

TEAM SCHOOLS

A Network of KIPP Schools

**START AND LEAD HIGH-PERFORMING
PUBLIC SCHOOLS IN NEWARK, NEW JERSEY**



TEAM Schools, a network of KIPP Schools in Newark, New Jersey, is redefining what is possible in public education. Students thrive in a stimulating and challenging learning environment. With the help of TEAM's dedicated teachers and staff, students are preparing for success in college and in life. To offer more Newark children access to a high-quality public education and to expand the impact TEAM is having to include K-4, TEAM will soon open two elementary schools. Join us to lead a TEAM school and change the lives of Newark's children.



TEAM SCHOOLS HISTORY

TEAM Academy, a Network of KIPP Schools, opened its doors to 80 fifth grade students in Newark, New Jersey, on September 3, 2002. It expanded by one grade each year and today serves 360 students in grades 5–8. TEAM opened a second middle school in the fall of 2006 and will expand to a high school in the fall of 2007 and two K-4 elementary schools between 2008 and 2010. When all five schools are at full capacity, TEAM will be educating 5% of Newark's 42,000 students.

TEAM SCHOOLS STUDENTS & TEACHERS

TEAM Schools do not select students or deny admissions on the basis of prior academic or behavioral record, race, creed, class, disability, or any other factor. The student population closely parallels the demographics and academic preparedness of students in neighboring schools:

- 75% of TEAM's students qualify for free and reduced meals.
- 96% of TEAM's students are African American, and 4% are Latino.

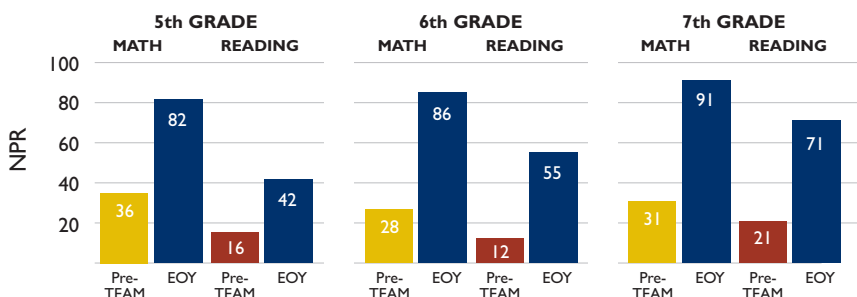
TEAM students are actively learning in school 70% longer than their peers. Teachers offer extra help after hours and lead college campus visits and other field lessons that foster teamwork, compassion, and leadership. On Saturdays, teachers and community volunteers facilitate enrichment activities that complement TEAM's rigorous academic curriculum. Our teachers' dedication to TEAM Academy students is unparalleled; the teacher attrition rate is under 10%.

TEAM ACADEMY RESULTS

The students and teachers at TEAM have proven that hard work and dedication yield extraordinary academic progress.

- Students are making two years of academic progress for every year at TEAM.
- Students have climbed from the bottom quartile to the top quartile on the SAT-10.
- 100% of TEAM's first graduating class was accepted to private schools including Exeter, Loomis, Chaffee, Deerfield, Miss Porter's, and other top boarding, day, and parochial schools.
- TEAM's first graduating class earned more than \$600,000 in scholarships.

Academic Performance on SAT-10



KIPP is a network of free open-enrollment college-prep public schools in under-resourced communities throughout the United States. It is a national non-profit organization that selects, trains, and supports outstanding educators to open and run high-performing schools.

There are currently 52 KIPP schools in 16 states and Washington, D.C., serving more than 11,000 students.

