



# Entry 1 School Information and Cover Page

Created: 06/26/2018 • Last updated: 08/01/2018

Please be advised that you will need to complete this cover page (including signatures) before all of the other tasks assigned to you by your authorizer are visible on your task page. While completing this task, please ensure that you select the correct authorizer (**as of June 30, 2018**) or you may not be assigned the correct tasks.

**a. SCHOOL NAME** KIPP ACAD CS (NYC CHANCELLOR)

(Select name from the drop down menu)

**b. CHARTER AUTHORIZER (As of June 30th, 2018)** NYCDOE-Authorized Charter School

(For technical reasons, please re-select authorizer name from the drop down menu).

**c. DISTRICT / CSD OF LOCATION** NYC CSD 7

## d1. SCHOOL INFORMATION

|  | PRIMARY ADDRESS                                   | PHONE NUMBER | FAX NUMBER | EMAIL ADDRESS |
|--|---|--------------|------------|---------------|
|  | 250 East 156th St,<br>Room 418 Bronx, NY<br>10451 |              |            |               |

## d2. PHONE CONTACT NUMBER FOR AFTER HOURS EMERGENCIES

|                                       |                                      |
|---------------------------------------|--------------------------------------|
| Contact Name                          | Frank Corcoran                       |
| Title                                 | KIPP Academy Middle School Principal |
| Emergency Phone Number (###-###-####) |                                      |

**e. SCHOOL WEB ADDRESS (URL)** <http://www.kippnyc.org/schools/kipp-academy-middle-school/>

**f. DATE OF INITIAL CHARTER** 03/2000

**g. DATE FIRST OPENED FOR INSTRUCTION** 08/1995

# **h1. APPROVED SCHOOL MISSION (Regents, NYCDOE, and Buffalo BOE authorized schools only)**

## MISSION STATEMENT

KIPP NYC is a non-profit network of free, public charter schools that prepare students for success in college and life. In 1995, we started our first middle school, KIPP Academy in the South Bronx. The 9-12 portion of the charter and the elementary school were launch in 2009.

As part of the national KIPP network of schools, our mission has always been to graduate students with the strength of character and academic abilities needed to succeed in life – and in so doing, to prove what is possible in urban schools. We promised to do whatever was necessary to help our students succeed, and we asked them, and their parents, to make similarly rigorous commitments. Over 20 years later, KIPP NYC is still making – and keeping – the same promises. KIPP NYC has grown to serve more than 4,800 students and over 1,200 alumni; 88% come from low-income families, 97% are African American or Latino and all are selected by lottery.

Our commitment to our students and families stretches K-16, from our elementary schools to our KIPP Through College Program. While we have many academic and socio-emotional mileposts along the way, our ultimate goal is for 75% of our students to graduate from college. We graduate 96% of our students from high school in four years and 89% of our students matriculate to college – a 74% graduation rate and 45% matriculation rate for low-income students in the U.S. Also, 46% of our students graduate from college with a Bachelor’s degree within six years – 9% of U.S. low-income students.

At KIPP, we often refer to “the 51%” - meaning character. The 51% emphasizes for our teachers and students that success for our students is not just about their academic preparation (the 49%) but as importantly about their character strengths to push themselves to succeed. Over our 22-year history, we have seen students with weaker academic skills graduate from college and some very academically talented students fail to complete college, in part due to the presence or absence of some core character skills.

KIPP offers teachers, kids, and parents a structured, meaningful way to talk about and develop character. Building off of a research partnership between KIPP NYC and Dr. Angela Duckworth (University of Pennsylvania), KIPP is now especially focused on seven highly predictable strengths: zest, grit, self-control, optimism, gratitude, social intelligence, and curiosity. At KIPP, explicitly creating opportunities to develop character is infused throughout the school day. The language of these character traits is evident in everything from teacher professional development, to students’ character growth cards, to student “Paychecks”, to Child Study conversations.

Parents, students and teachers are exposed to our mission and key design elements from the first day by

signing the KIPP Commitment to Excellence. We reinforce our partnership with these stakeholders through regular opportunities for open communication and feedback – such as parent/teacher conferences, teacher evaluations, family events, etc. Moreover, our mission and key design elements are genuinely imbedded in our daily routines and interactions as KIPP Team and Family.

**h2. KEY DESIGN ELEMENTS (Regents, NYCDOE, and Buffalo BOE authorized schools only)**

KEY DESIGN ELEMENTS (Brief heading followed by a description of each Key Design Elements (KDE). KDEs are those general aspects of the school that are innovative or unique to the school’s mission and goals, are core to the school’s overall design, and are critical to its success. The design elements may include a specific content area focus; unique student populations to be served; specific educational programs or pedagogical approaches; unique calendar, schedule, or configurations of students and staff; and/or innovative organizational structures and systems.

|            |   |
|------------|---|
| Variable 1 | <p>Five Pillars – the Five Pillars comprise all successful KIPP Schools:</p> <ol style="list-style-type: none"> <li>1) High Expectations – Students in all grades will follow a rigorous academic and character development program that will have clearly defined and measurable high expectations.</li> <li>2) More Time on Task – There are no shortcuts to success in academics and life. Students in grades K-12 will all participate in an extended school day, week and year. While the daily schedules may vary according to a given grade level, students will spend approximately 67% more time on focused instruction each year.</li> <li>3) Focus on Results – Using a wide variety of age and developmentally appropriate assessment and measures, KIPP Academy will continue to focus on student achievement throughout all grades.</li> <li>4) Power to Lead – The KIPP Academy principals will maintain control over the essential elements of their respective budgets as well as their teachers and staff.</li> <li>5) Choice and Commitment – Parents, students and teachers each sign the Commitment to Excellence form to affirm their choice to be a part of the KIPP Team and Family as their commitment to ensuring the success of the students and the school. Although the form is not required as a prerequisite for admission, it provides a solid foundation of understanding and cooperation for all staff, families and students.</li> </ol> |
| Variable 2 | Student Assessment/Data Driven Instruction – Each of the KIPP Academy grades K-12 will use data driven instruction to   |

|            |  |
|------------|--|
|            | inform and improve student achievement. Teachers will be empowered to use student data to build assessments, track and understand student performance, and inform instructional planning.  |
| Variable 3 | Standards and Curriculum – Throughout grades K-12, KIPP Academy will implement a rigorous curriculum that will meet and be based upon the New York State Standards. The high school program curriculum will be the same across all of the co-located high schools.   |
| Variable 4 | Strong Instructional Leadership – KIPP Academy grades K-12 will all focus upon strong leadership to ensure the continued growth and development of strong content areas and instructors. The KIPP Academy elementary school program will maintain Grade Team Leaders and the co-located high school program will appoint Department Chairs to help manage, and provide professional development and guidance to teachers teaching within that grade or content area, respectively.   |
| Variable 5 | Culture of Learning – KIPP Academy’s grades K-12 will create and maintain a culture of learning. From the school décor to common values shared by teachers, staff, students and families, to effective classroom management, KIPP Academy grades K-12 will maintain a culture where students feel safe and teachers can focus on raising the achievement levels of their students. The Commitment to Excellence form emphasizes and enforces the expectations regarding the culture of learning.   |
| Variable 6 | Character Development – Integrated within the school culture, classroom management and academic program, each of KIPP Academy’s grades K-12 will focus upon students’ character development. All grades at KIPP Academy will have a specific focus based upon the 24 character strengths identified by psychologists Martin Seligman and Christopher Peterson.<br><br>Co-Curriculars – Supporting students to be well-rounded individuals will remain KIPP Academy’s focus throughout grades K-12. The co-curriculars allow students to experience and learn new skills and strengths while offering another opportunity for student expression, achievement and growth. |
| Variable 7 | High-Quality Instruction – High quality instruction is essential to student achievement. KIPP Academy teachers at all grade levels K-12 will receive ongoing professional development, including instructional supervision and observation, peer reflection and content area collaborations both within the KIPP Academy school grades and through the network of KIPP schools in New York City. Moreover, teachers within their respective grade and or content areas will commit to using a  |

|             |  |
|-------------|--|
|             | <p>shared lesson plan format that incorporates the wisdom of experience and allows for flexibility to address a variety of learning styles.</p> <p>School Calendar and Schedules – All of KIPP Academy’s grades, as well as all KIPP schools in New York City, will follow a common calendar to allow continuity for students while also allowing both vertical and horizontal planning time for teachers both within KIPP Academy and throughout the network of KIPP schools in New York City.</p>  |
| Variable 8  | <p>Support and Counseling – Throughout their experience at KIPP Academy, students will receive ongoing support and counseling as necessary to help them achieve their greatest potential. Home visits will continue to be a cornerstone practice at all grade levels, as well as providing an on-staff social worker who is invested in students and the KIPP Academy mission. The KIPP through College program staff will work with students to assist in meeting graduation requirements and admission to college.</p> <p>Regents Examinations – While none of the teachers will teach to the test, students in all grades will be prepared with a goal of their earning a Regents Diploma from the KIPP Academy high school program. Students will begin taking NYS Regents Examinations as early as grade 8 to ensure completion of NYS required Regents examinations in the KIPP Academy high school program.</p> |
| Variable 9  | <p>Parent Engagement – Parental engagement extends beyond the Commitment to Excellence form and actively encompasses parental involvement in the school. Parents will be engaged in a range of special projects as well as routine activities. Further, teachers and school staff will maintain open and regular communication with parents.</p> <p>Discipline Policy – The discipline policy will be consistent throughout KIPP Academy grades K-12 even though wording and summaries may vary as age appropriate. A consistent discipline policy will ensure that students and parents are fully aware of acceptable and unacceptable behavior as well as the respective consequences.</p>   |
| Variable 10 | <p>Dress Code – Each of grades K-12 will maintain a dress code as deemed appropriate for the age group. The dress code will vary in its individual requirements, but will promote a sense of school unity and culture while minimizing distractions from learning.</p> <p>Professional Development – Teachers at KIPP Academy receive extensive professional development support. Before the school year begins schools have 2-3 weeks of training on common academic initiatives</p>  |

before students return to campus. New to KIPP teachers receive regional onboarding training at this time. During the year, schools conduct bi-weekly professional development sessions with their staff. These professional development efforts are aligned to the academic and character goals of the schools. Principals, Deans of Teaching and Learning, and Deans of Students lead such trainings, and are also able to draw on the regional Curriculum, Instruction, and Assessment and Student Support Services teams for support.

In addition to the school-led trainings, KIPP NYC shared services staff also provides training to schools. Throughout the year, regional Curriculum, Instruction, and Assessment and Student Support Services staff offer bi-weekly training, which continue to provide teachers with the necessary training to implement academic initiatives and improve their instruction.

**i. TOTAL ENROLLMENT ON JUNE 30, 2018** 1059

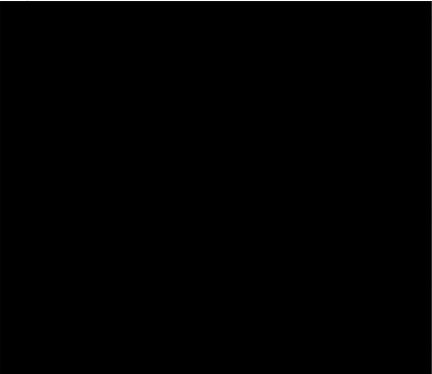
**j. GRADES SERVED IN SCHOOL YEAR 2017-18**

Check all that apply

|               |  |
|---------------|--|
| Grades Served | K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 |
|---------------|--|

**k1. DOES THE SCHOOL CONTRACT WITH A CHARTER OR EDUCATIONAL MANAGEMENT ORGANIZATION?** Yes

**k2. NAME OF CMO/EMO AND ADDRESS**

|                         |  |
|-------------------------|--|
| NAME OF CMO/EMO         | KIPP NYC, LLC  |
| PHYSICAL STREET ADDRESS |  |
| CITY                    |  |
| STATE                   |  |
| ZIP CODE                |  |
| EMAIL ADDRESS           |  |

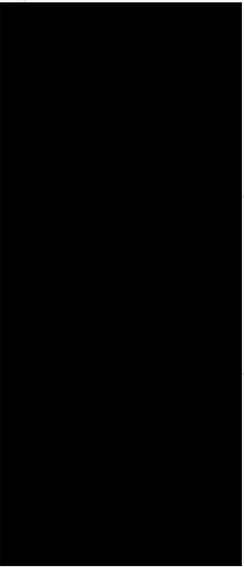
**l1. FACILITIES**

Does the school maintain or operate multiple sites?

|  |              |
|--|--------------|
|  | Yes, 3 sites |
|--|--------------|

**l2. SCHOOL SITES**

Please list the sites where the school will operate for the upcoming school year.

|                               | Physical Address                              | Phone Number  | District/CSD | Grades Served at Site (K-5, 6-9, etc.) | Receives Rental Assistance | Rental Assistance for Which Grades (write N/A if applicable) |
|-------------------------------|---|---|--------------|--|----------------------------|--|
| Site 1 (same as primary site) | 250 E. 156th Street<br>Bronx, NY 10451        |  | NYC CSD 7    | 5-8                                    |                            |  |
| Site 2                        | 201 E 144th St,<br>Bronx, NY 10451            |   | NYC CSD 7    | 9-12                                   |                            |  |
| Site 3                        | 730 Concourse Village West<br>Bronx, NY 10451 |   | NYC CSD 7    | K-4                                    |                            |  |

