FIRST A READER, THEN A LEADER
REBUILDING THE FOUNDATION FOR TEACHING EARLY LITERACY.
A DEBUT PERFORMANCE

Choral musicians from KIPP Nashville Collegiate High School participated in the 2023 “We Are Nashville” program, making their debut at the Schermerhorn Symphony Center alongside other students from across Metro Nashville Public Schools. “We Are Nashville” exists to provide a rich musical experience for Nashville area students fostering opportunities for exposure, education and engagement with local Nashville-based artists and area artistic organizations. Choral and instrumental students in grades 2-12 spend a day in rehearsals and master classes with guest artists, culminating in several evening performances that are open to the public.

“I want them to find their passion and sense of purpose, whether it’s musical or not. I want them to learn life through music and learn how to be independent, how to love one another, and how to advocate for themselves through music. When you put on that uniform, people in the audience don’t know anything about you, they just hear the music.”

Jasmine Fripp KIPP Nashville Collegiate High School Director of Choral Activities and General Music Instructor
Dear Team,

We have a lot to celebrate from the 2022-2023 school year, our 18th year educating students in Nashville!

For the first time since we began growing in 2014 all seven of our schools had fully completed grade level pathways and our buildings were full. In South Nashville, our students reached several exciting milestones! Our founding elementary school students finished fourth grade and will join our middle school, and our founding eighth graders will blaze a new path at our newest school.

KIPP Antioch Global High School, our 8th school, opens in August 2023 in a temporary space, as our permanent home inside the former Macy’s at the Global Mall is fully renovated in time for the 2024-2025 school year. Together with our newest founding families, we voted on the school name and mascot - go Huskies!

Last fall, we received approval from the Tennessee Public Charter School Commission to open schools nine and ten, after dozens of public comments and letters from the community voicing their support. This allows us to open a new elementary and middle school in Antioch, and it completes an additional 5-school cluster and K-12 KIPP pathway in the South Nashville community.

This school year we once again focused on foundational literacy in our elementary schools, sharpening and refining our approach using data-driven instruction, and curriculum aligned to the science of reading.

We are excited and optimistic about the results from our youngest cohort of students. In year two of implementing a shift in how we teach early literacy, we hit our goal with 75% of K-2 students scoring at or above grade level on end of year nationally-normed assessments.

We celebrate this incredible growth alongside our teachers, students and families, and recognize there is still a lot of hard work ahead for us to meet our ambitious goal that by 2025, at least 90% of our elementary school students will be able to read on grade level.

Along with providing excellent academics, we are investing in performing arts opportunities for our students through band and choir. At KIPP Nashville College Prep, every fifth grade student learns to play a band instrument, and students have the opportunity to participate in three different bands as they progress through later grades.

The choir program at KIPP Nashville Collegiate High School is making history, both as a group and through individual students. In this last school year, the "Voices of the Elite" choir performed at the Country Music Hall of Fame and Museum, the Schermerhorn Symphony Center and won first and second place awards at the Music in the Parks competition in Orlando, Florida. Three Collegiate students were chosen to participate in the Middle Tennessee Vocal Association Honors Choir, working alongside some of the country’s top conductors and several hundred elite choral musicians from our region.

We are looking forward to exciting challenges ahead, as we open the doors to more students and families than ever before, and we remain grateful for the continued support of our community.

In gratitude,

RANDY DOWELL
Founder & Executive Director

FROM THE FOUNDER

TABLE OF CONTENTS

KIPP NASHVILLE UPDATES
6 MISSION AND VISION
8 OUR STUDENTS AND SCHOOLS
10 OUR TEAM
12 INVESTING IN LEADERS
16 TEACHER MENTORS DRIVE RETENTION
20 SOUTH NASHVILLE UPDATES: SCHOOLS NINE AND TEN
22 OF NOTE: CELEBRATING TEAM & FAMILY ACHIEVEMENTS

TEAM AND FAMILY FEATURES
24 BUILDING A BAND
26 CAREER CAFE
27 UNDERSTANDING THE WORLD AROUND YOU
28 COLLEGIATE CHOIRS MAKE HISTORY

KIPP FORWARD
30 OUR IMPACT
34 WHAT OUR FAMILIES ARE SAYING
35 PARTNERSHIP SPOTLIGHT - VOL KIPP SCHOLARSHIP

COVER STORY
36 FIRST A READER, THEN A LEADER

PERSPECTIVES
40 PARENTS
42 STUDENTS
44 ALUMNI
46 COMMUNITIES
48 SPORTS, ARTS AND EXTRACURRICULARS
50 DRIVING THE FUTURE

2023-2024 KIPP NASHVILLE BOARD OF DIRECTORS
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Rick Martin
Jeff McGruder
William Seibels
Tom Wylly

WRITERS Erin Holt
PHOTOGRAPHY Courtney Davidson, Erin Holt, 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 STUDENTS & SCHOOLS

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<tr>
<th>OUR STUDENTS</th>
<th>3,056 STUDENTS</th>
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<tr>
<td>MALE STUDENTS</td>
<td>49%</td>
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<td>Hispanic: 8%</td>
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<td>Special Education: 12%</td>
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<td>ELL Students: 18%</td>
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STUDENT RETENTION: August 2022 - May 2023

AVERAGE DAILY STUDENT ATTENDANCE: 2022 - 2023 School Year

OUR STUDENTS & SCHOOLS

MNPS Students: 12,396
Charter School Students: 3,056
KIPP Nashville Students: 3,056

1 in 4 students will attend a public charter school

KIPP Nashville is growing to 4,700 students by 2032

Today

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<th>MNPS Students</th>
<th>Charter School Students</th>
<th>KIPP Nashville Students</th>
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Growing To

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<td>2032</td>
<td>4,700 students</td>
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</table>

FOUNDED IN 2015
KIPP K. Patrick Elementary School
Grades K-4

FOUNDED IN 2005
KIPP Academy Nashville Middle School
Grades 5-8

FOUNDED IN 2017
KIPP Nashville College Prep Elementary School
Grades K-4

FOUNDED IN 2013
KIPP Nashville College Prep Middle School
Grades 5-8

FOUNDED IN 2018
KIPP Antioch College Prep Elementary School
Grades K-4

FOUNDED IN 2019
KIPP Antioch College Prep Middle School
Grades 5-8

FOUNDED IN 2023
KIPP Antioch Global High School
Grades 9-12

FOUNDED IN 2014
KIPP Nashville Collegiate High School
Grades 9-12
FOR THE 2023-2024 SCHOOL YEAR:

- 31% of school leadership positions filled by internal candidates (5 out of 16 open positions)
- 80% of those internal hires identify as people of color
- 100% of Principals are returning
- 18% of new hires speak multiple languages

FOR THE 2022-2023 SCHOOL YEAR:

- 201 Total Teachers (Lead and Associate Teachers)
- 65% Staff Retention (August 2021 - August 2022) and we had three long term principals transition. Anytime there is a principal transition rate there is a higher rate of transition. Nationally, education was not protected from “the great resignation”.
- 70% of new hires identify as persons of color
  - Male – 22%
  - Female – 78%

SPEND A DAY IN THE LIFE WITH A KIPP NASHVILLE TEACHER

Erin Williamson taught third grade Math this year at KIPP Antioch College Prep Elementary School (KACPE). Mrs. Williamson is a KIPP Nashville Master Teacher, and is excited to be an Instructional Coach at KACPE for the upcoming school year.

