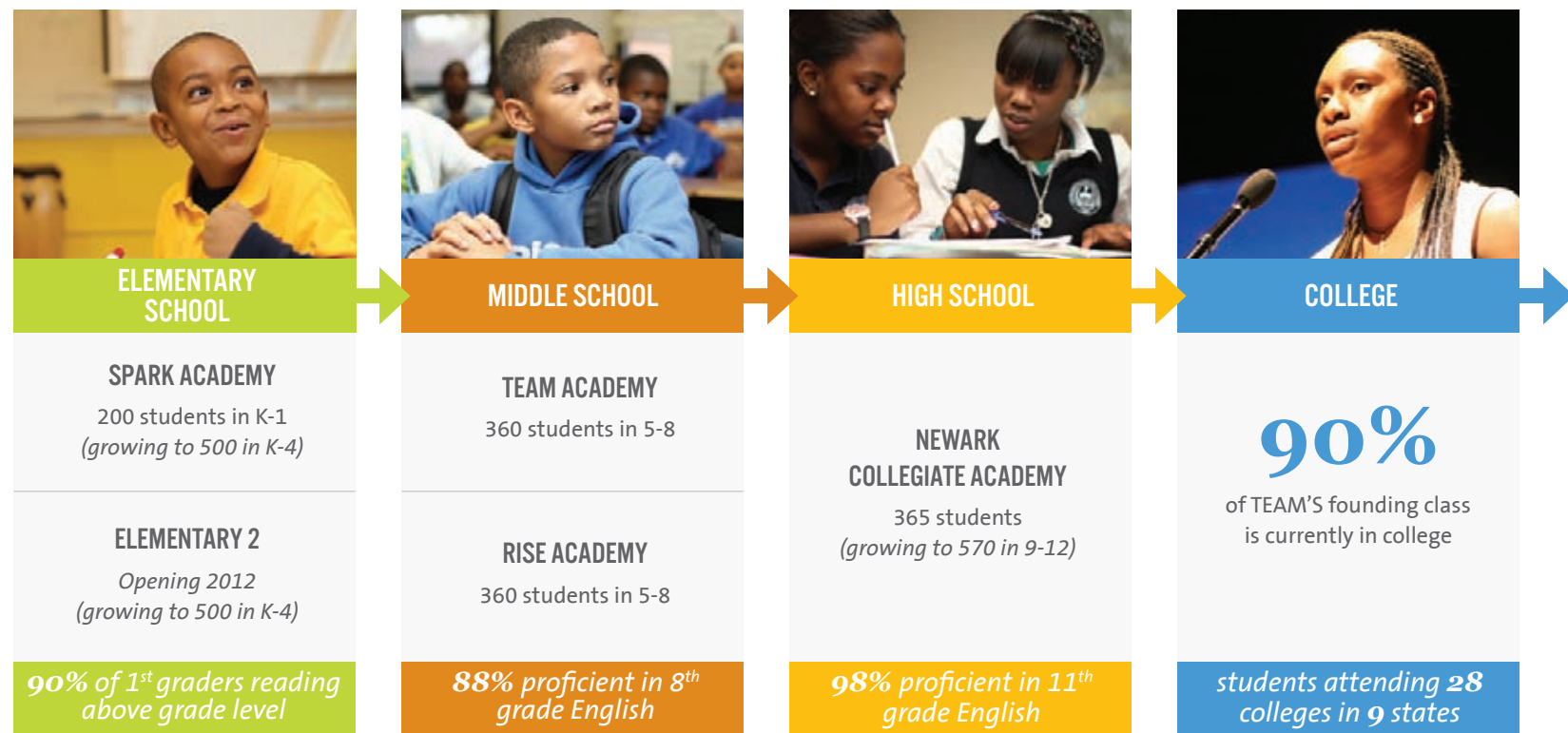
A photograph of three students celebrating. Two girls in the foreground are holding up green signs that say 'Class of 2010'. A boy in the background is holding up a pink sign that says 'Class of 2010'. They are all smiling and looking upwards.

Through a Teacher's Eyes

2010 ANNUAL REPORT

TEAM
CHARTER SCHOOLS
A KIPP Region

TEAM CHARTER SCHOOLS



Over 1,250 Newark students. One mission: college.



Ms. Adams, teaching a small group lesson to her kindergarten students.

We've always felt that the best way to truly understand our schools is to spend time in them with our students.

The next best way is to see our schools through our teacher's eyes. This year's Annual Report is just that - TEAM's story told by our teachers from their perspective.

Before coming to TEAM, I taught third grade at a school down the street in Newark. Each year our school was rated a failing school and by the time my Kids moved up from eighth grade, I knew that the majority of them would also end up in a high school that would fail them. Here at TEAM, I know that the teachers from Kindergarten to twelfth grade are insanely focused on our Kids and are willing to do whatever it takes on a daily basis to ensure that they get what they need to succeed... it is something remarkable to witness and to be a part of.

A bunch of us got together to try to capture some of the magic - and challenges - that we feel here each and every day. It was a very emotional conversation. We have all seen the inner genius of our Kids too often go untapped; we are all inspired by our students' resilience every day; and just getting together and hearing the commitment of our fellow teachers to all our incredible Kids was inspiring.

If you have had a chance to visit our schools, we hope that these stories reflect what you saw. If you haven't met our students or any of my fellow teachers, I strongly encourage you to make the trip. In the meantime, here is a glimpse into what makes us who we are...

- Ms. Adams



How do our kids inspire you?