**I2a. Please provide the contact information for Site 1.**

|                    | Name           | Work Phone | Alternate Phone | Email Address |
|--------------------|----------------|------------|-----------------|---------------|
| School Leader      | Frank Corcoran |            |                 |               |
| Operational Leader | Sarah Lee      |            |                 |               |
| Compliance Contact | Alicia Johnson |            |                 |               |
| Complaint Contact  | Alicia Johnson |            |                 |               |
| DASA Coordinator   |                |            |                 |               |

**I3. Please provide the contact information for Site 2.**

|                    | Name            | Work Phone | Alternate Phone | Email Address |
|--------------------|-----------------|------------|-----------------|---------------|
| School Leader      | Carlos Capellan |            |                 |               |
| Operational Leader | Kim David       |            |                 |               |
| Compliance Contact | Alicia Johnson  |            |                 |               |
| Complaint Contact  | Alicia Johnson  |            |                 |               |
| DASA Coordinator   |                 |            |                 |               |

**14. Please provide the contact information for Site 3.**

|                    | Name             | Work Phone | Alternate Phone | Email Address |
|--------------------|------------------|------------|-----------------|---------------|
| School Leader      | Tyritia Groves   |            |                 |               |
| Operational Leader | Melanie Babalola |            |                 |               |
| Compliance Contact | Alicia Johnson   |            |                 |               |
| Complaint Contact  | Alicia Johnson   |            |                 |               |
| DASA Coordinator   |                  |            |                 |               |

**m1. Are any sites in co-located space? If yes, please proceed to the next question.** Yes

**m2. Please list the terms of your current co-location.**

|                       | Date school will leave current co-location | Is school working with NYCDOE to expand into current space? | If so, list year expansion will occur. | Is school working with NYCDOE to move to separate space? | If so, list the proposed space and year planned for move | School at Full Capacity at Site |
|-----------------------|--|---|--|--|--|---------------------------------|
| Site 1 (primary site) | No plan to leave                           | No  |  | No   |  | Yes                             |
| Site 2                | No plan to leave                           | No  |  | No   |  | Yes                             |
| Site 3                | No plan to leave                           | No  |  | No   |  | Yes                             |

**n1. Were there any revisions to the school's charter during the 2017-18 school year? (Please include approved or pending material and non-material charter revisions).**

No

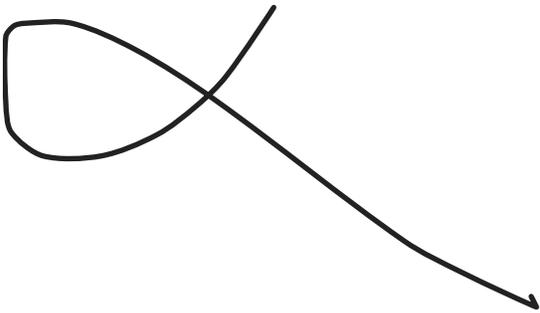
**o. Name and Position of Individual(s) Who Completed this Annual Report.**

Bryan Harris, Director of Data and Reporting

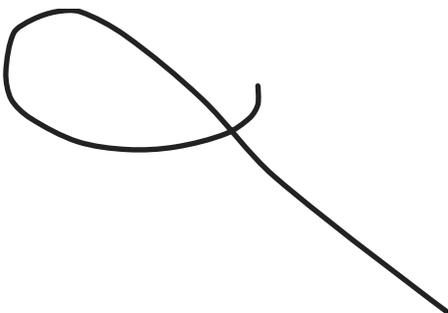
**p. Our signatures (Head of School and Board President) below attest that all of the information contained herein is truthful and accurate and that this charter school is in compliance with all aspects of its charter, and with all pertinent Federal, State, and local laws, regulations, and rules. We understand that if any information in any part of this report is found to have been deliberately misrepresented, that will constitute grounds for the revocation of our charter. Check **YES** if you agree and then use the mouse on your PC or the stylist on your mobile device to sign your name).**

Yes

**Signature, Head of Charter School**

A handwritten signature in black ink, consisting of a large, stylized loop on the left side that crosses over itself, followed by a long, sweeping horizontal stroke that tapers to a point on the right.

**Signature, President of the Board of Trustees**

A handwritten signature in black ink, featuring a large, rounded loop on the left side that crosses over itself, followed by a long, sweeping horizontal stroke that tapers to a point on the right.

**Date**

2018/06/26

**Thank you.**



# Entry 2 NYS School Report Card Link

Created: 07/11/2018 • Last updated: 07/19/2018

## KIPP ACAD CS (NYC CHANCELLOR)

**1. CHARTER AUTHORIZER (As of June 30th, 2018)** NYCDOE-Authorized Charter School

(For technical reasons, please re-select authorizer name from the drop down menu).

## 2. NEW YORK STATE REPORT CARD

**Provide a direct URL or web link to the most recent New York State School Report Card for the charter school (See <https://reportcards.nysed.gov/>).**

(Charter schools completing year one will not yet have a School Report Card or link to one. Please type "URL is not available" in the space provided).

<https://data.nysed.gov/reportcard.php?instid=800000034168&year=2017&createreport=1&enrollment=1&avgclasssize=1&freelunch=1&attendance=1&suspensions=1&teacherqual=1&teacherturnover=1&staffcounts=1&hscocompleters=1&hsnoncompleters=1&postgradcompleters=1&38ELA=1&38MATH=1&48SCI=1&naep=1&cohort=1&regents=1&nyseslat=1&elemELA=1&elemMATH=1&elemSci=1&secondELA=1&secondMATH=1&unweighted=1&gradrate=1>



# Entry 4 Expenditures per Child

Created: 07/16/2018 • Last updated: 08/01/2018

## KIPP ACAD CS (NYC CHANCELLOR)Section Heading

### Financial Information

This information is required of ALL charter schools. Provide the following measures of fiscal performance of the charter school in Appendix B (Total Expenditures and Administrative Expenditures Per Child):

### 1. Total Expenditures Per Child

To calculate '**Total Expenditures per Child**' take total expenditures (from the unaudited 2017-18 Schedule of Functional Expenses) and divide by the year end FTE student enrollment. (Integers Only. No dollar signs or commas).

**Note:** *The information on the Schedule of Functional Expenses on pages 41-43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations:* <http://www.p12.nysed.gov/psc/AuditGuide.html>

|   |          |
|---|----------|
| Line 1: Total Expenditures              | 21639912 |
| Line 2: Year End FTE student enrollment | 1074     |
| Line 3: Divide Line 1 by Line 2         | 20149    |

## 2. Administrative Expenditures per Child

To calculate **'Administrative Expenditures per Child'** To calculate "Administrative Expenditures per Child" first *add* together the following:

1. Take the relevant portion from the 'personnel services cost' row and the 'management and general' column (from the unaudited 2017-18 Schedule of Functional Expenses)
2. Any contracted administrative/management fee paid to other organizations or corporations
3. Take the total from above and divide it by the year-end FTE enrollment. The relevant portion that must be included in this calculation is defined as follows:

Administrative Expenditures: Administration and management of the charter school includes the activities and personnel of the offices of the chief school officer, the finance or business offices, school operations personnel, data management and reporting, human resources, technology, etc. It also includes those administrative and management services provided by other organizations or corporations on behalf of the charter school for which the charter school pays a fee or other compensation. Do not include the FTE of personnel whose role is to directly support the instructional program.

**Notes:**  
***The information on the Schedule of Functional Expenses on pages 41-43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations:***  
**<http://www.p12.nysed.gov/psc/AuditGuide.html>.**  
**Employee benefit costs or expenditures should not be reported in the above calculations.**

|  |         |
|--|---------|
| Line 1: Relevant Personnel Services Cost (Row)               | 2428305 |
| Line 2: Management and General Cost (Column)                 | 2050926 |
| Line 3: Sum of Line 1 and Line 2                             | 4479231 |
| Line 5: Divide Line 3 by the Year End FTE student enrollment | 4171    |

***Thank you.***

**KIPP Academy Charter School**

**PROJECTED BUDGET FOR 2018-2019**

**July 1, 2018 to June 30, 2019**

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

|                               | REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | OTHER | FUNDRAISING | MANAGEMENT &<br>GENERAL | TOTAL      |
|-------------------------------|----------------------|----------------------|-------|-------------|-------------------------|------------|
| Total Revenue                 | 20,677,482           | 1,742,128            | -     | -           | -                       | 22,419,610 |
| Total Expenses                | 18,895,014           | 1,358,158            | -     | -           | 2,166,438               | 22,419,610 |
| Net Income                    | 1,782,469            | 383,969              | -     | -           | (2,166,438)             | (0)        |
| Actual Student Enrollment     | 1,072                | 191                  |       |             |                         | 1,072      |
| Total Paid Student Enrollment | 1,061                | 189                  |       |             |                         | 1,061      |

**PROGRAM SERVICES**

**SUPPORT SERVICES**

| REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | OTHER | FUNDRAISING | MANAGEMENT &<br>GENERAL | TOTAL |
|----------------------|----------------------|-------|-------------|-------------------------|-------|
|----------------------|----------------------|-------|-------------|-------------------------|-------|

**REVENUE**

**REVENUES FROM STATE SOURCES**

|   |                    |                   |                  |   |   |                   |
|---|--------------------|-------------------|------------------|---|---|-------------------|
| Per Pupil Revenue                       | CY Per Pupil Rate  | 15,342,925        |                  |   |   |                   |
| <b>New York City</b>                    | <b>\$14,457.00</b> | 16,724,712        | -                | - | - | 16,724,712        |
| School District 2 (Enter Name)          |                    | -                 | -                | - | - | -                 |
| School District 3 (Enter Name)          |                    | -                 | -                | - | - | -                 |
| School District 4 (Enter Name)          |                    | -                 | -                | - | - | -                 |
| School District 5 (Enter Name)          |                    | -                 | -                | - | - | -                 |
|   |                    | <b>16,724,712</b> |                  |   |   | <b>16,724,712</b> |
| Special Education Revenue               |                    | -                 | 1,561,948        | - | - | 1,561,948         |
| Grants                                  |                    |                   |                  |   |   |                   |
| Stimulus                                |                    | -                 | -                | - | - | -                 |
| Other                                   |                    | -                 | -                | - | - | -                 |
| Other State Revenue                     |                    | -                 | -                | - | - | -                 |
| <b>TOTAL REVENUE FROM STATE SOURCES</b> |                    | <b>16,724,712</b> | <b>1,561,948</b> |   |   | <b>18,286,660</b> |

**REVENUE FROM FEDERAL FUNDING**

|  |  |                |                |   |   |                |
|--|--|----------------|----------------|---|---|----------------|
| IDEA Special Needs                                     |  | -              | 180,180        | - | - | 180,180        |
| Title I  |  | 616,400        | -              | - | - | 616,400        |
| Title Funding - Other                                  |  | -              | -              | - | - | -              |
| School Food Service (Free Lunch)                       |  | 145,929        | -              | - | - | 145,929        |
| Grants   |  |                |                |   |   |                |
| Charter School Program (CSP) Planning & Implementation |  | -              | -              | - | - | -              |
| Other  |  | -              | -              | - | - | -              |
| Other Federal Revenue                                  |  | -              | -              | - | - | -              |
| <b>TOTAL REVENUE FROM FEDERAL SOURCES</b>              |  | <b>762,329</b> | <b>180,180</b> |   |   | <b>942,509</b> |

**LOCAL and OTHER REVENUE**

|   |  |                  |   |   |   |                  |
|---|--|------------------|---|---|---|------------------|
| Contributions and Donations, Fundraising                |  | 2,719,952        | - | - | - | 2,719,952        |
| Erate Reimbursement                                     |  | 169,913          | - | - | - | 169,913          |
| Interest Income, Earnings on Investments,               |  | -                | - | - | - | -                |
| NYC-DYCD (Department of Youth and Community Developmt.) |  | 277,698          | - | - | - | 277,698          |
| Food Service (Income from meals)                        |  | -                | - | - | - | -                |
| Text Book   |  | -                | - | - | - | -                |
| Other Local Revenue                                     |  | 22,878           | - | - | - | 22,878           |
| <b>TOTAL REVENUE FROM LOCAL and OTHER SOURCES</b>       |  | <b>3,190,442</b> |   |   |   | <b>3,190,442</b> |

**TOTAL REVENUE**

|                   |                  |  |  |  |                   |
|-------------------|------------------|--|--|--|-------------------|
| <b>20,677,482</b> | <b>1,742,128</b> |  |  |  | <b>22,419,610</b> |
|-------------------|------------------|--|--|--|-------------------|

