THE MISSION COMES FULL CIRCLE

EIGHT YEARS LATER: CELEBRATING OUR FOUNDING HIGH SCHOOL CLASS AS COLLEGE GRADUATES.
THE DRIVE TO BE DIFFERENT

It's not often you get the chance to meet a NASCAR driver up close and personal and have the chance to be featured in a Netflix documentary! On Juneteenth, a group of KIPP Nashville students and alumni got a special opportunity to sit down with NASCAR racecar driver Bubba Wallace. Through Wallace's “Live to Be Different” foundation (L2BD), he is partnering with KIPP to share his journey to racing and finding his voice as an advocate for racial justice and diversity in the sport. The day before he competed in the Ally 400 Cup Series race, Wallace spent time sharing his story with us at the Nashville Super Speedway, a day that also included a track tour and opportunities to watch the race.

“It’s the idea that you have the freedom to choose your own path and make the future you want for yourself and your community. Everyone is different, but no matter your differences, it’s important for people to have equal opportunities.”

Brian Davis, KIPP Academy Nashville alum and Georgetown University Class of 2021 graduate featured below with Bubba Wallace.

Nashville Superspeedway president, Erik Moses, sharing his experiences and career advice with our students.
Dear Team,

We kicked off the 2021-2022 school year by welcoming all our students back for in-person learning for the first time in two years. Students, families, and teachers were eager to get back into a routine and certainly no one took for granted the joy of simply being together in the same space again.

Once again, this year presented unique challenges and opportunities. Student performance at the beginning of the school year at or above grade level was down by about 50% compared to pre-pandemic levels. From a social emotional standpoint, many KIPPsters were coming back to school in a building they had never set foot in, and interacting with peers and teachers they’d never met, relying more heavily on our mental health services.

As a KIPP region, we set out to tackle two main priorities during the 2021-2022 school year: foundational literacy and leaders developing leaders.

It is our ambitious goal that by 2025, at least 90% of our elementary school students will be reading at or above grade level. That would be the highest reading level for all open-enrollment, non-magnet schools in our city. This goal is fundamental to our students’ success, both inside and outside of the classroom. Our elementary school academics team reimagined our literacy program from the inside out, focusing on aligned curriculum and ongoing staff professional development rooted in the science of reading.

As KIPP Nashville grows, it is critical that we cultivate and develop our own leaders internally. We are doing this through investing in a variety of leadership pathways, including our Principal in Residence Program and Director of Operations in Residence Program. This year, we also launched the KIPP Nashville Master Teacher Program, welcoming 13 master teachers into this exclusive cohort. I’m excited about these initiatives, because harnessing the immense potential within our own buildings is how we grow and continue to get better.

Perhaps the biggest milestone of this school year is celebrating a full circle moment - our founding 9th grade students from KIPP Nashville Collegiate High School are now college graduates! It feels like yesterday that we opened the doors to Collegiate in 2014, when some of our students rode the city bus three hours each day just to come to our school. This group of determined alumni graduated from schools around the country, like Princeton, Wellesley, Duke, Rhodes, Vanderbilt, MTSU, and Fisk. They represent future educators, lawyers, entrepreneurs, business and community leaders. There’s no doubt in my mind that they will continue to make our world a better place.

As we look ahead to the 2022-2023 school year and beyond, we are excited by the opportunity to open our new high school in Antioch in August 2023. This high school will complete a full Kindergarten through 12th grade KIPP pathway for the Southeast Nashville community.

We welcome and are eager to tackle new challenges that come our way in-service of our 3,300 students and their families, and we are grateful for the continued support of our community.

In gratitude,

RANDY DOWELL
Executive Director

FROM THE FOUNDER

TABLE OF CONTENTS

KIPP NASHVILLE UPDATES
6 MISSION AND VISION
8 KIPP NASHVILLE QUICK FACTS: Our Students
10 KIPP NASHVILLE TALENT: Our Team
12 TALENT SECTION: Diverse Leadership Pipeline
16 SOUTH NASHVILLE UPDATES: Our New High School
18 SOUTH NASHVILLE UPDATES: Celebrating Team and Family Achievements

TEAM AND FAMILY FEATURES
20 FOUNDATIONAL LITERACY: Literacy and Justice For All
24 MENTAL HEALTH & HEALING IN SCHOOLS: Impact of Grant Money
26 OPERATIONS MATTERS: Power Moves

KIPP FORWARD
30 SUPPORTING STUDENTS THROUGH COLLEGE, CAREER AND BEYOND
32 REFLECTIONS FROM THE CLASS OF 2022
34 KIPP FORWARD IN ACTION

COVER STORY
36 THE FIRST: A Full-Circle Mission Moment Celebrating Our Founding High School Class

PERSPECTIVES
40 FAMILY
42 STUDENTS
44 COMMUNITIES IN SCHOOLS
48 SPORTS, ARTS AND EXTRACURRICULARS
50 THE SCIENCE OF CAREER

2020-2021 KIPP NASHVILLE BOARD OF DIRECTORS
Jim Flautt, Board Chair
Cynthia Arnholt
Chris Barbic
Karl Dean
Elizabeth Dennis
Camiqueka Fuller
J. Andrew (Drew) Goddard
Beth Harwell
Rick Martin
Jeff McGruder
William Seibels
Will Ed Settle
Tom Wyly

WRITERS  Erin Holt, Dia Liggons, Alexandria Oliver
PHOTOGRAPHY  Courtney Davidson, Erin Holt, Dia Liggons and KIPP Nashville schools
OUR MISSION
Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

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

Grades K-4
FOUNDED IN 2015

Grades K-4
FOUNDED IN 2017

Grades K-4
FOUNDED IN 2018

Grades 5-8
FOUNDED IN 2019

Grades 5-8
FOUNDED IN 2013

Grades 9-12
FOUNDED IN 2014

Grades 9-12
OPENING IN 2023

NASHVILLE
EAST NASHVILLE
MADISON
WHITES CREEK
Sylvan Park
Berry Hill
Antioch

50% FEMALE STUDENTS
50% MALE STUDENTS

58% Black/African America
21% Hispanic
8% Multi-Ethnic
8% White

2% Asian
11% Special Education
14% ELL Students

3,100 STUDENTS

STUDENT RETENTION
August 2021 - May 2022
92%

AVERAGE DAILY STUDENT ATTENDANCE
2021 - 2022 School Year
92%

AS OUR SCHOOLS IN SOUTH NASHVILLE GROW, THE DEMOGRAPHICS OF OUR STUDENT POPULATION ARE CHANGING.

MNPS
KIPP Nashville 21-22
KIPP Nashville 20-21
KIPP Nashville 19-20
KIPP Nashville 18-19

LATINO
BLACK

19% 21% 23% 24% 29%
74% 67% 63% 60% 40%

OUR SCHOOLS

KIPP NASHVILLE MAGAZINE | 2021-2022
Our Team

We are committed to hiring a diverse group of teachers and staff that reflect our student and family population. In 2021-2022, we nearly doubled the number of Latinx new hires! This is especially significant as our student population continues to shift with growth in our Antioch schools.

Leaders Developing Leaders

For the 2022-2023 school year:

- 78% of school leadership positions filled by internal candidates (14 out of 16 open positions)
- 72% of those internal hires identify as people of color

Building a Diverse Leader Pipeline

As KIPP Nashville continues to grow, it is critical we continue to cultivate and develop leaders internally. We want to see our teachers becoming leaders within their schools, our leaders entering the Principal in Residence program and ultimately, a leader from within KIPP lead our schools. We are committed to building a leadership pipeline that reflects our students and families.

Our Principal in Residence (PIR) program is a two-year program designed to develop the next generation of leaders in KIPP Nashville. Each PIR embeds as an Assistant Principal at one of our schools and works closely with their colleagues in the cohort throughout the year.

100% of open principal positions for the 2022-2023 school year were internal hires through the PIR program.

