Knowledge is Power Program, began in 1994 when Mike Feinberg and Dave Levin completed their Teach for America commitment and launched a program for 50 fifth graders in inner-city Houston. The second KIPP school opened its doors the following year in the Bronx. With a generous donation from Donald and Doris Fisher, the KIPP Foundation was launched in 2000 to recruit, train and support outstanding educators interested in becoming principals and founding college-preparatory public schools. The program has evolved into a national network of 38 such schools serving over 6,000 students in 15 states and the District of Columbia with more schools slated to open this summer. KIPP fulfills the promise of public education by closing the achievement gap across our society and by creating opportunities for its students.

While each KIPP school has its own distinct personality, these tuition-free, open enrollment schools are all unified in their commitment to help underserved students develop the knowledge, skills, and character needed to succeed in top high schools, colleges, and the competitive world beyond. Students are accepted regardless of their prior academic record or socioeconomic background. Over 80% of KIPP students are eligible for the federally subsidized meal program, and 95% are African American or Latino/Hispanic.

No one is assigned or forced to attend a KIPP school; students, their parents and the faculty of each school make the choice to attend the school. And with that choice comes commitment. Each student, parent, and teacher agrees to do whatever it takes to help the student succeed. Many students enter KIPP schools performing well below grade level but begin to excel once at KIPP. But KIPP schools are not magic; students make remarkable gains because of their chosen commitment to the school — and the school's commitment to them.

In 2003, the first KIPP class from Houston graduated from high school. 86% of the students who completed the KIPP academies in Houston and New York entered their freshman year at four-year colleges and universities across America. Such outstanding student success is made possible in part by KIPP schools' core set of operating principles, or the Five Pillars.

## KIPP'S FIVE PILLARS:

- High Expectations
- Choice and Commitment
- More Time
- Power to Lead
- Focus on Results



# BEYOND THE CLASSROOM

## Saturday School

In addition to the extended school day during the week, KIPP students come to school two Saturdays a month. This affords yet another opportunity for learning as well as time for the extracurricular activities cut out of so many public schools. After an academic period, students go to a class of their choice taught by their teachers and members of the greater San Francisco community. This year, students chose to go to chess, cooking, mural-making, breakdancing, sewing, step, computer or gardening classes.

## KIPP in the Community

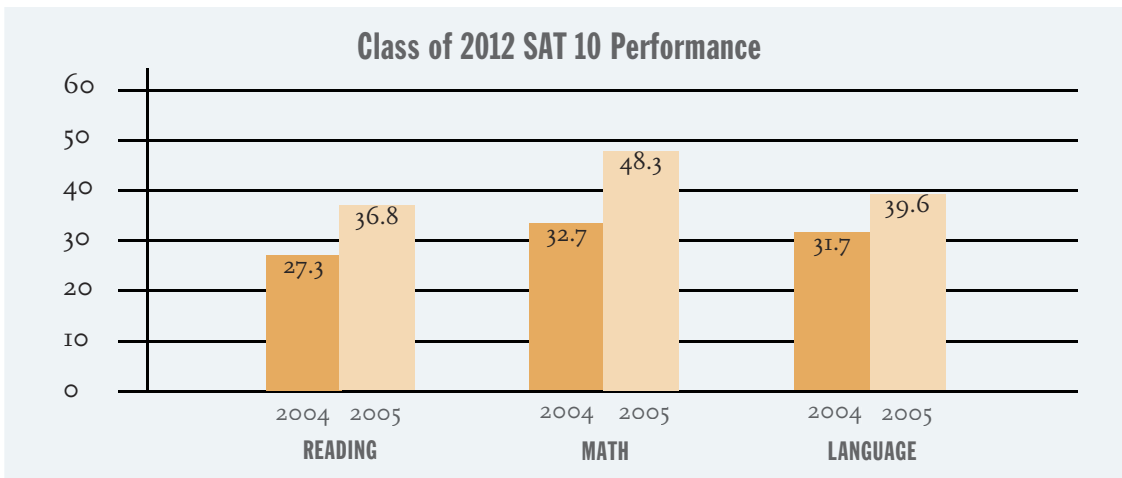
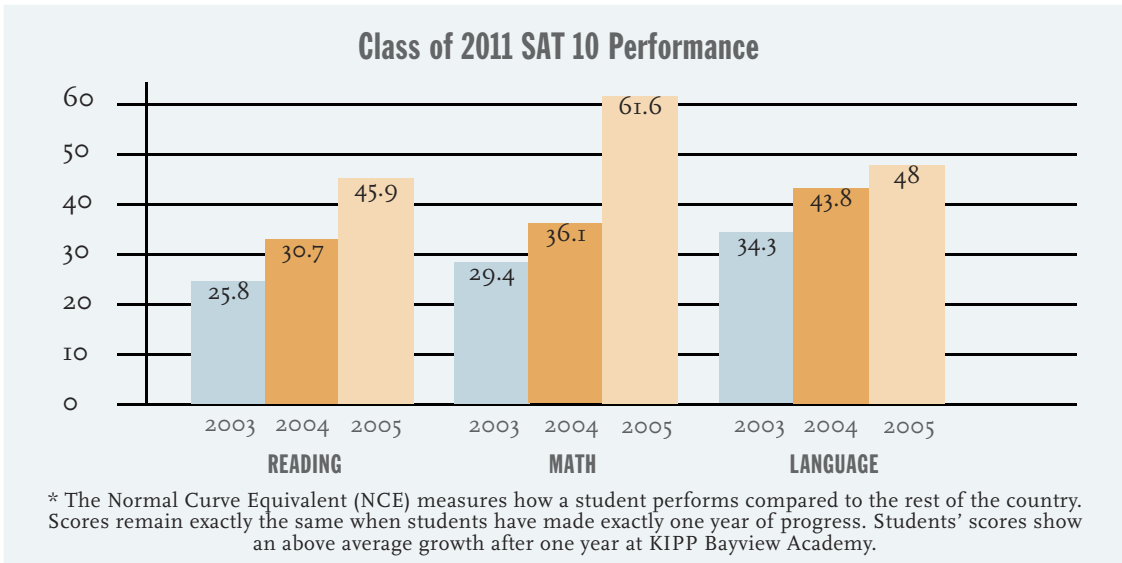
Throughout the year, KIPP Bayview Academy students have many opportunities to learn outside of the traditional classroom setting. This year, the fifth graders went to the symphony, visited the Academy of Sciences, and took a trip to Stanford for a day. If students earned it, they attended the