BECOMING A KIPP SCHOOL LEADER

The KIPP School Leadership Program provides the training and support needed for outstanding educators to lead KIPP Schools. The first year includes:

- The six-week **Leadership Institute**, held at Stanford University, establishes foundational knowledge and skills in three curricular areas: Instructional Leadership, Organizational Leadership, and Operational Management.
- **Residencies** consist of up to seven weeks each in two KIPP schools and other exemplary schools. By integrating themselves into the culture and daily life of the host schools, educators learn how to use KIPP's Five Pillars to guide decision-making and daily interactions.
- The winter before their school opens, educators participate in **Bootcamp**, a ten-day conference of continued instructional, operational, and organizational systems training. Guided by their school design plans, they then embark on start-up work in their communities that turns their visions into viable, thriving schools. An additional training conference, **Spring Summit**, further strengthens operational aspects of school leadership.
- The culminating event is the launch of new KIPP schools! KIPP has proven that their vision for great middle schools can be replicated, but, in an effort to reach even more students, and to have an even greater impact on the children and families in the communities they serve, KIPP is expanding beyond middle school to encompass both high school and elementary age students.

We are looking for passionate, committed educators willing and eager to step up to an important challenge.

If you are ready to tap your entrepreneurial spirit, to reach out and help elementary-age students and families in an educationally underserved community, then join the movement at TEAM Schools in Newark, New Jersey, today!





ABOUT KIPP SCHOOLS

KIPP Schools share a core set of operating principles known as the Five Pillars, which lay the foundation for students to perform at the highest academic levels:

- 1. High Expectations.** KIPP schools have clearly defined and measurable high expectations for academic achievement and conduct that make no excuses based on the background of students. Students, parents, teachers, and staff create and reinforce a culture of achievement and support through a range of formal and informal rewards and consequences for academic performance and behavior.
- 2. Choice & Commitment.** Students, their parents, and the faculty of each KIPP school choose to participate in the program. No one is assigned or forced to attend these schools. Everyone must make and uphold a commitment to the school and to each other to put in the time and effort required to achieve success.
- 3. More Time.** KIPP schools know that there are no shortcuts when it comes to success in academics and life. With an extended school day, week, and year, students have more time in the classroom to acquire the academic knowledge and skills that will prepare them for competitive high schools and colleges, as well as more opportunities to engage in diverse extracurricular experiences.
- 4. Power to Lead.** The principals of KIPP schools are effective academic and organizational leaders who understand that great schools require great school leaders. They have control over their budget and personnel. They are free to swiftly move dollars or make staffing changes, allowing them maximum effectiveness in helping students learn.
- 5. Focus on Results.** KIPP schools relentlessly focus on high student performance on standardized tests and other objective measures. Just as there are no shortcuts, there are no excuses. Students are expected to achieve a level of academic performance that will enable them to succeed at the nation's best high schools and colleges.

To apply to start an elementary school in Newark, New Jersey, please submit your resume to Ryan Hill at rhill@teamacademy.org or visit us online at www.teamacademy.org or www.kipp.org.

Tungsten Learning™

is a leading provider of formative assessment content, technology, and expertise. The comprehensive **Benchmark Assessment System** will help your district inform instruction, raise student achievement, and create a culture of success.



Bright Ideas That Spark Student Achievement



How can formative assessment* help your students achieve?

* Formative assessment informs instruction with timely, reliable data, providing valid predictive information on student progress toward proficiency on state exams.

Formative assessment helps students learn and achieve by:

- letting teachers know how students are performing against state standards so they can make instructional adjustments to meet learning needs;
- monitoring students' fundamental knowledge and strengths and weaknesses on an ongoing basis;
- providing administrators with clear achievement data that drives strategic decision making;
- building students' confidence and promoting their participation in the learning process.

If your district has made accountability and achievement a priority, the quality of instructional information from interim formative assessment is unparalleled. Join the growing group of educators who have made formative assessment an essential part of their achievement portfolio.

SPARK

Schools using the *Benchmark Assessment System* achieved one-year average gains of 6.7 percent in 2003, versus average gains of 2.5 percent in states where those schools are located.

How does
Tungsten Learning
fulfill your
assessment needs?