I teach this tremendous student named William who I’ve been fortunate enough to move up with the past few years. William came into Rise reading significantly below grade level – he came into fifth grade reading on a second grade level, and he had been retained in order to enter our fifth grade. He had phonics class every day with Ms. Patel and Ms. Elguero. He would get so frustrated in phonics class – he would throw things, he would stutter over words, he just wasn’t making any growth, and just wasn’t making any growth, and just wasn’t making any growth, and then to add to it, he was also overcoming obstacles outside of school. For eight months of last year he didn’t have a place that he could consistently call home but would still get up every single day and get to Rise early. He would be the kid who would get there at 6:30 and he would pass out breakfast for the entire school. He worked unbelievably hard. He was very popular, but even stopped going to lunch because he wanted to buckle down and spend more time studying. We tested him at the end of his last year at Rise and he is reading right on grade level, which is tremendous. That kid, he makes me get up in the morning.

Ms. Bassi

*Rise Academy
8th Grade English Teacher,
Dean of Instruction*

Note: To protect the privacy of our students, most names have been changed throughout the report.

Quick fact: Over 50 students entered 5th grade at TEAM and Rise in Fall 2010 reading on a 2nd grade level or below, compared to 28 SPARK kindergartners, who, by the end of kindergarten, were reading at a 2nd grade level or above.

About the Photo

“Asada didn’t have the easiest time adjusting to TEAM at first. But by the end of her first year she had blossomed into one of the brightest students both academically and behaviorally, and was given the Resiliency Award by her teachers. Our school is a better place because Asada is part of our TEAM and Family.”

- Ali Nagle
*Asada’s 5th grade
Reading teacher*

How committed are our students?

Ms. Kadowaki

*Rise Academy
5th Grade Science Teacher*

We have a student who came in rocking it, we felt sure that he was going to nail everything. In the middle of the year he went through a rough behavioral phase, and then his mom lost her house, but he comes to school every day with his homework done and with a smile on his face. He is behaving better now than when things were comfortable for him. He has actually stepped up his game; his academics and behavior have improved. It is fascinating to me how resilient he must be. He is ten and he is going through something most of us will never experience, and he is overcoming it. He has the opportunity to feel successful at school; it is great to know that we can provide that type of stability for a kid who doesn't have it in his home life right now.

Ms. Jolley

*SPARK Academy
1st Grade Interventionist,
New Teacher Coach*

One of our kindergarteners, who had not attended preschool, came to school excited to be there, but was the lowest tested student in the school: at five years old, she could not count to three. We say kids are sponges, but I cannot say how much she grew in just the first month. Even at a young age, our students could recognize when they were struggling. A few students would get upset and say it was too hard, but she always welcomed the challenges, as if to say, "bring it." A year later, she is the most improved student I have ever worked with. She worked super hard at home, read on the weekends, and now she is first grade ready... I have never seen a work ethic like this in a five year old.

Quick fact: TEAM students are admitted by lottery. There is no test or admission standard. The demographics, special education needs, and academic preparedness of TEAM students reflects those of neighboring public schools.



About the Photo

Kendra and her classmates at NCA start off their senior year with a three day "college boot camp." They search online for scholarships, fill out financial aid forms, hear from staff about their own college experiences, and set milestones for next steps in the application process for their top college picks.



About the Photo

On their end of the year trip to Washington, D.C., TEAM 5th graders give themselves a round of applause after reciting Dr. King's *I Have a Dream* speech from memory on the steps of the Lincoln Memorial.

What makes TEAM unique?

Adults in the building really try to live by the same values that we ask the kids to live by, and I think the kids and the parents see that. Today, one of my students didn't have his essay, so I texted his mom – 30 minutes later she was here and we talked through the situation and how to hold the student accountable.

Ms. Kadowaki

*Rise Academy
5th Grade Science Teacher*

We often get asked, “aren’t you getting the most motivated parents?” In my eight years of teaching I have yet to meet a parent who doesn’t want the best for their child. We don’t get unusually motivated parents applying to our schools, we just get parents.

Mr. Martin

*Rise Academy
School Leader & Founder*

It really feels like a family... from the first days of orientation we tell them, ‘When you do something great, we’re going to let you know, but if you mess up, we’re also going to let you know, just like your Mom does – and it’s not because we don’t like you, it’s because we love you.’

Ms. Nagle

*TEAM Academy
5th Grade Reading Teacher
Director, TEAM in Africa*

It’s really nice to work in a place where there’s nobody on the entire staff that you don’t have a profound professional respect for. Even the way we give each other feedback is very thoughtful and helpful because it’s that important to us to get better... everyone I work with is so on top of their game and really has their heart in the right place.

Mr. Entress

*Newark Collegiate Academy
Biology & Chemistry Teacher*

Quick fact: TEAM has over 4,000 students on its waitlist. When students are admitted to TEAM, staff visit the home of every student to talk with them and their parents about their new school before the school year even starts. Students and parents have their teachers’ cell phone numbers and can reach them anytime for help with homework or just to reach out for someone to talk to.

About the Photo

Facebook founder Mark Zuckerberg talks with students at TEAM's high school, Newark Collegiate Academy, after announcing a major gift to support education in Newark.



How are our kids being the change they wish to see in the world?

One of our founding TEAM Academy students, Courtney, who is off to college this fall, supported a struggling student last year during a period of volunteering at SPARK. Mr. Iversen, the teacher in that class, commented that her commitment to working with the struggling student, her emotion about his underperformance, combined with her day-to-day patience with him, spoke volumes about Courtney's experience at TEAM – years of watching teachers and students work together without giving up on students, no matter how much they struggled.

Our kindergarteners had several service projects like the canned food drive, raising money for Haiti, and other things that were successful. There are definitely things that are powerful coming from such small people, like this one girl who made the connection that even though Dr. Martin Luther King isn't here with us anymore, his spirit lives on through us when we do things like this. She's six years old. I feel so humble and so lucky to be a part of instilling that sense of service and awareness in such small people because I know that only gives them the opportunity to learn and grow.

