



A Culture of Achievement

ANNUAL REPORT 2018–2019

Our students

1,844 scholars
across four campuses

93% identify as Black or Latinx

\$38,194 is the average annual
family income in Brooke's
sending neighborhoods

Brooke East Boston

K-7



Brooke Mattapan

K-7



Brooke High School and 8th Grade Academy

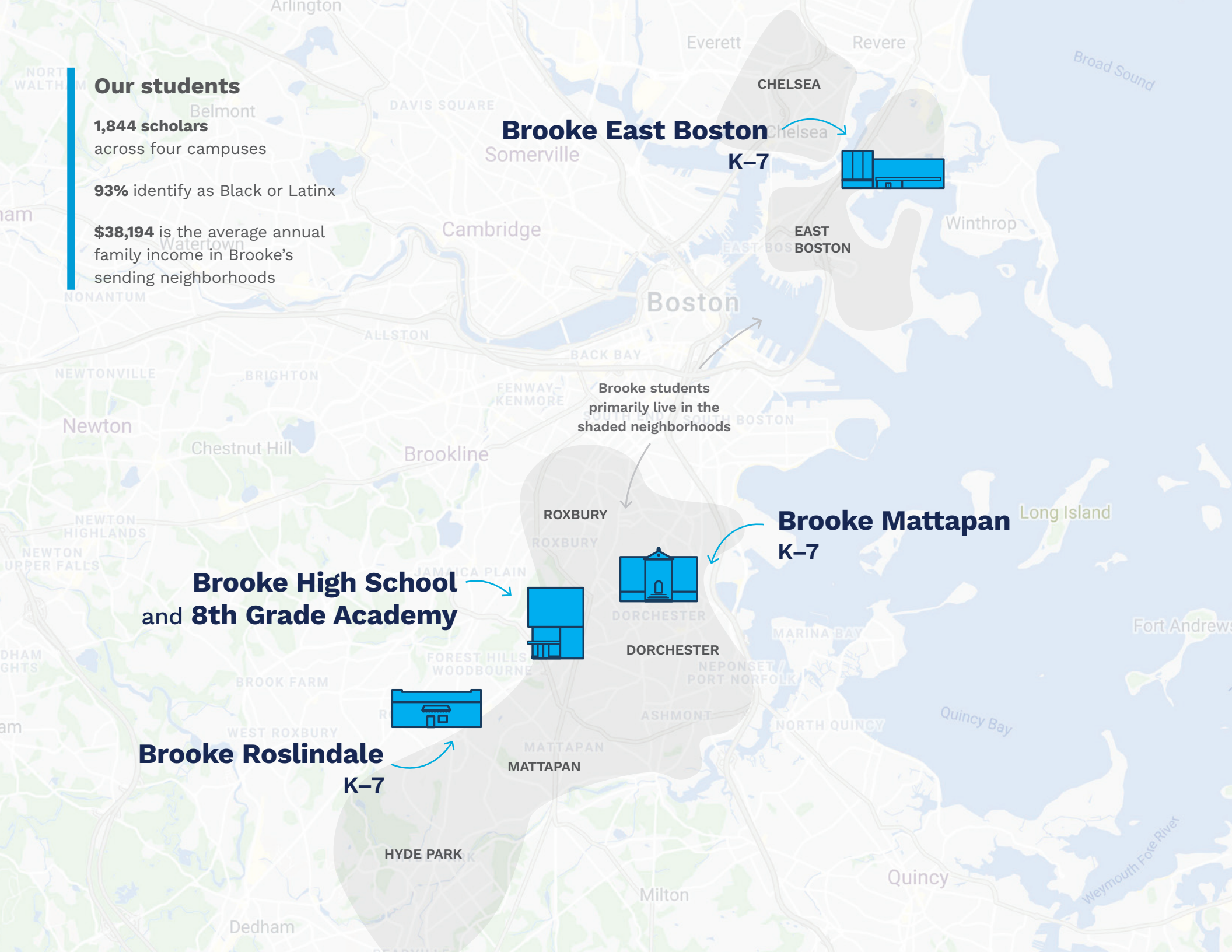


Brooke Roslindale

K-7



Brooke students
primarily live in the
shaded neighborhoods



DEAR FRIENDS,

As you know, at Brooke we are relentless in our pursuit of great teaching. Because great teaching is not easily or quickly mastered, we are committed to constantly reflecting and improving ourselves. Over the past school year, our drive to be our best yet focused on building **a culture of achievement**, which encourages all students to identify as high achievers.