**EXPENSES**

**ADMINISTRATIVE STAFF PERSONNEL COSTS**

|                                 | No. of Positions |           |   |   |   |           |
|---------------------------------|------------------|-----------|---|---|---|-----------|
| Executive Management            | 1.08             | 220,903   | - | - | - | 220,903   |
| Instructional Management        | 3.35             | 490,698   | - | - | - | 490,698   |
| Deans, Directors & Coordinators | 10.59            | 1,188,640 | - | - | - | 1,188,640 |

**KIPP Academy Charter School**

**PROJECTED BUDGET FOR 2018-2019**

**July 1, 2018 to June 30, 2019**

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

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**PROGRAM SERVICES**

**SUPPORT SERVICES**

| REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | OTHER | FUNDRAISING | MANAGEMENT &<br>GENERAL | TOTAL |
|----------------------|----------------------|-------|-------------|-------------------------|-------|
|----------------------|----------------------|-------|-------------|-------------------------|-------|

|   |               |                   |                  |   |                  |                   |
|---|---------------|-------------------|------------------|---|------------------|-------------------|
| CFO / Director of Finance                   | -             | -                 | -                | - | -                | -                 |
| Operation / Business Manager                | 6.35          | 498,168           | -                | - | -                | 498,168           |
| Administrative Staff                        | 1.00          | 57,527            | -                | - | -                | 57,527            |
| <b>TOTAL ADMINISTRATIVE STAFF</b>           | <b>22.36</b>  | <b>2,455,936</b>  |                  |   |                  | <b>2,455,936</b>  |
| <b>INSTRUCTIONAL PERSONNEL COSTS</b>        |               |                   |                  |   |                  |                   |
| Teachers - Regular                          | 62.82         | 5,680,542         | -                | - | -                | 5,680,542         |
| Teachers - SPED                             | 15.49         | -                 | 1,330,840        | - | -                | 1,330,840         |
| Substitute Teachers                         | -             | -                 | -                | - | -                | -                 |
| Teaching Assistants                         | 2.35          | 97,446            | -                | - | -                | 97,446            |
| Specialty Teachers                          | 10.59         | 988,304           | -                | - | -                | 988,304           |
| Aides                                       | -             | -                 | -                | - | -                | -                 |
| Therapists & Counselors                     | 8.27          | 765,988           | -                | - | -                | 765,988           |
| Other - Instructional                       | 3.02          | 249,700           | -                | - | -                | 249,700           |
| <b>TOTAL INSTRUCTIONAL</b>                  | <b>102.54</b> | <b>7,781,980</b>  | <b>1,330,840</b> |   |                  | <b>9,112,820</b>  |
| <b>NON-INSTRUCTIONAL PERSONNEL COSTS</b>    |               |                   |                  |   |                  |                   |
| Nurse                                       | -             | -                 | -                | - | -                | -                 |
| Librarian                                   | -             | -                 | -                | - | -                | -                 |
| Custodian                                   | -             | -                 | -                | - | -                | -                 |
| Security                                    | -             | -                 | -                | - | -                | -                 |
| Other - Non-Instructional                   | 1.28          | 321,098           | -                | - | -                | 321,098           |
| <b>TOTAL NON-INSTRUCTIONAL</b>              | <b>1.28</b>   | <b>321,098</b>    |                  |   |                  | <b>321,098</b>    |
| <b>SUBTOTAL PERSONNEL SERVICE COSTS</b>     | <b>126.18</b> | <b>10,559,014</b> | <b>1,330,840</b> |   |                  | <b>11,889,854</b> |
| <b>PAYROLL TAXES AND BENEFITS</b>           |               |                   |                  |   |                  |                   |
| Payroll Taxes                               | -             | 915,512           | -                | - | -                | 915,512           |
| Fringe / Employee Benefits                  | -             | 1,755,853         | -                | - | -                | 1,755,853         |
| Retirement / Pension                        | -             | 963,664           | -                | - | -                | 963,664           |
| <b>TOTAL PAYROLL TAXES AND BENEFITS</b>     |               | <b>3,635,030</b>  |                  |   |                  | <b>3,635,030</b>  |
| <b>TOTAL PERSONNEL SERVICE COSTS</b>        |               | <b>14,194,043</b> | <b>1,330,840</b> |   |                  | <b>15,524,884</b> |
| <b>CONTRACTED SERVICES</b>                  |               |                   |                  |   |                  |                   |
| Accounting / Audit                          | -             | 28,641            | -                | - | -                | 28,641            |
| Legal                                       | -             | 840,000           | -                | - | -                | 840,000           |
| Management Company Fee                      | -             | -                 | -                | - | 2,166,438        | 2,166,438         |
| Nurse Services                              | -             | -                 | -                | - | -                | -                 |
| Food Service / School Lunch                 | -             | -                 | -                | - | -                | -                 |
| Payroll Services                            | -             | 23,105            | -                | - | -                | 23,105            |
| Special Ed Services                         | -             | -                 | 23,951           | - | -                | 23,951            |
| Titlement Services (i.e. Title I)           | -             | -                 | -                | - | -                | -                 |
| Other Purchased / Professional / Consulting | -             | 713,017           | -                | - | -                | 713,017           |
| <b>TOTAL CONTRACTED SERVICES</b>            |               | <b>1,604,762</b>  | <b>23,951</b>    |   | <b>2,166,438</b> | <b>3,795,151</b>  |

**SCHOOL OPERATIONS**

**KIPP Academy Charter School**

**PROJECTED BUDGET FOR 2018-2019**

**July 1, 2018 to June 30, 2019**

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

|                               | REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | OTHER | FUNDRAISING | MANAGEMENT &<br>GENERAL | TOTAL      |
|-------------------------------|----------------------|----------------------|-------|-------------|-------------------------|------------|
| Total Revenue                 | 20,677,482           | 1,742,128            | -     | -           | -                       | 22,419,610 |
| Total Expenses                | 18,895,014           | 1,358,158            | -     | -           | 2,166,438               | 22,419,610 |
| Net Income                    | 1,782,469            | 383,969              | -     | -           | (2,166,438)             | (0)        |
| Actual Student Enrollment     | 1,072                | 191                  |       |             |                         | 1,072      |
| Total Paid Student Enrollment | 1,061                | 189                  |       |             |                         | 1,061      |

**PROGRAM SERVICES**

**SUPPORT SERVICES**

|  | REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | OTHER | FUNDRAISING | MANAGEMENT &<br>GENERAL | TOTAL             |
|--|----------------------|----------------------|-------|-------------|-------------------------|-------------------|
| Board Expenses   | -                    | -                    | -     | -           | -                       | -                 |
| Classroom / Teaching Supplies & Materials              | 28,245               | -                    | -     | -           | -                       | 28,245            |
| Special Ed Supplies & Materials                        | -                    | -                    | -     | -           | -                       | -                 |
| Textbooks / Workbooks                                  | 280,713              | 3,368                | -     | -           | -                       | 284,081           |
| Supplies & Materials other                             | 186,454              | -                    | -     | -           | -                       | 186,454           |
| Equipment / Furniture                                  | 59,032               | -                    | -     | -           | -                       | 59,032            |
| Telephone  | 114,181              | -                    | -     | -           | -                       | 114,181           |
| Technology   | 753,241              | -                    | -     | -           | -                       | 753,241           |
| Student Testing & Assessment                           | 32,633               | -                    | -     | -           | -                       | 32,633            |
| Field Trips  | 114,572              | -                    | -     | -           | -                       | 114,572           |
| Transportation (student)                               | 19,083               | -                    | -     | -           | -                       | 19,083            |
| Student Services - other                               | 87,484               | -                    | -     | -           | -                       | 87,484            |
| Office Expense   | 103,385              | -                    | -     | -           | -                       | 103,385           |
| Staff Development                                      | 214,215              | -                    | -     | -           | -                       | 214,215           |
| Staff Recruitment                                      | 5,624                | -                    | -     | -           | -                       | 5,624             |
| Student Recruitment / Marketing                        | 7,400                | -                    | -     | -           | -                       | 7,400             |
| School Meals / Lunch                                   | 124,267              | -                    | -     | -           | -                       | 124,267           |
| Travel (Staff)   | 4,145                | -                    | -     | -           | -                       | 4,145             |
| Fundraising  | -                    | -                    | -     | -           | -                       | -                 |
| Other  | 20,076               | -                    | -     | -           | -                       | 20,076            |
| <b>TOTAL SCHOOL OPERATIONS</b>                         | <b>2,154,750</b>     | <b>3,368</b>         |       |             |                         | <b>2,158,117</b>  |
| <b>FACILITY OPERATION &amp; MAINTENANCE</b>            |                      |                      |       |             |                         |                   |
| Insurance  | 156,378              | -                    | -     | -           | -                       | 156,378           |
| Janitorial   | 91,589               | -                    | -     | -           | -                       | 91,589            |
| Building and Land Rent / Lease                         | 1,750                | -                    | -     | -           | -                       | 1,750             |
| Repairs & Maintenance                                  | 200,859              | -                    | -     | -           | -                       | 200,859           |
| Facilities Equipment / Furniture                       | 4,347                | -                    | -     | -           | -                       | 4,347             |
| Security   | -                    | -                    | -     | -           | -                       | -                 |
| Utilities  | 293,479              | -                    | -     | -           | -                       | 293,479           |
| <b>TOTAL FACILITY OPERATION &amp; MAINTENANCE</b>      | <b>748,402</b>       |                      |       |             |                         | <b>748,402</b>    |
| <b>DEPRECIATION &amp; AMORTIZATION</b>                 | <b>193,056</b>       |                      |       |             |                         | <b>193,056</b>    |
| <b>DISSOLUTION ESCROW &amp; RESERVES / CONTINGENCY</b> | <b>-</b>             |                      |       |             |                         | <b>-</b>          |
| <b>TOTAL EXPENSES</b>                                  | <b>18,895,014</b>    | <b>1,358,158</b>     |       |             | <b>2,166,438</b>        | <b>22,419,610</b> |
| <b>NET INCOME</b>                                      | <b>1,782,469</b>     | <b>383,969</b>       |       |             | <b>(2,166,438)</b>      | <b>(0)</b>        |

**ENROLLMENT - \*School Districts Are Linked To Above Entries\***

|                                | REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | TOTAL ENROLLED |
|--------------------------------|----------------------|----------------------|----------------|
| New York City Enrollment       | 1,072                | 191                  | 1,072          |
| School District 2 (Enter Name) |                      |                      | -              |
| School District 3 (Enter Name) |                      |                      | -              |
| School District 4 (Enter Name) |                      |                      | -              |
| School District 5 (Enter Name) |                      |                      | -              |

**KIPP Academy Charter School**

**PROJECTED BUDGET FOR 2018-2019**

**July 1, 2018 to June 30, 2019**

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

|                               | REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | OTHER | FUNDRAISING | MANAGEMENT &<br>GENERAL | TOTAL      |
|-------------------------------|----------------------|----------------------|-------|-------------|-------------------------|------------|
| Total Revenue                 | 20,677,482           | 1,742,128            | -     | -           | -                       | 22,419,610 |
| Total Expenses                | 18,895,014           | 1,358,158            | -     | -           | 2,166,438               | 22,419,610 |
| Net Income                    | 1,782,469            | 383,969              | -     | -           | (2,166,438)             | (0)        |
| Actual Student Enrollment     | 1,072                | 191                  |       |             |                         | 1,072      |
| Total Paid Student Enrollment | 1,061                | 189                  |       |             |                         | 1,061      |