Ms. Belcher

*SPARK Academy
School Leader & Founder*

Ms. Duffy

*SPARK Academy
Kindergarten Teacher*

Quick fact: 71% of NCA students with special needs passed the HSPA (the state graduation exam taken in 11th grade), beating the state's passing rate for all students.

Mr. Entress

*Newark Collegiate Academy
Biology & Chemistry Teacher*

How do we develop character?

After our school-wide morning meeting, we've been holding some of the boys back to talk about things that have plagued their record over the year (lateness, profanity, etc.). What happens is that our principal asks, "What are we going to do about this," and then stands back and lets them lead the discussion. It is so interesting. One of the best things that happens every week is they quiet down and listen to each other. And one of the kids you thought was a class clown will step up and say something so thoughtful and mature. We take time to empower students to model what school culture should look like and kids get celebrated for that. If a student gets shouted out by his classmates it is usually for a character based thing like, 'So-and-so wouldn't let me give up on this lesson' or "Richard wouldn't let me copy off his test and said, 'No, you do the work.'" Something that escapes people's attention is that being a good person is not about being a hero - you don't have to jump in front of a bus or stop a bomb. But it is really a full-time job that happens when people aren't paying attention.

Quick fact: TEAM students end the year with week-long class trips to Washington D.C., the Grand Canyon and Zion, California, and even Costa Rica and Puerto Rico. As part of smaller programs, some students have traveled as far as Kenya, France, and Rwanda.



About the Photo

Rise students brave the rapids on a rafting trip in Costa Rica at the end of their 8th grade year. End of year trips not only open student's eyes to a wider world, but also are ideal settings for building teamwork and character.



How do we partner with families?

We’re really honest with our families about what we expect. From our first interaction with parents we say, “These are our expectations: this is the growth we want; these are the reading levels we want; this is the behavior we want.” And we keep talking about it. All during summer school and all during the school year so that it’s very clear to everybody. I feel like if families didn’t sense that we are committed to their children and their communities then the motivation to keep the expectations consistent with ours at school would probably not be as great. They support us because they see that we’ll do anything to support them.

Ms. Duffy
*SPARK Academy
Kindergarten Teacher*

When we conduct home visits before the school year we say everything we need to say just by walking through the door: ‘our school is different, we are committed to giving your child an excellent education, but we’re going to expect certain things of you because we’re obviously showing you that this is just a different ball game we’re playing.’

Ms. Bassi
*Rise Academy
8th Grade English Teacher,
Dean of Instruction*

Quick fact: Over 90% of parents showed up to SPARK’s first family Saturday School and at family literacy night parents learned instructional strategies to help continue SPARK’s lessons at home. Parents are in all our school several times each year to discuss how their children are doing and are receiving constant feedback from teachers about their child’s progress.

About the Photo

“Sight word glasses” are one of many ways teachers at SPARK make mastering the key components of early reading fun.

Why is this work hard?

Ms. Duffy

*SPARK Academy
Kindergarten Teacher*

It's just this impossible love for your kids. No matter how well you do it's not enough because you love them so much, and you want them to do so well and to learn so much, and you're always asking yourself, "What can I do better?"

Ms. Nunez

*Newark Collegiate Academy
Spanish Teacher*

I think the hardest thing is waking up every day asking myself if I am going to do something today that's going to change them, and then going to bed every night and asking, "Did I accomplish that goal?"

Mr. Fleming

*Newark Collegiate Academy
10th Grade U.S. History Teacher*

Waking up every day and bringing it 100% because your kids have that BS detector. If you're fake with them they know it. You have to be on point every day because everyone around you is so awesome, so good at what they do. If you're not at that level they smell it, they say, 'Why are you not teaching us like Ms. Nunez, like Ms. Blasi? If you don't have your A-game today, you better bring you're A-game tomorrow.'

Mr. Iversen

*SPARK Academy
1st Grade Teacher,
Writing Curriculum Developer*

To live and breathe and talk the values of school: there are no shortcuts. There may sometimes appear to be shortcuts but there are no shortcuts. If you want something you've got to work hard for it.

About the Photo

Students from TEAM and Rise come together to compete and support each other during the season's final cross country meet.



Quick fact: Despite how hard this work can be, at the end of the day TEAM students and teachers are closing the achievement gap. TEAM's middle schools outperformed the district, the state and the nation on the NJASK and MAP assessments by the end of 7th grade.



“

People always ask us, ‘What is the magic formula?’ I’d have to say it’s our kids. They are the ones who work day in and day out to close the achievement gap... we are just giving them the tools they need to accomplish this feat.

”

Ms. Adams
SPARK Academy
Kindergarten Teacher

KIPP (KNOWLEDGE IS POWER PROGRAM)

KIPP is a national network of free, open-enrollment, college-preparatory public schools with a track record of preparing students in underserved communities for success in college and in life.

Every day, KIPP students across the nation are proving that demographics do not define destiny. Over 80 percent of KIPP students nationally are from low-income families and eligible for the federal free or reduced-price meals program, and 95 percent are African American or Latino. Students are accepted regardless of prior academic record, conduct or socioeconomic background.