In her book *Young, Gifted, and Black*, scholar Theresa Perry advocates for “a leveling culture, a culture of achievement that extends to all of its members and a strong sense of group membership, where the **expectation that everyone achieve** is regularly communicated in public and group settings.” At its core, this idea has always been part of our philosophy at Brooke: we believe education is most engaging when it’s rigorous and challenges students to do the thinking. We know our schools have successfully realized this culture because **at Brooke, it’s cool to be an achiever.**

The enclosed report illustrates what a culture of achievement means for Brooke students, classrooms, and schools, as well as the impact it’s had on our accomplishments. Thank you for the role you’ve played in our success—whether as a student, parent, teacher, staff member, volunteer, or donor. **We are so grateful for your partnership and support!**

With gratitude,



Jon Clark
Co-Director, Operations



Kimberly Steadman
Co-Director, Academics



Scott Oran
Chair, Board of Directors



Our mission

Brooke is a network of high-performing charter public schools in Boston. Our mission is to provide an academically rigorous public education that ensures students are prepared to succeed in college and beyond.

Brooke was founded on the research-based idea that students can close or reverse the achievement gap when they have great teachers year after year. Therefore, everything we do centers on recruiting, developing, and retaining great teachers.

WE BELIEVE THAT GREAT TEACHING . . .



1

**Puts the thinking
on students**



2

**Ensures that students are
challenged and known**



3

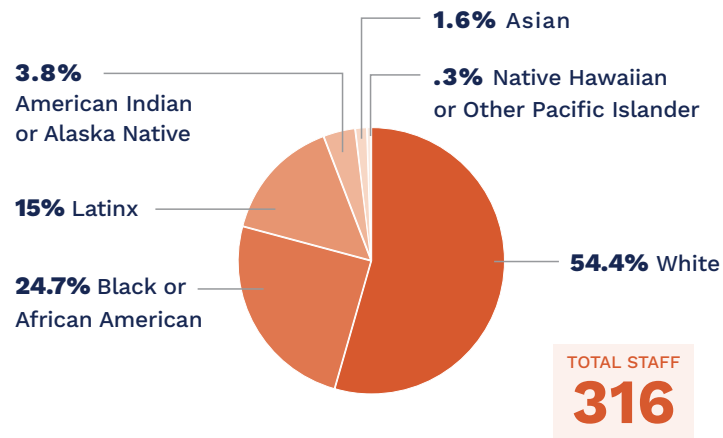
**Utilizes rigorous standards
and rigorous assessments**

Focus on diversity

With the majority of Brooke students identifying as Black or Latinx, we prioritize uprooting racism through academics, equipping our students with tools to advocate for a diverse, equitable, and inclusive future.

At Brooke, we know great teachers come from a variety of backgrounds. We also believe great teachers of color uniquely contribute to our efforts to serve our students, uphold cultures of achievement, and strengthen staff culture. Our value of a diverse team is backed by research pointing to the positive effects on educational outcomes for students of color when they have the opportunity to be taught by teachers of color.