**PROGRAM SERVICES**

**SUPPORT SERVICES**

|  | REGULAR<br>EDUCATION | SPECIAL<br>EDUCATION | OTHER | FUNDRAISING | MANAGEMENT &<br>GENERAL | TOTAL |
|--|----------------------|----------------------|-------|-------------|-------------------------|-------|
|--|----------------------|----------------------|-------|-------------|-------------------------|-------|

|                    |        |       |       |  |  |  |
|--------------------|--------|-------|-------|--|--|--|
| TOTAL ENROLLMENT   | 1,072  | 191   | 1,072 |  |  |  |
| REVENUE PER PUPIL  | 19,289 | 9,121 | -     |  |  |  |
| EXPENSES PER PUPIL | 17,626 | 7,111 | -     |  |  |  |



| Assumptions  |
|--|
| DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable                     |
|  |
|  |
|  |
|  |
| Assumes paid enrollment that is 1% less than actual enrollment to account for attrition. |
|  |
|  |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
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| see "Staff List" tab; fractional staff are shared across multiple charters               |
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| see "Staff List" tab; fractional staff are shared across multiple charters               |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| Includes Part-time staff in dollar total but not headcount total                         |
|  |
|  |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| see "Staff List" tab; fractional staff are shared across multiple charters               |
| Includes Part-time staff in dollar total but not headcount total                         |
|  |
|  |
|  |
| 8% of total salary costs.  |
|  |
|  |
|  |
|  |
|  |
| Fee paid to independent auditor.   |
| Anticipated legal fees associated with UFT dispute.                                      |
| Includes KIPP licensing fee and management fee (11% of gov. revs)                        |
|  |
|  |
|  |
|  |
| Includes instructional consultants, tech and other consultants.                          |
|  |
|  |





|                                 | Count       |             |             |              |
|---------------------------------|-------------|-------------|-------------|--------------|
|                                 | ACA ES      | ACA MS      | ACA HS      | Total ACA    |
| Teacher                         | 29.0        | 19.0        | 14.8        | 62.8         |
| Specialty Teacher               | 5.0         | 2.0         | 3.6         | 10.6         |
| Counselor                       | 3.0         | 2.0         | 2.5         | 7.5          |
| SPED                            | 6.0         | 5.0         | 4.5         | 15.5         |
| AP/Director                     | -           | 1.0         | 0.7         | 1.7          |
| Teaching Fellow                 | 1.9         | -           | 0.4         | 2.3          |
| College Advisory                | -           | -           | 2.0         | 2.0          |
| Dean                            | 2.0         | 4.0         | 2.9         | 8.9          |
| Principal                       | 1.0         | 1.0         | 0.2         | 2.2          |
| School Operations Administrator | 1.0         | 2.0         | 1.1         | 4.1          |
| Program Director                | -           | 1.0         | -           | 1.0          |
| Instructional Leader            | -           | -           | 1.1         | 1.1          |
| DOO                             | 1.0         | 1.0         | 0.2         | 2.2          |
| Office Manager/Admin            | -           | 1.0         | -           | 1.0          |
| Security                        | -           | -           | -           | -            |
| Teaching Assistant              | -           | -           | -           | -            |
| Instructional Assistant         | -           | -           | -           | -            |
| Food Program General Staff      | -           | -           | 0.4         | 0.4          |
| Preparation Cook                | -           | -           | 0.2         | 0.2          |
| Instuctional Assistant          | -           | -           | -           | -            |
| Speech Therapists               | 0.7         | 0.1         | -           | 0.8          |
| Managing Directors              | 0.3         | 0.6         | 0.2         | 1.1          |
| Facility Management             | 0.2         | -           | 0.4         | 0.6          |
| <b>Total</b>                    | <b>51.1</b> | <b>39.7</b> | <b>35.4</b> | <b>126.2</b> |

**Disclosure of Financial Interest by a Current or Proposed Charter School  
Education Corporation Trustee**

**Trustee Name:**

Rafael Mayer

---

**Name of Charter School Education Corporation (for an unmerged school, this is  
the Charter School Name):**

KIPP Academy Charter School and KIPP NYC Public Charter Schools

---

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

Board Chair

2. Is the trustee an employee of any school operated by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

**Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc

| Date(s) | Nature of Financial Interest/Transaction | Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion) | Name of person holding interest or engaging in transaction and relationship to yourself |
|---------|--|--|---|
| None .  |  |  |   |

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

| Organization conducting business with the school(s) | Nature of business conducted | Approximate value of the business conducted | Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest | Steps Taken to Avoid Conflict of Interest |
|---|------------------------------|---|---|---|
| None .  |                              |   |   |   |

DocuSigned by:  
  
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 Signature

7/31/2018

Date

*Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.*

**Business Telephone:** \_\_\_\_\_ X

**Business Address:** \_\_\_\_\_ X

**E-mail Address:** \_\_\_\_\_ X

**Home Telephone:** \_\_\_\_\_ X

**Home Address:** \_\_\_\_\_ X

**Disclosure of Financial Interest by a Current or Proposed Charter School  
Education Corporation Trustee**

**Trustee Name:**

Joseph Negron

---

**Name of Charter School Education Corporation (for an unmerged school, this is  
the Charter School Name):**

KIPP Academy Charter School

---

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).
2. Is the trustee an employee of any school operated by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

Managing Director, management of AMP/Academy principals, about 180K, 7/1/17

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc

| Date(s) | Nature of Financial Interest/Transaction | Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion) | Name of person holding interest or engaging in transaction and relationship to yourself |
|---------|--|--|---|
| None .  |  |  |   |

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

| Organization conducting business with the school(s) | Nature of business conducted | Approximate value of the business conducted | Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest | Steps Taken to Avoid Conflict of Interest |
|---|------------------------------|---|---|---|
| None .  |                              |   |   |   |

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 Signature

7/27/2018

Date

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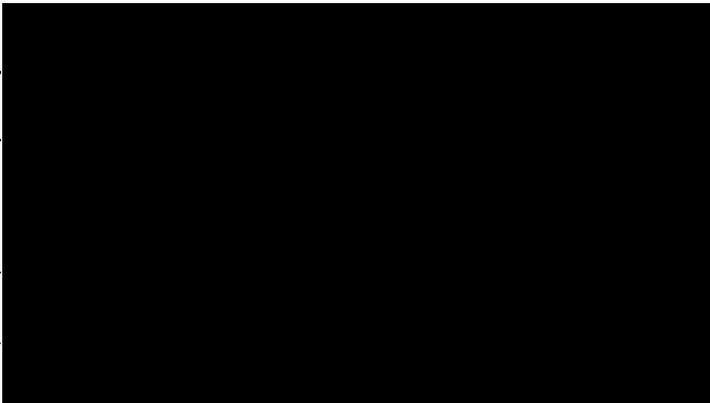
**Business Telephone:** \_\_\_\_\_

**Business Address:** \_\_\_\_\_

**E-mail Address:** \_\_\_\_\_

**Home Telephone:** \_\_\_\_\_

**Home Address:** \_\_\_\_\_



\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Disclosure of Financial Interest by a Current or Proposed Charter School  
Education Corporation Trustee**

**Trustee Name:**

whitney Tilson

---

**Name of Charter School Education Corporation (for an unmerged school, this is  
the Charter School Name):**

KIPP Academy Charter School

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1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).
  
2. Is the trustee an employee of any school operated by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc

| Date(s) | Nature of Financial Interest/Transaction | Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion) | Name of person holding interest or engaging in transaction and relationship to yourself |
|---------|--|--|---|
| None .  |  |  |   |

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

| Organization conducting business with the school(s) | Nature of business conducted | Approximate value of the business conducted | Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest | Steps Taken to Avoid Conflict of Interest |
|---|------------------------------|---|---|---|
| None .  |                              |   |   |   |

DocuSigned by:  
  
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 Signature

7/29/2018

Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

**Business Telephone:**

**Business Address:** \_\_\_\_\_

**E-mail Address:** \_\_\_\_\_

**Home Telephone:** \_\_\_\_\_

**Home Address:** \_\_\_\_\_



**Disclosure of Financial Interest by a Current or Proposed Charter School  
Education Corporation Trustee**

**Trustee Name:**

Brian Zied

---

**Name of Charter School Education Corporation (for an unmerged school, this is  
the Charter School Name):**

KIPP Academy Charter School and KIPP NYC Public Charter Schools

---

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

Treasurer

2. Is the trustee an employee of any school operated by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

**Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc

| Date(s) | Nature of Financial Interest/Transaction | Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion) | Name of person holding interest or engaging in transaction and relationship to yourself |
|---------|--|--|---|
| None .  |  |  |   |

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

| Organization conducting business with the school(s) | Nature of business conducted | Approximate value of the business conducted | Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest | Steps Taken to Avoid Conflict of Interest |
|---|------------------------------|---|---|---|
| None .  |                              |   |   |   |

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 Signature

7/30/2018

Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

**Business Telephone**

**Business Address:** \_\_\_\_\_

**E-mail Address:** \_\_\_\_\_

**Home Telephone:** \_\_\_\_\_

**Home Address:** \_\_\_\_\_



**Disclosure of Financial Interest by a Current or Proposed Charter School  
Education Corporation Trustee**

**Trustee Name:**

Gwendolyn Brunson

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**Name of Charter School Education Corporation (for an unmerged school, this is  
the Charter School Name):**

KIPP Academy Charter School

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1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).  
Parent representative
2. Is the trustee an employee of any school operated by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?  
 **Yes**  **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc

| Date(s) | Nature of Financial Interest/Transaction | Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion) | Name of person holding interest or engaging in transaction and relationship to yourself |
|---------|--|--|---|
| None .  |  |  |   |

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

| Organization conducting business with the school(s) | Nature of business conducted | Approximate value of the business conducted | Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest | Steps Taken to Avoid Conflict of Interest |
|---|------------------------------|---|---|---|
| None .  |                              |   |   |   |

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 Signature

7/31/2018

Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

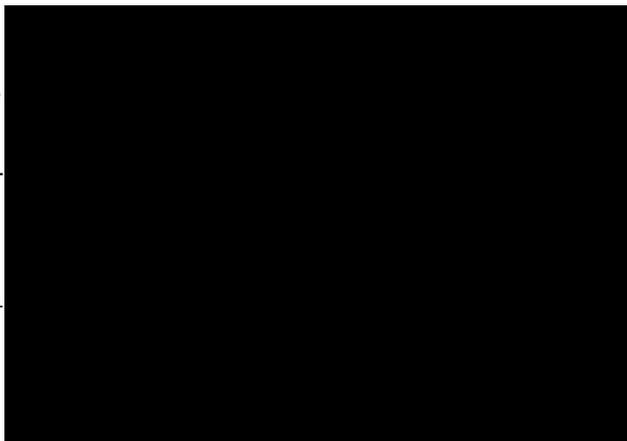
**Business Telephone**

**Business Address:** \_

**E-mail Address:** \_\_\_\_

**Home Telephone:** \_\_\_\_

**Home Address:** \_\_\_\_



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# Entry 8 BOT Table

Last updated: 08/01/2018

## 1. Current Board Member Information (Enter info for each BOT member)

|   | Trustee Name and Email Address | Position on the Board | Committee Affiliations | Voting Member Per By-Laws (Y/N) | Number of Terms Served | Start Date of Current Term (MM/DD/YYYY) | End Date of Current Term (MM/DD/YYYY) | Board Meetings Attended During 2017-18 |
|---|--------------------------------|-----------------------|------------------------|---------------------------------|------------------------|---|---------------------------------------|--|
| 1 | Rafael Mayer                   | Chair                 | Audit/Finance          | Yes                             | 2                      | 07/01/2013                              | 07/01/2019                            | 11                                     |
| 2 | Brian Zied                     | Treasurer             | Audit/Finance          | Yes                             | 1                      | 08/01/2016                              | 06/01/2020                            | 11                                     |
| 3 | Gwendolyn Brunson              | Trustee/Member        | N/A                    | Yes                             | 1                      | 09/01/2016                              | 06/01/2020                            | 11                                     |
| 4 | Joseph Negron                  | Trustee/Member        | N/A                    | Yes                             | 1                      | 03/01/2015                              | 06/01/2019                            | 11                                     |
| 5 | Whitney Tilson                 | Trustee/Member        | Audit/Finance          | Yes                             | 7                      | 01/01/2003                              | 06/01/2019                            | 11                                     |
| 6 |                                |                       |                        |                                 |                        |   |                                       |  |
| 7 |                                |                       |                        |                                 |                        |   |                                       |  |
| 8 |                                |                       |                        |                                 |                        |   |                                       |  |
| 9 |                                |                       |                        |                                 |                        |   |                                       |  |

**1a. Are there more than 9 members of the Board of Trustees?** No

**2. Total number of members on June 30, 2018** 5

**3. Total number of members joining the Board during the 2017-18 school year** 0

**4. Total number of members  
departing the Board during the  
2017-18 school year** 0

**5. Number of voting members in  
2017-18, as set by the by-laws,  
resolution or minutes** 5

**6. Number of Board meetings  
conducted during the 2017-18  
School Year** 11

**7. Number of Board meetings  
scheduled for the coming 2018-  
19 school year** 11

**Thank you.**



# Entry 9 - Board Meeting Minutes

Last updated: 08/01/2018

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## [Instructions for submitting minutes of the BOT monthly meetings](#)

Regents, NYCDOE, and Buffalo BOE authorized schools must either provide a link to a complete set of minutes that are posted on the charter school website, or upload a complete set of board meeting minutes from July 2017--June 2018, which should match the number of meetings held during the 2017-18 school year.

### **KIPP ACAD CS (NYC CHANCELLOR)**

**Are all monthly BOT meeting minutes posted, which should match the number of meetings held during 2017-18 school year, on the charter school's website?**

No

the charter school's website.

**B. Upload all monthly Board meeting minutes, which should match the number of meetings held during the 2017-18 school year.**

Combine all monthly meeting minutes into one .PDF file.

<https://nysed-cso-reports.fluidreview.com/resp/17956963/wNFCVDEEJA/>

**KIPP Academy Charter School  
Minutes of August 28, 2017 Meeting**

The KIPP Academy Charter School Board of Trustees (the “Board”) met on August 28, 2017 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, and Joe Negron. The following Trustees were unable to attend and their absences were excused: Whitney Tilson, Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 8/24/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Erica Dewan, and Richard Taft) and Director of KIPP New York Inc. (John Zeiler). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jamie Greenthal, Rachel Haltom-Irwin, Alicia Johnson, Elizabeth Pichardo, Chelsey Tubbs, and Mark Harmon-Vaught.

**Opening of Meeting**

Mr. Mayer opened the KIPP Academy Charter School Board meeting.

