



# KIPP:

## Metro Atlanta Schools

OUR PATH **FORWARD** LOOKS BRIGHTER THAN EVER...



KIPP: Metro Atlanta Schools  
**2022 ANNUAL  
REPORT**



# A Letter from Our Chief Executive Officer

Dear KIPP Friends,

This year, KIPP Metro Atlanta Schools celebrates our 20th year of educating scholars in our beloved communities. Over the last two decades, we have grown to 11 schools, educating 5,500 KIPPsters, and supporting over 1,000 alumni – these beautiful milestones are cause for celebration indeed!

A decade ago, in 2012, I had the most special honor of founding and leading KIPP Atlanta's first elementary school, KIPP STRIVE Primary School, which launched our K-12 scholar experience. Through our growth and evolution, we remain committed to ensuring that in all of our schools' joy continues to be a critical conduit for achieving ambitious academic and character outcomes. We adamantly believe that all students, in every zip code, deserve schools to which they are inspired to run.

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***I stand in awe and appreciation of the outstanding work we have accomplished together.***

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From magnifying our equity commitment to leveraging technology that supports all of our scholars and families by introducing a dual language translation tool that provides bidirectional communication between school and home. We also now have the technological resources in our classrooms to meet every KIPPster at their individualized learning needs, which is a much different experience from when I was a classroom teacher and the sole provider of differentiation. Lastly, we are bolder in sharing who we are and the accomplishments of our scholars, alumni, families, and teachers. We are spreading our good news, far and wide, with joy and humility!

I am incredibly honored to continue along this fantastic journey with you. As I look toward our future in education, I am passionately optimistic that across our nation we will do better at elevating teachers and all that they do to bring this ever-important mission to life. Teaching is the only profession that creates all other professions. Our teachers are truly our treasured units of change. There is still so much work left to do and by loving, supporting, and celebrating our teachers – we will both endure and succeed.

On behalf of our entire KIPP Metro Atlanta Schools team and family, thank you for being a champion for our schools and our KIPPsters, big and small. We share this milestone with you and look forward to the next 20 years!

Love,



**Mini'imah Shaheed**  
Chief Executive Officer,  
KIPP Metro Atlanta Schools



# Celebrating Our History

## From KIPP Through College to KIPP Forward

One of the largest shifts in our organization has been celebrating all the different pathways our scholars may choose to take post-high school graduation. Over the years, we learned from our scholars and families that pushing college as the only choice was isolating for those who did not desire to pursue a college degree directly after high school. We listened, we learned, and we pivoted how we supported our KIPPsters as they prepare for their futures.

***In 2020, we changed our college support program name from KIPP Through College to KIPP Forward, supporting scholars as they choose and prepare for the educational and career path that fits their goals and sense of purpose.***

For some KIPPsters, that means pursuing a postsecondary degree at a 4-year college or university. For others, it means serving our country or building a business. Whatever path they choose, our KIPP Forward Atlanta team ensures our KIPPsters are equipped with the knowledge, skills, and resources to pursue their dreams.

And it does not end there—the KIPP Forward team cultivates meaningful and trustworthy relationships with our KIPPsters, so when they graduate, they know a KIPP Forward Advisor is only an email, phone call, or Zoom call away. Keeping up with our KIPPsters and continuing to support them no matter what post-secondary path they choose is part of our promise.

"KIPPsters set a high bar for their futures. Our evolution comes from listening to and observing our alumni who have found fulfillment in their careers whether they pursued a Bachelor's degree directly after high school, or pursued many other pathways leading to meaningful lives.

Challenges are plentiful with regard to KIPPsters college and career choices. Many KIPPsters are first-generation college scholars and this automatically puts them at a disadvantage as they may not know many close family members who can provide information and education regarding the college-going process.

***What sets KIPP Forward apart from other organizations is our ability to concurrently support the multi-facets of the college experience for scholars.***

In the future, we envision each unit of KIPP Forward—Career Services, College Match, Persistence, and KIPP Middle School Alumni (KMSA)—reaching a level of maturity that only deepens the impact that our work has on scholars' ability to prepare for their post-secondary journey."

