Dear friends,

This August marked Brooke’s fifteenth anniversary. We are in many ways unrecognizable from the organization we launched in 2002 with just ten staff members and 88 fifth graders. We have changed and grown so much for the better during that time.

The recent defeat at the polls of Question 2 means that we won’t soon grow in size beyond what the state has already authorized (four schools in service to 2,200 students, including Brooke High School). While the loss was a disappointing one, we are fortunate and grateful for the opportunity to continue focusing on improving our organization and the quality of the program we are providing to our students in the next few years.

First and foremost, we will continue to work at improving teaching and learning across all of our grades. The dramatic achievements of our scholars over these last fifteen years have been directly attributable to their hard work and to the deliberate and thoughtful work of their teachers. We are far better at teaching than we were fifteen years ago. And we hope to be significantly better teachers with each year that we give to this endeavor.

High school is a completely new arena for us. Brooke High is off to a wonderful start. We’ve learned a lot about high school so far, and no doubt we will continue to learn far more along the way.

All the while, we will remained focused on our top non-teaching organizational priorities: developing stronger ties with the communities we serve and ensuring that Brooke staff members have a stronger sense of workplace satisfaction than they could hope to have anywhere else.

We can’t think of work that is more worthwhile. We are grateful to have the opportunity to do it, and we appreciate your support in making that work possible. Thank you for your friendship and support, and here’s to the next fifteen years.

Sincerely Yours,

Scott Oran
Board Chair

Jon Clark
Co-Director

Kimberly Steadman
Co-Director

MESSAGE FROM THE BOARD CHAIR & CO-DIRECTORS

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Scott Oran
Board Chair

Jon Clark
Co-Director

Kimberly Steadman, Co-Director

ANNUAL REPORT 2015-2016
2016 PARCC STUDENT ACHIEVEMENT

We are immensely proud of our students’ 2016 PARCC achievement.

Our students’ success is a testament to the hard work of our dedicated educators, our supportive families, and of course of the students themselves. At Brooke, we believe great teaching closes the achievement gap and we are proud to say that our education is focused on reaching all students. While we celebrate the achievement and hard work of our students and teachers, we are committed to continuous growth and reflection to ensure our instructional practices best serve all of our students.

More African-American students at Brooke scored at the highest level of the math PARCC Assessment than their counterparts in the entire Boston Public School System.

FOR A SECOND YEAR IN A ROW...

Special Education students at Brooke outperformed the Boston Public Schools average for all students on both ELA and math PARCC assessments.

AFRICAN AMERICAN STUDENTS AT BROOKE CHARTER SCHOOLS SCORED A 5 ON THE 2016 PARCC MATH TEST

AFRICAN AMERICAN STUDENTS SCORED A 5 ON THE 2016 MATH TEST IN THE ENTIRE BOSTON PUBLIC SCHOOL SYSTEM

TOP 10

2015-2016 SNAPSHOT

STUDENT ENROLLMENT ACROSS THREE BROOKE CAMPUSES

STUDENTS WHO QUALIFY FOR FREE OR REDUCED PRICE LUNCH

NUMBER OF CLASSROOM TEACHERS AND NON-INSTRUCTIONAL STAFF

NUMBER OF ASSOCIATE TEACHERS

NUMBER OF ALUMNI ACROSS TEN COHORTS

6 SIX DIFFERENT BROOKE GRADE LEVELS RANKED #1 IN THE STATE

AN ADDITIONAL 23 GRADE LEVELS WERE IN THE TOP 10 IN THE BOSTON PUBLIC SCHOOL SYSTEM, MEANING THAT GRADE LEVELS ON MATH OR ELA WERE IN THE TOP 10 IN THE STATE.

More African-American students at Brooke scored at the highest level of the math PARCC Assessment than their counterparts in the entire Boston Public School System.

SIX DIFFERENT BROOKE GRADE LEVELS RANKED #1 IN THE STATE

6 VS. 2 108 94 AFRICAN AMERICAN STUDENTS SCORED A 5 ON THE 2016 PARCC MATH ASSESSMENT VS. THE 2015 PARCC MATH ASSESSMENT.