The Benchmark Assessment System succeeds in three critical areas:

QUALITY CONTENT

- Benchmark Assessments are specifically written to your state standards, and rewritten when those standards change.
- Content is reliable, valid, and proven in classrooms.
- Powerful teaching notes tie assessment to instruction and help close learning gaps.

REAL-WORLD EXPERTISE

- An Achievement Advisor is available to help analyze data, identify trends, and support instructional practices.
- Advisors share achievement best practices and provide ongoing professional development.

RELIABLE TECHNOLOGY

- A dedicated server linked to the Internet provides automatic scoring and dynamic reporting capabilities.
- The user-friendly interface and navigation integrate with your student information system to save time.

**Schools that use the Benchmarks
can predict student performance
on high-stakes assessments
within 95% confidence bands.**

ILLUMINATE

How will the
Benchmark system
benefit your school
community?



This assessment tool was created by teachers for teachers. Perhaps that is why system participation rates average nearly 90 percent every month.

ENLIGHTEN

ADMINISTRATORS...

- Benefit from information about the strengths and weaknesses of students, classrooms and grade levels.
- Can easily disaggregate data and build custom reports.
- Make data-driven, strategic decisions.

TEACHERS...

- Have access to high-quality teaching notes that enhance instruction.
- Receive quick, reliable monthly feedback on how every student is progressing toward mastery of state standards.
- Track and monitor student performance to inform lesson planning and make instructional choices.

STUDENTS...

- Are engaged and inspired by tracking their progress.
- Make meaningful, measurable, and sustainable achievement gains.
- Become confident test-takers.



After years of research, the introduction of the tungsten filament allowed for the creation of the modern light bulb—one that would burn brighter, longer, and more efficiently. That is our inspiration for **Tungsten Learning**, a division of Edison Schools. Tungsten offers the best elements, knowledge, and expertise—gleaned from years of research and development and school management experience—that have driven student achievement for tens of thousands of children across the country.

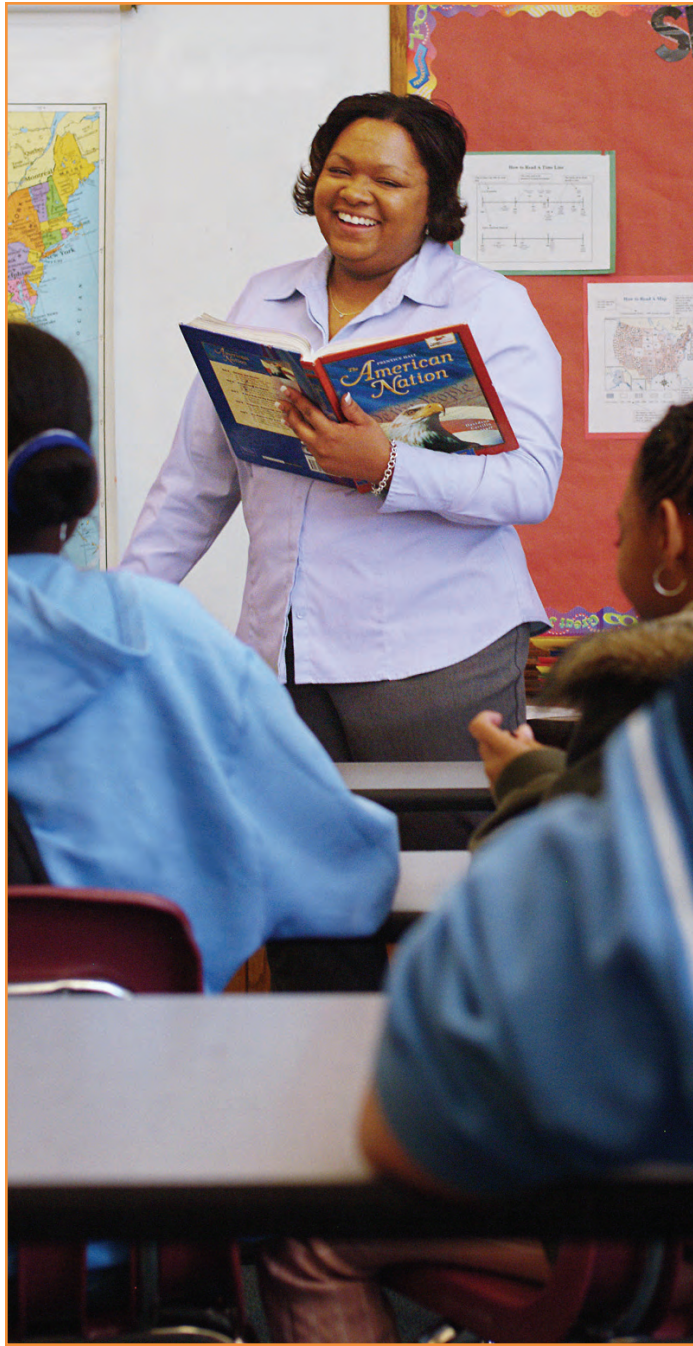
Just as tungsten provided a real-world solution to power the brightest and most reliable light source, so **Tungsten Learning** provides the brightest and most reliable achievement solutions, based on years of research and development, that help your students shine.