**Board Business**

Mr. Mayer welcomed Board members and previewed the agenda. Mr. Mayer asked for public comments. There were no comments.

Mr. Manly presented about 2017 state test results in the context of organizational growth. He reviewed the academic priorities laid out in former meetings. He explained how the organization made predictions of student performance and explained performance against these projections. Mr. Negron and Mr. Manly explained that they were connecting with other high achieving charter networks to share strategies and best practices.

Mr. Manly discussed the organization’s renewed focus on leadership development. He explained that the most important step in achieving KIPP NYC’s goals is hiring, preparing, coaching, and retaining great teachers.

Mr. Mayer noted that he does not believe that organizational growth will distract from the academic focus at the existing schools. Mr. Manly concurred with that sentiment. Mr. Manly asserted that the strength of the organization’s existing model, implemented with increasing effectiveness, will allow the current schools to sustain their growth in academic outcomes as new schools come on line.

Ms. Haltom-Irwin highlighted trends and efforts relating to attrition and internal transfers of talent.

Mr. Mayer denoted the importance of maintaining high efficiency as the organization scales. He offered the particular example of time wasted on technology challenges. He also

mentioned that larger organizations benefit from increasingly specialized staff that reduce the breadth of their roles and focus on specific areas of work.

Board members asked Mr. Manly about what efforts are required to continue positive trajectory in academics. Mr. Manly explained that KIPP NYC needs to continue the current practices with an increased focus on accountability at the teacher, coach, and leader levels across the region. He also shared that while KIPP NYC will always need to make changes and adapt to improve our systems, the core of rigorous instruction and significant feedback exists and is effective in most classrooms. The organization's challenge, then, is to continue implementing the plan with increasing effectiveness and accountability.

Ms. Haltom-Irwin highlighted the importance of the strong positive relationship between 8<sup>th</sup> grade state test scores and SAT scores, which in turn correlate to college readiness.

Mr. Manly discussed the importance of students' attitudes and self-confidence in terms of performance on the state tests.

### **Adjournment**

Mr. Mayer adjourned the Board meeting.

**KIPP Academy Charter School**  
Minutes of September 25, 2017 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on September 25, 2017 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, and Joe Negron. The following trustees were not in attendance and their attendance was excused: Whitney Tilson, Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 9/21/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Erica Dewan, Jane Martinez Dowling, Richard Taft), and Directors of KIPP New York Inc. (Larry Robbins, Lisa Blau, Jack Chorowsky, Kelly Coffey, Debbie Dauman, Adaobi Kanu, Abigail Klem, Valerie Lancaster-Beal, Thomas Lehrman, Dave Levin, Dwight Scott, Fred Scott, Randy Simpson (by phone)). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson, Charizma Williams, Vicki Zubovic, Nakia James-Jenkins, Danny Swersky, Lariely Sanchez, Sarah English, Natalie Webb, Jamie Greenthal, Rebecca Sleath, Vanessa Bangser, Rachel Haltom-Irwin, Anokhi Saraiya, Tiana Lino, Mark Harmon-Vaught. Madeline King also attended via telephone.

**Opening of Meeting**

Mr. Mayer opened the KIPP Academy Charter School Board meeting.

**Board Business**

Mr. Mayer welcomed Board members and previewed the agenda.

Mr. Mayer welcomed Tiana Lino, a KIPP AMP middle school graduate and a school operations coordinator at KIPP AMP elementary school. Ms. Lino detailed her time at KIPP AMP Middle School, her experience at Columbia University, and how the KIPP Through College program supported her to and through college.

Mr. Mayer asked for public comments. There were no comments.

Ms. Zubovic reported on the outcome of KIPP NYC’s recently concluded capital campaign. Ms. Zubovic described the campaign’s success, celebrating that the organization exceeded its original fundraising goal. The Board congratulated Ms. Zubovic on this achievement and thanked her for her contributions to KIPP NYC’s fundraising, advocacy, and family and community relations.

Ms. Haltom Irwin and Ms. Johnson introduced breakout discussions of last year’s data in four categories: elementary school and middle school academic data, high school and KIPP Through College (“KTC”) data, financial data, and talent data. The Board then divided into groups to discuss the four areas. Ms. Johnson then asked that each group report out about their discussion:

- Mr. Negron, reporting on behalf of the talent group, proposed strategies aimed at increasing employee retention. Ms. Sleath explained that strong school leaders are critical in candidate recruitment and hiring.
- Ms. Dowling, reporting for the high school and KTC group, shared that KTC is focusing on improving workforce preparation among the students it serves. Ms. Webb explained some of the strategies that KIPP College Prep High School is employing in these areas.
- Ms. Klem, reporting for the elementary and middle school academic data group, mentioned the group's confidence that the building blocks for growth in academic outcomes are in place at KIPP NYC. Mr. Levin stated that the organization is working to tighten regional alignment around its math curriculum, particularly in fourth through sixth grades.
- Mr. Mayer, reporting for the financial group, noted that enrollment remains a critical focus area, and that the current financial model and fundraising prospects for growth are strong.

Mr. Chorowsky and Mr. Levin reminded the board of the significant progress the organization has made in its financial stability over the preceding few years.

Mr. Mayer moved the Board to vote on two pending matters. The KIPP Academy Board voted to:

1. Approve the June and August board meeting minutes.
2. Approve new hires since the June meeting.

Mr. Manly recommended to the Board that KIPP NYC move forward with opening two new schools in 2018-19. He explained the key academic, financial, talent, and space factors underlying his recommendation.

Ms. English and Ms. Sanchez, the KIPP Foundation Fisher Fellows slated to serve as founding principals of KIPP NYC's next schools, shared their vision for such new schools, if approved by the Board of Regents. Ms. English and Ms. Sanchez explained that KIPP Freedom would align on curriculum with other KIPP NYC schools. Mr. Manly added that both schools would have flexibility to innovate around the KIPP NYC model.

Mr. Mayer conducted a vote. The Board unanimously to approve KIPP NYC's opening of a new elementary and middle school in the Bronx for the 2018-19 school year with Ms. English and Ms. Sanchez as the founding principals.

### **Adjournment**

Mr. Mayer adjourned the meeting.

**KIPP Academy Charter School**  
Minutes of October 25, 2017 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on October 25, 2017 at KIPP STAR Harlem Middle School. The following Trustees were in attendance: Rafael Mayer, Joe Negron, Whitney Tilson, and Brian Zied. Gwendolyn Brunson was not in attendance and her absence was excused.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 10/21/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Erica Dewan, Jane Martinez Dowling, Richard Taft). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson, Charizma Williams, Vicki Zubovic, Joe Negron, Chrystal Griffin, and Mark Harmon-Vaught. Kathy Hamel and Madeline Hannigan from Charter School Growth Fund also attended.

**Opening of Meeting**

Mr. Mayer opened the board meeting.

**Board Business**

Mr. Mayer invited Ms. Cielo Patterson, an 8<sup>th</sup> grade student at KIPP STAR Harlem Middle School, to address the board. Ms. Patterson explained how KIPP NYC’s character education had shaped her identity and future plans. She then answered questions from the board.

Ms. Chrystal Griffin, principal of KIPP STAR Harlem Middle School, then spoke to the board. She explained her vision and strategic priorities for the school. She described a focus on restorative practices and increasing feedback. She then fielded questions from the board.

Mr. Mayer asked for public comment. Ms. Hamel and Ms. Hannigan introduced themselves and spoke briefly about their work, and the board members each introduced themselves.

Ms. Dowling presented about the work of the KIPP Through College program. Ms. Dowling overviewed the goals of KIPP Through College and explained the keys to college persistence that KIPP Through College has identified. She then answered questions from the board.

Mr. Mayer conducted a vote. Based on the extensive review and full recommendation of the audit by the Treasurer and members of the Audit Committee, the board voted unanimously to approve the 2016-17 audit.

Ms. Dowling then led the board through a guided practice activity that simulated how KIPP Through College supports KIPP students in college in balancing their academic and social commitments.

**Adjournment**

Mr. Mayer adjourned the meeting.

**KIPP Academy Charter School**  
Minutes of November 13, 2017 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on November 13, 2017 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Whitney Tilson, Gwendolyn Brunson, Joe Negron, and Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 11/10/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Jane Martinez Dowling, Richard Taft, Brian Zied.) and Directors of KIPP New York, Inc. (Dave Levin, Fred Scott, Lisa Blau, John Zeiler, Jack Chorowsky, Randy Simpson, Valerie Lancaster-Beal, Julissa Reynoso, Thomas Lehrman). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jane Martinez Dowling, Vicki Zubovic, Rachel Haltom-Irwin, Jamie Greenthal, Anokhi Saraiya, Joe Negron, and Mark Harmon-Vaught.

Mr. Mayer welcomed the attendees and asked for public comments. There were no public comments.

Mr. Manly presented about the first Interim Assessment (IA) for KIPP NYC students in second through eighth grade. Mr. Manly detailed for the board how students had performed and how the organization is using this performance data to tailor efforts in the classroom. Mr. Manly then fielded questions from the board. Ms. Sarayai explained that KIPP NYC has the goal of helping every student grow, even those student who are already achieving at high levels.

Mr. Mayer conducted votes. The board voted unanimously to:

1. Approve the September and October board meeting minutes.
2. Approve new hires since the September board meeting.
3. Approve the updated Code of Ethics.
4. Approve the updated Complaints policy.
5. Enter executive session after the public meeting.

Mr. Mayer then introduced the topic of innovation and asked Mr. Manly to present about how the organization is thinking about innovation. Mr. Manly presented about KIPP NYC’s goal of innovating through a structured approach that will inform practices across the region. Mr. Manly then asked Mr. Negron to discuss his interest in leading a future innovation school. Mr. Negron presented on his idea for a new innovation school, including exploring the possibility of a mixed income school, depending on the location. Mr. Manly and Mr. Negron fielded questions from and posed questions to the board. Board members offered comments, ideas, questions and concerns around mixed income schools, innovation, and how to spread innovation across the network. Mr. Manly and Mr. Negron explained that they will use these questions to inform their efforts as they continue exploring avenues for innovation for the region.

**Adjournment**

Mr. Mayer adjourned the meeting and moved the board to an executive session.

**Executive Session**

The board entered an executive session to discuss confidential personnel matters.

**KIPP Academy Charter School**  
Minutes of December 11, 2017 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on December 11, 2017 at KIPP NYC Shared Service Team. The following Trustees were in attendance: Rafael Mayer, Whitney Tilson, Gwendolyn Brunson, Brian Zied. The following Trustee was absent and excused: Joe Negron.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 12/8/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Jane Martinez Dowling, Richard Taft, and Brian Zied). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jane Martinez Dowling, Alicia Johnson, Carol Rogers, and Mark Harmon-Vaught.

**Opening of the Meeting**

Mr. Mayer opened the meeting.

**Board Business**

Mr. Mayer welcomed the attendees and asked for public comments. There were no public comments.

Mr. Manly announced that after intense review process, the Charter School Growth Fund (“CSGF”) had voted to grant funding for KIPP NYC’s new school growth. Mr. Manly and Mr. Mayer explained how working with the CSGF had helped KIPP NYC to home in on its financial challenge areas. Mr. Mayer highlighted how the relationship with CSGF will provide valuable resources and support as the organization grows.

Mr. Manly discussed the school intensives that have taken place at each school. He explained that these intensives are formal visits that include classroom observations, coaching observations, and discussion with school leaders about goals and progress against goals. Mr. Manly discussed the bright spots and areas for growth the organization had identified through these intensives.

**Adjournment**

Mr. Mayer adjourned the meeting.

**KIPP Academy Charter School**  
Minutes of January 22, 2018 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on January 22, 2018 at KIPP Infinity Elementary School. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, and Joe Negron. Trustees Whitney Tilson and Brian Zied were absent and excused.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 1/19/2018 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Erica Dewan, and Richard Taft.) The following KIPP NYC staff members were in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson, Vicki Zubovic, Rachel Haltom-Irwin, Jamie Greenthal, Glenn Davis, Tyritia Groves, Roseann Sheehan, and Mark Harmon-Vaught. KIPP parents Vanessa Duran, Neyda Franco, Cassis Johnson, Lindell Matos, Cinthia Marrero, Alice Kamara, Shewanna Monroe, Josephine Ortiz, Francis German, Jose German, and Latisha Rogers also attended.

**Opening of the Meeting**

Mr. Mayer opening the meeting.

**Board Business**

Mr. Mayer welcomed attendees and invited student speakers from KIPP Infinity Middle School, 8<sup>th</sup> grader Ashlyn Merced and 6<sup>th</sup> grader Ahmed Cisse, to address the board. Ms. Merced and Mr. Cisse spoke about their experiences as KIPP students and the importance of character education.

Mr. Mayer asked for public comments. Several of the parents offered words of praise and appreciation for Principal Groves and for KIPP Academy Elementary. They reflected the schools support of students with special needs as well as academically strong students. Other parents voiced concerns about a range of topics including:

- The quality and quantity of school food
- Arrival and dismissal protocols during inclement weather
- The treatment of a student injury
- The discontinued afterschool program
- Alleged disrespectful interaction between school employees and parents and students

Mr. Mayer thanked the parents for their comments and indicated that the Board would follow-up with KIPP Leadership with regards to the concerns raised.