STAFF RACE/ETHNICITY

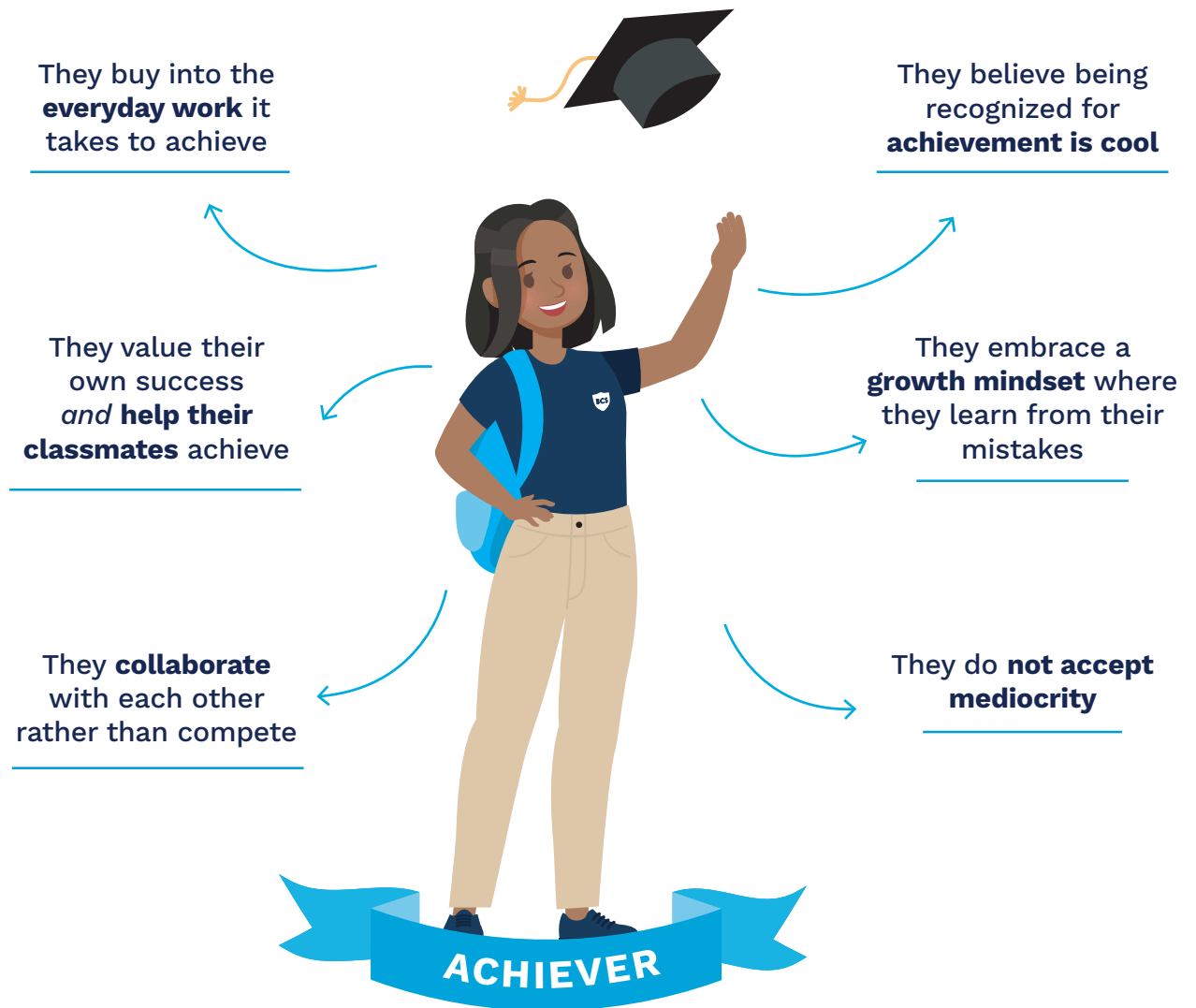


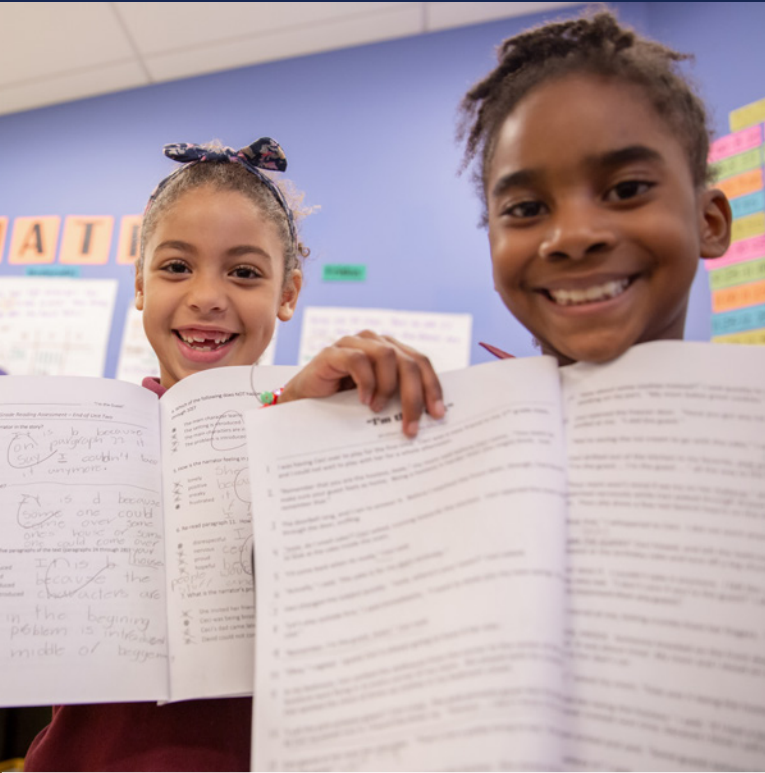
Culture of Achievement

We believe all students can **achieve at the highest level**, and we support them to take agency of their own education and to **realize their potential**.