“One of my favorite things about working at KIPP is that everyone is consistently getting better. I have grown so much as a teacher through working at KIPP and I’ve had some really incredible coaches that have supported me along the way.”

Developing leaders is an important goal of ours at KIPP Nashville, and we love to hear that our teammates are getting the feedback and tools they need to succeed. We remain committed to providing everyone in our schools career aligned coaching that helps them achieve their individual goals.

Scan here to follow along with Mrs. Williamson!
BUILDING A DIVERSE LEADER PIPELINE

PRINCIPAL IN RESIDENCE PROGRAM

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.

Since we launched our Principal in Residence (PIR) program in the 2018-2019 school year, we have been able to cultivate internal leaders and successfully transition them into principal roles within our schools. This creates continuity for our students, families and staff, and contributes to a thriving school culture and community.

As a part of the two-year program, PIRs embed as an Assistant Principal at one of our schools and work closely with their colleagues in the cohort throughout the year. In addition, members of the cohort receive individualized professional development, 1:1 coaching from a mentor school leader and support making the transition from the program to the principal seat.

• 7 of 8 current KIPP Nashville principals are PIR alum
• 75% of current KIPP Nashville principals identify as BIPOC, as compared to 33% in 2018-19
• In the last school year, we went from one to five internal PIRs being selected

Preparing to Lead

By: Kayla Miller, KIPP Academy Nashville Principal

I hope there is a time in everyone’s career where someone makes it clear they are thinking about your unique trajectory. Not just thinking about it but planning for it based off the potential they see. That’s what happened to me at KIPP Nashville, and I wouldn’t be in the role I am today – Principal of KIPP Academy Nashville – without the intentionality behind my managers and teammates.

When I came to KIPP Nashville Public Schools in 2019, I had already been in a leadership position at a different job, and I knew that my long-term dream was to become a principal. I just didn’t know how I would get there. Or really what was a realistic timeline.

At KIPP, there are clear pathways for people who are interested in exploring leadership roles, whether that’s becoming a principal, master teacher or operations leader. I started my journey as a Director of Operations in Residence. I wanted that experience to better prepare for an eventual role as a principal, because being able to understand what different people are going through and trying to accomplish only strengthens your team.

I had a certain timeline in my head, and it soon became clear that others within KIPP Nashville had different ideas. A few months into working as a DOO in Residence, my manager at the time encouraged me to apply to the Principal in Residence program (PIR) – she remembered that I had mentioned being a principal as my career aspiration during my interview. I remember at the time thinking ‘Wow, someone believes in me and sees what I’m capable of,’ and that someone truly saw me as a principal.

I will admit, applying to the PIR program at that time wasn’t on my radar, but it was clear others in my corner had different plans for me. As I continued to have more conversations about what this transition would look like, I always felt seen and understood.

I did make the decision to apply, and I’ve never looked back. The two-year PIR program stretched me in many ways, one of the biggest being navigating this work during the pandemic. I went into my two years with intentional planning knowing what I needed to execute before I could become a principal, and the different leadership competencies I needed to learn.

Literally every moment of those two years – from coaching teachers to working on delegation in operations, to creating development plans, communicating with families, emergency response – lead me to where I am. I was also able to fill in for one of our principals while she was on maternity leave, which gave me real “at bats” and a realistic idea of the work of a principal going forward. I was able to learn from other principals and from the people within the PIR cohort.

When it came time to fill the open position of principal at KIPP Academy Nashville, I was prepared and ready to lead. None of the work leading up to that moment was by accident, and I feel grateful to have been able to learn from other successful leaders within our organization.

If you want to grow to be developed as a school leader, this is the exact place to do it. There’s somebody thinking about you and what you individually need to do to make the next step. It won’t be easy, but you have the guidance and support to get you there.

My path wouldn’t have aligned in the way that it did without thoughtful teammates pushing me forward.
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.

2023 Master Teachers:
Shelby Flowers, KIPP Academy Nashville
Jasmine Fripp, KIPP Nashville Collegiate High School
Rhiannon Graham, KIPP Academy Nashville
CaDana Harrison, KIPP Antioch College Prep Elementary School
Ray’Shondria King, KIPP Nashville College Prep
Tre’Anna Layne, KIPP Antioch College Prep Elementary School
Christopher Lundgren, KIPP Nashville Collegiate High School
Moira Lyle, KIPP Nashville Collegiate High School
Daniel Rivera, KIPP Antioch College Prep
Jonathan Robinson, KIPP Kirkpatrick Elementary School
Carmen Stephens, KIPP Nashville College Prep
Jessica Winters, KIPP Antioch College Prep

92% are returning to teach in the 2023-2024 school year (12/13 teachers). The one Master Teacher who left and is not returning to the workforce.
TEACHING WHERE YOU BELONG
KIPP ACADEMY NASHVILLE MENTOR TEACHER PROGRAM

Even though Tamika Arnold has been teaching for five years, she can easily remember what it felt like to be in her first year as an educator - it was a hard year where she often felt unsupported.

When Arnold came to KIPP Academy Nashville in the 2019-2020 school year, she says she was drawn here by the school’s culture and sense of team. Fast forward through a pandemic, and some of the most challenging years educators have ever had to face, and Arnold says there were clear indicators that teammates were looking for ways to connect with each other.

“After the 2021-2022 school year we had some teammates leave and point out that at times, they felt isolated,” explains Arnold. “It honestly surprised me to hear that feedback, because there were so many people in this building who welcomed me with open arms. But not everyone is outgoing or will proactively reach out for help, so I had this idea to create a Mentor Teacher Program to close that gap.”

With the support of KAN’s principal, Kayla Miller, Arnold started the Mentor Teacher Program this past school year with 15 members - one group of three, and six pairs. All mentor teachers participated on a volunteer basis.

The Mentor Teacher Pilot Program works like this:

• Each person who is new to KIPP or new to teaching (or both) is matched with a mentor teacher. That mentor teacher is someone who has been working at KAN for two or more years, and is someone in a different grade level.

• The group meets on a monthly basis focused on one topic, like sharing classroom management strategies or organizational tips and tricks.

• The group regularly meets outside of school to connect and get to know each other, like going on a hike or a happy hour.

The main goal is to provide a safe space for teachers to talk to each other, share resources, and make sure new teachers, or new to KIPP teachers, feel connected and supported throughout that crucial first year.

Abby Young, an ELA Learning Specialist who supports fifth and sixth grade students says, “As a first-year teacher, it has validated my experience and helped me feel heard. Those in the mentor program help remind me I am not alone in my experiences, and every teacher was a first-year teacher at one point.”

Misty Caldwell, a fifth grade math teacher who has been teaching at KIPP Academy since it was founded in 2005, says being a Mentor Teacher has helped her build strong relationships and allowed her to make a difference in new ways.