26,000

students served nationwide

84%

of students eligible for free/reduced meals

85%

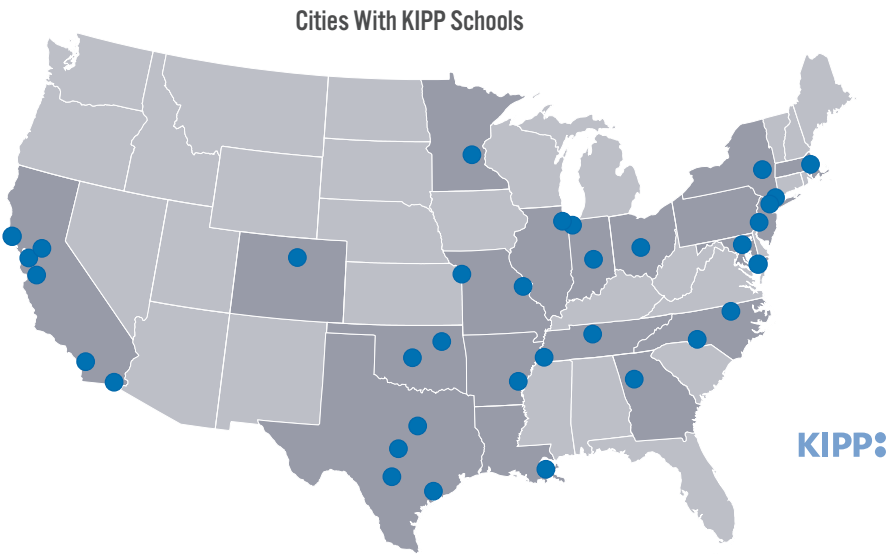
are accepted to college

14

of the 20 largest metro areas served

88%

student retention rate (2008-09)

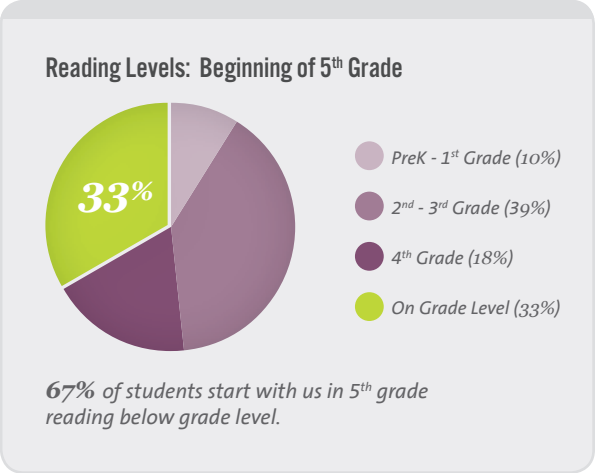
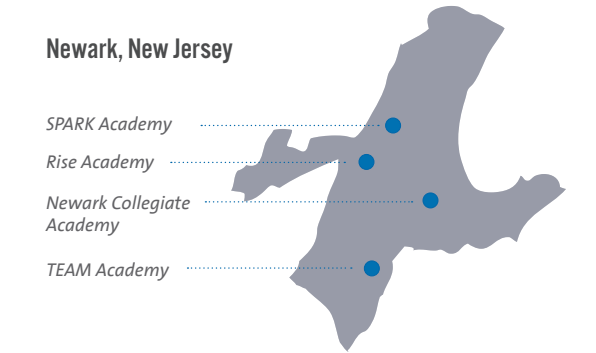
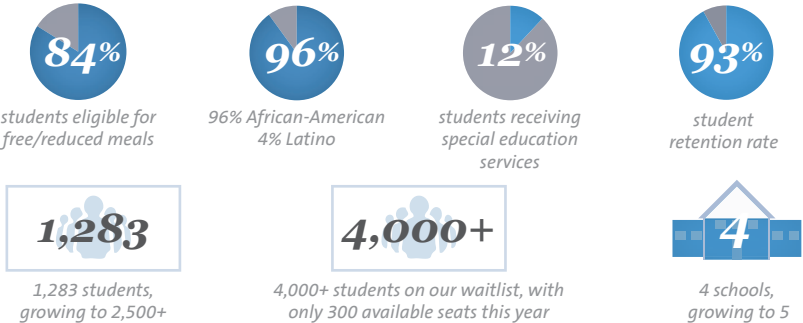


TEAM CHARTER SCHOOLS

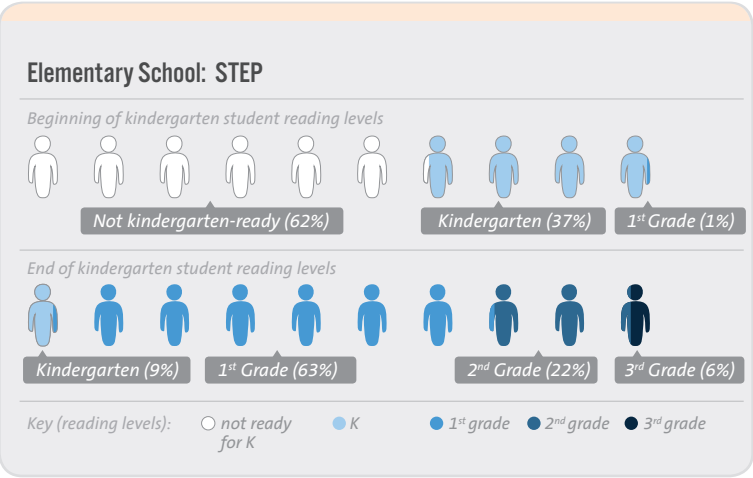
TEAM Charter Schools is a network of four KIPP schools in Newark, New Jersey: SPARK, TEAM, Rise, and Newark Collegiate Academies. TEAM currently serves over 1,250 students in grades K-1 and 5-12 and will grow into a full K-12 network in three years.

TEAM’s expansion becomes more pressing with every student added to our waitlist. As a charter school we, by law, must accept students by a random lottery if there are more students applying than there are available seats (there is no test to get in and our schools are free). This year 4,000 students were on the wait list for just 300 open seats.

At TEAM we are preparing our students for college not only through rigorous academics, but also with the character to be great citizens and transform their community and world. And our commitment to them doesn’t end with high school or college graduation. As we like to say, “we are a TEAM and family.”