Leader Spotlight - In Their Own Words

"At the end of my second year of teaching at KIPP, my coach and principal started talking to me about my next move and mentioned putting me on a track to become an Assistant Principal one day. At the end of my third year that opportunity opened up, but during that third year, I had switched grade levels as a teacher to experience more, and I became a GTL (Grade Team Leader) and Instructional Coach. So before diving into a full time leadership role, I had those mid-level leadership positions that allowed me to focus on one teacher’s development and confirmed that I enjoyed the observation and feedback cycle, which is a critical part of a leadership position at KIPP. During my time as GTL and Instructional Coach, I got a lot of instrumental feedback of what I needed to work on and challenge myself with.

I had never pictured becoming an Assistant Principal before, I was thinking of more lateral roles. It was impactful to hear someone voice what they thought I could do in the future and then focus then on me developing those skills. I have felt at KAN like somebody was always in my corner and that somebody was thinking about my development the whole time I’ve been here. I’ve never experienced that before KIPP."

Aubrey Collins
Assistant Principal of Humanities at KIPP Academy Nashville

Staff Retention

By investing in and prioritizing leadership development, all teammates across our region have intentional, hands-on professional development opportunities aligned with their career aspirations. Each teammate has a coach and leader working with them to make sure they are growing toward a career that excites them, whether that is staying in the classroom and becoming a Master Teacher, or working toward a school leadership role.

At KIPP, we want people to come for a job and stay for their career.

Total Lead and Associate Teachers

- 188 total
- 13% male
- 87% female

Percentage of New Hires Identifying as Persons of Color

- 67% of new hires identifying as persons of color

Leadership Development

- 100% of open principal positions for the 2022-2023 school year were internal hires through the PIR program
WHY MAKE THIS SHIFT?

Every school has a different personality, strengths, areas of focus, priorities - all under the cohesive regional vision of Leaders Developing Leaders and elementary literacy. This allows schools to add roles that would be most impactful for student and adult learning. All schools thought deeply and intentionally about their school, community and staff to determine the most high-impact roles for their team.

SCHOOL-SPECIFIC ROLES ADDED

- Additional interventionists to support learners who needed additional small-group instruction in reading and math
- Instructional coaches to accelerate the growth and development of teachers

EMPOWERING LEADERS

SCHOOL AUTONOMY IN STAFFING MODEL

Coming out of the 2021-2022 school year so interrupted by COVID, we saw each school community and each grade band face unique challenges and also present unique opportunities.

Looking ahead to the 2022-2023 school year, Principals had the opportunity to explore new, creative staffing solutions to meet school-specific challenges in addition to continuing our region-wide contract with two organizations that embedded in several of our schools to provide high dosage tutoring throughout and after the school day.

LEADERSHIP DEVELOPMENT IN ACTION

Jeremy Perry participated in the DOO in Residence Program and transitioned to Director of Operations at KIPP Antioch College Prep Middle School in Semester 2 of the 2021-2022 school year.

“My goal was to learn as much as possible in the Residence program and be fully prepared to be a Director of Operations when the opportunity was presented. KIPP Nashville has given me the opportunity to develop and transition into school leadership. I also have peers who have developed and stepped into leadership roles within KIPP Nashville. I believe opportunities are there for those who aspire to follow a leadership pathway and are willing to take developmental steps that match those goals. Connect with the right people, ask good questions, and focus on students.”

Jeremy Perry
Director of Operations at KIPP Antioch College Prep Middle School

PRINCIPAL IN RESIDENCE PROGRAM SPOTLIGHT

“The Principal in Residence Program was a good opportunity with planned time and space for intentional development, which is super helpful. It was impactful to have that protected time to be able to develop and be a part of a cohort. It was also a space where I got to learn from a lot of different leaders. We heard from various departments within KIPP Nashville and from KIPP teammates around the country. That opportunity widens your network and widens your lens and scope of understanding, because there’s so many different resources. PIR provided invaluable time to learn from each other and understand the challenges in each of our schools, especially in middle and high school, because we might not have had the ability to talk to each other. I’m using this experience to share resources with our other PIR alumni, who are current principals at other KIPP Nashville schools.”

Brittnee Kennedy
PIR alumna and current Principal of KIPP Antioch College Prep Elementary School

Jeremy Perry participated in the DOO in Residence Program and transitioned to Director of Operations at KIPP Antioch College Prep Middle School in Semester 2 of the 2021-2022 school year.

“My goal was to learn as much as possible in the Residence program and be fully prepared to be a Director of Operations when the opportunity was presented. KIPP Nashville has given me the opportunity to develop and transition into school leadership. I also have peers who have developed and stepped into leadership roles within KIPP Nashville. I believe opportunities are there for those who aspire to follow a leadership pathway and are willing to take developmental steps that match those goals. Connect with the right people, ask good questions, and focus on students.”

Jeremy Perry
Director of Operations at KIPP Antioch College Prep Middle School

PRINCIPAL IN RESIDENCE PROGRAM SPOTLIGHT

“The Principal in Residence Program was a good opportunity with planned time and space for intentional development, which is super helpful. It was impactful to have that protected time to be able to develop and be a part of a cohort. It was also a space where I got to learn from a lot of different leaders. We heard from various departments within KIPP Nashville and from KIPP teammates around the country. That opportunity widens your network and widens your lens and scope of understanding, because there’s so many different resources. PIR provided invaluable time to learn from each other and understand the challenges in each of our schools, especially in middle and high school, because we might not have had the ability to talk to each other. I’m using this experience to share resources with our other PIR alumni, who are current principals at other KIPP Nashville schools.”

Brittnee Kennedy
PIR alumna and current Principal of KIPP Antioch College Prep Elementary School

Jeremy Perry participated in the DOO in Residence Program and transitioned to Director of Operations at KIPP Antioch College Prep Middle School in Semester 2 of the 2021-2022 school year.

“My goal was to learn as much as possible in the Residence program and be fully prepared to be a Director of Operations when the opportunity was presented. KIPP Nashville has given me the opportunity to develop and transition into school leadership. I also have peers who have developed and stepped into leadership roles within KIPP Nashville. I believe opportunities are there for those who aspire to follow a leadership pathway and are willing to take developmental steps that match those goals. Connect with the right people, ask good questions, and focus on students.”

Jeremy Perry
Director of Operations at KIPP Antioch College Prep Middle School
During the 2021-2022 school year, KIPP Nashville launched the Master Teacher Program. This program is designed to identify, reward, and learn from KIPP Nashville’s most impactful teachers. Through this program, we aim to expand opportunities for exceptional educators to stay in the classroom and be rewarded rather than needing to leave the classroom for advancement and recognition, and deepen a shared vision of exceptional teaching across the KIPP Nashville region to raise our collective impact on our KIPPsters.

Master Teachers at KIPP Nashville have demonstrated exceptional results with students at our schools, demonstrate strong overall mastery of the Instructional Excellence Rubric, uphold the core values of Growth, Team, and Shine, and enthusiastically open their doors to colleagues from across the region, allowing others to learn from the best of the best.

RECOGNIZING EXCELLENCE IN TEACHING
INTRODUCING THE MASTER TEACHER PROGRAM AND KIPP NASHVILLE’S INAUGURAL COHORT

2022 Master Teachers:
John Bowyer, KIPP Antioch College Prep Middle
Misty Caldwell, KIPP Academy Nashville
Caitlin Flaherty, KIPP Nashville College Prep Elementary
Dominique Heyward, KIPP Nashville College Prep Elementary
Kylan Holt, KIPP Nashville College Prep Middle
Kaella Mitchell, KIPP Nashville College Prep Middle
Erin Paul, KIPP Antioch College Prep Elementary
Lindsay Raham, KIPP Nashville College Prep Elementary
Tova Rivera, KIPP Antioch College Prep Middle
Grace Rapp Sallusti, KIPP Nashville College Prep Elementary
Kate Stasik, KIPP Nashville Collegiate High School
Diane Thompson, KIPP Nashville Collegiate High School
Megan Tipton, KIPP Antioch College Prep Elementary
GROWING TO MEET THE NEED

The new KIPP Antioch College Prep Middle School building opened its doors in August 2021. The 48,661 foot building is on the same property as KIPP Antioch College Prep Elementary School and is home to many siblings of younger students just down the hill.

Our two schools in Antioch continue to see high demand from families in the surrounding community.