**IRVING WILLIAMS**

Managing Director of KIPP Forward





# Celebrating Our Present

## From KIPP Alumna to KIPP Educator

KIPP prepares scholars for college, career, and beyond and when their chosen career path calls them back to their KIPP community, it creates a full circle moment. KIPP's vision is for every child to grow up free to create the future they want for themselves and their communities, and there's no better example of that than when alumni reach back to support scholars whose shoes they once filled. We are encouraged by the energy and fierce commitment of our alumni who have returned and who are determined to make sure that KIPPsters receive the love, encouragement, and opportunities they were given.

"KIPP was there for me while I was in college when I did not know anything about college being a first-generation scholar.

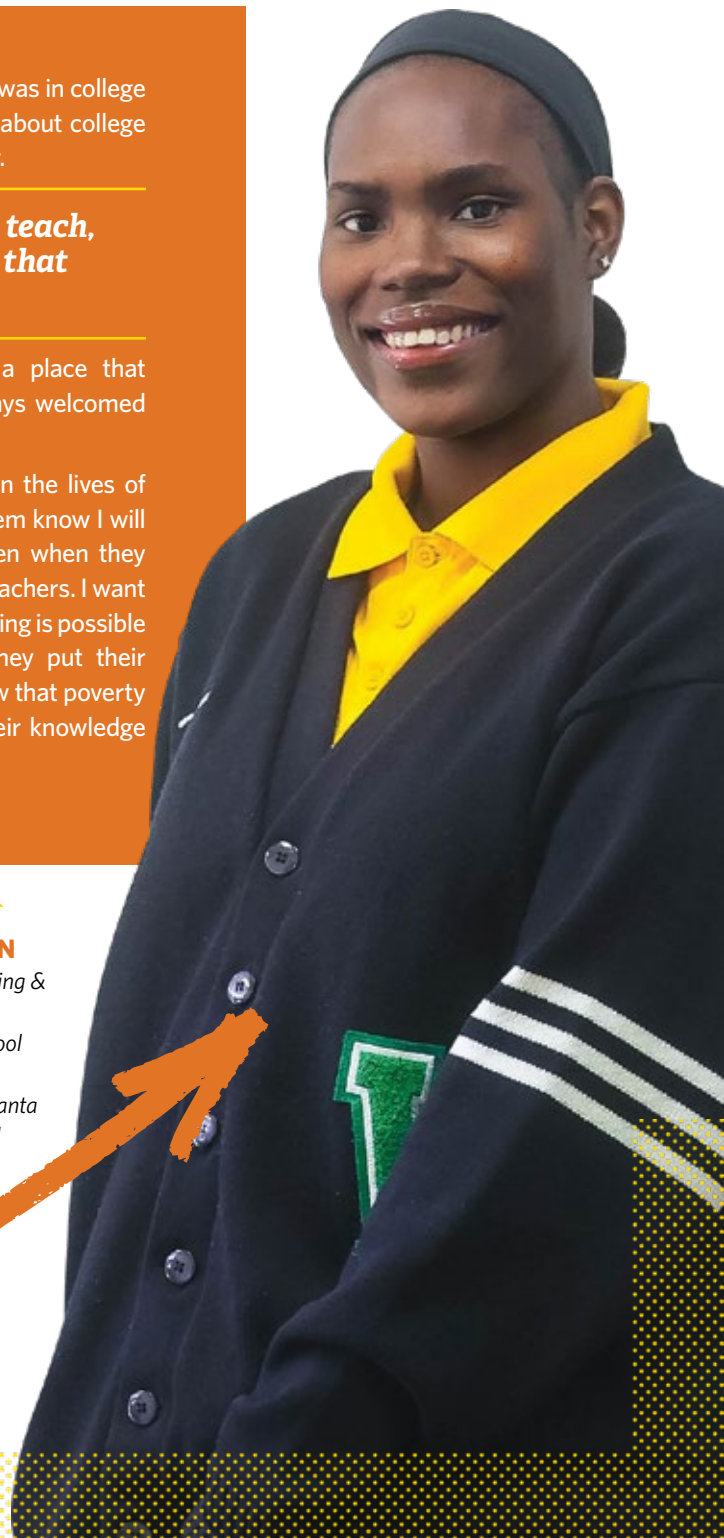
***I came back to KIPP to teach, to show others like me that anything is possible.***

I wanted to come back to a place that accepted me for me and always welcomed me with open arms.