“It is easy to focus on the day-to-day routine with my own grade team and miss the chance to impact the school in a greater way,” says Caldwell. “This experience has helped me see beyond my classroom and grade level to the school as a whole. I also appreciate that my mentee, Jasmine, takes time to check on how I am doing as well.”

Arnold says the experience has been rewarding beyond what she’d hoped.
“It really fuels me and fills me up,” says Arnold. “It feels like this is what I’m meant to be doing. I really want to help teachers feel comfortable in new spaces and give them the support I didn’t have as a first year teacher.”

And beyond the sense of connection and friendship that these fifteen teachers have formed with one another, the program has had a significant impact on the school’s staff retention - every mentee teacher in the program is returning to KIPP Academy Nashville next year, something KAN’s principal says is an invaluable impact of this work.

“Teacher retention is so important to building school culture and providing our students and families with stability and consistency,” says Miller. “We are able to maximize our impact when our teammates stay each year and continue to grow alongside each other.”

As Young reflects on the program, she says, “The benefits of this program are massive! It truly helps people to come together and support each other every way they can. It brings staff together in a professional and social manner, which boosts morale in many ways.”

Arnold plans to continue the program next year, although there will be a smaller batch of mentees, because their staff retention is so high.

Young adds, “It has truly benefited me, and the impact on the staff culture is clear.”
In the 2023-2024 school year, KIPP Nashville will welcome 120 new students, including our founding middle school students from KIPP Antioch College Prep. To prepare for the opening of our eighth school, KIPP engaged families by holding community meetings and input sessions. Our families even voted on the school name at mascot - KIPP Antioch Global High School is now the home of the Huskies!

KIPP Antioch Global High School will be located inside the former Macy’s building. While construction of the new space takes place during the 2023-2024 school year, our ninth graders will attend school in a temporary space nearby. Our new high school will feature state of the art facilities, including a beautiful theater and athletic facilities.

By opening this new high school, we will offer Antioch families a full K-12 pathway in their community. Metro Nashville purchased the Global Mall property and announced 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!

We are thrilled to announce that our applications to open schools nine and ten in South Nashville were approved in the Fall of 2022 by the Tennessee Public Charter School Commission. Dozens of KIPP parents, alumni and community members shared their voices in support of these additional schools during a public hearing and through submitting written comments.

By opening these two schools, KIPP Nashville will 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. We anticipate these two new schools would come online sometime in the next five years.

“As someone who has direct contact with all types of members of the KIPP community, I can undoubtedly say that KIPP plays an important role in the Nashville community. I support KIPP’s commitment to adding a new elementary and middle school in Antioch because I know there is a need for an academically excellent school in this area. Antioch, like many of the communities KIPP serves, is under-resourced, meaning there are students in this area that do not have access to a great education. I know it, and so does the community. Adding these schools means the 1,000 and counting students on our current waitlists would be able to get access to the education they are seeking.”

Vanessa Ajualip Hernandez, KIPP Nashville Collegiate High School alumna and current sophomore at Columbia University
Congratulations to KIPP Nashville’s Blue Ribbon Teachers!

Trevia McPherson, KIPP Kirkpatrick Elementary School
Shelby Flowers, KIPP Academy Nashville
Misty Caldwell, KIPP Academy Nashville

These awards are given by the Nashville Public Education Foundation to public school teachers in Davidson County who demonstrate exemplary dedication to providing an excellent and engaging education to their students and making an impact within their schools each day.

Fun fact: Ms. Caldwell is in her 19th year teaching with KIPP Nashville. She was the first teacher hired at KIPP Academy when we first opened in 2005, and has taught thousands of students, their siblings and relatives fifth grade math along the way.

Celebrating Four Tennessee Reward Schools

- KIPP Nashville College Prep Elementary
- KIPP Academy Nashville
- KIPP Antioch College Prep
- KIPP Nashville College Prep

Level 5 Growth

Scoring a 5 on the Tennessee Value Added Assessment System (TVAAS) is the top score and indicates our students are growing at the highest rate possible.

- KIPP Kirkpatrick Elementary School
- KIPP Nashville College Prep Elementary School
- KIPP Antioch College Prep
- KIPP Academy Nashville
- KIPP Nashville College Prep

Congratulations to KIPP Antioch College Prep Elementary School for being named to the Changemaker Charter School list for overall recognition. This award was given by the TN Charter School Center in recognition of placing in the top 25% of public schools in the state for student achievement in ELA and Math.

Soraya Mejia Rosales was one of 62 KIPP students nationwide to be selected to be a part of the 2023 KIPP Ruth and Norman Rales Scholars Program. As a Rales Scholar, Soraya receives $60,000 in tuition aid, 1:1 mentorship, training around financial literacy and budget planning, and networking opportunities. Soraya is a first generation college student heading to college at Washington University in St. Louis.

KIPP Nashville is home to a published student author! Zion, in eighth grade at KIPP Academy Nashville, published “Crowned a Princess: Activity Book & Journal.” Zion has been giving her book away to other students at school, which she says has been an amazing experience, and she hopes to write more in the future.

“I like journaling and writing every day, because it’s like having a conversation with yourself. You understand yourself a lot better than other people, and I hope other girls like me can use this book and understand that they’re worth something. There’s a part of the book where you can put a picture of yourself, where you can appreciate and recognize your own beauty, because you can be you without anyone telling you you have to be this or that.”

KIPP Nashville College Prep Elementary School became a certified Unified Sports School through the Special Olympics of TN! This program increases opportunities for leadership and athletics, and ultimately a culture of inclusion for all students within our school community.

Congratulations to the KIPP Antioch College Prep Lady Lions! The basketball team won the Class AA Davidson County Middle School championship. This is the first division title for the team!

KIPP Nashville Collegiate High School’s Choir program made history, winning not one but two awards at the Music at the Parks competition, which takes place at Universal Studios in Orlando, Florida. The Collegiate Varsity Choir received first place and the Voices of the Elite Choir received second place, both in the mixed choral division. This is the first time Collegiate’s choir program has competed at and won a national music award.
Across KIPP Nashville Public Schools, all students have the opportunity to participate in a choir program. We are proud to be investing in our students’ musical education, which now includes a growing band program at KIPP Nashville College Prep.

The band program is run by Tykeithan Phillips, who directs Beginning Band and Advanced Band, and Crystal Howard, who directs the Jazz Band.

**MUSICAL PROGRESSION**

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<th>Grade</th>
<th>Program</th>
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<tr>
<td>5th grade</td>
<td>Beginning Band</td>
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<tr>
<td>Grades 6-8</td>
<td>Advanced Band and Jazz Band</td>
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For students like Alicia, the band program is the highlight of her school experience.

“Often, I get really nervous when I’m about to perform in front of people because I don’t want to mess up, but once I start playing, I feel like I’m in my happy place.”

Ramona Jun, a sixth grader who plays tuba, says, “The band is my favorite part of the school.”

Before the band program at KNCP, Jeremiah had never had the opportunity to play an instrument. Now, Jeremiah is learning to play the trumpet.