African American students scored a 5 on the 2016 PARCC Math Assessment.

INSTRUCTIONAL STAFF

ASSOCIATE TEACHERS

STUDENT DEMOGRAPHICS

36% LEANING 55% SPED 5% WHITE 2% HISPANIC AMERICAN/PACIFIC ISLANDER 2% OTHER

6 AN ADDITIONAL 23 GRADE LEVELS WERE IN THE TOP 10 IN THE BOSTON PUBLIC SCHOOL SYSTEM, MEANING THAT GRADE LEVELS ON MATH OR ELA WERE IN THE TOP 10 IN THE STATE.
Focus on Teacher Development and Support

One of the fastest, most effective ways to help teachers improve is by providing them with consistent, clear feedback on their performance. Instructional staff are observed at least 20 times per year by their principals and all observations are followed up with a same-day, in-person conversation. Through these frequent feedback conversations, principals and teachers get to know and trust each other. This paves the way for open, honest conversations that lead to incredible growth throughout the year.

Video analysis is also a critical component to our professional development. Instructional staff record themselves on average 10 times per year and each lesson is evaluated through the lens of Brooke’s Standards of Effective Teaching, a set of principles that define what we believe great instruction looks like across the content areas.

Teachers use daily dedicated co-planning time to design lessons with their grade-level team. Our “open door” policy encourages teachers to view each other as teammates available for help and guidance throughout the school day.

Through class observations, video recordings, and weekly instructional rounds, principals are able to observe over 500 lessons per year. School leadership teams utilize observational and student data to design weekly professional development for their staff that is responsive to each teacher’s growth areas.

# OF HOURS OF PROFESSIONAL DEVELOPMENT

- 264 hours for teachers in their first year at Brooke
- 184 hours per year for all returning teachers
- 40 hours for first-year teachers at Brooke

# OF OBSERVATIONS

- 40 observations for first-year teachers at Brooke
- 20 observations for returning teachers at Brooke

# OF HOURS OF PROFESSIONAL DEVELOPMENT FOR TEACHERS IN THEIR FIRST YEAR AT BROOKE

# OF HOURS OF PROFESSIONAL DEVELOPMENT PER YEAR FOR ALL RETURNING TEACHERS

GREAT TEACHING CLOSES THE ACHIEVEMENT GAP
We have a page on the Brooke website (www.ebrooke.org/instructional-resources-overview) to share unit plans and other resources that specifically highlight how Brooke teachers approach individual teaching standards and entire units of study. We also know how essential it is to define what great teaching looks like. This past spring, we started filming videos of Brooke educators teaching real lessons to real kids. These videos can now be viewed and shared from our website as well. Brooke is committed to sharing our experience and approach with others—from what our teachers have learned to be effective as well as our lessons learned along the way.

While we hope that others find our resources helpful, we are also grateful to the many district, independent, and public charter schools that have opened their doors to us over the last fifteen years—many of which continue to influence our work.

Last year, our instructional staff visited over 62 schools across the Commonwealth, including the BPS Eilo K8 Innovation School, Milton Academy, and Excel Academy Charter Schools. In addition, our founding high school team visited numerous successful secondary school models across the nation to identify operational and instructional best practices which informed the design of our new high school. We know that part of our success is learning from schools that push our thinking on how we can continue to innovate to provide the best educational opportunities for our students.
SUPPORTERS, COMMUNITY PARTNERS, AND VOLUNTEERS

We gratefully acknowledge your generous investment of time, expertise, and resources in Brooke Charter Schools and the Brooke School Foundation, Inc. from July 1, 2015 to June 30, 2016.