This culture must permeate the school and encourage all students to **proudly identify as high achievers**.

What does a Brooke achiever look like?





WHAT DOES IT MEAN TO BE AN ACHIEVER?

“Being an achiever means you support your teammates if they get stuck on a problem. Being an achiever means you do your best work when no one is watching.”

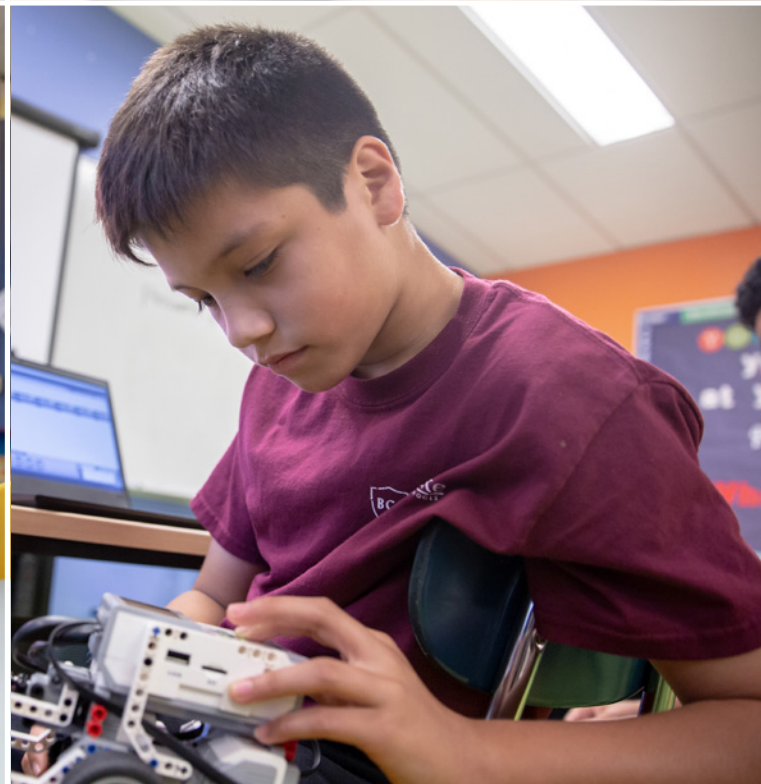
—GABRIEL, 2ND GRADE,
BROOKE EAST BOSTON

“Being an achiever means having a goal, then reaching for more when you’ve achieved it. For example, I’m trying to read all the books on my bookcase, and I still have two more shelves to go. When I reach that, I’ll just add more books!”

—MARIE, 3RD GRADE,
BROOKE ROSLINDALE

“To be an achiever means to go beyond everyone’s expectations of you. It means you achieve success. Being an achiever means going past your own goals and not setting limits, so you be the best you can possibly be.”

—JAMILLE, BROOKE EIGHTH
GRADE ACADEMY



Classroom of achievers

Our culture of achievement is anchored in great teaching, which puts the thinking on students.

Beginning in kindergarten, scholars receive more than **3 ½ hours of literacy and 70 minutes of math** every day

Scholars begin taking 60–90 minutes of weekly computer science instruction in 1st grade

Daily **independent reading starts in kindergarten**. During this time, teachers provide individualized tutoring to students in any subject they need

Students prepare for the rigors of high school through our new **Eighth Grade Academy** model

Students graduate after taking three years of **high school computer science courses**

Middle school students benefit from **self-contained classrooms** where two teachers know them really well

Brooke High scholars take at least three college-level **Advanced Placement** courses

GRADE LEVELS

K 1 2 3 4 5 6 7 8 9 10 11 12



8

KINDERGARTEN CLASSROOM



5TH GRADE CLASSROOM



12TH GRADE CLASSROOM

Community of achievers

Rituals celebrate our culture of achievement and reinforce our values.



EIGHTH GRADE ACADEMY

Book club with author Michael Holley

Students, teachers, and community volunteers all read *Never Give Up: My Stroke, My Recovery & My Return to the NFL* by Michael Holley and Tedy Bruschi. Over dinner, they discussed how they connected with Tedy Bruschi's story of perseverance in the face of adversity.