“It takes the stress away,” says Jeremiah, who is in sixth grade. “You can play with friends, and it’s also a great sound that comes out of the hard work of practicing many songs and the encouragement made by parents and other friends.”

The band is called the KNCP Tenacious Marching Tigers or as Mr. Phillips puts it, “The Pride of the Northside.”

Mr. Phillips, who studied music at TSU and plays trombone, says, “I had some people who were influential in my life and changed some of the directions I may have been going in, that believed in me, and I got to this point in my life and decided I wanted to do that same thing for children who look like me.”

Phillips adds, “I just think about those children in general that don’t have an outlet, because music is a universal language, no matter where you’re from.”

The musicians play two concerts a year, and have had the opportunity to play at other venues around town.

Alicia says, “When we all have the music put together, it feels great when we finally finish and we know we did a good job playing the music.”

Not only is playing in band a fun outlet for students, Mr. Phillips says it builds a muscle that extends far beyond simply learning the notes.

“I think with music, it definitely takes a lot of discipline to play an instrument and consistency,” explains Phillips. “If you want anything in life, you have to be consistent and relentless in your pursuit. So I think when it comes to playing an instrument, they have to take the time themselves to create their own practice regime.”

The effort it takes to practice and master music is something Alicia, Jeremiah and Ramona Jun appreciate about being in the band together.

“I do practice my music, because I’m also in the Jazz Band, and it gets hard because I have to play high notes and it’s hard to get them out,” says Alicia.

Ramona Jun says, “All the practice is really worth it. It makes you feel really happy inside.”

Mr. Phillips says he focuses on teaching his students music theory and the basics of playing music, so that students have a strong musical foundation upon which to build their practice.

“I can’t wait to hear what they sound like next year and see how the program will grow and evolve,” says Mr. Phillips.

During the 2023-2024 school year, Mr. Phillips says they are planning to incorporate more traditional marching band opportunities into the program, as well as add dancers.

“I truly believe the sky’s the limit.”
It’s never too early to begin thinking about (and dreaming about!) your career. And what better way to imagine the future, than seeing it come directly to you. Enter KIPP Nashville College Prep Elementary School’s Career Cafe.

The Career Cafe is designed specifically for fourth grade students, and hosts monthly speakers to talk about their different career paths.

Students took the Holland Code test in September, which matches them to careers that align with their interests, talents, and aptitude. Students were also taught about the Holland Code Career Pathways.

Over the school year, KNCPE hosted six career fairs and welcomed a variety of professionals to speak, including the Executive Director of the Nursing School at Lipscomb University, an engineer, a firefighter/paramedic, a doctor, and an NFL Football Player.

“Fourth grade is the perfect age to do this, because they’re about to go into middle school and students are able to see the connection between academics, their specific talents and interests, and where that might take them down the road. Certain careers seem glamorous, like being a doctor, and then when students find out how long it takes to become a physician, it may make them rethink that path and consider something else within the healthcare industry.”

- Debbie Baker, KNCPE School Counselor

During a special Social Studies unit this year, all our middle school students asked themselves the question, “How informed are we about the world around us?” During this end of year unit, students explored current events through national news outlets in the United States and around the world. Students applied the thinking they used in history throughout the school year - analyzing primary sources, determining a topic, and determining an author’s point of view - in order to complete their project.

Students were able to choose the current event they were most interested in either learning more about, reporting to others, or both. After doing research, students created presentations to share what they learned, and participated in KIPP Nashville’s New Fair. Winners from each homeroom, grade level and campus were chosen, ultimately resulting in an overall regional winner.

Congratulations to Manel, a seventh grade student at KIPP Nashville College Prep, and her Social Studies teacher, Mr. Hess!
Jasmine Fripp's love of music and choir all started as an elementary school student in Charleston, South Carolina. Thanks to her mom and a music teacher who recognized her potential, Mrs. Fripp spent the rest of her time through high school graduation singing in choirs and developing a passion for the arts.

While in high school, Fripp says she had a transformative experience with a guest conductor named Jeffrey Redding.

“This Black guy took out his headphones and started conducting the choir. I had never up until that point never seen a Black choir teacher. He commanded the room and encouraged us to see past the notes on the page. It was remarkable. By the first song that we sang, I was in tears, mascara running down my face. I looked at him and said ‘That’s what I want to do with the rest of my life’. I didn’t think music was a thing until the right people came along and showed me what it was and showed me how much potential I had. That’s why representation matters so much. A lot of times you can’t imagine you can do it until you see someone who looks like you do it.”

Fripp studied music education at Winthrop University in college and moved to Nashville to pursue songwriting and a Master’s in Music Education from Belmont University, also landing a job at KIPP Nashville.

Starting in the 2020-2021 school year, Fripp set her sights on rebuilding the music program at KIPP Nashville and a Master’s in Music Education from Belmont University, also landing a job at KIPP Nashville.

Fripp says the program began to grow.

“In 2020 we may have had 30-ish kids within the program, and we now have 67 kids, and the retention is definitely there. I have kids stopping me in the hall. They hear other kids talking about great a time they have in choir, how we take trips, perform here, how they feel like they’re on a winning team and have a purpose, and that’s starting to be contagious throughout the school and kids are like, ‘I signed up for your class next year!’”

Fripp, who serves as Collegiate’s Director of Choral Activities and General Music Instructor, has grown the program into three choirs:

- Beginner – Collegiate Concert Choir
- Intermediate – Voices of the Elite
- Advanced – Varsity Choir

“Choir is a cool thing here,” she says, “The beautiful thing about the program is you get kids from all kinds of walks of life. You’ve got the popular kids, the athletes, the anime nerds and gamers, the quiet kids, all kinds of kids. It’s so beautiful to watch.”

Over the past year, students have won individual choir awards, performed at some of the best venues and festivals in Nashville, and competed and won in their first ever competition outside of Tennessee.

Jeremiah, a tenth-grade student, says, “She really helped spark a joy for music inside of me. Being in choir helped give me a purpose and gave me something to look forward to after school.”

For Juan, ending up in choir was a complete accident, a mistake on his part in ranking the electives he wanted to take at Collegiate. He meant to rank choir last, but marked it first.

“If it wasn’t for that accident and me not being in choir, then I probably wouldn’t have fully taken that road of singing and getting into music,” explains Juan, also a tenth grader. “Here I am now wanting to stay in choir and go into the music world. Mrs. Fripp has greatly impacted my life, because if she wasn’t in it, I wouldn’t have a purpose.”

Of her role as a music teacher and choir director, Fripp says, “I want them to find their passion, whether it’s musical or not. I want them to learn about life through music. I always say I don’t teach music, I teach life through music, because you’re learning how to be independent, advocate, fight through music, and how to love one another.”

“I learned a lot about believing in yourself and having confidence,” says McKinley, who placed 54 for mezzo soprano in the Middle Tennessee Vocal Association Honors Choir. “It’s a whole different experience for me singing in front of people and being comfortable. So, she taught me to always have confidence that you’re exactly where you’re supposed to be.”

As the choir continues to grow, develop, and thrive, Fripp says her goals around success are shifting.