Brooke’s Board of Ambassadors
Richard Albert, Boston College Law School
Ryan Duffy, The Reaport Group
Imran Dua, Action Potential
Adam Foss, Prosecutor Integrity
Andrew Lioce, Evers-Hyde Associates
Divya Mari, Liberty Mutual
Zachary Sokoloff, Harvard Business School
Ray Xi, Bain Capital

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Dezanae Boston-Bernier*, UMASS Lowell
Roberto M. Cabral, GE
Xavier Cabral, Aerodyne Research
John Cabrera*, Northeastern University
Marvin Cine, Goulston & Storrs
Stacy Diaz, MA Department of Elementary and Secondary Education
Nicole Eduwong*, Breakthrough Collaborative
Natalya Faison*, BottomLine
Nicole Eduwong*, Breakthrough Collaborative
Sydney Saxe, Cartrawler
Christine Vincenti, WHRC

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Ray Xi

Community Partners
ABLE Boston
BC Law School – Black Law Students Association
Boston Compact
Bottom Line
Charter School Growth Fund
City Year
Discovering Justice
Eliot K-8 Innovations School
Generation Teach
Goodwin Proctor Boston
Google
Lena Park Community Development Corporation
Massachusetts Charter Public School Association
Mullen Lowe Advertising
National Partnership for Educational Access
Northeastern University and Professor Kaushik Chowdhury
Orchard Gardens Pilot K-8 School
Proctor & Gamble
Salesian Boys and Girls Club of East Boston
uAspire
Yale Black Alumni Association
## Financial Highlights

**Operating Revenue:**
- Commonwealth Per Pupil Tuition: $22,093,321
- Program Restricted Grants: $778,204
- Government Grants: $1,210,433
- Network/Central Office Income: $3,047,234
- In-Kind Transportation: $4,249,734
- Program Fees and Other Income: $1,306,660
- **Total Operating Revenue:** $32,685,586

**Operating Expenses:**
- Personnel - Salaries & Benefits: $17,741,838
- Direct Student Costs: $5,275,674
- Facility Expenses: $3,987,017
- Other Operating Costs: $3,898,137
- Depreciation: $1,235,851
- **Total Operating Expenses:** $32,138,517

**General Revenues & (Expenses):**
- Interest Income: $2,409,029
- Grants & Contributions (unrestricted): $211,752
- Grants & Contributions (Capital): $1,440,100
- Other Income: $483,567
- **Total General Revenue:** $4,544,448

**Change in Unrestricted Net Position:** $5,091,517

### Donors
- **$50,000 +**
  - Barr Foundation
  - The Boston School Fund
  - Charles Hayden Foundation
  - Jacobson Family Foundation
  - Linde Family Foundation
  - Shipp Foundation
  - The Richard and Susan Grinnell Foundation
- **$10,000-$49,000**
  - Cummings Foundation
  - The Klarman Family Foundation
  - Charles and Rebecca Leeley
  - Longfield Family Foundation
  - Massachusetts Life Sciences Center
  - Scott O’Hara and Mary Kasser
  - Jill Reynolds and Rick Frost
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  - John and Amy Weinberg
- **$5,000-$9,999**
  - Barrack Group
  - Roger Brown and Linda Mason
  - Burt Bourne and Lori Jenkins
  - Ryan Duffy
  - Laurel Ferranti
  - Edith Hestmann
- **$1,000 - $4,999**
  - Brett Abkis
  - Bain Capital
  - Blue Cross Blue Shield
  - Boston Private Bank & Trust
  - Leahy Brownlee
  - Kathy Chi
  - Combined Jewish Philanthropies
  - Imran Eka
  - Alice and Amy Filipstein
  - Carol Glabstone
  - Jacob and Elizabeth Grossman
  - Louis and Pati Grossman
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  - Andrew Lukie
  - Bryan Marti
  - Andrew and Marguerite Matters
  - Thomas O’Kourke
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  - Tara and Michael Schindler
  - Zachary Sidebottom
  - William Spears
  - Pamela Stearns
  - Michael Tidue
  - Mary Wissmann
  - Tony Wood
  - Christopher Wright
- **$500 to $999**
  - Hilary and Brad Allinson
  - Hilary Berkman
  - Ann S. Borne
  - Ethan Bronsnick
  - David Burt
  - FM Caracappa
  - Tom and Carla Fortmann
  - Paul Holbrook
  - Rosa Kiley
  - Lauretta Kuchert
  - Patrick M. McManus
  - Peter Murkenback
  - Ralph Nash
  - Thomas Niles
  - John and Sharilyn Steadman
- **$100 to $499**
  - Lori Adamczyk
  - Karen and Brian Asher
  - Evan Beard
  - Ronda and Evan Berkman
  - Ryan Betters
  - Liz Bumpstead
  - Nancy Bucchi
  - Meg Buckley
  - Kerry Cannon
  - Roba Cohn
  - Horace and Faye Cooper
  - Abbeville Community<br>  - Rachel Danzig
  - Carla DeSantis
  - Emily Dorvall
  - Tom and Ellen Draper
  - Carrie Endries
  - Joseph Fastley
  - Ruth Farrell
  - David Fisk
  - Koinonia Givens
  - Allison Godoff
  - Barbara Hale
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**BROOKE CHARTER SCHOOLS**