Most recently, we had 1,200 applications for 250 open seats across our elementary and middle school.

A NEW HIGH SCHOOL OPENING IN 2023

KIPP Nashville has officially purchased the former Macy's building at the Global Mall in Antioch. This will serve as the location for our new high school and a home for our founding middle school students as they enter ninth grade.

By opening this new high school, we will offer Antioch families a full K-12 pathway in their community. Most recently, Metro Nashville announced its purchase of the Global Mall property, with plans to create a community hub in partnership with Vanderbilt University Medical Center. We are looking forward to being a part of this important community project in Southeast Nashville!

THE PATH TO ANOTHER 5-SCHOOL CLUSTER IN SOUTH NASHVILLE

We have submitted two more applications to the Metro Nashville Board of Education, an additional elementary and middle school. By opening these two schools, KIPP Nashville would be able to replicate the 5-school cluster model already in place in North and East Nashville: two elementary schools that feed two middle schools that feed one high school. If approved, we anticipate these two new schools would come online sometime in the next five years.
Congratulations to Nikki Olszewski for winning Principal of the Year for the Middle Tennessee Grand Division! “Mrs. O” as the students at KIPP Antioch College Prep love to call her was one of nine Principal of the Year finalists across the state. Mrs. Olszewski has dedicated the past 15 years of her career to education, and is in her 11th year with KIPP Nashville. She has spent nine of those years with KIPP as a Principal. Throughout her time at KIPP, she has impacted hundreds of students and families and served as a powerful and inspiring leader within our community. During the 2022-2023 school year, Mrs. Olszewski will step out of her principal role and will be leading KIPP Nashville’s Principal in Residence program, helping grow and develop the next generation of leaders.

KIPP Nashville Collegiate High School named one of the top 25 best public high schools in Tennessee for the 2nd year in a row by U.S. News & World Report.

KIPP Nashville Collegiate High School earned the College Board’s 2021 AP Computer Science Female Diversity Award for expanding young women’s access to AP Computer Science Principles (CSP). This honor recognizes the outstanding work schools across the country are doing to engage more female students in computer science. Research shows that female students who take AP computer science are more likely to major in computer science in college compared to female students of similar background and academic preparation who didn’t take AP computer science courses.


Taylor Hogan, Collegiate alumna, wins prestigious KIPP Federal Policy Fellowship in Washington D.C. This fellowship is given to 20 KIPP alumni who aspire to a career in policy, advocacy, or public service. This is a seven-month long, paid, hands-on experience created in response to the inequity of unpaid Congressional internships and aims to break down historical barriers to careers in federal policy and advocacy. Taylor is a rising senior at Howard University where she is a Health Management major and a Political Science minor. Pursuing a career in public health, Taylor hopes to run a non-profit organization that provides healthcare services to underserved communities, and to one day, become the Secretary of Health and Human Services.

Brandon Cruz, a member of the KIPP Nashville Collegiate High School Class of 2022, named as part of the 38 inaugural Rales Scholars cohort. Rales Scholars are selected from across the country based on their demonstrated leadership skills. Each student will be awarded financial support to help defray the costs of college, mentorship, internship placement support, financial literacy education and more! Brandon is attending the University of Pennsylvania and plans to study Business Administration and Marketing.

Ms. Fripp named a quarterfinalist for the Grammy’s 2023 Music Educator Award! Ms. Fripp was selected from nearly 1,500 applicants from across the country. The Music Educator Award recognizes current educators from kindergarten through college at public and private schools who have made a significant and lasting contribution to the field of music education and who demonstrate a commitment to the broader cause of music education in schools. Ms. Fripp teaches General Music and is the Director of Choral Activities at KIPP Nashville Collegiate High School.
LITERACY AND JUSTICE FOR ALL

"Read, baby, read, because the more we read the more we know and knowledge is power!"

We have seen the greatest academic impact of the COVID pandemic on our youngest KIPPsters. Many students have been slowed, even seeing reading proficiency drop by as much as 50%, in their path toward reading at or above grade level. The challenge and importance of learning to read has never been more critical. We believe that building foundational skills for all students in grades K-2 lays the groundwork for creating a more equitable world. As strong, confident readers, KIPPsters acquire new perspectives, not only through building knowledge about the world but also by learning about themselves and others.

During the 2021 - 2022 school year, KIPP Nashville named Foundational Literacy as one of its region-wide priorities and made major shifts in how we teach children how to read, how we are assessing students’ progress, and the ways we make sure our teachers have the tools and professional development they need for success in the classroom.

We took on this challenge and these critical changes in partnership with 14 other KIPP regions across the country who serve as a Foundational Literacy cohort and working group. KIPP’s early literacy approach is built on in-depth research that has helped us understand how children learn to read, what causes reading difficulties, and what the essential components are of effective reading instruction. In many cases, we have to break down old practices and re-build step by step.

OUR GOAL:

By the end of 2022, 75% of our elementary school students are reading at or above grade level
By the end of 2025, 90% of our elementary school students are reading at or above grade level

END OF YEAR ONE RESULTS

Our students have already recovered to their pre-COVID reading levels, and this stat tells us that they will rocket past those numbers in the upcoming school year and beyond.

61% OF STUDENTS GREW AT A FASTER RATE THAN THE AVERAGE THIS SCHOOL YEAR

BEGINNING OF YEAR 33% END OF YEAR 59%

BLUEPRINT FOR LITERACY

We aligned the way we approach foundational literacy across all our elementary schools. This included our curriculum, our instructional block design, and our assessments. We adopted this blueprint across all our elementary schools. Our schools are now using mCLASS DIBELS, a highly effective literacy assessment based on decades of research from the University of Oregon. The assessment is quick, so students spend more time learning, and the data is easy to analyze, so teachers can make skillful decisions about individual and small-group supports for students in their class.

UNDERSTANDING THE SCIENCE OF READING

Everyone in the region, especially in our elementary schools, was trained in brain research around reading and what instructional practices best support that important step in the life of a student. Our teachers received extensive graduate-level training from LETRS (Language Essentials for Teachers of Reading and Spelling), a comprehensive online program focused on extending teachers’ knowledge about foundational literacy.

TOGETHER WITH FAMILIES

We worked with parents to share information and resources about how the human brain learns to read so they could be empowered to partner with us in this shift at home with their child.

“I remember going into the year last year thinking ‘I know all of this,’ but then I quickly realized I don’t. I don’t know any of this, this is changing my whole perspective. It was all those little misconceptions over the years that I had ingrained in my mind and I just had to retrain myself. LETRS played a huge role in my development and growth as a teacher last year.”

MEGAN TIPTON

Kindergarten Teacher at KIPP Antioch College Prep Elementary School
“Research shows that what matters is how many minutes students spend reading per day. This helps build their vocabulary and can improve overall reading achievement. Reading on grade level allows access to texts in other subjects – it makes word problems easier to understand in math and allows for thoughtful analysis of document-based questions in history. It also unlocks their independent ability to expand their knowledge on any topics or subjects that interest them – it’s extremely empowering.”

MEGAN MORGALIS
MANAGING DIRECTOR OF SECONDARY ACADEMICS, KIPP NASHVILLE

FOSTERING A LOVE OF READING
We had 115 Millionaires across our three middle schools this year—our goal was 100, and we exceeded it! These students read one million words or more during the 21-22 school year. The idea of the Millionaire recognition is to provide our students with a fun, self-motivated challenge to read a lot of words.

“Research shows that what matters is how many minutes students spend reading per day. This helps build their vocabulary and can improve overall reading achievement. Reading on grade level allows access to texts in other subjects – it makes word problems easier to understand in math and allows for thoughtful analysis of document-based questions in history. It also unlocks their independent ability to expand their knowledge on any topics or subjects that interest them – it’s extremely empowering.”

MEGAN MORGALIS
MANAGING DIRECTOR OF SECONDARY ACADEMICS, KIPP NASHVILLE

FOSTERING A LOVE OF READING
We had 115 Millionaires across our three middle schools this year—our goal was 100, and we exceeded it! These students read one million words or more during the 21-22 school year. The idea of the Millionaire recognition is to provide our students with a fun, self-motivated challenge to read a lot of words.