I plan on making an impact on the lives of current KIPPsters by letting them know I will always be there for them, even when they move on to other grades and teachers. I want my scholars to know that anything is possible and they can do whatever they put their minds to. My scholars will know that poverty will never define them and their knowledge will forever speak for them."

### **IESHA WESTON**

First Grade Wheatley Reading &  
Writing Teacher,  
KIPP Vision Primary School  
-and-  
2015 Graduate of KIPP Atlanta  
Collegiate High School



# Celebrating Our Present

## Together with Our Partners

Our KIPP Metro Atlanta Schools community is supported by a host of donors and supporters with diverse backgrounds who are unified around the same vision—that every child grows up free to create the future they want for themselves and their community. The unwavering support of our community champions allows us to provide critical programming and support to our scholars that is not sourced from public funding.



"We were first introduced to KIPP more than a dozen years ago when we had the opportunity to meet the former Chief Executive Officer of KIPP Schools, Richard Barth. It particularly struck us how life-altering the opportunity to enroll at KIPP schools was for scholars and families.

We were both very fortunate to be able to receive an excellent education in public school systems, and that in large part provided the foundation upon which we were able to build our lives.

**All of these young scholars and their families deserve the same opportunity for an excellent education.**

If we can play a small role in that, then our efforts and support of KIPP will have been both justified and rewarded.

We do sincerely believe that education is the solution to so much that ails our community and for that matter, the world. That's why support for organizations like KIPP, which clearly have a positive impact, is so important."

### RON & CAROL BEERMAN

*KIPP Metro Atlanta Schools Supporters  
Since 2009*

In 2014, we recruited our first Parent Liaisons, a coalition of dedicated KIPP parents whose founding belief that a strong partnership between scholars, parents, and schools is intrinsic to scholar success. Since its formation, our Parent Liaisons have partnered with Atlanta Community Food Bank to combat food insecurities, connected parents with organizations that provide temporary housing and utility assistance, and created programs that support learning at home. Our Parent Liaisons are poised to ensure that all our families feel supported—in and outside of the classroom.

"I am a firm believer that parents deserve to have a choice in their child's public school education. All schools cannot be everything for all children. I am a Parent Liaison because I believe KIPP Metro Atlanta Schools offer parents viable alternatives to failing public schools in their communities. I want to educate the community about my experiences with KIPP and promote KIPP's best practices throughout metro Atlanta.

**Being a KIPPster is synonymous with academic achievement.**

I enrolled my scholars at KIPP because our local school cluster where my family resides struggled to maintain Adequate Yearly Progress (AYP) each year and I needed better options for public school. At KIPP, there are built-in mechanisms in place to ensure that those scholars persevere to graduation.

Schools and parents working in tandem is the best way to ensure the success of every scholar. With clear direction and understandable goals, KIPP Metro Atlanta Schools parents will show up and stay late every time."



### VERNETTA NURRIDIN

*KIPP Atlanta Collegiate Parent Liaison*



# Celebrating Our Future

## KIPP Metro Atlanta Schools Athletics

Since KIPP Metro Atlanta Schools was founded in 2003, we have been steadfast in our belief that academic rigor and enrichment classes fuel our KIPPsters' creativity and are a formula for success. But what about outside the classroom? Since 2003, our athletic offerings have expanded as we have expanded. Currently, all 11 of our schools offer a myriad of athletic opportunities. We have learned over the past 20 years that these athletic opportunities are contributing factors to scholar achievement. As we plan for our future, we have invested in our athletics programming and unified all of our K-12 sports teams under one name—KIPP Metro Atlanta Schools Athletics—and have consolidated our athletics regionally.

We are excited about the future of KIPP Metro Atlanta Schools Athletics and the lessons of leadership, teamwork, and determination that will extend our scholars' learning beyond the classroom.