Jul ‘15 – Jun ‘16
Alexa Hampton
Tom and Emily Haskell
Sarah Holden and Aq Chekhiz
Susan Hopf
Alyssa Huyes
Frank & Nadia Isler
Carol Jacobs
July Jacobson
Charlotte Kelly
Pat Keveder
Susan Lens
Carinly Lokie
June Lisa White
MHIC
Roccia Marcellus
Goderich Martin
Katie Megrian
Matthew Monie
Jonathan Nager
Luisa Palma Lynn
Ted Preistin
Nicole Pritchard
George and Karen Reynolds
Donald Robinson
Elena Savali
Carinly Sall
Carinly Sax
Alyssa Scheibler
Kathleen and Steven Shaw
Ray Shih
Julia Smoother
Karen Strother
Elizabeth Snyder
Susan Snyder and Paul Grigos
Jane Thornton
Lauennen Tjernell and Shela Ransom
Jordan Washew
Sally White
Susan Young

Up to $100
Tanairi Acevedo
Troye Alexander
Debora Amenti
Candice Bartter
Kimberly Bartlett
Christopher Bizzacco
David and Rosanne Bizzacco
Benjamin Blink
Emily Burgess
Roberto Cabral
Elizabeth Caisey
Danielle Cameron
Andrea Cannata
Marie Carvalo
Andrew Charney
Maxim Carin
Alfonso Costa
Joe Cullen
Aleen Daghlian-Chareth
Deborah Dank
Stacy Dax
Amy Drake
Mary Druml
Yasenia Dudley
Nicolle Ekwuemu
Nicole Ellis and Hakim
Bruce Elrich
Luke Fierro
Elizabeth Foster-Nolan
Antonette Garcia
John Gandolfi
Charles Gavre
Barbara Hammond
Sarah Hammond
Omarie Harkey
Alexandra Higgins
Yolanda Hove
Darioles Cameron
Andrew Canfield
Mike Carvalo
Andrew Charney
Maxim Carin
Alfonso Costa
Joe Cullen
Aleen Daghlian-Chareth
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John Gandolfi
Charles Gavre
Barbara Hammond
Sarah Hammond
Omarie Harkey
Alexandra Higgins
Yolanda Hove
Lindsey Hugo
Nadipriy Kumbar
Jeff Joseph
Jayson Joyce
Jaclyn Kozarz
Pamela Lester
Margaret Luk
Sanjiv Madath
Matthew Mandel
Kate Mason
Christopher Miranda
Matthew Mow
Shannon Moran
Jaye Murphy
Louise Murphy
Gabe Nadel
Louise Olson
Blake Orono
Shabnam Patel
Meghan Parquette
Paul Kramer
Yosuke Philip
Brett Pick
Sam Podbleski
Sara Porter
Kevie Prendeville

Christine Ragbir
Alco Reynolds
Justin Rolnick
Susan Rudnick
Alta Ryan
Sara Samson
Allison Scharfstein
Matt Shea
Kevin Sheehan and Steven Shaw
Patricia Spain
William St. Pierre
David Stelow
Elena Thuman
Virginia Todd
Jamie Toric
Sabin Uysal
Sophia Vagala
Shades Via Binder
Christina Vivoni
Beverley von Kries
Monika Wilson
Rachel Wolbran
Laurie Woz

BROOKE CHARTER SCHOOLS
“YOUR PLACE IS ANYWHERE YOU WANT TO MAKE IT.”

SENATOR EDWARD W. BROOKE (1919-2015)