“First, we had to build the joy and love and passion for music, which we’ve done,” she explains. “We’ve got that. So now, we can focus on building musicians. That looks like reading music, listening to harmonies, continuing to cultivate a family atmosphere, performing, making a name for ourselves, and supporting students to write and create their own music in the studio.”

Brooklynn, a member of the Collegiate class of 2023, says, “Mrs. Fripp has impacted me by believing in me when at times I didn’t believe in myself. She’s a really important figure to me, and she’s inspired me in many ways that words cannot even tell.”

“Next year, my goals are to become a better music teacher, better resource for my kids, and push them to be as excellent as I know they can be, not what they think they can be,” says Mrs. Fripp.

Mrs. Fripp is a two-time Grammy nominated Music Educator of the year and was recently appointed Concert Choir Director for the Nashville Children’s Choir. She is frequently asked to guest speak and guest conduct at schools and universities around the country. Follow her story on Facebook, Instagram, and Tik Tok at @passionateblackeducator.

Interest in the choir started off slowly, but as word spread among students about how fun the class was and the choir started to see big successes resulting from their hard work and dedication, Fripp says the program began to grow.

CHOIR ACCOLADES

- Received Superior Ranking by the Middle TN Vocal Association Choir Festival
- All State rankings (Brooklyn 13th in Middle TN for soprano, Judah 17th for tenor 2, McKinley 54 for mezzo soprano and Peyton 2nd for freshman bass)
- Performed at the Country Music Hall of Fame
- Only Nashville choir invited to perform at the acclaimed H.T. Burleigh Spirituals Festival
- Schermerhorn Symphony Center debut with “We Are Nashville” festival
- 1st and 2nd place awards at the Music at the Parks competition in Orlando in the mixed choir division

SINGING FROM THEIR OWN SONG SHEET

COLLEGIATE CHOIR

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Starting in the 2020-2021 school year, Fripp set her sights on rebuilding the music program at KIPP Nashville Collegiate High School, no small feat.

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KIPP FORWARD
SUPPORTING OUR STUDENTS AND ALUMNI TO AND THROUGH COLLEGE, CAREER, AND BEYOND

Our KIPP Forward Team currently supports 175 KIPP Nashville Collegiate High School alumni currently attending colleges, universities, and technical schools around the country.

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 2023 AT A GLANCE

- **109** STUDENTS
- **641** COLLEGE APPLICATIONS
- **98%** GRADUATION RATE*
- **506** COLLEGE ACCEPTANCES
- **28%** SCORED A 21+ ON THE ACT, QUALIFYING THEM FOR THE HOPE SCHOLARSHIP
- **18** AVERAGE ACT SCORE
- **27%** MNPS (DATA BASED OF CLASS OF 2015)

Nearly 80% will be attending a postsecondary institution or training program.

This includes traditional four-year universities, and special programs like the Tennessee College of Applied Technology, Genesis Career College, the Army National Guard, and the Vanderbilt University Next Steps Program.

20% of graduates are expected to go straight into the workforce.

CLASS OF 2023 HIGHLIGHTS

- Valedictorian, Soraya, received a surprise $60,000 scholarship from the KIPP Foundation that goes toward paying for college, and also provides 1:1 mentorship. Soraya was accepted early decision at her top choice school, Washington University in St. Louis.
- Corayma will be participating in the Verto Education Program and studying in Prague, Czech Republic for her first semester before attending Lycoming College
- Dennis has joined the National Guard
- Renata, Jonathan and Kym’Meshia will be taking their talents to the University of Tennessee – Knoxville to take advantage of the Vol KIPP Tuition Scholarship
- Kennedi is a scholarship recipient for the Community Foundation of Middle Tennessee

COLLEGE PERSISTENCE

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

| CLASS OF 2022 | 44% OF CLASS Persisting |
| CLASS OF 2021 | 36% OF CLASS Persisting |
| CLASS OF 2020 | 40% OF CLASS Persisting |
| CLASS OF 2019 | 32% OF CLASS Persisting |
| CLASS OF 2018 | 44% HAVE GRADUATED OR ARE CURRENTLY ENROLLED |

*High school graduation rate calculated based off the number of students who began their senior year at Collegiate
ESTIMATED COLLEGE COMPLETION
(Measured within 6 years of starting)

LOW INCOME

CLASS OF 2018 44%
CLASS OF 2019 41%
CLASS OF 2020 33%
CLASS OF 2021 24%
CLASS OF 2022 24%
CLASS OF 2023 25%

This drop is concerning, yet on par with the rest of the KIPP network and national college enrollment trends across the United States.

We are excited to see average ACT scores go up again beginning with the Class of 2021, which can be predictive of college enrollment and the types of postsecondary opportunities our students will have access to.

WHERE YOU CAN FIND OUR ALUMNI

College Readiness and Completion - Taking a Closer Look at the Class of 2020
Comparing KIPP Nashville Collegiate High School average ACT scores and estimated college completion from surrounding district schools in East and North Nashville.

CLASS OF 2020

KIPP Nashville Collegiate High School
Maplewood High School
Whites Creek High School
Hunters Lane High School
Stratford STEM Magnet High School
East Nashville Magnet High School

<table>
<thead>
<tr>
<th>Class</th>
<th>Average ACT Scores</th>
<th>Estimated College Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>KIPP Nash vng</td>
<td>21.6</td>
<td>39%</td>
</tr>
<tr>
<td>Maplewood High School</td>
<td></td>
<td>14.7 6%</td>
</tr>
<tr>
<td>Whites Creek High School</td>
<td></td>
<td>15.2 9%</td>
</tr>
<tr>
<td>Hunters Lane High School</td>
<td></td>
<td>16 10%</td>
</tr>
<tr>
<td>Stratford STEM Magnet High School</td>
<td></td>
<td>17.4 7%</td>
</tr>
<tr>
<td>East Nashville Magnet High School</td>
<td></td>
<td>17.8 33%</td>
</tr>
</tbody>
</table>

Average ACT Scores
Estimated College Completion

ACT data and estimated college completion rate for MNPS Class of 2020 taken from Nashville Public Education Foundation 2022 Bridge to Completion Report.

BUILDING SUPPORT IN HIGH SCHOOL
No matter a student’s path, KIPP Forward’s work is grounded in building authentic relationships with our students, alumni, and their families, so we can provide the best support and guidance. KIPP Forward’s support begins in high school, uniquely positioning students to choose and be prepared for the best path forward toward building their career of highest aspiration.

HIGH SCHOOL SUPPORT INCLUDES:
- College and Career Readiness classes for every junior and senior
- YouScience assessment to define student strengths and pair with a possible career pathway
- Developing college wish lists and support with application process
- Test preparation for juniors and seniors
- Financial aid applications
- Career day and job shadowing opportunities
- Coordinating on campus college visits
- Transition support from high school graduation to college and career
“The impact that KIPP Forward has had on my daughter’s experience has been nothing short of amazing! Since the beginning, this team has dedicated their time, talent and resources to ensure that my daughter was equipped with all that she needed to be successful throughout this whole journey. KIPP Forward was one of the main reasons why we chose this school and I’m so glad that we did! My daughter now feels more confident and better prepared about her academic future because of this program. So grateful for all that it has offered and will continue to offer post graduation.”