### NYERE BROWN

*Regional Director of KIPP Metro Atlanta Schools Athletics*

"The investment in athletics is important for several reasons, but the most important of them all is to fulfill our promise of providing an enriching, full experience for our K-12 scholars. It is our responsibility to grow with our families and have the capacity to offer as many quality opportunities to fulfill our promise.

### **Athletics prepares our scholars for the adversity they may face in life and how to work through it.**

I can personally attest that sports participation helped mold and shape me into the person I am today. Our athletics program's culture truly represents that which is elevating, pushing, and encouraging the underdog. We are all about giving our Black and Brown scholars the encouragement to fight and push to be the greatest, regardless of the obstacles that may lie ahead of them.

In 10 years, KIPP Metro Atlanta Schools Athletics will be comparable to our counterparts in four key areas: facilities, infrastructure, budget, and visibility for our stakeholders."



# Celebrating Our Future

## KIPP Forward Career Services

In the 2022-23 school year, our KIPP Forward team launched its Career Services Department. The goal of Career Services is to provide resources to our KIPP Atlanta Collegiate High School scholars, specifically related to identifying their career goals and paths to achieve them. No matter what career path our scholars take, we know that each path requires certain skill development and opportunities so that they can thrive in the career of their choice.

Since its launch, the Career Services team has been able to offer career programming with guest speakers, facilitate bi-weekly classroom visits to deliver career content, offer career exposure activities to primary and middle school scholars, and provide individualized career support to scholars and alumni in the process of exploring multiple career options. At KIPP, we prepare all of our scholars for college and celebrate all paths to a fulfilling life.

"Career Services is so vital to a scholar's matriculation. In the past, there was more focus on college and as the world evolved, so have our KIPPsters and their thinking. Now, there are scholars who may want to explore a non-traditional route, or their post-graduation plans are not a linear trajectory. Therefore, the Career Services team is here to support scholars and alumni in their decisions of college, career, and beyond.

In the future, I see the Career Services Department thriving and growing exponentially because there is a need.

***I look forward to the expansion of the team, robust and innovative career programming, the partnerships that will be cultivated, and the impact made with scholars and alumni that will increase autonomy and informed decision-making in choosing a career pathway."***

**DR. DESJANE' VENABLE**

Director of KIPP Forward Career Services

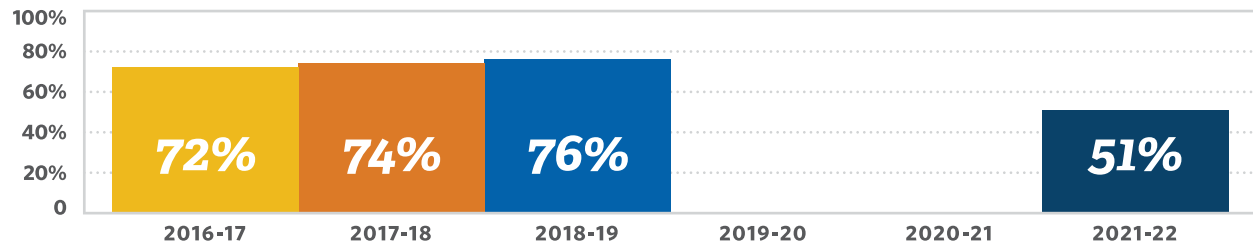


# Academic Results

***Our 2021-22 academic performance pushed us to set new ambitious targets for scholar growth and proficiency going forward.***

Currently, our proficiency levels are lower than we have seen before on the Georgia Milestones, a series of annual assessments given in grades 3-12 that measure scholar proficiency in subject matter like math and ELA. However, we continue to outperform the neighborhood schools where our scholars would normally attend in the majority of subjects and grades.

## GEORGIA MILESTONES COMPREHENSIVE PERFORMANCE



*\*You will notice a break in Georgia Milestone results for school years 2019-20 and 2020-21 due to the pandemic. This data set reflects developing, proficient, and distinguished learners.*

For many school years leading up to the pandemic, our scholars were showing steady academic growth until we transitioned to distant learning. As we returned back in person for the 2021-2022 school year, we learned that even with our efforts to address the various gaps and obstacles in virtual learning, some of our scholars still experienced some level of learning loss.