For more information about how your district can harness the power of formative assessment and begin to enjoy the benefits of the *Benchmark Assessment System*, call Tungsten Learning toll-free at

1-866-801-7683

or visit us on the web at

www.tungstenlearning.com



OUR VISION

Ultimately, our purpose as an organization is to serve students.

A World-Class Education for Every Child has been our goal since Edison Schools was founded in 1992.

It guides everything we do.

OUR MISSION

Our Mission maps the path to Our Vision. To serve our students, we must lead our industry in the delivery of the most innovative solutions to drive superior learning outcomes. We must be credible, dependable and accountable to our clients and shareholders.

OUR VALUES

Since 1992, Edison has focused on eight core values. Educators in our schools teach students about these values—they even learn a song about them—but they also guide how we treat our clients, our stakeholders, and one another. The results of the 2005 employee survey reaffirmed that our original core values are most important to our success. Demonstrating these values on a daily basis helps us deliver strong business results and ensures our organization's economic sustainability.

INTEGRITY

We will deliver on our promises and demonstrate honesty, decency and fairness in our internal and external relationships.

RESPECT

We will treat others with dignity at all times and listen to our partners and to each other to improve customer satisfaction and employee morale.

RESPONSIBILITY

Each of us will also take ownership of our own successes and failures, and recognize that our organization's economic sustainability depends upon our working together to deliver strong financial and achievement results.

COURAGE

We will build on our entrepreneurial heritage and corporate culture so that we continue to lead our industry, and will take strategic, rational risks to improve education and business results.

COMPASSION

We will be considerate of one another and treat one another kindly. We will demonstrate our care for each other and for those we serve, and our desire to make a difference.

WISDOM

We will strive to continually learn and apply our knowledge to positive outcomes for our clients and stakeholders.

JUSTICE

We will treat all employees, clients and stakeholders with fairness and equality. We believe in the fundamental importance of equity and fostering equal opportunity in American education.

HOPE

We believe that what we do matters and that we are changing lives. We will bring hope to public education—we will help every child develop the knowledge, skills and character they need to lead meaningful lives.

OUR PROMISE TO EMPLOYEES

While focusing on the needs of our customers and shareholders is important, it is equally important to focus on your needs as an employee. Our Promise to Employees clearly affirms that our organization will treat all employees as respected, valued professionals. The improved Talent Management process is a direct result of the Promise: it is fostering opportunities for your personal and professional growth and treating you with consideration and respect.