BROOKE HIGH SCHOOL

Community meeting speaker series

In a student-led interview format, some of the most inspiring leaders of color from Boston shared their personal and professional journeys during school-wide community meetings. These rituals celebrated vulnerability and hard work in the face of life's challenges.



BROOKE MATTAPAN

Night at the Apollo

Our first-ever Night at the Apollo event was an entire-school celebration of Black excellence through song, dance, poetry, and a fashion show. Students from every grade performed meaningful productions highlighting historical inspirations for their own identities as achievers.

INSPIRING WORDS FROM OUR COMMUNITY MEETING SPEAKERS

“Having a growth mindset is the biggest secret to success. You’ll learn a lot of skills along the way, but this touches all of them. You’re never going to be perfect at any task, so if you can use that failure to get better every single day—that is the key to success.”

—ROB PEREZ, FOUNDER OF LIFE SCIENCE CARES

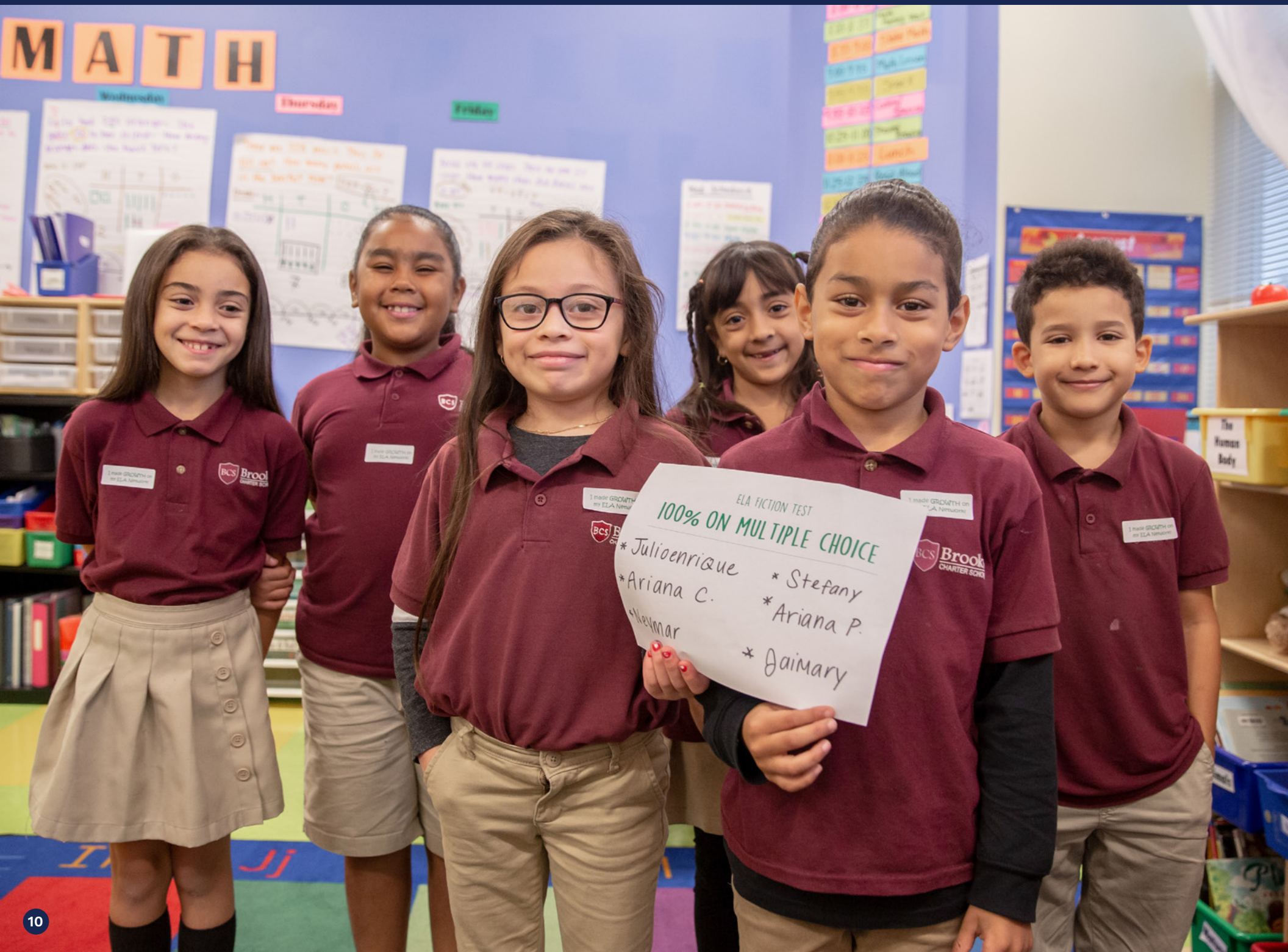
“There will always be naysayers, so surround yourself with people who believe in you. Don’t be afraid to take risks or ask for help, because you will always learn something when you take a risk . . . Forge ahead!”