Due to the disruptions in scholars' classroom environments, and in alignment with our district partners, we have decided that Georgia Milestone scores from the school year 2021-22 are not comparable to pre-pandemic years. The 2021-2022 school year will set a new baseline for scholar academic performance and help us determine new ambitious targets for scholar growth and proficiency going forward. With this new baseline, we anticipate accelerated academic growth for our K-12 scholars across the region.

We know there's still so much to improve upon and we are poised to do the necessary work to ensure our scholars have better opportunities to be successful in their academic achievements.

***We have identified scholar attendance as an organizational priority and its direct correlation to scholar academic performance.***

We know that if we can win at attendance—eliminating any barriers that prevent scholars from school—then we can begin to see improvements in academic performance. In addition, we will continue to focus on Foundational Literacy and the Science of Reading as a way to improve reading instruction. Lastly, we are committed to ensuring our scholars have more time and opportunity for learning, leveraging High Impact Tutoring, Saturday School, and implementing summer school for all levels.

## HIGH SCHOOL GRADUATION RATES

We are proud to share that our KIPP Atlanta Collegiate High School (KAC) graduation rate for the 2021-22 school year exceeds both the state and district averages. KAC's graduation rate has also improved year over year, increasing from 85.2% for the 2020-21 school year to 92.2% for the 2021-22 school year.

**92.2%**  
KIPP Atlanta Collegiate  
High School

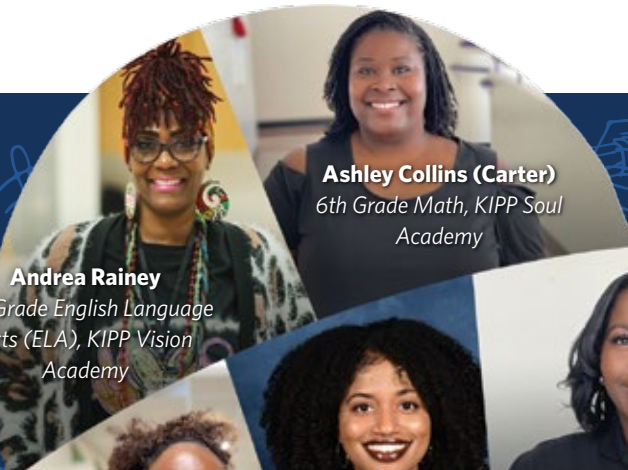
**84.1%**  
State of Georgia

**84%**  
Atlanta Public Schools



# 2021-22 Teachers of the Year

We are excited to celebrate our top performing teachers from the 2021-22 school year in this year's annual report!



**Andrea Rainey**  
5th Grade English Language  
Arts (ELA), KIPP Vision  
Academy



**Ashley Collins (Carter)**  
6th Grade Math, KIPP Soul  
Academy



**Brandon Martin**  
5th Grade Science, KIPP  
STRIVE Academy



**Charles Peters**  
Multicultural Literature and  
Composition, KIPP Atlanta  
Collegiate High School



**Devonique Small**  
5th Grade Writing, KIPP  
Woodson Park Academy (5-7)



**Gina Hines**  
Kindergarten Reading, KIPP  
Woodson Park Academy (K-4)



**Jamila Bailey**  
Kindergarten Reading, KIPP  
Soul Primary School



**Jivontray Parker**  
Kindergarten Reading, KIPP  
WAYS Primary School



**Keshawn Jones**  
2nd Grade Reading, KIPP  
Vision Primary School



**Kourtney Garner**  
8th Grade Math, KIPP South  
Fulton Academy

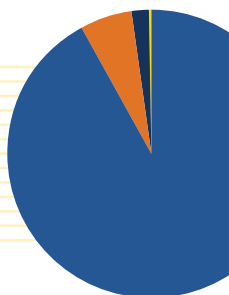


**Lark Parker**  
7th Grade Reading, KIPP  
WAYS Academy



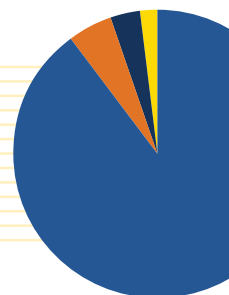
**Mahagony Phillips**  
1st Grade Math, KIPP STRIVE  
Primary School