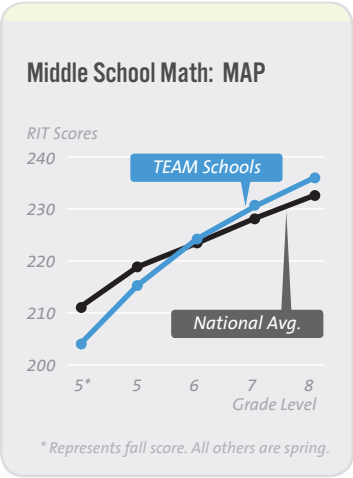
ACADEMICS



Although two-thirds of SPARK students entered kindergarten last year on a pre-Pre-K level in reading, 90% were reading on a first grade level or above by the end of the school year. SPARK is not just closing the achievement gap, it is actually reversing it.

We have twin brothers in our Kindergarten class, whose older brother entered our 5th grade at Rise Academy this year. The 5th grader entered reading on a 'Level B.' His twin brothers are on track to be reading at the same level by the middle of their Kindergarten year.

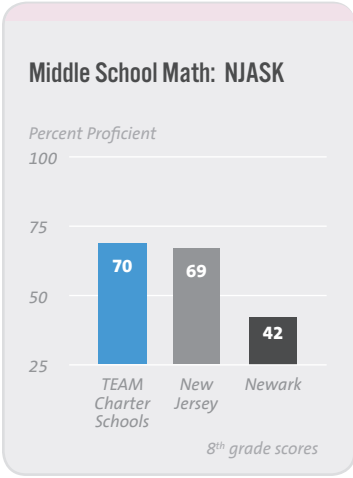
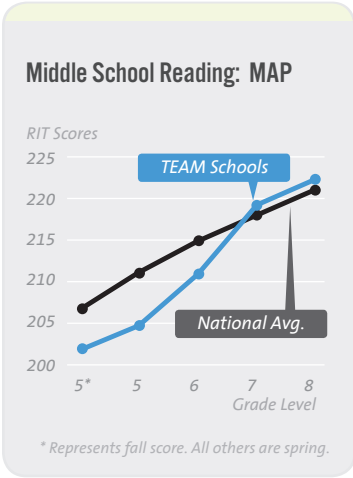
-Ms. Belcher
SPARK School Leader



Because our elementary school is only in its second year, our middle school students come to us from other schools. On average they enter two or more years behind in reading and math, but they close that gap and outperform the nation by the end of 7th grade based on the MAP Assessment*, a nationally normed test (see above).

50% of students enter 5th grade reading on a 3rd grade level or below.

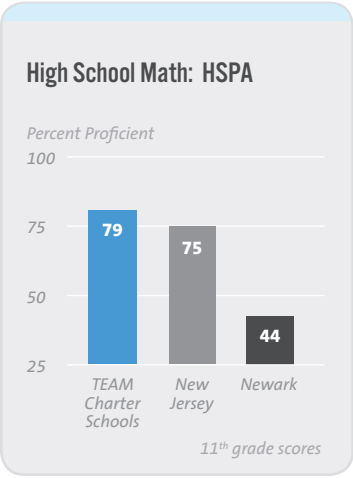
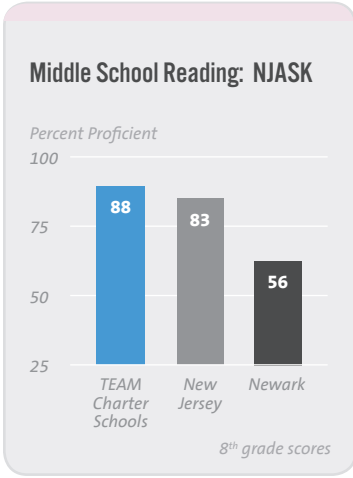
* Northwest Education Association's Measurement of Academic Progress (MAP) is a computer adaptive test that our students take at the beginning and end of each year, giving teachers more detailed data on student growth.



On the NJASK, the state asseessment for middle school, TEAM and Rise students outperform Newark in every grade and subject and close the achievement gap with the state in all subjects by 7th grade. And New Jersey is consistently ranked among the top three states in the nation on the NAEP (National Assessment of Educational Progress) so our students are catching up with some of the highest performing students in the country.

88% of students passed the 8th grade reading section of the NJASK.

HSPA and NJASK: High School students at NCA and throughout NJ take the High School Proficiency Assessment (HSPA). TEAM and Rise students, take the New Jersey Assessment of Skills and Knowledge (NJASK) in grades 5-8. | The scores above represent the percentage of students who are either proficient or advanced proficient. | * All NJASK and HSPA scores for Newark are for the 2009 test. 2010 results were not yet available at print time.



NCA's 98% passing in English puts our high school in one of the top two high schools in Newark* and the top 25 in the state. All of our students took the test, no students with special needs were exempted and 71% of students with special needs passed both sections of the test.

98% of TEAM high school juniors passed the English state test.

WHAT THIS MEANS FOR BRYAN...