OUR KEY BEHAVIORS

During the fall of 2005, Edison gave all employees the opportunity to describe the behaviors most important to our success. The feedback received was the inspiration for the behavioral competencies on the employee profile and continue to guide the way we act as employees and an organization as a whole.

ACTIVE LISTENING & LEARNING

We hear what others need and translate those needs into meaningful products and services. We can acquire new information and modify practices as necessary.

TRANSPARENCY & SHARED ACCOUNTABILITY

We demonstrate a collaborative approach to setting goals and share ownership of problems and successes. We communicate openly and do not keep hidden agendas.

PASSIONATE PROFESSIONALISM

We exhibit courteous, conscientious, positive and businesslike behavior in our committed, relentless pursuit of excellence. We are enthusiastic, hopeful and driven to change the world.

TEAMWORK

We work cooperatively and cross-functionally to solve problems and achieve our common goals. We trust one another and treat one another with respect.

CONTINUOUS IMPROVEMENT

We continually search for best practices and raise the bar for achievement so that we can consistently improve as an organization. We apply an objective and analytical approach to all we do.

DISTRIBUTED LEADERSHIP

We all have a responsibility to think, to lead and to act, and we believe that all of us should be challenged and developed. We have a proactive mindset and focus on solving problems, not just identifying them.

THE EDISON COMMITMENT

Throughout the summer and fall of 2005, Edison employees shared their thoughts on Edison's mission and the values and behaviors that will ensure Edison's future success. The principles expressed in the Edison Commitment were developed in response to that employee feedback and build on the philosophy that has guided us since our founding in 1992.

In addition to the quality of our products and services, the Edison Commitment also describes the work environment you can expect at Edison Schools: an atmosphere that supports and rewards your outstanding work.

- **OUR VISION:** A World-Class Education for Every Child.
- **OUR MISSION:** To be the leading partner in providing innovative achievement solutions that deliver consistently superior improvements in student learning as well as enhanced value to clients and shareholders.
- **OUR VALUES:** Integrity; Respect; Responsibility; Courage; Compassion; Wisdom; Justice; Hope
- **OUR KEY BEHAVIORS:** Active Listening & Learning; Transparency & Shared Accountability; Passionate Professionalism; Teamwork; Continuous Improvement; Distributed Leadership
- **OUR PROMISE TO EMPLOYEES:** Edison Schools promises to provide a supportive environment for its employees that helps foster opportunities for personal and professional growth. We encourage resourcefulness, creativity, initiative and all the values and behaviors that will help us to achieve our mission. Team members may expect to receive the same consideration and respect that they accord our clients and community partners.

How You Can Demonstrate the Edison Commitment Every Day

Refer to the Edison Commitment often; draw upon its principles to guide your efforts on behalf of our students and to help us create a work environment that will inspire success. Implementing the Edison Commitment in your daily work is easier than you might think. Here are some simple examples of how to make the Edison Commitment an integral part of your life at work:

- **When interacting with clients:** Mention Edison's Vision, and explain how Edison's products and services help us and our clients create A World-Class Education for Every Child. Even our student information systems, which might not seem to have a direct impact on students, actually do improve education by making administrative functions more efficient and allowing educators to spend more time on education.
- **When interacting with colleagues:** Remember that consideration, respect, and fairness go a long way toward creating a friendly, stable work environment. Don't resist constructive criticism, and don't be afraid to provide constructive criticism to your colleagues in a private, respectful setting.
- **When faced with a difficult decision:** Don't be afraid to take risks. Strategic, rational risks help us develop more innovative solutions than our competitors and help us grow as an organization. And if you make a mistake, learn from it: think about how you can better deal with a similar situation in the future and apply your knowledge in the future.
- **When you see a colleague exemplify a principle of the Edison Commitment:** Compliment your colleague and encourage your colleague to share his or her knowledge or best practice with your other colleagues. That way, we can all learn from the talent within our organization.

Edison
Schools®

The Edison Commitment

Building a Culture of Achievement