## Financials: Fiscal Year 2022



### REVENUES

- **Public Funding** \$87,875,619
- **Private Contribution for Operations** \$5,673,147
- **Other** \$1,863,775
- **Capital Campaign** \$109,473
- TOTAL** \$95,522,014



### EXPENSES

- **Instruction/Program** \$84,404,820
- **Capital Expenses** \$4,642,312
- **General Administration** \$3,094,010
- **Other** \$1,661,620
- TOTAL** \$93,802,762

# Thank You to Our Partners

*We are incredibly grateful for the continued generous support of our partners during the 2021-2022 school year.*

Your commitment and investment in our shared belief of nurturing the gifts and talents of our scholars is what helps us maintain our promise to our scholars and families. Thank you for helping us create joyful, academically excellent schools that prepare scholars with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

## FOUNDATIONS

AmazonSmile Foundation  
Atlanta Track Club Foundation  
Dollar General Literacy Foundation  
Douglas J. Hertz Family Foundation  
ECMC Foundation  
Edus H. and Harriet Warren Charitable Fund

John and Mary Franklin Foundation  
Kauffman Foundation Inc.  
KIPP Foundation  
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Mary Alice and Bennett Brown Foundation  
Peil Charitable Trust  
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Shearon and Taylor Glover Family Fund  
The Gay & Erskine Love Foundation  
The Jack and Anne Glenn Foundation  
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The LuluMa Foundation  
The Marcus Foundation

The Merancas Foundation  
The Patterson Family Foundation  
The Sara Giles Moore Foundation  
The Ward Foundation  
The Zeist Foundation, Inc.  
Tolleson Family Foundation  
Truist  
Wilds L. Pierce II Charitable Foundation

## ORGANIZATIONS

Achievers  
ASD | Sky  
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Atlanta Capital Management Co.  
Atlantic Capital Bank  
Bain and Company  
Buckhead Church  
Cadence Bank  
CIBC Private Wealth Management  
Concourse Capital Management, LLC.

Corporate Environmental Risk Management, LLC  
Cox Enterprises  
Delta Air Lines  
Delta Community Credit Union  
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Fulcrum Equity Partners  
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Georgia-Pacific  
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In-Home Tutors Atlanta

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Kurt Brinner  
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Leila Brown  
Tamesha Brown  
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Donald Burke  
Gayle Burnett  
Catherine Bush  
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Travia Charmont  
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Jasper Clark  
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Robyn and David Cole  
Jamina and Norman Cole  
Cynthia Coles  
Nicole and Miles Cook  
Rob Couch  
Kathy Boehmer and Cole Cowden  
Benjamin Cox  
Richard Cox

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Bruce Daniels  
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Timothy DeBruyne  
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Robyn and Mark Feinberg  
Charlotte Rigby Few  
Judy and Stanley Fineman



# Thank You to Our Partners

(Continued)

## FRIENDS OF KIPP (CONTINUED)

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George Jones	W. Hampton and Carter H. Morris		Iliana Yanes
Sterling Jones	Emmett Morse		Charlotte Yang
Carol Jones	Clair and Thomas Muller		Troi Young
Harshita and Vasant Kamath	Richard Murray		Maria Yu
Bo and Connor Keatley	Kara and Brian Mylod		Kenneth Zeff
John Kelley	The Nasir Family		

*\*All gifts listed were received during the 2021-22 school year (July 1, 2021 - June 30, 2022). Every effort has been made to ensure the accuracy of this report. If you find an error or would like to be removed from future listings, please accept our apologies and reach out to Aache Harrison at (404) 918-8022 or [aharrison@kippmetroatlanta.org](mailto:aharrison@kippmetroatlanta.org).*

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\*Denotes Honorary Director



# KIPP

Metro Atlanta Schools

1445 Maynard Road NW, Atlanta, GA 30331

**KIPPMETROATLANTA.ORG**

KIPP Metro Atlanta Schools is part of KIPP Public Schools, a national network of public charter schools that prepares scholars with the skills and confidence to create the future they want for themselves, their communities, and us all. There are currently 280 KIPP schools nationally, with 15,000 educators and 175,000 scholars and alumni.