



KIRBY SCHOOL

GRADES 6 THROUGH 12

2017-2018 ANNUAL REPORT



EMPOWERING STUDENTS TO SHAPE THEIR FUTURES WITH CONFIDENCE



GREETINGS FROM OUR BOARD CHAIR

2017-2018 BOARD OF TRUSTEES

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Treasurer

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Dennis Takahashi-Kelso

At various times during my children’s primary education, I was told by their teachers not to worry, they were doing just fine. I did not want “just fine.” I wanted my children to thrive and stretch and grow, and I searched for an environment for their secondary education that would give them that. I am so grateful that I found Kirby School.

At Kirby, students are encouraged by their teachers and by their peers to follow their interests and also to explore new ones. Teachers and administration set the bar high for students both academically and in terms of school citizenship, yet they know each student well and thus can support them and encourage each one to soar over that high bar. Leadership opportunities present themselves often to Kirby students, and when they are ready they embrace them wholeheartedly. Students at Kirby don’t have to learn to fit in, they just DO fit in, because individuality is celebrated. Artistic endeavors are part of a Kirby student’s daily life, not a periodic enrichment activity. Friendships made here last lifetimes.

This extraordinary school culture does not happen by accident. It is cultivated and has evolved by fiercely protecting our values. It is our role, as Board of Trustees, to ensure that Kirby programs and policies are true to our mission and to our values.

Keeping this culture alive requires hard decisions at times. However, our strategic process gave us input that reinforced our commitment to a small class size that allows us to be responsive to our students’ needs. Thus, we look elsewhere for cost savings and income.

We as trustees do recognize, however, that stabilizing tuition is critical to ensure that a Kirby education is accessible to our students. Therefore, as a culminating step of our strategic plan, we intend in the near future to launch an endowment campaign. The establishment of a strong endowment will give our school ongoing, stable income in addition to tuition, providing critical long-term stability and financial flexibility. As Kirby school approaches its 25th year, we have the maturity as an organization to take this next step in our school’s growth and health.

I look forward to working soon with our entire community to make a Kirby endowment a reality. I know I speak for the Board and the School Administration when I say that we welcome your ideas, energy and support to make each family’s Kirby experience exceptional.

Sincerely,
Alissa L. Klar
Chair of the Board of Trustees



REFLECTIONS FROM OUR
HEAD OF SCHOOL

As I reflect on 2017-2018, our community has never felt stronger or more deeply connected to our purpose.

Bringing about some of the most exciting milestones of our Strategic Plan alongside students, parents, faculty and staff was certainly the highlight of my year. Our ability to thoughtfully engage with others on matters of importance, to arrive at three pillars of focus for the school, was a collaborative process like no other. The result of the strategic planning process enabled Kirby to align resources and focus on initiatives of vital importance to our community.

In focusing on the promise of being a diverse and inclusive community, we reached out to potential faculty and staff through new avenues of communication. We also encouraged a wider community of students to take a look at Kirby. We created 5-20 year financial projection tools to better understand the levers that impact our income and expenditures, our tuition assistance opportunities, and our tuition. In doing so, we built in a commitment to maintaining small class sizes which afford our faculty the opportunity to develop close mentoring relationships with our students.

We also increased our professional development budget, demonstrating we ‘walk-the-talk’ about being a community of lifelong learners. We modified our mission statement, after much consideration and deliberation, to better reflect the Kirby of today, while doubling-down on our long-held values—the aspects that make Kirby a unique educational environment. We also looked ahead by developing plans to create a recreation area that will provide our whole community with a safe and proximate space to learn, play, entertain, eat and share time together out of doors.

We look ahead with great gusto, anticipating the strategic initiatives we will undertake in the future as a part of our 3 year plan.

Our school has never felt more alive, more focused and more united than this year, and for that I am grateful.

With deep appreciation,
Christy Hutton
Head of School

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CORE BELIEFS

The strategic planning process identified nine core values that have been a part of Kirby since its founding in 1994. These values are fundamental to Kirby's culture and program.