- Jamela Collins, Mother of KIPP Nashville Collegiate Class of 2022 student Madyson Hughes, University of Tennessee Knoxville

“KIPP Forward helped me pursue various opportunities I would’ve never been able to pursue by myself. This includes opportunities for college, scholarships, or even contact information. KIPP forward has always been generous with their time and effort, even expressing their love for all of the students in various manners.”

- Victor Martinez Patlan, KIPP Nashville Collegiate High School Class of 2022 Alumni, Duke University

“My brothers and sisters didn’t go to college, it was all new, so everything I was learning was all from KIPP. For a long time I was uncertain about what I wanted to major in, so my persistence advisor helped me figure out the best steps to figure that out and strategies to balance my workload.”

- Keyanna Holder, KIPP Nashville Collegiate High School Class of 2018, Fisk University Class of 2022

PARTNER SPOTLIGHT: UNIVERSITY OF TENNESSEE - KNOXVILLE
Vol KIPP Nashville Scholarship

During the 2022-2023 school year, KIPP and the University of Tennessee-Knoxville launched an exciting new scholarship program designed specifically for KIPP Nashville high school alumni.

The “Vol KIPP Nashville Scholarship”, when combined with other federal, state, and institutional aid, will cover tuition and mandatory fees, and allows students to go to college for free. Students are able to combine this scholarship with the Tennessee HOPE Scholarship. In addition, KIPP students receive an admissions application fee waiver.

KIPP Nashville Collegiate High School Class of 2022 alumna, Stephanie Morales, is a recipient of the Vol KIPP Nashville Scholarship. Stephanie is studying psychology and plans to pursue a career where she can help kids. As a first generation college student, Stephanie says the scholarship and support from KIPP Forward has been a big help transitioning into her first year away from home. On campus, Stephanie loves being involved in the Latin American Student Organization.

“It’s definitely a big help having programs like these. I have two older siblings, but since I’m first generation it has been hard at times. Having people supporting me as I navigate my way reminds me that I’m not alone in this.”
FIRST A READER, THEN A LEADER
LEARNING HOW TO READ IS A HUMAN RIGHT

“Reading is unlocking the world for our students. Everywhere they go in life from this moment on, they’ll be reading, or learning to read. Students are not able to choose the career or path they want to choose without having literacy as that strong foundation to get them started.”

- Megan Tipton, Kindergarten Teacher at KIPP Antioch College Prep Elementary School

WHERE WE STARTED
Only 1 in 3 fourth graders in Davidson County public schools can read on grade level.

Before the pandemic started, KIPP Nashville and its leaders recognized a need to rethink and rebuild how we teach children to read. In the 2020-2021 school year, and in partnership with 14 other KIPP regions across the country, KIPP Nashville began the process of completely changing our approach to foundational literacy. This included adopting a new curriculum, rolling out new assessment systems, and investing in professional development for all our kindergarten, first and second grade teachers beginning in the 2021-2022 school year.

When KIPP Nashville rolled out our plan, it included three pillars:

- **Blueprint for literacy**
  Aligned approach across all our elementary schools, including curriculum, instructional block design, assessments and professional development.

- **Science of Reading**
  Training everyone in the region, especially elementary schools, on how the brain learns to read, and pairing that with instructional practices that best support teaching literacy. These instructional practices prioritized word recognition skills that had been deemphasized prior to the 2020 pandemic.

- **Together With Families**
  Resource-sharing with parents and caregivers so families are empowered to support their students at home.

HOW IT’S GOING

“We are directly, explicitly teaching kids to say letter names, letter sounds, and how to blend words. There’s no exploration in this. Research tells us that direct, systematic instruction and explicit instruction is what’s best for kids whenever we’re teaching foundational literacy.”

- Dr. Anita Gonzalez, KIPP Nashville Director of Elementary Humanities

As of the 2022-23 school year, a total of 20 KIPP regions—educating 42 percent of all KIPP elementary students—are partnering with the KIPP Foundation on early literacy.

In year two of our priority, KIPP Nashville has seen exciting and promising growth across our kindergarten, first and second grade classrooms.

Two kindergarten classes featured in the YouTube series “A Year in Foundational Literacy.”
WHERE ARE WE GOING?
A Roadmap for Year Three and Beyond

By the end of the 2023-2024 school year, at least 90% of K-2 students are reading on grade level.

Entering year three of KIPP Nashville’s regional focus on foundational literacy brings new and exciting challenges. We know that in order to get from good to great, and reach our overall goal that at least 90 percent of K-2 students are reading on grade level, our schools and teachers will continue to have to refine data analysis systems and data driven instructional practices. This includes continuing to regularly progress monitor each student and use that data to drive ongoing instruction that is tailored to what each student needs.

In the 2023-2024 school year, and beyond, our focus is on providing all students with high quality, comprehensive literacy instruction. Based on our kindergarten and first grade data, we have a foundational skills literacy blueprint that works. Our next steps are to continue that blueprint, refine data analysis and data driven instruction, begin to focus on language, grammar, vocabulary and comprehension as well as effective, research-based Tier 2 and 3 small group instruction, giving all of our students all-inclusive research based, effective literacy instruction.

KINDGERTEN AND FIRST GRADE LEADING THE WAY

We are especially excited about the results we are seeing in our kindergarten and first grade classes, which are the two classes who have experienced the new literacy approach during their entire elementary school career.

Percentage of students reading on grade level at the beginning of kindergarten versus at the end of first grade.

<table>
<thead>
<tr>
<th></th>
<th>Beginning of Year 1 (August 2021)</th>
<th>End of Year 2 (May 2023)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kindergarten</td>
<td>22%</td>
<td>75%</td>
</tr>
<tr>
<td>First Grade</td>
<td>30%</td>
<td>81%</td>
</tr>
</tbody>
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Data is based off of a nationally normed mCLASS assessment.

KIPP NASHVILLE MAGAZINE | 2022-2023

Scan the QR code to watch the entire series!
PERSPECTIVES

KIPP PARENTS

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 COLLEGE PREP PARENT INVOLVEMENT COMMITTEE (PIC)

Behind every KIPP Nashville school are incredible families who support their students, teachers, and contribute to the overall culture of the school community.

At KIPP Nashville College Prep, the Parent Involvement Committee (PIC) is a small but mighty group of parents who work year-round on a variety of initiatives that bring joy to the school, including Teacher Appreciation Week, Valentine’s Day, Field Day, Black History Month, Sneaker Ball, and so much more.

The PIC is managed by Tasia Winston, KNCP’s Dean of Students. The group meets every two weeks, once virtually and once in person. Parents can join on the virtual call to hear updates and hear opportunities for them to get involved.

We are sharing excerpts of a conversation with Ms. Winston, and PIC members, Alicia Allen, Melissa Stewart, and Christie Martin.