“Research shows that what matters is how many minutes students spend reading per day. This helps build their vocabulary and can improve overall reading achievement. Reading on grade level allows access to texts in other subjects – it makes word problems easier to understand in math and allows for thoughtful analysis of document-based questions in history. It also unlocks their independent ability to expand their knowledge on any topics or subjects that interest them – it’s extremely empowering.”

MEGAN MORGALIS
MANAGING DIRECTOR OF SECONDARY ACADEMICS, KIPP NASHVILLE

FOSTERING A LOVE OF READING
We had 115 Millionaires across our three middle schools this year—our goal was 100, and we exceeded it! These students read one million words or more during the 21-22 school year. The idea of the Millionaire recognition is to provide our students with a fun, self-motivated challenge to read a lot of words.

“Research shows that what matters is how many minutes students spend reading per day. This helps build their vocabulary and can improve overall reading achievement. Reading on grade level allows access to texts in other subjects – it makes word problems easier to understand in math and allows for thoughtful analysis of document-based questions in history. It also unlocks their independent ability to expand their knowledge on any topics or subjects that interest them – it’s extremely empowering.”

MEGAN MORGALIS
MANAGING DIRECTOR OF SECONDARY ACADEMICS, KIPP NASHVILLE

FOSTERING A LOVE OF READING
We had 115 Millionaires across our three middle schools this year—our goal was 100, and we exceeded it! These students read one million words or more during the 21-22 school year. The idea of the Millionaire recognition is to provide our students with a fun, self-motivated challenge to read a lot of words.

“Research shows that what matters is how many minutes students spend reading per day. This helps build their vocabulary and can improve overall reading achievement. Reading on grade level allows access to texts in other subjects – it makes word problems easier to understand in math and allows for thoughtful analysis of document-based questions in history. It also unlocks their independent ability to expand their knowledge on any topics or subjects that interest them – it’s extremely empowering.”

MEGAN MORGALIS
MANAGING DIRECTOR OF SECONDARY ACADEMICS, KIPP NASHVILLE
How does Jasmine Fluellen describe the 2021-2022 school year? In one word: crazy.

“Our kids have lost a lot in the last two years, both academically and socially. And everyone’s mental health has been affected, not just students.”

Fluellen is a Licensed Professional Counselor who has worked at KIPP Kirkpatrick Elementary School for three years. Part of her work at KIPP includes coordinating school counseling efforts across all seven KIPP Nashville schools. Each school has a dedicated counselor and mental health intern from either Vanderbilt, Lipscomb, or the University of Tennessee.

In the aftermath of months in isolation and living under the pressure of constant uncertainty, Fluellen says the KIPP Nashville counseling team knew that prioritizing mental health and healing in schools would be more critical than ever before. During the 2021-2022 school year, roughly 25% of students had some form of counseling services.

“We used to try and see 15% of the school, but this year it was like everybody and anybody. We’ve not only seen students and teachers, but we’ve talked with parents, too. We’ve done it all. A lot of what we do is just create a safe space for people to process how they’re feeling. So many people have experienced varying levels of trauma over the past years, and for some, being back in a school building triggered a lot of anxiety.”

For example, Fluellen says although a student may have started the 2021-2022 school year as a third grader, the last time they were in school consistently around peers would have been in first grade. Aside from the academic loss, Fluellen says many students experienced social anxiety and trouble accessing valuable skills that allow them to cope with their emotions and difficult situations. Through monthly counselor connections between all schools, Fluellen says other counselors were consistently bringing similar issues to the table, those being just the tip of the iceberg.

“I think the most challenging part of this school year was just figuring out where to start. Where do we begin prioritizing? Of course, we can proactively reach out to those students behaviorally showing signs of depression or anxiety or trauma, but how are we getting the kids flying under the radar? And how do we give the teachers the tools to help?”

Thanks to a Mental Health and Healing Grant that KIPP Nashville received in October 2021, Fluellen says the counseling team was able to make great strides toward important short-term and long-term initiatives.

One of the biggest ways Fluellen says the grant funding is making an impact is through creating alignment across all seven schools. Now, the intake process and referral process all look the same. In addition, KIPP Nashville has invested in a new Social Emotional Learning (SEL) curriculum called Sown to Grow, that all schools will begin during the 2022-2023 school year.

Fluellen says she’s excited for several reasons. “This curriculum gives teachers the tools they need because they are the first line of defense. It allows them to have easy and more regular check-ins with kids around how they’re feeling. And there are SEL lessons about how to become self-aware and self-regulate.”

The grant funding is also creating more opportunities for schools to create or double down on community partnerships, like the Nashville Diaper Connection, which provides free diapers to families who need them. And, maybe most importantly, allows room to prioritize professional development, connection and self-care for all of KIPP Nashville’s counselors. As Fluellen puts it, their team cannot help others if they themselves are burnt out.

Fluellen says if there is any silver lining in what people have experienced over the last two years, it’s been a renewed recognition in the importance of mental health and healing, and how schools play an integral part in that process.

“At the end of the day, I want our kids and staff to get the mental health they need, and I want us to continue to be a place that provides resources to our families. I want our schools to be that ground zero place, and a place where we are building well-rounded, self-regulated and eventually, self-aware adults.”
Imagine it’s the first day of school, and students are returning to the building for the first time after experiencing online learning for a full year and a half, due to the pandemic. Some students who have been enrolled in your school for a year have never stepped into your building before. Teachers are navigating their way through their first day jitters and parents are overjoyed with excitement for their students to return to the building. You prepare to open the doors for the first day of school, and you notice a line of cars, resembling that last Tennessee Titans game you attended, extended down streets. You also notice key teachers are missing and realize they are stuck in the school traffic. The copiers are down, but you gather your team to begin to solve the traffic problem. As the next few hours go by, the AC is not working, which leaves teachers feeling like melting popsicles. You cannot catch up or sit down. You look at your desk and the coffee mug is filled with cold, stale coffee and your oatmeal is not consumable. You’ve missed lunch, but students are learning, teachers are teaching, the copiers are going again, and the AC repairman is on the way. You look up and now you are an hour from dismissal.

How did we get through that first day of school in 2021? The first day with all kids back since 2019! The answer? Our Operations teams. Our superheroes. This dynamic, all-star team is made up of the Director of Operations (DOO), the Operations Coordinator (OC), and the Office Manager (OM). This three-person team, which now exists at every KIPP Nashville school, was not always the norm.

EXPANDING OUR TEAM
When KIPP Nashville was founded in 2005, everyone was involved in operations. As a scrappy startup, it was an all-hands-on deck mentality. Teachers were teaching their classes, but also helping with lunch, troubleshooting the printer, and calling families to check in on students who were absent. Once KIPP Nashville added more schools, so did the need to add people focused purely on the vital work of ensuring teachers and leaders could focus on the work that mattered most: student learning.

Enter the Director of Operations, a one-person team who managed everything from bus schedules to printer issues, interactions with families, building maintenance, student recruitment, and the dozens of things in between it takes to successfully run a school.

Eventually, schools added an Office Coordinator, but there was still a need for more help managing daily operations. And beyond that, there was a strong desire to intentionally develop our operations team as leaders within our organization, something our operations teams shared through valuable feedback on how we could get better.

“We knew it was time to expand our Operations Team,” says Andrea Mendez, KIPP Nashville’s Head of School Operations. “The Director of Operations was wearing a lot of hats and the Office Manager needed to remain at the front desk, to engage with parents.”

Dan Gennaoui, KIPP Nashville’s Chief Financial Officer adds, “DOOs are leaders and needed to be in key meetings and building walkthroughs. We looked at all the systems they owned and there was a gap. The scope of work expanded beyond two people, and we needed more support.”

In true operations fashion, the team worked hard to visualize and execute a plan that would ensure its leaders could grow within the organization and take on new roles and responsibilities.

THE FOUR “C’S” OF EMPOWERMENT
With the need for added support being clear, KIPP Nashville made the decision to formally expand to a three-person operations team at each school. This new model allowed KIPP Nashville to focus on sustainability, ensuring that our Operations teams were efficient and taking care of themselves in a job where they take care of a lot of people, and where the work is challenging and can often lead to burnout.