end of the year trip—a three day trip to Monterey with visits to the aquarium and Santa Cruz.

The sixth graders saw the Ancient Mayan Art exhibit at the Legion of Honor in the fall, and in the spring took a trip to the Asian Art Museum. This May, the sixth graders went on a five day camping trip to Caritas Creek.

## Professional Days

Several times a semester, members of the professional community come to KIPP Bayview Academy to speak to the students about their fields. On Professional Days, sixth graders are encouraged to dress professionally. This gives students exposure to the world beyond academics and allows them to practice professional interaction. This year, speakers included a pilot, a realtor, an attorney, and an assistant to the mayor.

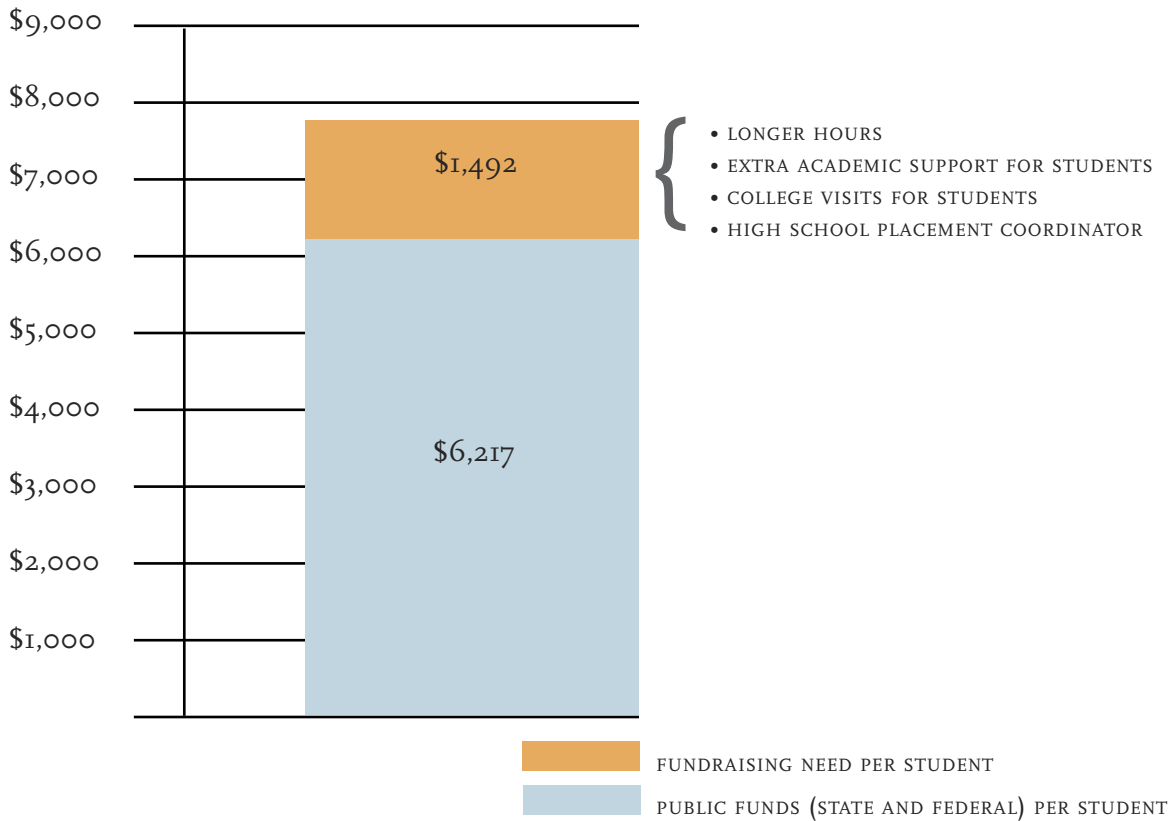


**“Three out of every four KIPP graduates go on to college, compared with fewer than half the students in the neighborhood schools they left.”**

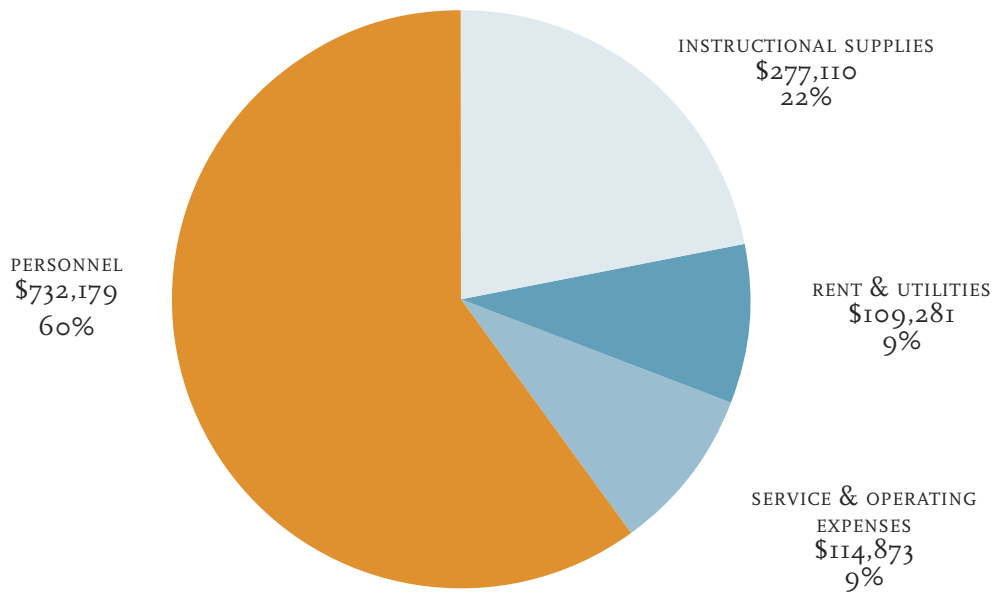
— USA Today, 2005

*When you do good things, good things happen.*

**In 2004-2005, it cost \$7,709 to educate one student at KIPP Bayview Academy.**



**KIPP Bayview Academy Budget: \$1,233,443**





## FRIENDS

Juan Alvarez  