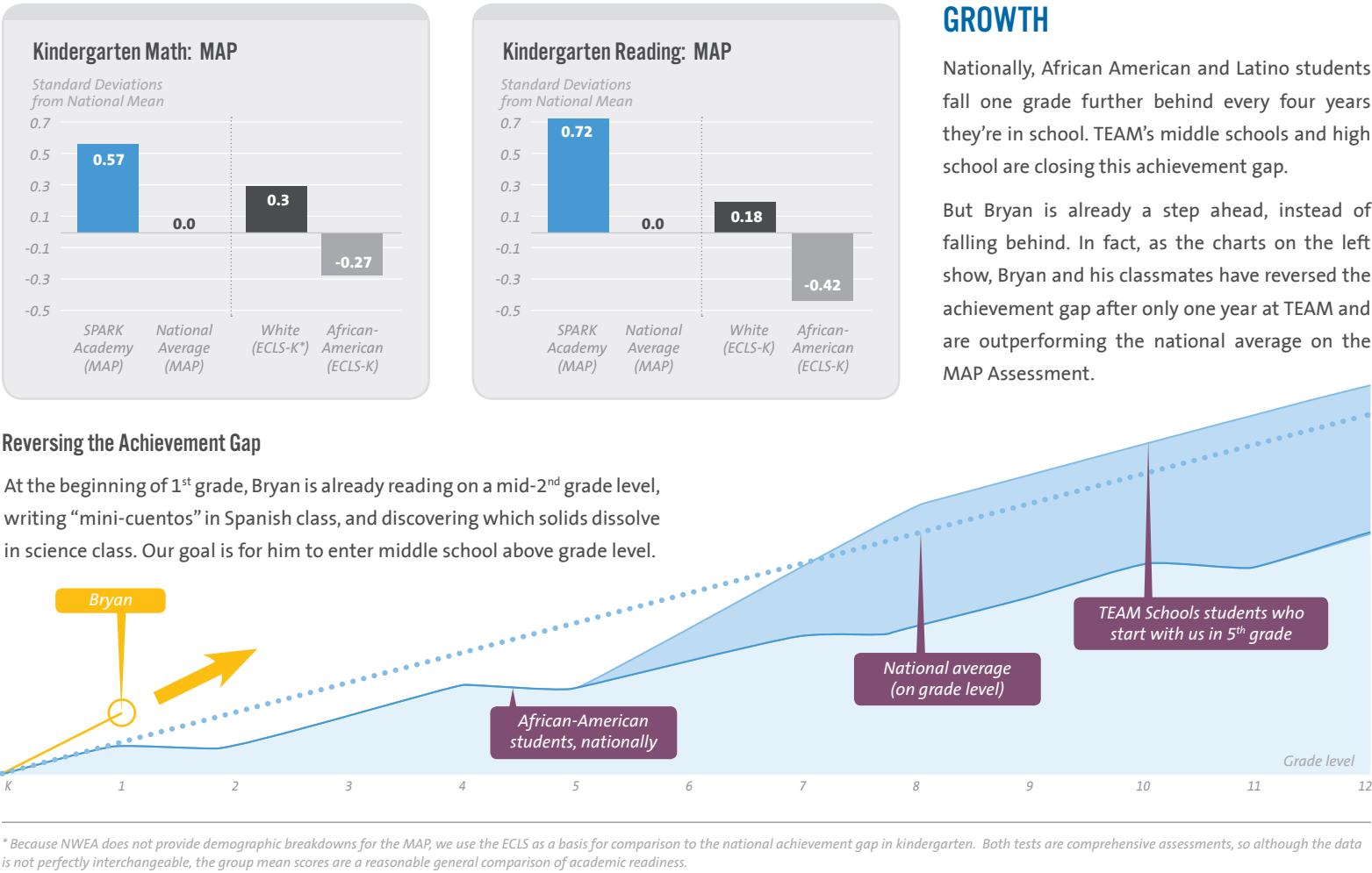
“When SPARK Academy’s scholars finish fourth grade, they likely will enter our TEAM middle schools performing at or above grade level. Even more importantly, they will possess the confidence, college focus, and commitment to their teammates and community that SPARK has the opportunity to foster from the very first day of kindergarten.

What does a ‘college-bound’ foundation look like in elementary school? College bound involves partnering with families – through Saturday School, Family Nights, and constant communication, because we know that we need to act as a team to support our scholars. College bound means analyzing our data as a teaching team and finding unique ways to guide all of our children to a common goal. College bound requires integrating our school values, enrichment, and service learning into our curriculum so that our students can SPARK the change they wish to see in the world.”

-Ms. Belcher
SPARK Academy Founder and School Leader

Ms. Franklin
Parent of SPARK
student, Bryan,
pictured right

“ SPARK Academy is the best thing that has happened to my son.



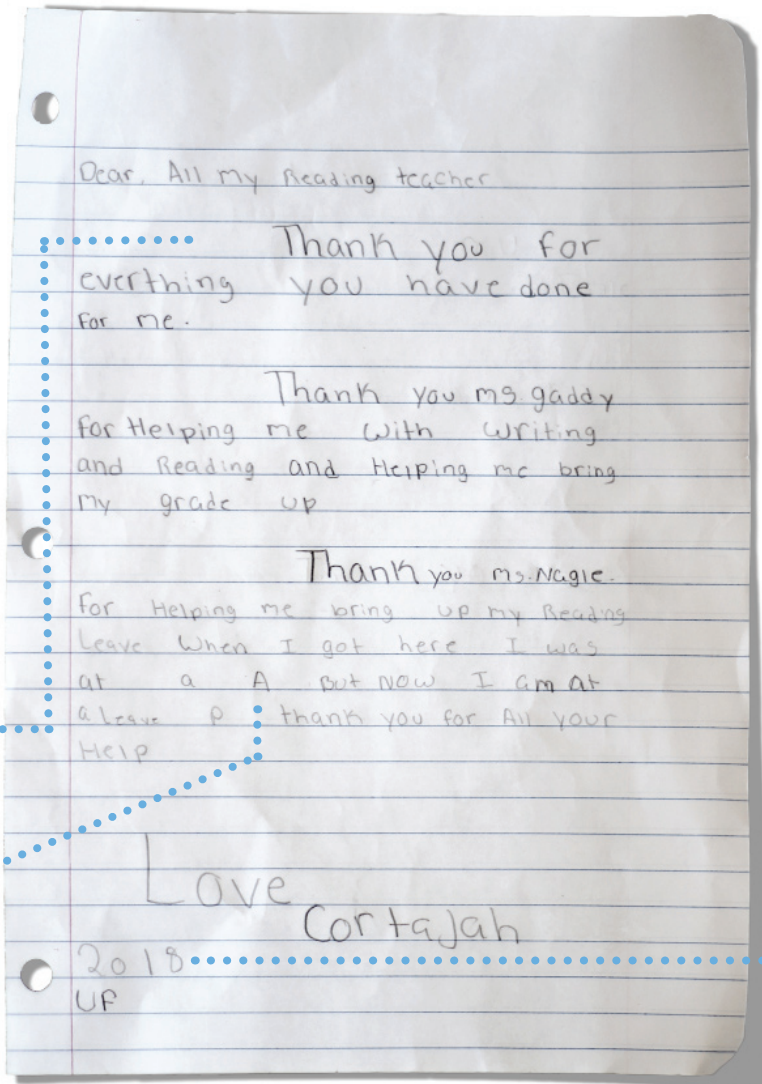
CHARACTER

If every one of our students went on to an Ivy League school and became millionaires, but did not have compassion, did not have the resilience to overcome obstacles, did not participate in their communities, were not good role models... we would have failed them. We work every day to give our students the opportunity to exhibit their character and to feel good about doing what's right even when no one is looking.