The creation of these teams served three main purposes: offering DOOs the opportunity to manage
others, creating space for them to develop different skill sets, and expanding the talent pool while ensuring students’ needs are being met to the fullest. If students’ needs are met physically, mentally, and emotionally, it leaves little room for distraction academically.

As a result of this decision, KIPP Nashville created the Four “C’s” of Empowerment.

CONTRIBUTION: DOOs became contributing members of their school Leadership Teams and communities.

COMPETENCY: KIPP Nashville created pathways for Operations Coordinators and Office Managers to develop in various operations roles and gain more support at the school level.

CONSISTENCY: The region was equipped with the standardization of procedures and systems to ensure great customer service for our staff, students, and families.

COHESIVENESS: KIPP Nashville had the opportunity to move the needle in various day-to-day tasks such as attending team meetings (knowing where our kids are because we have systems to track attendance) and enrollment (we can provide better support to families to register for school).

As we continue to grow as an organization, The Four “C’s” of Empowerment will evolve into guiding principles that both convey our work ethic and efficacy, and also our desire to become excellent leaders in any capacity we serve in.

BENEFITS ALONG THE JOURNEY

“The greatest benefit of having a three-person operations team is that everyone can support enrollment and recruitment because each person knows the process,” says Madison Davis, an Office Manager at KIPP Kirkpatrick Elementary School. “With the amount of work that has to take place, it can become overwhelming, so having two others to support when needed has been very helpful. I don’t feel like I have to handle everything all by myself.”

In operations, everyone’s role varies depending on the day and task. Our teams work hard to ensure our teachers and staff are happy, and that parents, caregivers, and stakeholders’ needs are met. Most importantly, we ensure that our schools are safe and happy places for our KIPPsters every day.

As the pandemic impacted our schools in many ways, our operations teams have been supporting in countless ways behind the scenes, and that support has allowed KIPP Nashville to be able to meet the needs of students and families.

When COVID first hit, technology was a big need, and our OCs were able to take the lead, allowing DOOs to be able to focus on other work.

“I can say the decision was made at the right time,” says Dia Liggons, KIPP Nashville Manager of Operations Support. “By owning the responsibilities of distributing invaluable supplies, including laptops, to each family, the OCs grew as leaders. We saw our three-person teams relieve so many pain points for our schools, each Ops team member was developed, and we worked as a team.”

One of our mottos at KIPP Nashville is “Getting better as we get bigger.” As we grow from seven schools to eight schools by 2023, and with schools nine and ten on the horizon, there will be a lot of change. With a three-person operations team, we continue to hold a high standard of excellence across schools.

As an Operations Coordinator in his third year with KIPP Nashville, Ronald Sickles has seen the value and impact of a three-person team, especially through the pandemic.

“A LOOK AT OUR FUTURE

As a network of schools, we are more than just an organization that focuses on learning; we are a learning organization. At KIPP Nashville, we have experienced many proud moments investing in our Operations Teams.

As Mendez reflects on the last school year, she says, “We have genuine people that are always willing to support each other and be vulnerable. The Operations team is willing to do whatever it takes to help our families out and ask the hard questions. At KIPP Nashville, we are getting better, as we get bigger.”
Our KIPP Forward Team currently supports 111 KIPP Nashville Collegiate High School alumni attending colleges, universities, and technical schools around the country. In high school, KIPP Forward supports students to choose and prepare for the educational and career path that fits their goals and sense of purpose. Once on their way after high school graduation, the KIPP Forward team helps our alumni keep moving forward while pursuing their dreams. Our team does this through regular check-ins and relationship-building that focus on our alumni’s social emotional wellbeing, in addition to making sure they are on track academically and financially.

We are now celebrating our founding ninth graders from the Collegiate Class of 2018 as college graduates! This group of graduates consists of aspiring lawyers, teachers, community advocates, business owners, and entrepreneurs.

We are proud to project that 44% of our founding high school class will graduate from college within six years - growing toward twice the rate of their Davidson County peers.

**CLASS OF 2022 AT A GLANCE**

- **97 STUDENTS**
- **100% GRADUATION RATE**
- **508 COLLEGE APPLICATIONS**
- **333 COLLEGE ACCEPTANCES**
- **AVERAGE ACT SCORE 174**
- **22% SCORED A 21+ ON THE ACT, QUALIFYING THEM FOR THE HOPE SCHOLARSHIP**

Share in the impact and excitement of our KIPP Forward team by scanning the QR code.

**COLLEGE PERSISTENCE**
Persistence measures the percentage of students who go on to their next school year.

- **CLASS OF 2018 | 44% - 50% (29% have graduated, 21% are still enrolled and persisting)**
- **CLASS OF 2019 | 38% OF CLASS Persisting**
- **CLASS OF 2020 | 40% OF CLASS Persisting**
- **CLASS OF 2021 | 58% OF CLASS Persisting**

**ESTIMATED COLLEGE COMPLETION**
(Measured within 6 years of starting)

- **CLASS OF 2018 | 44% - 50% (29% have graduated, 21% are still enrolled and persisting)**
- **CLASS OF 2019 | 38% OF CLASS Persisting**
- **CLASS OF 2020 | 40% OF CLASS Persisting**
- **CLASS OF 2021 | 58% OF CLASS Persisting**

Persistence measures the percentage of students who go on to their next school year.

- **CLASS OF 2019 | 41%**
- **CLASS OF 2020 | 31%**
- **CLASS OF 2021 | 24%**

Persistence measures the percentage of students who go on to their next school year.

- **CLASS OF 2019 | 41%**
- **CLASS OF 2020 | 31%**
- **CLASS OF 2021 | 24%**

(29% have graduated, 21% are still enrolled and persisting)

**KIPP NASHVILLE MAGAZINE | 2021-2022**

*High school graduation rate calculated based on the number of students who began their senior year at Collegiate*
KIPP NASHVILLE COLLEGIATE HIGH SCHOOL CLASS OF 2018

In 2014, KIPP Nashville Collegiate High School opened its doors to a founding class of ninth grade students. This group of 56 students came from all over Davidson County, including a number of students who rode the city bus every day to and from Antioch.

During the spring of 2022, we celebrated alongside our students as they celebrated another major milestone in their lives: graduating from college!

KIPP NASHVILLE HAS FOUNDING GRADUATES FROM

Edu Med, Tennessee College of Applied Technology, Fisk, Duke, Georgia State, East Mississippi Community College, Middle Tennessee State University (eight students), Princeton, Rhodes, University of Memphis, Vanderbilt (two students), Welch, Wellesley

IN THEIR OWN WORDS

Fun fact: Shelby is the first college graduate from KIPP Nashville Collegiate High School! She graduated in December 2021.

“KIPP has had a big impact on my life since I was ten. Just having a personal connection with the staff and teachers, they’ve always supported me and offered me connections and resources to succeed. I pictured this moment, graduating from college, and now it’s here. It’s surreal. I knew I would graduate from college, but the life experiences and the things that I’ve learned along the way, I don’t know how else I would’ve gotten it without going through what I’ve gone through. I’m proud of making it this far.”

SHELBY FULLER
MTSU Class of 2022
Majored in Animal Science

Fun fact: Erric has enjoyed playing college basketball at Welch and is interested in becoming an athletic director at a school.

“If I didn’t have KIPP Forward, I don’t think I would’ve had a good support team, people I could talk to when I struggled financially, academically, or mentally. There was one time when I first got to Welch and I was thinking about transferring to another school and giving up basketball, but they encouraged me ‘don’t give up now, leaving would be the easy route.’ I’m glad I stuck with my plan.”

ERRIC ADAMS
On track to graduate May 2023
Majored in Business administration at Welch College

Fun fact: Kiara is spending the year working for Project Rousseau, the non-profit organization that supported her throughout high school. Kiara is interested in going to law school and working as a lawyer in Nashville.

I credit my KIPP Forward advisor, Ms. Denton, with keeping me at Vanderbilt. I was considering transferring, but she was a great support system and helped me think through things. Knowing KIPP Forward was always there to help no matter what made all the difference. KIPP creates a different type of student and person. A person who is academically prepared, a critical thinker, someone who knows their potential and power.”