Ms. Sheehan then gave a presentaion on third through eighth grade student outcomes on the second interim assessment in math and ELA. She explained how students had performed relative to the organizations goals. Mr. Manly described how the organization is addressing challenge areas it has identified based on this data. Then, Ms. Sheehan and Mr. Manly fielded questions from the board.

**Adjournment**

Mr. Mayer adjourned the meeting.

**KIPP Academy Charter School**  
Minutes of February 26, 2018 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on February 26, 2018 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Whitney Tilson, Gwendolyn Brunson, Joe Negron, and Brian Zied.

In accordance with the Open Meetings Law, notice of the meeting was published on 2/23/18 on [kipnyc.org](http://kipnyc.org). Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Jane Martinez Dowling, Richard Taft, and Brian Zied.) and Directors of KIPP New York Inc., (Larry Robbins, Dave Levin, Fred Scott, Lisa Blau, John Zeiler, Jack Chorowsky, Randy Simpson, Valerie Lancaster-Beal, Adaobi Kanu, Abigail Klem, and Thomas Lehrman.) The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jane Martinez Dowling, Joe Negron, Charizma Williams, Rachel Haltom-Irwin, Jamie Greenthal, Anokhi Saraiya, Natalie Webb, Alicia Johnson, and Mark Harmon-Vaught. John Kalafatas from the KIPP Foundation also attended. Madeline Hannigan from Charter School Growth Fund joined the meeting by phone.

**Opening the Meeting**

Mr. Mayer called the meeting to order and welcomed attendees and guests. He asked for public comments. There were no comments.

**Board Business**

Mr. Manly previewed the agenda of the meeting.

Ms. Haltom-Irwin provided an update on growth and innovation. She overviewed the organization’s progress on growth since the February 2017 board meeting and the projected growth timeline for the next five years. Mr. Negron then provided an update on the “diverse by design” school idea he presented at the November meeting. Based on the board’s feedback, the organization decided to take additional time in developing a learning agenda for this potential new program.

Mr. Manly facilitated a midyear check-in on the organization’s efforts in talent, finance, and academics. He overviewed the organization’s recruitment and retention goals and hiring progress in preparation for the 2018-19 school year. Ms. Williams then discussed the organization’s financial health and areas of challenge. Ms. Williams and Mr. Manly fielded questions from the board.

Mr. Manly discussed KIPP NYC’s goals for 3<sup>rd</sup> through 8<sup>th</sup> grade students on the New York state test, using interim assessment data to project performance against goals. Ms. Webb discussed KIPP College Prep High School’s 2020 goals for college-ready SAT and Regents exam scores, AP course participation, and GPA performance. She noted the percentages of current high school students meeting these goals. Ms. Martinez Dowling and Mr. Manly discussed KIPP Through College’s performance, noting that the organization would facilitate a deeper look at this data at the April board meeting. Mr. Manly closed by laying out his five focus areas moving forward: instructional coaching, elementary school excellence, KIPP AMP progress, organizational culture, and KIPP NYC’s leadership pipeline.

Mr. Negron then provided an update on KIPP AMP. He led the board in an exercise reflecting on which of the organization’s strategic efforts at KIPP AMP had most influenced the improvements seen this year. He noted the dedicated work of Principals Chelsey Tubbs and Antoine Lewis and how investments in talent and instructional coaching are critical to KIPP AMP’s continued progress.

He closed by sharing about KIPP AMP Middle School's robust afterschool program, which recently received excellent ratings from the city.

Mr. Mayer conducted votes. The board voted unanimously to:

1. Approve November, December and January minutes.
2. Approve new hires since the November board meeting.
3. Enter Executive Session after the Public Session.

### **Adjournment**

The public session of the meeting was adjourned.

### **Executive Session**

The board entered executive session to discuss confidential personnel matters.

**KIPP Academy Charter School**  
Minutes of March 12, 2018 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on March 12, 2018 at KIPP Academy Middle School. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Joe Negrón, and Brian Zied. The following Trustee was absent and excused: Whitney Tilson.

In accordance with the Open Meetings Law, notice of the meeting was published on 3/9/18 on [kippnyc.org](http://kippnyc.org). Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Jane Martinez Dowling, Richard Taft, and Brian Zied.) The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jane Martinez Dowling, Joe Negrón, Charizma Williams, Alicia Johnson, Yasmin Castro, Frank Corcoran, and Mark Harmon-Vaught.

**Opening the Meeting**

Mr. Mayer called the meeting to order and welcomed attendees. He asked for public comments. There were no comments.

**Board Business**

Mr. Manly spoke briefly about the status of KIPP NYC’s middle schools following the third round of Interim Assessments and the progress made thus far in the academic year across all middle schools.

Mr. Negrón discussed his work as Managing Director of Middle Schools supervising KIPP Academy Middle School and KIPP AMP Middle School. He discussed how both schools are progressing in their preparation for the ELA and Math New York State Tests. He also explained general trends in school culture and academic performance that he has witnessed throughout the academic year.

Mr. Mayer conducted a vote for the board to enter executive session before adjourning for a tour of afterschool programs. The motion carried unanimously.

**Adjournment**

The public session of the meeting was adjourned.

**Executive Session**

The board entered executive session to discuss confidential personnel-related matters.

**KIPP Academy Charter School**  
Minutes of April 23, 2018 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on April 23, 2018 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Joe Negron, Whitney Tilson, and Brian Zied.

In accordance with the Open Meetings Law, notice of the meeting was published on 4/21/18 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Jane Martinez Dowling, Richard Taft, and Brian Zied) and Directors of KIPP New York, Inc. (Dave Levin, Lisa Blau, Abigail Klem, Fred Scott, Dwight Scott, Randy Simpson, John Zeiler, Adaobi Kanu, and Jack Chorowsky.) The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jane Martinez Dowling, Joe Negron, Charizma Williams, Vicki Zubovic, Jamie Greenthal, Rebecca Sleath, Tessa Kratz, Jennifer Benn, Antoine Lewis, Anokhi Saraiya, and Mark Harmon-Vaught. Alicia Johnson, KIPP NYC Chief Operating Officer, and Valerie Lancaster-Beal, Director of KIPP New York, Inc., joined the meeting by phone.

**Opening the Meeting**

Mr. Mayer called the meeting to order and welcomed attendees. He asked for public comments. There were no comments.

**Board Business**

Mr. Mayer explained that board members will now receive information about special events going on at KIPP NYC schools that they would be welcomed to attend. He asked Mr. Negron to introduce Mr. Lewis.

Mr. Negron explained that Mr. Lewis has excelled as Acting Principal of KIPP AMP Middle School. He discussed how Mr. Lewis had effectively negotiated challenges in his role and strongly recommended that Mr. Lewis be appointed principal.

Mr. Mayer introduced KIPP alumnus Yael Bermudez and invited him to speak. Mr. Bermudez, a 2014 KIPP NYC College Prep graduate and current senior at City College, discussed his transition to college and the depth of support he received throughout his college application process from KIPP Through College. He described how his KTC+ advisor had supported him in seeking internships and jobs and persisting academically.

Mr. Levin celebrated Ms. Martinez Dowling accomplishments during her long tenure at KIPP NYC and in particular as Executive Director of KIPP Through College, as she enters a senior leadership role at ExpandEd. Mr. Levin then introduced Ms. Kratz, the new Managing Director of KIPP Through College.

Ms. Martinez Dowling presented about the history and goals of KTC. She discussed KTC’s plans for change and improvement with the goal of maintaining the spirit and heart of the organization. She described how KTC has changed and how student outcomes have improved over time. Ms. Kratz then outlined the new program design for KTC. Ms. Benn explained the new vision for career counseling work, noting an increased focus on workforce development and job placement. Ms. Kratz, Ms. Benn, and Ms. Martinez Dowling then fielded questions from the board.

Mr. Mayer then asked Ms. Williams and Mr. Zied to present about the KIPP NYC budget. Mr. Zied discussed the organization's goal of financial sustainability and overviewed how the organization had reached its decisions about the 2018-19 budget. He discussed the long-term implications of the organization's current and future growth plans. Ms. Williams discussed the steps that the organization is taking to reach the goal of financial sustainability. Mr. Zied and Ms. Williams then answered questions and sought input from the board.

Mr. Mayer then conducted votes. The board voted unanimously to:

- Approve the February and March meeting minutes
- Approve new hires since the February meeting
- Enter Executive Session after the Public Session

### **Adjournment of the Public Session**

Mr. Mayer adjourned the public session of the meeting.

### **Executive Session**

The board entered Executive Session to discuss confidential personnel matters.

**KIPP Academy Charter School**  
Minutes of May 14, 2018 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on May 14, 2018 at KIPP NYC Shared Services Team. The following Trustees were in attendance: Rafael Mayer, Joe Negron, and Brian Zied. The following Trustees were absent and excused: Gwendolyn Brunson and Whitney Tilson.

In accordance with the Open Meetings Law, notice of the meeting was published on 5/11/18 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Jane Martinez Dowling, and Brian Zied). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jane Martinez Dowling, Joe Negron, Vicki Zubovic, Rebecca Sleath, Aisha Christian, Mariela Meza, and Mark Harmon-Vaught. Jusef Jefferies, father of a KIPP STAR Harlem Elementary student, was also in attendance.

**Opening the Meeting**

Mr. Mayer called the meeting to order and welcomed attendees.

**Board Business**

Mr. Mayer invited Mr. Jusef Jefferies, father of a second grader at KIPP STAR Harlem Elementary, to address the board. Mr. Jefferies shared that he is proud of the education his daughter receives at KIPP NYC. In particular, he emphasized the importance of KIPP NYC’s high bar of excellence and how high expectations prepare students for success in life outside of the classroom. Mr. Jeffries then took questions from the board.

Mr. Mayer asked for any further public comments. There were no public comments.

Mr. Manly presented to the board about KIPP NYC’s plan for managing and supporting elementary schools in 2018-19. He asked attendees to reflect on what they see as the qualities of an excellent elementary school. Attendees shared their ideas in turn. Mr. Manly shared data about culture and academic performance at KIPP NYC elementary schools and about the areas for growth the organization has identified.

Mr. Manly explained that for 2018-19, he will manage KIPP NYC’s elementary schools. He discussed that he had worked with elementary school principals to devise a new vision statement for elementary school excellence. After sharing a draft of this vision statement with the board, Mr. Manly fielded comments and questions from the board.

**Adjournment**

Mr. Mayer adjourned the meeting.

**KIPP Academy Charter School**  
Minutes of June 4, 2018 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on June 4, 2018. The following Trustees were in attendance: Rafael Mayer, Brian Zied, Gwendolyn Brunson, Joe Negron, and Whitney Tilson.

In accordance with the Open Meetings Law, notice of the meeting was published on 6/1/18 on [kippnyc.org](http://kippnyc.org). Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of the KIPP NYC Public Charter Schools (Rafael Mayer, Brian Zied, Gwendolyn Brunson, and Erica Dewan) and Directors of KIPP New York, Inc. (Abigail Klem, Adaobi Kanu, Fred Scott, Randy Simpson, John Zeiler, and Julissa Reynoso). KIPP New York, Inc. Directors Dave Levin and Valerie Lancaster-Beal joined by phone. The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson (KIPP NYC President), Anokhi Saraiya, Aisha Christian, Allison Willis Holley, Vicki Zubovic, Rebecca Sleath, Charizma Williams, and Mark Harmon-Vaught. Also in attendance was Sha’mar Dennison, a graduating senior at KIPP College Prep High School, and Wendy King Dennison, his mother. Kathy Hamel from Charter School Growth Fund also joined by phone.

**Opening of the Meeting**

Mr. Mayer opened the meeting and welcomed attendees and guests.

**Board Business**

Mr. Mayer invited Sha’mar Dennison, a graduating senior from KIPP College Prep High School, to address the board.

Mr. Dennison spoke about his experience at KIPP STAR Middle School and then College Prep High School. He talked about the invaluable role of his teachers in helping him develop independence and self-sufficiency and shared how his college counselors opened his eyes to college opportunities. He shared his aspiration to work for economic equality and reported that he would be attending Bennington College next year. Mr. Dennison then fielded questions from board members. There were no additional public comments.

Mr. Mayer gave announcements and updates. He recognized departing Chief Academic Officer Anokhi Saraiya for her nine years of service to KIPP NYC.

Mr. Manly then previewed the agenda for the meeting and invited Ms. Willis Holley to present to the board about KIPP core values.

Ms. Willis Holley discussed the work she had led over the preceding two years to define the core values of KIPP NYC. She explained that as the organization was seeking to grow, it was critical for it to define and hold tightly to its core values, the essence of what makes KIPP NYC, KIPP NYC. She shared about the process of working with constituencies from throughout the organization to create a list of 10 core values. She showed a video of KIPP students, staff, and trustees sharing their perspectives on these core values. Ms. Willis Holley then fielded questions from the board.