—CARMEN ORTIZ, FORMER U.S. ATTORNEY

“The power of America is that the people have a voice. ‘Power to the People’ is about self-determination, and the power is in you. It doesn’t start tomorrow. It starts today.”

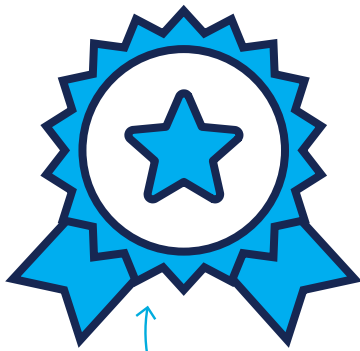
—MARIE ST. FLEUR, FORMER MA STATE REPRESENTATIVE

Other celebrations of achievement included: End of the Year Awards, Honor Roll Awards, Scholar of the Month, Dean’s List Celebrations, Sports Pep Rallies, and more.



Our impact

Our focus on building a culture of achievement has helped our students achieve exceptional results.



Best open enrollment school in Boston based on 2019 MCAS results



Top ten in the state for student growth in both ELA and math



Brooke was named a **Massachusetts School of Recognition** for high achievement and exceeding targets



100% of Brooke High School students who took the AP Spanish exam **earned a passing score**



More Black and Latinx students passed the AP Computer Science Principles exam at Brooke High School than in all of Boston

FINANCIALS

GENERAL FINANCIALS

Commonwealth per Pupil Tuition	\$30,150,312
Released Private Grants and Donations: School Program	\$1,100,850
Federal and State Funding	\$1,800,715
In-Kind Transportation & Pension	\$6,663,754
Program Fees & Other Income	\$1,478,433
TOTAL	\$41,194,064

OPERATING EXPENSES

Personnel—Salaries & Benefits	\$26,967,697
Direct Student Costs	\$6,897,026
Facility Expenses	\$6,480,065
Other Operating Costs	\$964,876
Depreciation	\$1,812,867
TOTAL	\$43,122,531

GENERAL REVENUES (EXPENSES)

Other Income	\$729,442
Released Private Grants and Donations: Capital Support	\$2,590,250
TOTAL	\$3,319,692

Change in Unrestricted Net Position	\$1,391,225
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Our culture of achievement is supported by

\$100,000+

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**Multi-year gift





THANK YOU TO OUR CAPITAL CAMPAIGN SUPPORTERS

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Our capital campaign

The 2019-2020 school year was remarkable for many reasons, including the **opening of our brand new, state-of-the-art, 90,000-square-foot facility** housing Brooke High School and Eighth Grade Academy. Our goal for this project was to construct a building worthy of our students . . . where they could engage in academic and extracurricular activities that prepare them to succeed in college and beyond.

It's an amazing space, and we are deeply grateful to inhabit it every single day. **THANK YOU** to our capital campaign donors, who contributed \$9.5MM in philanthropy toward the building.

Because we are committed to being good stewards of public and private funds, we are proud that the project was completed on time and under budget, costing a total of \$41MM. Just next door, Boston and Somerville Public Schools spent twice and three times more (respectively) per student on their high school building projects taking place at the same time. If you haven't already paid a visit to Brooke High School, we hope you'll consider coming for a tour.

TOTAL RAISED
\$9,574,359

The new Brooke High School building includes . . .



38

classrooms



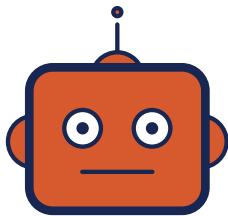
6

science labs



1

650-seat auditorium



4

computer science labs
and a robotics lab and
makerspace



3

studios for art,
music, and dance



1

regulation
gymnasium