Ms. Nagle returned to her classroom to find this note on her desk. It was an entirely unprompted, unexpected thanks by one of her reading students.

After the first month of school in August, Cortajah thought TEAM wasn't the place for her and decided to enroll in a local public school instead. A week into her new classes she took it upon herself to call Mr. Tan, TEAM's lower school dean, and ask to be let back to TEAM.

She's shown incredible growth while with us. In just over a year at TEAM, she's jumped from reading below a 1st grade level to a 4th grade level.



COLLEGE

We do not believe that attending college alone will define our kids. What we do believe is that college opens doors to opportunities that our kids deserve. We know that our students are incredible, dynamic people with thoughts and ideas that can change the world. They know—from day one—that college is a means to that end. They also know that we will work with them and their families to get them into and through college so they can be the change they wish to see in the world.



Students rub the nose of the University of Maryland Terrapin for good luck while visiting colleges in fifth grade.

Students aren't in "Ms. Nagle's 5th grade class," they're in "University of Florida, Class of 2018" (the year they go to college). From as early as five years old ("Class of 2023"), students identify themselves with a college-bound culture.

90% of our founding class went to college this fall



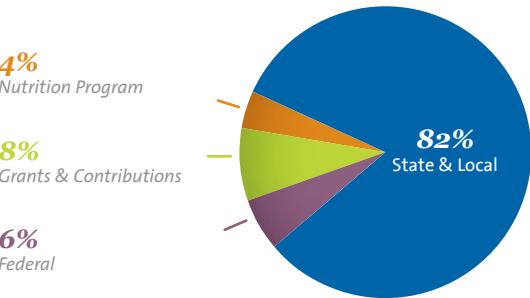
Classes identify themselves by the year they go to college.



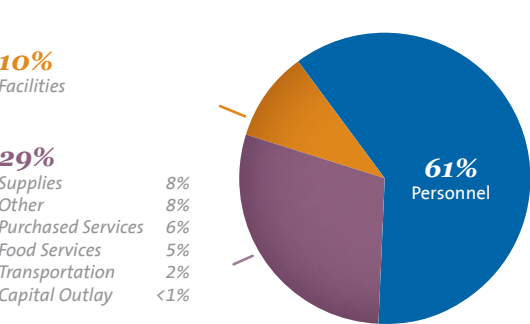
College banners and posters line the hallways of all our schools.

FINANCIALS

REVENUES (FY10)
\$18,956,862



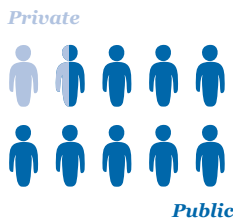
EXPENSES (FY10)
\$18,956,862



* "What's a Degree Really Worth," Wall Street Journal, February 2, 2010. | ** Assumes that our students will finish college at a rate approximately 50% higher than they would have had they not attended TEAM Schools.

FUNDING

TEAM, like all charter schools, receives funding on a per pupil basis from the state for every student enrolled in our schools. We raise philanthropic support to cover growth costs and some expenses like scholarships that are not eligible for public funding.



LEVERAGE

Charter schools have the unusual advantage among non-profits of leveraging private philanthropy with public dollars. Because we fund 92% of our operating expenses with public funds, every \$100 dollars of private support is multiplied to provide twelve times that in support to our students.



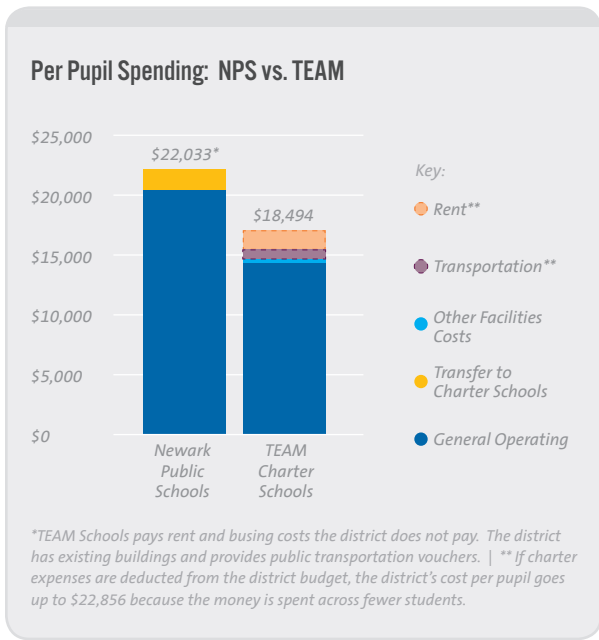
RETURN ON INVESTMENT

The average value of a college degree is more than \$450,000 over the course of a lifetime. We hope to raise approximately \$4,500 per pupil in philanthropy to get to sustainability. So every \$1 raised will bring a student a step closer to college and create an estimated \$50 of lifetime income. **