KIARA MOLINA
Vanderbilt University Class of 2022
Majored in Human Organizational Development with a Minor in History

Fun fact: Shay has been putting her nursing training to work in the community already! She is working at Grandview Medical Center in Birmingham, and recently won an award from the hospital for her work with patients. Shay is now studying to become a Registered Nurse.

“My Persistence Advisor Mrs. Fakunle is more than just a counselor; she’s like an older sister. She helped me with the logistics of getting into nursing school, which is very competitive to get into. I know if I need anything with or within college she is one call away. That’s how KIPP Forward is, period.”

SHAY WORKS
Lawson State Community College
Class of 2022
Licensed Practical Nurse
The persistence work takes many shapes and forms. On the front end, it’s helping students matriculate into college and lift me up.”

“How do I even start?” says Alexis, when reflecting on how Ms. Fakunle supports her. “I think the big thing is she’s always available for me whenever I need her, and she helps me find the starting point of a problem or situation so I can move forward on my own.”

Ms. Fakunle is a Persistence Advisor at KIPP Nashville, and Alexis is a KIPP Nashville Collegiate High School Class alumna, part of the founding class of 2018. Alexis is spending some of her summer interning at KIPP learning the ins and outs of the operations work that goes into running a school, something she says has been eye opening, and Ms. Fakunle is taking this opportunity to connect in-person again.

As with all students who graduate from KIPP Nashville Collegiate High School, Alexis was assigned to a Persistence Counselor and landed in Ms. Fakunle’s caseload. Ms. Fakunle is one of two Persistence Counselors who support alumni.

“When our process, Alexis has inspired me a lot and I don’t think she even knows how much she has inspired me,” says Ms. Fakunle.

Like many students, Alexis came home from college in March 2020 as the world shut down due to COVID-19. She was completing her sophomore year at Berea College. During what would’ve been her junior year, Alexis decided to take some time off to figure out her next steps and suffered the loss of her father and mother within five months of each other.

“My relationship is really good,” says Alexis, laughing while sitting next to Ms. Fakunle. “She’s so supportive of me and every time I have an accomplishment, she celebrates me. I look to her as someone who is going to support me through so much and she is the picture of what we do in our persistence work supporting students. She represents why I do what I do.”

During a time where Ms. Fakunle also experienced the ups and downs of life, including having her first child and losing family members to COVID, she says her relationship with Alexis gave her strength.

“A lot of life has happened in these past few years. I see the value in my position and my job even more now because of her,” adds Ms. Fakunle.

As a result of their relationship, Ms. Fakunle says the persistence team has created a bereavement plan to make sure there are supports in place for other students who experience loss, something Ms. Fakunle says everyone is more acutely aware of after these last 15 months.

“I’m fully convinced Alexis is going to walk across the stage again and graduate from college, and it makes me happy that I had a small part in that,” says Ms. Fakunle.

Alexis puts it another way, “When I get my degree, it’s mainly going to be influenced by Ms. Fakunle.”

As Alexis works on organizing materials in classrooms at KIPP Kirkpatrick Elementary School and helps around the school in other invaluable ways, she says she’s excited for the future and all the possibilities that come with it.

“I think about this all the time, because I remind myself every day, don’t get so attached to small details, you always have to look at the bigger picture. I’m here for an internship, or I’m here to graduate, whatever the big picture is, keep that in the front of your brain so you don’t give up or quit at the smallest inconvenience.”

As Ms. Fakunle and Alexis say goodbye, they make plans for their next check-in and promise to see each other again soon for lunch. Both forever changed and yet moving forward in the comfort of their familiarity with one another and the belief that the best is yet to come.
KIPP Nashville has a tradition of firsts. Our first middle school, KIPP Academy, welcomed our first KIPPsters in 2005. It was followed by our first high school, Collegiate, in 2014 with its 56 founding 9th graders, and eventually our first elementary school.

KIPP Nashville Collegiate High School was born out of a desire to offer a KIPP high school pathway for students graduating from KIPP Academy. Before Collegiate was founded, KIPP students graduating the middle school would work with the KIPP Forward team (formerly known as KIPP Through College) to secure placement in high school.

“I still remember seeing the results of where our students were going and being overjoyed for certain students while heartbroken for others,” says Jake Ramsey. “After that first year of lottery results, I wrote to Randy Dowell that I would work to help ‘extend the runway’ and provide an additional option for our students if they would have me.”

Ramsey, who had been working at KIPP Academy, became Collegiate’s founding principal and began a unique journey alongside new students and teammates who would work together to build KIPP Nashville’s first high school and mold the student experience for those following in their footsteps.

“Founding was an incredible experience – the chance to build something new and figure things out together was the most challenging and rewarding endeavor I’ve ever been a part of,” reflects Ramsey. “The thing I remember most was how frequently we changed, adapted, learned, or got better. Sometimes we got better by observing each other’s classrooms and altering our questioning or facilitation techniques.”

“Being first almost meant a responsibility, like I had some kind of pressure. Now that I’m at the end of the journey, that pressure turned into an honor. I have immense pride in setting this example for my younger brother and other KIPP high school students.”

KIARA MOLINA
KIPP Nashville Collegiate High School Class of 2018 and Vanderbilt University Class of 2022

Part of being first meant that everything had to be built from the ground up, including sports teams, clubs, extracurriculars, all important pieces to a student’s high school experience that went into ultimately developing the culture that is now synonymous with the high school.

Nelson Graham, a founding Physics, Algebra 2, Pre-Calculus, and AP Calculus teacher says, “The students’ reaction to being the first was a mixed bag of annoyed and excited that they had to also be a part of creating things like clubs, sports, student government, and other typical high school...
traditions. I remember hearing them talking about how their friends at other schools have more opportunities to be involved and how they wished we had stuff like their friends had, but I also remember the joy that they received by being a part of creating the things that they wanted to see and had a large hand in the execution of those things."

While being the first presented challenges and opportunities, it also helped create a special environment of trust and empathy, as both students and teachers walked similar paths of essentially being a part of a startup.

Miguel Reyna, a 2022 graduate of Vanderbilt University says one of the ways this manifested was through ability to give and receive honest feedback. "I never felt hesitant to tell a teacher something that they didn’t see was harmful or ways they were teaching that weren’t aligned. The teachers gave constant feedback to us. That constant feedback loop was good because it was very liberating. It was the possibility of things to change in the future."

Ramsey remembers, "They were very aware of their status as founders – especially when it came to the prospect of younger students! I remember starting in about March of our first year, I would have two students per week pop by my office during lunch to share advice about what we needed to do about ‘these 8th graders coming in’ and how they weren’t ready, and we had to whip them into shape! Some of these conversations were among my favorite memories that year – they really took ownership for the school and wanted to make sure that the next group of students understood what it meant to ‘Be Collegiate’.

Miguel, Kiara, and several other students were so committed to attending Collegiate, they rode the city bus for three hours each day from Antioch to East Nashville. This experience and demand for a KIPP experience in South Nashville ultimately laid the foundation for our elementary and middle school to open, and the first KIPP high school in Antioch, which will open in August 2023.

Kiara says, “The impact that KIPP had on our lives means a lot. The work isn’t finished yet. The school will be there, but the work is just beginning with a whole new generation of students, different demographics, different family structures.”

And for the KIPP Nashville Collegiate High School Class of 2018, a whole new chapter is also just beginning. Miguel is pursuing a Master’s in Secondary Education at Vanderbilt, with dreams of becoming a math teacher. Kiara is spending a year working at a non-profit in New York City, with plans to attend law school and work as an attorney in Nashville.

“As somebody who didn’t think college was an option for me, being able to say I am the first college graduate in my family is surreal,” says Miguel.

Kiara, also a first-generation college graduate, adds, “KIPP trusted us and believed in our ability to get where we’re at. We are where they believed we would be.”

“What gives me hope is the fact that, at this stage of life, they have all overcome so many challenges and have accomplished more than most people their age,” says Graham. “We do not grow in times of comfort; we grow in times of challenge and discomfort. These students have been put through many moments of challenge and discomfort along their way to where they are today and therefore have grown more in character than many people do in a lifetime. I am so excited to see where they take their talents and how they give back to their communities.”