Alicia Allen has two children at KNCP: Cameron in fifth grade and Kyla in eighth grade.
Melissa Stewart has one child at KNCP: Pynk in seventh grade.
Christie Martin has one child at KNCP: Jourdan in seventh grade.

WHY DID YOU WANT TO BE INVOLVED WITH THE PIC?

Melissa: I was involved in my daughter’s other schools, and I wanted to be involved here so I could get to know the teachers so I’m more comfortable, she’s more comfortable, and they’re more comfortable talking to me.

Christie: I love kids, and I’ve always been an active part of my son’s school. It just kind of worked. I think it allows our kids to be more involved and they are a part of something that their parents like being a part of.

Alicia: I want to make sure my kids get the education they need, so I’m always going to be involved. I’ve been around since the fifth grade, that’s when I started out being involved with the PIC. You also get to know a lot of the other students.

Tasia: Having a group of involved parents is so important for our school. We’ve always had a PIC, but it’s never been to this extent where parents have been so involved and consistent throughout the entire year.

WHAT WAS YOUR FAVORITE PIC INITIATIVE FROM THE SCHOOL YEAR?

Melissa: When we did Valentine’s Day candy grams, flowers, balloons, and teddy bears. We were able to work together and show the school how you can get along with everybody. It’s about the community coming in, getting to know everyone who works here. You feel more invested. I also liked the sneaker ball we did. That was nice because it allowed the kids to come in, be dressed up, and get a chance to be with their friends to dance and have fun.

Christie: I really enjoyed helping out for Teacher Appreciation Day. We made each teacher an individualized cookie and a survival kit.

Tasia: They were a huge support for the sneaker ball, getting donors who donated prizes for the students.

WHAT DO YOU VALUE MOST ABOUT KNCP?

Melissa: What I enjoy is the fact that they are bringing back things that I had when I was a kid. Getting them involved with cosmetology, things we do every single day, and showing them different skills. They’re doing things where kids have opportunities to work together as a team. When the school is bringing those things back in, it allows us to be a community and a family. I love that KNCP is doing that.

Christie: At one point, I was going to move to Maryland, and I told them I’d still be involved. That’s how much I love KNCP.

My son has grown so much. He doesn’t even need extra supports anymore, and that’s always been my goal for him. The past three months, my son made a 100 on his math test, and it was the first time he made a 100 on a math test. We went out to dinner to celebrate.

Alicia: I value the diversity and inclusion here at the school. They push our kids and have patience and unconditional love for my children.
KIPP Nashville Collegiate High School Goes Abroad

In March, KIPP Nashville Collegiate High School made history. For the first time, students spent Spring Break abroad in Europe.

Twelve students and two chaperones visited cities in France and England across six days. Stops included Normandy, Paris and London.

Collegiate partnered with Education First Tours on the experience, which combines education and travel.

Ms. Hammonds, Collegiate’s Associate Dean of Students, was a chaperone on the trip and says, “Many of them had never been outside of the country, or it was their first time traveling without their parents. This experience allowed them to be fully independent with managing their money and how to conduct themselves in a different country. It taught them how to adapt to various personality types and how to be flexible when plans change.”

For Arnecia, a junior, not only was it her first time out of the country, it was also her first time traveling on an airplane, which she described as scary but fun.

“I wanted the experience of being out of the country,” says Arnecia. “It made me think about there are people on the other side of the world living their own lives. It made me want to travel more.”

Students who went on the trip were either juniors or seniors and spent the past year saving up for the big trip.

Ms. Thompson, a biology teacher and Instructional Coach at Collegiate, also chaperoned the trip. She says, “I hope this becomes an annual type of trip. There are so many opportunities to learn through travel that we sometimes forget about in the day to day.”

While in France, students visited Normandy and stayed at a working farm. They went to the beaches of Normandy and saw landmarks from World War II.

The group also traveled to the Palace of Versailles, something junior Markell says was a highlight of the trip.

“I’ve read so much about it, and getting to see it, it’s so big,” says Markell. “You see how French culture starts this thing of etiquette and that it starts in that palace.”

In Paris, students saw many of the major sites, including the Eiffel Tower, the Louvre, took a cruise down the river Seine and spent time shopping and trying new food.

Food highlights in Paris included chocolate croissants and “all the bread.”

Senior, Kennedi says, “I loved the different buildings and the architecture. I had never been outside of the country, and I wanted to travel the world and experience new things.”

Ms. Thompson adds that while the different sites and cultural experiences were a big part of the trip, being together with a small group allowed for a special kind of bonding opportunity. Across the board, students named a particularly intense game of Monopoly while in Normandy as one of their favorite memories.

Ms. Hammonds says, “I think I will remember the group bonding over playing Monopoly in Normandy after dinner, to see the teamwork and strategies that our students had in place was truly rewarding. I also didn’t know that they would take Monopoly and being competitive so seriously. The trash talk and tension was definitely thick!”

By the end of the trip, both Ms. Thompson and Ms. Hammonds say they noticed a shift in students becoming more independent and comfortable in their new surroundings. Their visits came during a time when workers from across a variety of industries, including transportation, went on strike for higher pay.

“This opportunity showed how others experience the world, so being able to see how people are different culturally and politically, as we were impacted by the strikes,” says Ms. Thompson.

During a quick stop in London, students got to see Buckingham Palace, and traveled through the city, but the transit strike did impact their ability to get around.

For Markell, Arnecia, Kyndal and Kennedi, this experience solidified their desire to keep traveling and see more parts of the world.

“I got to see what I wanted to see, and I saw all these amazing things. Now that adventure is done, so it’s onto the next one,” says Markell.
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.

Fatuma Ibrahim
KIPP Nashville Collegiate High School Class of 2021
Sophomore at Washington University in St. Louis

We are lucky enough to have some of our Collegiate alumni working with KIPP as summer interns, including Fatuma. Fatuma is interested in a Global Studies major and pursuing a career in immigration and refugee rights. Fatuma was born in a refugee camp in Kenya and moved to Nashville when she was eight, twelve years after her parents first began the process of seeking asylum in the United States.

“I saw firsthand the sacrifices my loved ones made. Our family waited for our asylum process for 20 years, even before I was born. Having that experience, I think I would be a great help in the future to be able to make that process much easier for other migrants.”

Fatuma has already plugged into the St. Louis community, interning with Welcome Neighbor, a nonprofit organization that supports refugees. Most recently, Fatuma spent two weeks in Ecuador touring the Amazon and areas impacted by oil drilling as part of her Global Citizenship class.

On campus, Fatuma is involved in the African Student Association and the Muslim Student Association.

As a first generation college student, Fatuma says support from KIPP Forward was extremely helpful during her transition from high school to college, and she’s looking forward to getting even more involved on campus sophomore year. During the summer, Fatuma interned with the KIPP Antioch Global High School team, as they prepared to welcome their first class of founding ninth graders.

“When I think about sophomore year, I’m most excited about getting out of my comfort zone more and applying for leadership roles in organizations. I am going to push myself not to get cold feet anymore. Now that I have the academic life figured out, I want to make my student leadership on campus stronger.”
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.

We are grateful to our many community partners who allow us to extend our reach far beyond our schools’ physical buildings.