Mr. Manly presented to the board about KIPP NYC's plan for managing and supporting elementary schools in 2018-19. He asked attendees to reflect on what they see as the qualities of an excellent elementary school. Attendees shared their ideas in turn. Mr. Manly shared data about culture and academic performance at KIPP NYC elementary schools and about the areas for growth the organization has identified. Mr. Manly explained the strategies the organization is employing to drive excellence at KIPP NYC elementary schools for the 2018-19 school year.

Ms. Johnson then presented about her efforts to improve KIPP NYC's operating efficiency. She overviewed the history of growth and change of the KIPP NYC Shared Services Team and explained the organization's current efforts clearly to define the role of the team. She explained her two goals of enhancing the service model by which the Shared Services Team supports the school and increasing operating efficiency by enhancing communications and technology. Ms. Johnson sought input from the board on the question of how to define the role of the Shared Services Team.

Mr. Mayer conducted votes. The board voted unanimously to:

- Re-elect Brian Zied and Gwendolyn Brunson to the KIPP Academy Board for two-year terms
- Approve April and May Board meeting minutes
- Approve new hires since April Board meeting
- Approve the 2018-19 budget
- Approve four tech-related agreements: 18-19 Children's Online Privacy Protection Act (COPPA) Agreement, Student Internet Use Agreement, College Prep High School College For America Acceptable Use Agreement, and Off-Campus Perpetual Internet Acceptable Use Agreement
- Approve of Jim Manly, Natalie Webb, Alicia Johnson, Charizma Williams to authorize payments and conduct general banking business on behalf of the School and the Corporation's Board of Directors
- Appoint Aisha Christian as 2018-19 Compliance Officer
- Approve changes to the KIPP NYC Fiscal Policies & Procedures Manual
- Enter executive session after the public session adjourns

### **Adjournment of the Public Session**

The public session of the meeting adjourned.

### **Executive Session**

The board entered executive session to discuss confidential legal and personnel matters.



# Entry 10 Enrollment and Retention of Special Populations

Last updated: 08/01/2018

## [Instructions for Reporting Enrollment and Retention Strategies](#)

Describe the efforts the charter school has made in 2017-18 toward meeting targets to attract and retain enrollment of students with disabilities, English language learners, and students who are economically disadvantaged. In addition, describe the school’s plans for meeting or making progress toward meeting its enrollment and retention targets in 2018-19.

### **KIPP ACAD CS (NYC CHANCELLOR)Section Heading**

#### **Recruitment/Attraction Efforts Toward Meeting Targets**

|                            | Describe Recruitment Efforts in 2017-18   | Describe Recruitment Plans in 2018-19)  |
|----------------------------|---|---|
| Economically Disadvantaged | Our recruiting efforts specifically target students in high needs communities in New York City, and employ efforts that we have found to be effective in enrolling students in these populations. Moreover, our lottery process gives a preference to students eligible for the free and reduced price lunch program.   | Our recruiting efforts specifically target students in high needs communities in New York City, and employ efforts that we have found to be effective in enrolling students in these populations. Moreover, our lottery process gives a preference to students eligible for the free and reduced price lunch program.   |
| English Language Learners  | To specifically target families with limited English proficiency, we recruit using bilingual materials and bilingual staff members.   | To specifically target families with limited English proficiency, we recruit using bilingual materials and bilingual staff members.   |
| Students with Disabilities | KIPP NYC actively wants to serve all students. Our schools are not designed to support students in 12:1:1 setting, but we detail the services that we can provide to families. Specifically, we have ICT and SETSS programs, certified special education teachers, KIPP NYC speech and language therapists providing Response to Intervention services, and contract with the DOE/CSE for additional mandated services. | KIPP NYC actively wants to serve all students. Our schools are not designed to support students in 12:1:1 setting, but we detail the services that we can provide to families. Specifically, we have ICT and SETSS programs, certified special education teachers, KIPP NYC speech and language therapists providing Response to Intervention services, and contract with the DOE/CSE for additional mandated services. |

## Retention Efforts Toward Meeting Targets

|                            | Describe Retention Efforts in 2017-18  | Describe Retention Plans in 2018-19)   |
|----------------------------|--|--|
| Economically Disadvantaged | KIPP Academy is focused on retaining all students. We provide high quality and highly structured educational programming tailored to the needs of students. In addition we survey students, families, and teachers to gauge the health of our schools and to ensure that our educational programming is meeting and exceeding the needs of our students. Furthermore, we leverage best practices from KIPP schools across the country to increase student retention. | KIPP Academy is focused on retaining all students. We provide high quality and highly structured educational programming tailored to the needs of students. In addition we survey students, families, and teachers to gauge the health of our schools and to ensure that our educational programming is meeting and exceeding the needs of our students. Furthermore, we leverage best practices from KIPP schools across the country to increase student retention. |
| English Language Learners  | Our efforts to retain ELL students are in line with are efforts to retain all students. In addition, parents and families are kept informed of their child’s performance and progress through periodic, bilingual communications. Our ELLs are placed in specialized, evidence-based reading programs to ensure that they make progress in literacy. ELL students are work with trained speach and language therapists.  | Our efforts to retain ELL students are in line with are effeorts to retain all students. In addition, parents and families are kept informed of their child’s performance and progress through periodic, bilingual communications. Our ELLs are placed in specialized, evidence-based reading programs to ensure that they make progress in literacy. ELL students are work with trained speach and language therapists.   |
| Students with Disabilities | Our efforts to retain students with disabilities are in line with are efforts to retain all students. As a result our retention rates for students with disabilities is generally in line with students who have not been classified as having a disability.   | Our efforts will be in line with previous years, and our efforts to retain students in general.  |



# Entry 11 Classroom Teacher and Administrator Attrition

Last updated: 08/01/2018

Report changes in teacher and administrator staffing.

## Instructions for completing the Classroom Teacher and Administrator Attrition Tables

Charter schools must complete the tables titled 2017-2018 Classroom Teacher and Administrator Attrition to report changes in teacher and administrator staffing during the 2017-2018 school year. Please provide the full time equivalent (FTE) of staff on June 30, 2017; the FTE for any departed staff from July 1, 2017 through June 30, 2018; the FTE for added staff from July 1, 2017 through June 30, 2018; and the FTE of staff added in newly created positions from July 1, 2017 through June 30, 2018 using the tables provided.

### 1. Classroom Teacher Attrition Table

| FTE Classroom Teachers on 6/30/17 | FTE Classroom Teachers Departed 7/1/17 - 6/30/18 | FTE Classroom Teachers Filling Vacant Positions 7/1/17 - 6/30/18 | FTE Classroom Teachers Added in New Positions 7/1/17 - 6/30/18 | FTE of Classroom Teachers on 6/30/18 |
|-----------------------------------|--|--|--|--------------------------------------|
| 83                                | 15   | 15   | 14   | 97                                   |

### 2. Administrator Position Attrition Table

| FTE Administrative Positions on 6/30/17 | FTE Administrators Departed 7/1/17 - 6/30/18 | FTE Administrators Filling Vacant Positions 7/1/17 - 6/30/18 | FTE Administrators Added in New Positions 7/1/17 - 6/30/18 | FTE Administrative Positions on 6/30/18 |
|---|--|--|--|---|
| 61                                      | 7  | 2  | 0  | 56                                      |

### 3. Tell your school's story

Charter schools may provide additional information in this section of the Annual Report about their respective teacher and administrator attrition rates as some teacher or administrator departures do not reflect advancement or movement within the charter school networks. Schools may provide additional detail to reflect a teacher's advancement up the ladder to a leadership position within the network or an administrator's movement to lead a new network charter school.

(No response)

4. Charter schools must ensure that all prospective employees receive clearance through [the NYSED Office of School Personnel Review and Accountability \(OSPRA\)](#) prior to employment. After an employee has been cleared, schools are required to maintain proof of such clearance in the file of each employee. For the safety of all students, charter schools must take immediate steps to terminate the employment of individuals who have been denied clearance. Once the employees have been terminated, the school must terminate the request for clearance in the TEACH system.

Have all employees have been cleared through the NYSED TEACH system?

Yes

5. For perspective or current employees whose clearance has been denied, have you terminated their employment and removed them from the TEACH system?

|  |     |
|--|-----|
|  | Yes |
|--|-----|

Thank you



# Entry 12 Uncertified Teachers

Created: 07/11/2018 • Last updated: 08/01/2018

**FTE Count of All Teachers 97  
(Certified and Uncertified) as of  
6/30/18**

**FTE Count of All Certified 63  
Teachers as of 6/30/18**

## Instructions for Reporting Percent of Uncertified Teachers

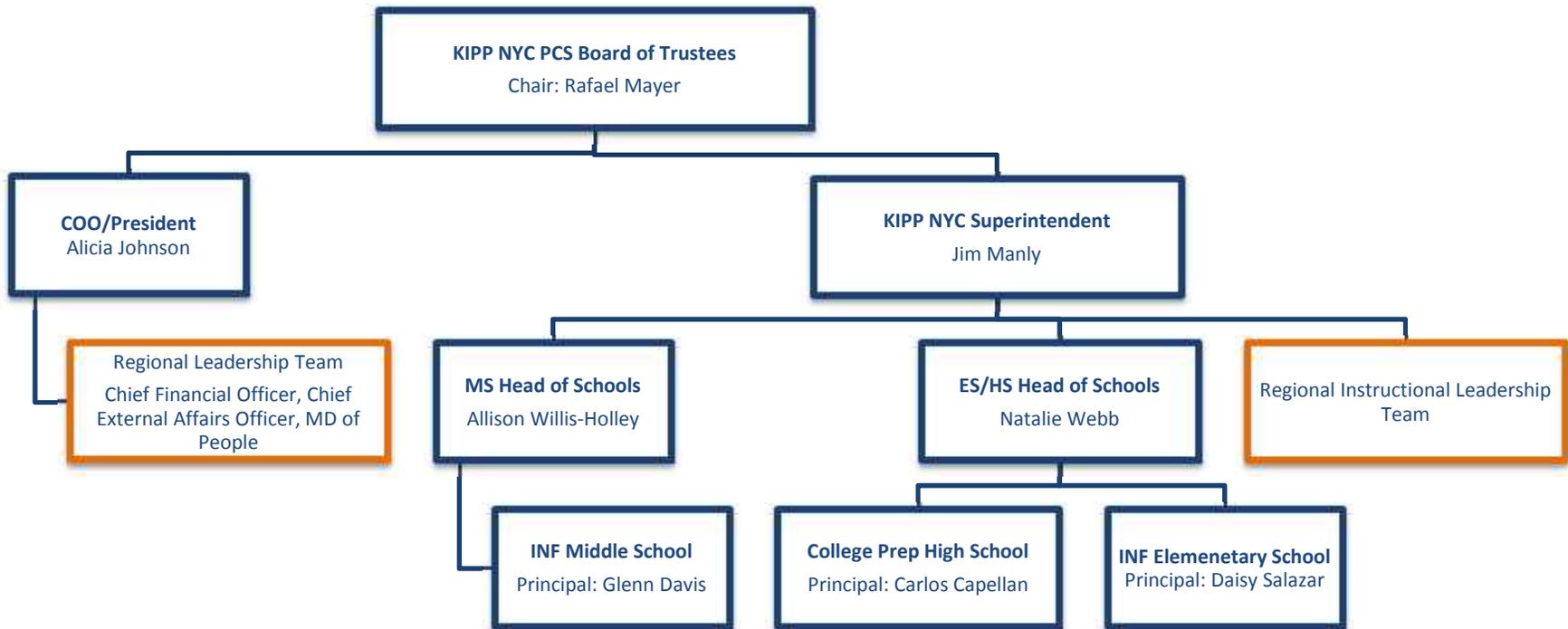
The table below is reflective of the information collected through the online portal for compliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Enter the relevant full time equivalent (FTE) count of teachers in each column. For example, a school with 20 full time teachers and 5 half time teachers would have an FTE count of 22.5. If more than one column applies to a particular teacher, please select one column for the FTE count. Please do not include paraprofessionals, such as teacher assistants.