At the Class of 2018’s high school graduation, their keynote speaker encouraged the group to not let this be last time they are first - to make sure those who follow in their footsteps benefit from the path they have already paved.

“I think I’m always proudest of when I see students supporting their younger siblings or those who come next,” says Ramsey. “The moments that make me most excited are the ones where we use our position at the ‘top of the mountain’ to then extend a hand back down and pull the next person up.”
Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

Shantelle Ferrell and her daughter Raigan - Raigan has been with KIPP Kirkpatrick Elementary School since kindergarten.

“I was familiar with KIPP schools from having lived in D.C., so when I found out there was a KIPP here in Nashville, I was so excited to sign her up. Raigan has been with KIPP Kirkpatrick since kindergarten and is in first grade now. I love the relationship we have with her teachers. It’s great communication and it feels like you’re talking to your family. And there are so many people who care about Raigan. All the staff knows her by name, not just her teachers. Raigan loves school and has excelled, even during virtual learning last year. The school really fosters her curiosity, and she’s grown so much as a person. Since coming here, she’s more confident and outgoing and friendly. I would definitely encourage other families to sign their children up for KIPP. KIPP has a lot to offer. The teachers and staff are very transparent and treat you like a partner, it feels like a village.”

MS. FERRELL, KIPP KIRKPATRICK ELEMENTARY SCHOOL PARENT

Kimberly Eggerson and her son, Michael Cannon, Jr., a senior at KIPP Nashville Collegiate High School.

My son Michael has been with KIPP since fifth grade, and it’s been a great experience. I have appreciated how communicative the school is so I can stay up to date with my son and what’s going on at the school. He has enjoyed participating in extracurricular activities like football, basketball, and track. I also really appreciate the college readiness portion. They’ve helped us in thinking about his path after high school graduation, and I like how the school will keep in touch with Michael after he graduates to make sure he has that additional support. I would definitely tell families interested in KIPP to give it a chance and have an open mind. The school is really there for the students and families, and they provide a lot of support.

MS. EGGERSON, COLLEGIATE PARENT
Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

KIPP NASHVILLE COLLEGIATE HIGH SCHOOL CLASS OF 2022 ALUMNA, ALEXANDRIA OLIVER, SHARES HER PERSPECTIVE ON LESSONS LEARNED AT KIPP.

When I look back at my time at Collegiate, I usually gravitate towards what I succeeded in and excelled at. I think fondly of all of my accomplishments, all the things that I learned, and all of the things I did that helped to shape my high school experience. When I think about Collegiate, I don’t tend to focus on the negatives like the challenges that I faced or the troubles that I had along the way, and I think that is the biggest thing that I am taking away from my time at Collegiate: the importance of focusing on the positives of your journey.

My time at Collegiate taught me that every victory - even the smallest win, like making it to school on time or getting a perfect score on a quiz - is something to be celebrated and proud of. Small victories are what help build up to the big victories, like having perfect attendance or getting a 3 or above on an AP Exam. Small victories can also help redeem bad days by giving you something to appreciate, and help you recognize that you are capable of doing great things. Building this mentality helped me become less pessimistic and complaintive. It helped me develop gratitude and see the potential that I had, and I’m sure that it had the same effect on my classmates.

Focusing on the positives is a great way to form a positive mindset, and this is something that was instilled in me from my first day at Collegiate. There was a lot of emphasis put on having a positive mindset, because positive mindsets are the first step to growth. Every day, we were encouraged to remain positive by encouraging others and being rewarded for our strengths. Personally, this helped me grow as a person as it helped slowly push me to build the habit of keeping a positive mindset even when I was having a bad day or feeling down. It helped me build resilience that I hope to carry with me throughout my life.

Though the main goal was to keep the student body positive and willing to see the positives in their lives, positivity wasn’t always forced onto us and we were given space to see the negatives and try to deal with them in a healthy way. Helping us to both embrace positivity and giving us space to deal with the negatives in life, encouraged me and my other classmates to develop the important nuance that being positive all the time is not healthy and acknowledging negatives to deal with them is always important.

As I look back on my years at Collegiate, my biggest takeaway is the invaluable lesson that was taught to me: positivity is what helps push you along your journey.
Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

Nobody cares how much you know until they know how much you care.”

PENNY HOWARD
Communities in Schools Program Manager, Nashville

During any given day of the week, our schools are managing a multitude of student needs beyond the critical learning taking place in the classroom. This ranges from things like accessing food and clothing, to getting to school on time, and making sure the social and emotional needs of all students are met.

At KIPP, our schools’ number priority is to make sure all students are receiving this type of holistic support, a support that is centered around building strong, authentic relationships with kids and families. That’s where our partnership with Communities in Schools (CIS) comes in. KIPP has been a partner with CIS since 2015.

“There’s no relationship without a relationship with the community and with the child,” says Penny Howard, Nashville’s CIS Program Manager. “Our Site Coordinators get the opportunity to bridge the parent to the school and create that space for connection. It’s not just a wraparound service.”

CIS Site Coordinators play a key role at three of our schools, KIPP Academy Nashville, KIPP Nashville College Prep and KIPP Nashville Collegiate High School. With social work backgrounds, Site Coordinators can serve their school communities in a wide variety of ways. Their work begins with an assessment of needs for the school they’re placed in, and then they work to implement supports and services to help alleviate barriers for students and families.

“CIS’ model supports the whole child,” says Jasmine DeJean, CIS Site Coordinator at KIPP Nashville College Prep. “The work that we do takes into account the factors that contribute to a child’s success while recognizing the factors that hinder a child from reaching their full potential.”

LaTrya Gordon is the Site Coordinator at KIPP Academy Nashville. She has worked in KIPP Nashville schools with CIS for the past three years and attended KIPP Academy as a student. Gordon says the best part about her job is the ability to work with kids without having to be a disciplinary, someone CIS coordinators are not allowed to take on.

Gordon explains, “That really changes the dynamics. We still, however, have expectations and hold students accountable. As a site coordinator we can create a safe space, we are given a budget so
we can provide snacks, clothes, and any other items students and their families may need. We
are present in schools to provide additional support. I often reflect on my middle school and high
school experience and think about how different my experience would have been if there were site
coordinators in my school to listen and help with the crazy things I was going through."

The role of CIS in schools is to provide services within three Tiers. Tier I supports are whole school
events initiatives that involve the entire student body and or their families, like organizing a Hispanic
Heritage festival or student dance. Tier II supports are small groups that consist of students on and off
a site coordinators caseload.

“This year I hosted Coping Skills Groups for students that were struggling to communicate their
feelings, which resulted in outbursts that often resulted in behavioral consequences,” says Gordon.
“We knew these students had a pattern of outbursts, therefore an intervention needed to be put in
place to teach students coping skills to respectfully communicate what they were feeling. The group
occurred weekly for one hour across seven weeks. In the group the students learned about their
brain and how to name emotions and skills to use when they felt themselves becoming escalated or
triggered.”

And lastly, Tier III services are one on one supports for students and the families of students on a Site
Coordinators caseload. Site Coordinators build a caseload of 10% of the student body.

Morgan Andrews, Site Coordinator at KIPP Nashville Collegiate High School adds, “Our role is
impactful because our main focus above all other tasks is to be the constant advocate and safe place
for our students and families. Having a professional dedicated to this work is transformational for our
school building because families always have a person to call and support. Historically, schools have
not been a safe or inviting place for everyone in our community.”

At its best, CIS Site Coordinators work directly with schools to provide services and supports that
directly support the schools’ priorities and initiatives, like increasing attendance and lowering
chronic absenteeism, and make connections to community partners.

Above all, Howard says, “You need to be creative and fearless because you’re an advocate. If
you’re advocating for a student who has been suspended several times, not everyone may see that
child as salvageable. That site coordinator has the ability to paint the canvas and be a part of the
rebuilding, or the changing of that lens of how you see children and adolescents.”