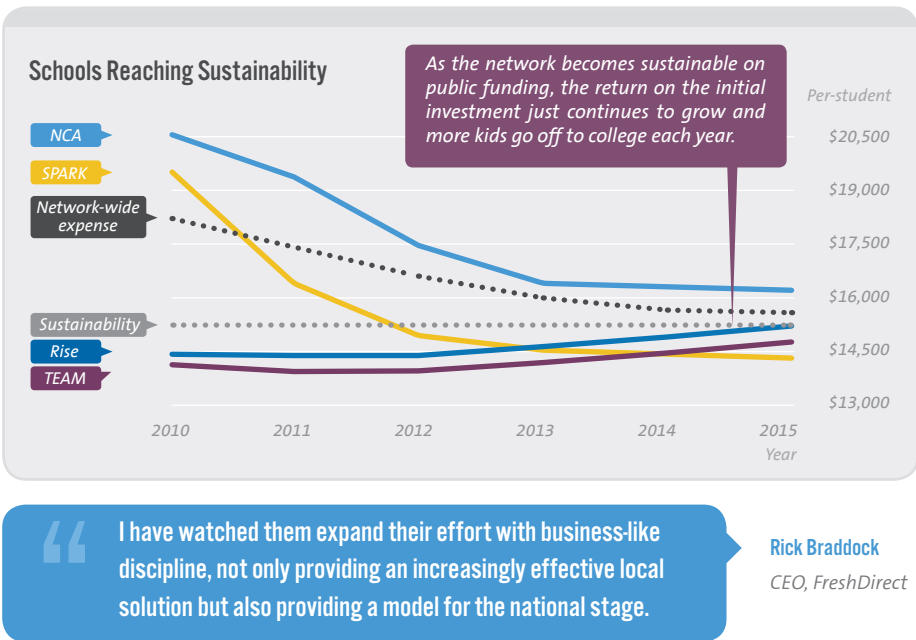
EFFICIENCY

TEAM does more with less – sending 90% of our students off to college with 28% less funding than the surrounding district. TEAM's efficiency is the result of a disciplined, student-focused approach to budgeting that minimizes administrative overhead and focuses dollars on serving students.



SUSTAINABILITY

TEAM also has the unusual advantage of reaching financial sustainability on public funding once our schools are fully enrolled (see chart below). When our schools are sustainable on public funding, the **ROI of that initial philanthropy grows exponentially** as we serve more kids for years to come. A gift to TEAM is one that quite literally keeps on giving .



GET INVOLVED



DONATE

As a charter school, TEAM relies on philanthropy to support its growth to serve more students, its extended school day and school year and its acquisition and renovation of facilities for its schools.

Ben Cope
bcope@teamschools.org
973-622-0905 x1102



TEACH

TEAM Schools is seeking talented teachers, leaders and builders to help us close the achievement gap. If you or anyone you know would be interested please visit our website at www.teamschools.org/careers.



VOLUNTEER

Over the past several years TEAM Schools' students have benefitted from the countless hours volunteers have spent tutoring and offering one-on-one mentoring and support. Volunteers from the surrounding communities also host field trips, paint classrooms and participate in career days throughout the year.

Natasha DiMare
ndimare@teamschools.org
973-322-0905 x1103



VISIT

If a picture is worth a thousand words, then a visit is worth a thousand pictures. We welcome other educators, parents, media and members of the public to visit our schools, meet our kids and see our teachers in action.

Ben Cope
bcope@teamschools.org
973-622-0905 x1102

“ I have to admit I was a bit nervous, expecting a militaristic school, The day turns out to be the most fun I’ve ever had visiting a school.

Helen Joyce
The Economist
April 2009

“ This institution, TEAM [Charter Schools], the KIPP schools in Newark, has created the beginnings of a revolution. . . I know in my heart over the next five to seven years in Newark, we’re going to hit this powerful tipping point where the majority of our children are not in good schools, are not in great schools, but are in the best schools in the country. And this is one of them.

Mayor Cory Booker
Mayor of Newark
December 2009

Bill Gates
TED Talks Conference
February 2009

“ If the entire U.S., for two years, had top quartile teachers, the entire difference between us and Asia would go away. Within four years, we would be blowing everyone in the world away...

Now, there are a few places – very few – where great teachers are being made. A good example is a set of charter schools called KIPP.

THANK YOU

Corporate Partners

ADP
AEA Investors
Akin Gump Strauss Hauer & Feld LLP
American Express
Assurance Realty Group
Bank of America
Barclays Global Investor
Best Electric
Budd Lerner, P.C.
Budget Print Center
City National Bank
Clean Sweep Cleaning
Cole Schotz Meisel Forman & Lenoard, P.A.
Deutsche Bank
Duff & Phelps LLC
DynTek
Edison Properties
Evergreen Partners
Fredco Landscaping
FreshDirect LLC
G.R. Murray Insurance
Gibbons P.C.
Goldman, Sachs & Co.
Hollister Construction Services
HSBC
ITT Tech
KSS Architects
Lord & Taylor
M&T Bank
Maverick Capital Charities
Mayer Brown LLP
McCarter & English LLP
McManimon & Scotland LLC
MDC Partners, Inc.
Microsoft Matching Gifts Program
Mikesell & Associates
The Montclair Kimberley Academy
Network for Good
New Jersey Performing Arts Center
Newark Academy Parent's Association
Newark Now
NJ Nickerson
Perry Capital LLC
Porzio, Bromberg & Newman P.C.
Prudential Financial
PSEG

RBH Group
Saiber LLC
Sandler O'Neill & Partners, LP
Scholastic
Star Shuttle
Supreme Energy Inc.
Verizon
Watchung Booksellers
Whole Foods, West Orange
Wolff & Samson PC

Foundations

American Express Foundation
Charles Hayden Foundation
Charter School Growth Fund
Community Foundation of NJ
Doris & Donald Fisher Fund
Lucerne and Daniel Battsek
William Beaney
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