**FTE count of uncertified teachers on 6/30/18, and each uncertified teacher should be counted only once.**

|   | FTE Count |
|---|-----------|
| 1. Total FTE count of uncertified teachers (6-30-18)  | 34        |
| 2. FTE count of uncertified teachers with at least three years of elementary, middle or secondary classroom teaching experience (6-30-18) | 33        |
| 3. FTE count of uncertified teachers who are tenured or tenure track college faculty (6-30-18)  | 0         |
| 4. FTE count of uncertified teachers with two years of Teach for America experience (6-30-18)   | 0         |
| 5. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (6-30-18)        | 1         |
| 6. FTE count of uncertified teachers who do not fit into any of the prior four categories (6-30-18)                                       | 0         |

**Thank you.**







# KIPP Academy Middle School

t  
l  
s

|                  |
|------------------|
| <b>Principal</b> |
| Frank Corcoran   |

|                        |  |
|------------------------|--|
| <b>Operations (3)</b>  |  |
| Director of Operations |  |
| S                      |  |
| S                      |  |

|                                  |         |
|----------------------------------|---------|
| <b>Teaching and Learning (2)</b> |         |
| ELA                              | Teacher |
| Math/Science                     | Teacher |

|                             |      |
|-----------------------------|------|
| <b>Dean of Students (2)</b> |      |
|                             | Dean |
|                             | Dean |

|  |              |
|--|--------------|
| <b>Student Support Services (7 + 1*)</b> |              |
| Dir of Special Education<br>Director     |              |
| SPED - 8th                               | SPED Teacher |
| SPED - 5th                               | SPED Teacher |
| SPED - 7th                               | SPED Teacher |
| SPED - 6th                               | GLC          |
| SPED - 5th                               | SPED Teacher |
| Guided R                                 | SPED Teacher |

|                     |  |
|---------------------|--|
| <b>Guidance (3)</b> |  |
| S                   |  |
| S                   |  |
|                     |  |
| Social Worker       |  |

|                               |         |
|-------------------------------|---------|
| <b>5th Grade (4)</b>          |         |
| ELA- R                        | Teacher |
| ELA -W                        | Teacher |
| Math                          | Teacher |
| Science                       | Teacher |
| Nonfiction/<br>Social Studies | GLC     |

|                      |         |
|----------------------|---------|
| <b>6th Grade (5)</b> |         |
| ELA- R               | Teacher |
| ELA-W                | Teacher |
| Math                 | Teacher |
| Science              | Teacher |
|                      |         |
| Social Studies       | Teacher |

|                                |  |
|--------------------------------|--|
| S                              |  |
| <b>Afterschool Program (1)</b> |  |
| Program Director               |  |

|                      |         |
|----------------------|---------|
| <b>7th Grade (5)</b> |         |
| ELA-R                | Teacher |
| ELA- W               | Teacher |
| History              | GLC     |
| Math                 | Teacher |
| Science              | Teacher |

|                      |         |
|----------------------|---------|
| <b>8th Grade (5)</b> |         |
| ELA-R                | Teacher |
| ELA- W               | Teacher |
| History              | Teacher |
| Math                 | Teacher |
| Science              | Teacher |

|                                |         |
|--------------------------------|---------|
| <b>Specials/Enrichment (2)</b> |         |
| Music                          | Teacher |
|                                | Teacher |

## KIPP Academy Elementary School

|                |
|----------------|
| Principal      |
| Tyritia Groves |

|                    |  |
|--------------------|--|
| Operations (3)     |  |
| Dir. of Operations |  |
| SOA                |  |
| SOM                |  |

|      |  |
|------|--|
| Dean |  |

|             |  |
|-------------|--|
| Dean Fellow |  |
|             |  |

|                      |  |
|----------------------|--|
| Social Work Team (2) |  |
| Social Worker        |  |
| Social Worker        |  |

|                  |              |  |
|------------------|--------------|--|
| Kindergarten (6) |              |  |
| GTL              |              |  |
| Teacher          | SPED Teacher |  |
| SPED Teacher     | Teacher      |  |
| Teacher          | Teacher      |  |

|               |              |  |
|---------------|--------------|--|
| 3rd Grade (5) |              |  |
| GTL: ?        |              |  |
| Teacher       | SPED Teacher |  |
| Teacher       | Teacher      |  |
| Teacher       | Teacher      |  |

|                              |  |
|------------------------------|--|
| Student Support Services (3) |  |
| SPED Interventionist         |  |
| SPED Interventionist         |  |
| ELL Interventionist          |  |

|               |              |  |
|---------------|--------------|--|
| 1st Grade (6) |              |  |
| GTL           |              |  |
| Teacher       | SPED Teacher |  |
| Teacher       | Teacher      |  |
| Teacher       | Teacher      |  |

|               |         |  |
|---------------|---------|--|
| 4th Grade (6) |         |  |
| GTL           |         |  |
| SPED Teacher  | Teacher |  |
| SPED Teacher  | Teacher |  |
| Teacher       | Teacher |  |

|                          |         |
|--------------------------|---------|
| Specials (5 + 2 science) |         |
| Music                    | Teacher |
| P.E.                     | Teacher |
| Visual Art               | Teacher |
| Dance                    | Teacher |
| Theater                  | Teacher |
| Science (Upper)          | Teacher |
| Science (Lower)          | Teacher |

|               |              |  |
|---------------|--------------|--|
| 2nd Grade (5) |              |  |
| GTL           |              |  |
| SPED Teacher  | Teacher      |  |
| Teacher       | SPED Teacher |  |
| Teacher       | Teacher      |  |

|                    |  |
|--------------------|--|
| Empire Fellows (2) |  |
| Empire Fellow      |  |
| Empire Fellow      |  |

|                  |              |
|------------------|--------------|
| Additional Staff |              |
| Staff Member     | Staff Member |



# 2018-2019 SCHOOL CALENDAR FOR STUDENTS: KINDERGARTEN – 8<sup>TH</sup> GRADE

| AUGUST '18 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

| SEPTEMBER 18 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           |    |    |    |    |    |    |

| OCTOBER 18 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            | 1  | 2  | 3  | 4  | 5  | 6  |
| 7          | 8  | 9  | 10 | 11 | 12 | 13 |
| 14         | 15 | 16 | 17 | 18 | 19 | 20 |
| 21         | 22 | 23 | 24 | 25 | 26 | 27 |
| 28         | 29 | 30 | 31 |    |    |    |

| NOVEMBER 18 |    |    |    |    |          |    |
|-------------|----|----|----|----|----------|----|
| S           | M  | T  | W  | Th | F        | S  |
|             |    |    |    | 1  | 2        | 3  |
| 4           | 5  | 6  | 7  | 8  | <b>9</b> | 10 |
| 11          | 12 | 13 | 14 | 15 | 16       | 17 |
| 18          | 19 | 20 | 21 | 22 | 23       | 24 |
| 25          | 26 | 27 | 28 | 29 | 30       |    |

| DECEMBER 18 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | Th | F  | S  |
|             |    |    |    |    |    | 1  |
| 2           | 3  | 4  | 5  | 6  | 7  | 8  |
| 9           | 10 | 11 | 12 | 13 | 14 | 15 |
| 16          | 17 | 18 | 19 | 20 | 21 | 22 |
| 23          | 24 | 25 | 26 | 27 | 28 | 29 |
| 30          | 31 |    |    |    |    |    |

## August 2018

|           |   |
|-----------|---|
| August 16 | Family Preview Day  |
| August 17 | Family Preview Day  |
| August 20 | <b>Kindergarten/5<sup>th</sup> Grade: First day of school</b><br>Shortened schedule |
| August 22 | <b>ALL GRADES: First day of school</b><br>Shortened schedule                        |

## September 2018

|              |   |
|--------------|---|
| September 3  | <i>NO SCHOOL</i> : Labor Day  |
| September 4  | <b>School Resumes</b><br>Full schedule: Mon, Tues, Thu, Fri, Wed [end – 1:30pm] |
| September 10 | <i>NO SCHOOL</i> – Rosh Hashanah  |
| September 11 | KIPP IN SESSION ( <i>DOE Schools closed</i> )                                   |
| September 19 | <i>NO SCHOOL</i> – Yom Kippur   |

## October 2018

|            |   |
|------------|---|
| October 5  | Progress Reports Trimester #1                 |
| October 8  | KIPP IN SESSION ( <i>DOE schools closed</i> ) |
| October 31 | <i>NO SCHOOL</i> : Staff Development          |

## November 2018

|                |   |
|----------------|---|
| November 1-2   | <i>NO SCHOOL</i> : Staff Development                            |
| November 9     | <i>End of Trimester 1</i>                                       |
| November 12    | KIPP IN SESSION ( <i>DOE schools closed for Veteran's Day</i> ) |
| November 19-23 | <i>NO SCHOOL</i> : Thanksgiving Break                           |
| November 28    | Trimester 1 Report Card Conferences                             |

## December 2018

|                |   |
|----------------|---|
| December 24-31 | <i>NO SCHOOL</i> : Winter Holiday Break |
|----------------|---|

## January 2019

|             |   |
|-------------|---|
| January 1-4 | <i>NO SCHOOL</i> : Winter Holiday Break       |
| January 7   | School Resumes                                |
| January 11  | Progress Reports Trimester #2                 |
| January 21  | <i>NO SCHOOL</i> : Martin Luther King Jr. Day |

## February 2019

|                  |   |
|------------------|---|
| February 5       | KIPP IN SESSION ( <i>DOE schools closed</i> ) |
| February 15      | End of Trimester #2                           |
| February 18 – 22 | <i>NO SCHOOL</i> : Mid-winter Break           |

## March 2019

|             |  |
|-------------|--|
| March 6     | Trimester #2 Report Card Conferences<br><b><i>NO SCHOOL for ES</i></b> |
| March 7 – 8 | <i>NO SCHOOL</i> : Staff Development                                   |

## April 2019

|               |   |
|---------------|---|
| April 2-4     | ELA State Test (Grades 3-8)                   |
| April 4       | KIPP NYC New Student Lottery                  |
| April 15 - 19 | <i>NO SCHOOL</i> : Spring Break               |
| April 22-26   | KIPP IN SESSION ( <i>DOE schools closed</i> ) |
| April 26      | Progress Reports Trimester #3                 |

## May 2019

|         |                                 |
|---------|---------------------------------|
| May 1-3 | Math State Test (Grades 3-8)    |
| May 27  | <i>NO SCHOOL</i> : Memorial Day |

## June 2019

|           |  |
|-----------|--|
| June 3-20 | Student dismissal at 3:00pm on Mon, Tues, Thurs, Fri<br>Student dismissal at 1:30pm on Wed |
| June 3    | 4 <sup>th</sup> /8 <sup>th</sup> Grade State Science Test                                  |
| June 4    | <i>NO SCHOOL</i> : Eid al Fitr   |
| June 14   | End of Trimester 3   |
| June 20   | Last Day of School for Students  |

| JANUARY 19 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    | 1  | 2  | 3  | 4  | 5  |
| 6          | 7  | 8  | 9  | 10 | 11 | 12 |
| 13         | 14 | 15 | 16 | 17 | 18 | 19 |
| 20         | 21 | 22 | 23 | 24 | 25 | 26 |
| 27         | 28 | 29 | 30 | 31 |    |    |

| FEBRUARY '19 |    |    |    |    |           |    |
|--------------|----|----|----|----|-----------|----|
| S            | M  | T  | W  | Th | F         | S  |
|              |    |    |    |    | 1         | 2  |
| 3            | 4  | 5  | 6  | 7  | 8         | 9  |
| 10           | 11 | 12 | 13 | 14 | <b>15</b> | 16 |
| 17           | 18 | 19 | 20 | 21 | 22        | 23 |
| 24           | 25 | 26 | 27 | 28 |           |    |

| MARCH 19 |    |    |          |    |    |    |
|----------|----|----|----------|----|----|----|
| S        | M  | T  | W        | Th | F  | S  |
|          |    |    |          |    | 1  | 2  |
| 3        | 4  | 5  | <b>6</b> | 7  | 8  | 9  |
| 10       | 11 | 12 | 13       | 14 | 15 | 16 |
| 17       | 18 | 19 | 20       | 21 | 22 | 23 |
| 24       | 25 | 26 | 27       | 28 | 29 | 30 |
| 31       |    |    |          |    |    |    |

| APRIL '19 |    |          |          |          |    |    |
|-----------|----|----------|----------|----------|----|----|
| S         | M  | T        | W        | Th       | F  | S  |
|           | 1  | <u>2</u> | <u>3</u> | <u>4</u> | 5  | 6  |
| 7         | 8  | 9        | 10       | 11       | 12 | 13 |
| 14        | 15 | 16       | 17       | 18       | 19 | 20 |
| 21        | 22 | 23       | 24       | 25       | 26 | 27 |
| 28        | 29 | 30       |          |          |    |    |

| MAY '19 |    |    |          |          |          |    |
|---------|----|----|----------|----------|----------|----|
| S       | M  | T  | W        | Th       | F        | S  |
|         |    |    | <u>1</u> | <u>2</u> | <u>3</u> | 4  |
| 5       | 6  | 7  | 8        | 9        | 10       | 11 |
| 12      | 13 | 14 | 15       | 16       | 17       | 18 |
| 19      | 20 | 21 | 22       | 23       | 24       | 25 |
| 26      | 27 | 28 | 29       | 30       | 31       |    |

| JUNE 19 |    |    |    |    |           |    |
|---------|----|----|----|----|-----------|----|
| S       | M  | T  | W  | Th | F         | S  |
|         |    |    |    |    |           | 1  |
| 2       | 3  | 4  | 5  | 6  | 7         | 8  |
| 9       | 10 | 11 | 12 | 13 | <b>14</b> | 15 |
| 16      | 17 | 18 | 19 | 20 | 21        | 22 |
| 23      | 24 | 25 | 26 | 27 | 28        | 29 |
| 30      |    |    |    |    |           |    |