The impact of CIS at KIPP Nashville is felt across the board and can be measured in the way LaTrya,
Jasmine and Morgan have seamlessly integrated into their school communities, becoming integral
and trusted teammates, creating meaningful relationships that extend beyond the building.

DeJean says, “The work we do as Site Coordinators, teachers and counselors is not for the weak of
heart, but it’s so rewarding. I consider my work service to my community part of my calling, and it’s
a part of what keeps me going.”

THE IMPACT

- 3 KIPP Nashville Schools - KIPP Nashville College Prep, KIPP Academy Nashville, KIPP Academy Nashville
- 936 hours of Tier 1 supports provided
- 106 students received Tier II and/or Tier III supports
- 65% of Tier II supports focused on providing life and social skills to students
- 72% of students receiving individual support improved attendance
- 84% of students receiving individual support improved their social emotional learning
KIPP Nashville Collegiate High School “Voices of the Elite Choir” sharing a performance with Princeton University’s a cappella choir, the “Roaring 20.”

At KIPP Nashville, we believe in making places better. KIPP Nashville Collegiate High School and KIPP Academy Nashville teamed up for a day of community service. Our staff filled up 26 bags of trash from around our school and neighborhood.

KIPP Antioch College Prep Elementary School artists hard at work, putting their creativity to the test.

Let’s hear it for our KIPP Nashville College Prep parents! After our KNCP band performed their spring concerts, the parents took center stage on their own instruments.

Our KIPP Academy Nashville Cross Country team celebrated three at-large qualifiers for the State Championship. Shout out to fifth grader, Axel, for running a sub six minute mile and winning the Elementary Boys Qualifier for the State Championship and setting a new school record time of 5:56!

Sixty elementary school students, one big stage! For the first time, members of our elementary school choirs joined together to create one, big super choir that sang “Lean on Me” at our 2022 Leaders and Scholars Breakfast. Big gratitude to our choir teachers for making that special moment happen.

Third and fourth grade Kings and Queens at KIPP Nashville College Prep Elementary School participating in a color run to celebrate a successful week of TNReady testing.

Closing out the school year with a trip to the Nashville Zoo! KIPP Kirkpatrick third and fourth graders had a blast checking out all the animals and learning about omnivores, herbivores, and carnivores.

We focus on teaching and developing the whole child and creating joy-filled schools. Our students are surrounded by educators who are committed to empowering students so they develop a strong sense of identity and are ready to make the world a better place.

One of the ways we do this is through providing enrichment opportunities in and out of the classroom. From choir to art and other clubs, to cross country, basketball and soccer, our students have the opportunity to participate in a variety of extracurriculars and clubs. These pictures are from the 2021-2022 school year.
THE SCIENCE OF CAREER

HARNESSING THE POWER OF OUR STUDENTS’ UNIQUE STRENGTHS AND GIFTS TO CHART THEIR PATH FORWARD

At the start of junior year, Aaron says he thought he had a good idea of what career he might be interested in pursuing.

“All I had in my mind was coding and music,” explains Aaron, a student at KIPP Nashville Collegiate High School.

But then, he discovered something new – possible career paths in science and technology that hadn’t even been on his radar - like becoming a veterinarian or going into computer engineering.

“I was a little surprised, because some of the jobs I matched with I wasn’t expecting,” says Aaron, “And I learned new things about myself, like I’m apparently more present thinking, and I always saw myself as looking into the future.”

These revelations are thanks to a new program the high school is using this year called YouScience. The program was rolled out to juniors, who have been focused on using YouScience during the first few months of school.

“YouScience is a 90-minute aptitude assessment that is filled with brain games to analyze the natural talents of each student and connects them to over 500 career options that they would perform well at based on their strengths,” says Lorejune Fernandez, a College & Career Readiness Instructor for eleventh graders. “Our students engage with YouScience at the beginning of their junior year, even before engagement with college research. This sets the foundation for the year, that regardless of whether college is part of the path after high school, a sustainable, prosperous and fulfilling career is the real end goal.”

McKinley, also a junior in Ms. Fernandez’s class, adds, “When we were doing the games, I was wondering what we were doing. It honestly seemed kind of random. I wasn’t expecting it, but it gave me a lot of information about myself that I didn’t know.”

McKinley, who loves crocheting and dreams about starting her own business, says she valued seeing alternative career options presented to her, like broadcast journalism and real estate.

“It was interesting, because I learned that I’m sort of in the middle of introverted and extroverted, which makes a lot of sense. We know ourselves, but if we put information into this program and it can tell us more, that’s really interesting to me.”

“Our KIPPsters are able to preview the reality of their future based on their personal career matches and begin to create comprehensive pathway plans with reasonable goals,” explains Ms. Fernandez. “That could look like Career and Technical Education programs, 2-year and 4-year options, and beyond. Most importantly, they begin to realize that there is not a one size fits all.”

McKinley says, “I think it’s a good program, because I feel like some students might not know what they want to do at all, so this gives you an idea.”

An idea and tangible pathways to reach that goal, says Ms. Fernandez.

“YouScience helps students think further in the future versus immediate gratification. It takes the career and shows a viable trajectory. Or vice versa, students may be thinking all the way down the road but not know how to get there. In this sense, a career of highest aspiration will only be attained with strategic pathway planning instead of fantasizing about the hypothetical.”

By doing this reflection junior year, Ms. Fernandez says students are set up to enter their senior year with more clarity on what they want to do after high school. This allows students to have more time to choose their educational and/or career training path before leaving high school with opportunity to job shadow, intern, and experiment. Ultimately, it puts students much more in the driver seat to make the best decision when it comes to chasing their dreams.

“In past years, I have observed some students becoming discouraged when they realized they might not have the cumulative GPA to enter a 4-year institution right away, or when they finally realized that certain job titles require a masters or PhD,” explains Ms. Fernandez. “Through this program, I have watched students light up and get excited, as they access a knowledge base that emphasizes career goal planning instead of enforcing only college planning.”

For Aaron and McKinley, the experience has given them a lot to think about and a comfort in knowing that even if they still want to go after their original career goals, they now have tangible alternatives to fall back on that are tailored specifically to their talents, perspectives, experiences, and personalities.
CONGRATULATIONS, @kippcollegiate Class of 2022! You did it! 🎉🎓

Throughout these last four years you’ve inspired us with your perseverance and grit, living (and thriving) through multiple years of high school that didn’t look anything like you could’ve imagined. We can’t wait to see you shine your light into the world. Just remember, once a KIPPster, always a KIPPster...and we’ll always have your back.

Let’s goooooo 3rd and 4th graders! TNReady is next week and our students are ready, celebrating all their hard work at a pep rally. We are so proud of all our students and teachers! @kncpe_royalty (dance offs in stories 😁)

Sharing a few more pictures of our alumni from their big moments over the past weeks, because we can’t help our excitement!! Congratulations again to our founding @kippcollegiate class of 2018, now college graduates!

- Kat, Bachelor of Arts in Educational Studies and Urban Studies from @rhodescollege
- Pam, Bachelor of Arts in Psychology from @uofmemphis
- Qu’Ana, Bachelor of Arts in Psychology from @dukeuniversity
- Tania, Bachelor of Business Administration from @mtsu
- Kathy, Bachelors of Arts in Sociology from @princeton

“I appreciate that my teachers push us every day to do the hard work that needs to happen, that’s what I like about KIPP. Once my teachers help me understand something, I get it really easily, and I love learning.”

- Zenani, 8th grade student at @kippnashvillecollegeprep

218 teachers. 7 schools. 1 mission. Invaluable impact.

There are simply not enough words to share appreciation and gratitude to all our teachers! We know you felt the love from schools and families this week, and today and every day, THANK YOU #teacherappreciationweek

In this season of gratitude, we want to say thank-you to all our students and families for all that you do every day. This has been a wild twenty months and we couldn’t have done this without you.

And a huge THANK YOU to our teachers, leaders and staff for pouring so much into your work every day. Thank you for your grit and determination to keep kids learning no matter what, for your commitment to getting better every day and for all the things in between that make our schools so special. (📸 KIPP Antioch College Prep Elementary School students dressed up on International Dot Day, reminding us that we are each unique, and that KIPPsters make their mark on the world!)