Jill Armbrust  
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Miles & Saundie McPhee  
Katie & Scott Mitic  
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Alisha Morgan  
Kari & Jack Novatney  
Mr. & Mrs. Bill Patterson  
Andy & Rebecca Popell  
Tess Roering  
Mr. & Mrs. Edward Rust  
Ted & Susie Schaefer  
Alicia Seiger  
Joe and Randee Seiger  
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Jamie Slaughter  
Dave Smiddy  
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Josh & Jenny Stein  
Sarah Stein  
Cameron Stephenson  
James & Liz Steyer  
Students of the  
Robert Louis Stevenson School  
Paul Sung  
Steven Taylor  
Wendy Thurm & David Greene  
Lauren Thurmond  
Michael Tierney  
Richard & Lida Treadwell  
Ken & Anne Wallace  
Christalyn Washington  
Sharra Weasler  
Peter & Lynn Wendell  
Grant Winfrey  
Laurie Winkler  
Melinda Winter  
Andre & Charlotte Wood  
Hollis & Joe Tom Wood  
James Wood Family  
Kelly Wood  
Shannon Wood  
Anna Yen

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**INTEGRITY.**

**POSITIVITY.**

**RESPONSIBILITY.**

**INITIATIVE.**

**TENACITY.**

**EXCELLENCE.**