Enrollment Team in Action
Our team and family represented at the El Dia de los Muertos celebration at Cheekwood Botanical Gardens. El Dia de los Muertos, or the Day of the Dead, is an important celebration in Mexico and Latin America. The two-day holiday is known for colorful decorations and music. Beautiful and elaborate displays honor ancestors and deceased loved ones by welcoming back their souls for a reunion.

KIPP Nashville’s enrollment team was joined by families from KIPP Antioch College Prep Elementary School who put together this beautiful booth and engaged with families from around Nashville.

Supporting Healthy Communities
KIPP’s Ewing Park campus located in North Nashville hosted a health fair and handed out free diapers in partnership with Connect Us Health and Nashville Diaper Connection. KIPP’s school nurses coordinated the event, which offered students the opportunity to come get school physicals and vaccines.

Team Work, Dream Work
Thank you to Asurion for bringing a 60 person volunteer army to our schools to help us get ready for the new year! There is so much preparation that goes into being first-day ready, and these volunteers helped us get over that finish line. We are grateful to Asurion for their many years of support.

Ready, Set, Run!
In the fall, KIPP Antioch Elementary and Middle School combined forces and hosted their first ever Fun Run on campus! Families were invited to either run or walk a course around the school property with KIPP teammates. As a bonus, the Fun Run was held the weekend before Halloween, which opened up the door to some creative costumes.
SPORTS, ARTS AND EXTRACURRICULARS

We focus on teaching and developing the whole child and creating joy-filled schools. Our students are learning the academic and character skills needed to be prepared in college, career and beyond. 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 2022-2023 school year.

KIPP Academy Nashville Holiday Concert
KIPP Academy Nashville’s choir continued a longstanding tradition of bringing holiday cheer to Asurion. They performed for hundreds of Asurion employees (and 1-thousand more joining virtually) and brought the house down, of course!

Taking class outside is always a great idea.
First graders at KIPP Antioch College Prep Elementary learning about light and transparency, and what better light source to test out your theory than the sun!

Congratulations to KIPP Nashville Collegiate High School student, Julius, on finishing 6th place in the 200 meter race in the TSSAA Track and Field state championships!

KNCPE and KNCP students competed for the first time in the Metro Nashville Special Olympic games!
Our athletes brought home many ribbons after placing in events such as the 100/200 meter dash, long jump and softball throw. They learned and lived by the Special Olympics oath, and supported one another across the finish line, always brave in their attempts. Many thanks to the coaches and families for supporting these incredible athletes!

Celebrating the end of a successful quarter with a student versus staff basketball game!
KIPP Academy Nashville staff served up a loss to the students in a heated game with many lead changes. Rematch, anyone?

Cheerleading in action at KIPP Nashville College Prep!
We love to see our students bringing school spirit. Let’s go, Tigers!
DRIVING THE FUTURE
BUILDING A TRANSPORTATION TEAM FROM THE GROUND UP

By the time Jim Dickerson decided to work at KIPP, he had already had a distinguished career at UPS where he trained hundreds of drivers. He had already spent another decade working with Charter Corporation transporting special needs children within Metro Nashville Public Schools. And he was a proud veteran, having spent 13 years in the Navy Air Wing, including two combat tours in Vietnam.

What could’ve been an easy transition into retirement turned into 18 bonus years in transportation at KIPP Nashville, both as a bus driver, and as the founding member of the Transportation Team.

“When I sat down with Mr. Dowell, and he told me about KIPP and what it was all about, it struck a bell with me,” says Mr. Dickerson. “I thought, this is something I can do that sounds interesting.”

In 2006, KIPP was in its second year of operating the original middle school, KIPP Academy Nashville. Randy Dowell, KIPP Nashville’s Founder and Executive Director recruited Dickerson to lead the transportation team, which included driving 70 students to and from school each day.

Dickerson says he took the responsibility of being the first person to greet them each day, and the last person to see them affiliated with KIPP at the end of the day, to heart. He made it a point to learn each student’s name and have conversations with them.

“I always tried to talk to them and get to know them. A lot of the children were looking for a friend or someone to talk to,” says Dickerson.

As a parent of five, with three grandchildren and nine great-great-grandchildren, Dickerson says connecting with students came naturally and was something he always loved about the work.

Over the years, Dickerson has transported thousands of children, including multiple generations of the same family.

“I was in the Green Hills mall several years ago and this young guy came up to me and said ‘Are you Mr. Jim with KIPP? Do you remember me?’ He told me I had a lot of influence on my life, that if he hadn’t met me, he might not have gone to college. And now, he had a professional career.”

Along the way, Dickerson has helped grow the Transportation Team to meet the needs of eight schools and over 3,000 students, including navigating the pandemic and making use of the buses during virtual learning to deliver meals to families.

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“From one school and one bus and manually drawing out routes, to 23 buses and 15 drivers that serve over 1,000 students, Dickerson says the core philosophy of the team has always remained the same.

“We set high expectations for our drivers and high expectations of how our kids act on the bus, just like it is in the classroom. We’re the first thing a KIPP student sees and the last thing they see associated with the school. I tell all our drivers to have that mentality, because it’s a big responsibility and requires a lot of dedication.”

Dickerson says one of his proudest moments has been statewide recognition from the Tennessee Association of Pupil Transportation for excellence in pupil transportation.

As Dickerson now officially looks toward retirement, he says, “I’m proud of what I’ve done here and what we’ve built here. I’m proud to have been a part of KIPP all these years and be a role model to children.”

KIPP is grateful for Mr. Jim and his many years of service. Mr. Jim has made an immeasurable impact on the Transportation Team, our staff, students, and families.
Welcome back, KIPPsters! We have loved seeing everyone back in our buildings today! So much joy and excitement, so many smiles and hugs...we have a feeling this is going to be our best year yet. 🎉 #TeamandFamily 📸:
@kncpe_royalty and @kippnashvillecollegeprep

We loved seeing so many families come out for Literacy Night @kipp_kirkpatrick! Parents and caregivers are the secret sauce in helping support students on their journey to becoming superstar readers! First a reader, then a leader. #TeamandFamily

We see you @kippnashvillecollegeprep team! One of the ways KNCP celebrates the team is a weekly “Unity Day” where all staff members dress in the same color. The color changes every week and gives teammates a sense of connection and a fun opportunity to show off their personal style. It’s also a chance to exemplify one of their school values of Community-Centered and model team to their students. Let’s go, #TeamandFamily!

We are so excited to be celebrating college and career decisions alongside our seniors! Only a few more weeks until we officially congratulate the graduates of @kippcollegiate’s Class of 2023! 🎉🎓

Our seniors have big plans, and we will be highlighting them from now until the end of the year.

Farhiyo is excited to attend @bereacollege and is interested in pursuing nursing. “I’m interested in nursing, specifically I want to be a nurse midwife. When my mom gave birth to my older sister in Kenya, she didn’t have access to a hospital or adequate medical care. That’s inspired me to be for other women what my mom didn’t have. I’m excited to become more of an adult, while still having the support of my parents and the KIPP community.” @kippfoward_nashville