Our commitment to small class sizes enables us to be responsive to every learner

Offering academic challenge across the disciplines at all age levels maximizes the growth of each Kirby student



Young people who have an active voice in their own education and community will be motivated and enthusiastic learners



Development of creativity and adaptability are crucial to a growth mindset and enhanced through exploration of a wide variety of arts, electives and experiences



Collaboration among parents, faculty and students is fundamental to student success

Culturally responsive education is a conscious, ever-deepening process of recognizing, exploring, and embracing our differences



When adolescents are taught and encouraged to lead healthy, balanced lives, their learning capacity and happiness increase



Kirby's inspiring faculty cultivate and model lifelong curiosity



Student confidence is supported by our close-knit culture of kindness and mutual respect

STRATEGIC PLANNING

Kirby School completed a strategic planning process in 2017 that included a community-wide survey and two focus group conversations involving trustees, students, faculty, administration and parents. The collaborative outcome of this work culminated in a revised mission statement and a 3-year plan focusing on three values-based objectives.

KIRBY SCHOOL MISSION

Through intellectual challenge in a responsive environment, Kirby empowers students to shape their futures with confidence. Our students learn to think critically, develop their creativity, and engage diverse communities with thoughtfulness and respect.

STRATEGIC INITIATIVES

Diversity and Equity

- Increase diversity in curricular topics and resources
- Increase diversity in student body with targeted marketing
- Increase support for students of color and LGBTQ students
- Increase diversity in staff and leadership
- Increase support for faculty in leading culturally inclusive lessons

Physical, Emotional and Neurological Development

- Revise the school schedule to include more opportunities for movement
- Provide professional development around student movement to be used in the classroom setting
- Provide classroom materials and furniture that allows for flexibility of space and greater movement
- Build into the financial plan the construction of a student recreation area

Responsive Education

- Create a 10- and 20-year financial plan
- Create an endowment fund
- Expand the Development Office to include grants
- Prioritize Professional Development funds in the annual operating budget



DISTINCTIVE PROGRAMS

INTENSIVE PATHS

Mentorship, caring faculty and the gift of time



History Intensive Path: Elias Allen, Kirby Class of '18, UCLA

"The HIP program at Kirby School allowed me to pursue my academic interests beyond the classroom. Conducting research and writing my senior thesis opened my eyes to new fields of inquiry and methods of study and also taught me how to be proactive in taking charge of my education. I developed analytical and critical thinking skills through this independent work which have since proven invaluable. I remember with fondness and gratitude the frequent consultations with my faculty adviser who would challenge me to dig deeper and make connections within my research.

The key element of my experience at Kirby School was how willing the entire faculty was to help me explore new avenues with regard to my education. Instead of funneling me along a traditional four-year curriculum track, the administration worked with me to design my high school experience the way that worked best for me. When I wanted to get a jump start in learning French and Spanish, they helped me find extra classes. When I wanted study abroad for six months in order to gain new perspectives and develop cultural understanding, they made it happen. Whenever I wanted to write an extra research paper, attend a university lecture, or get advice on the trajectory of my academic career, there were always people who went the extra mile to enrich my academic career."

Art Intensive Path: Meghan Brandt, Kirby Class of '18, Wellesley College

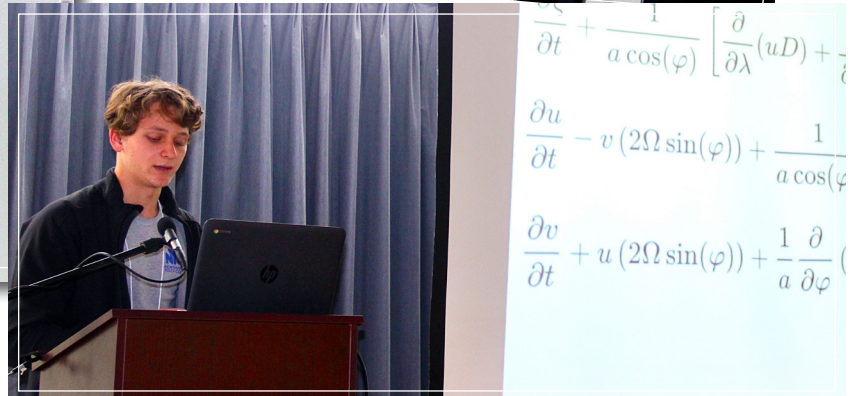
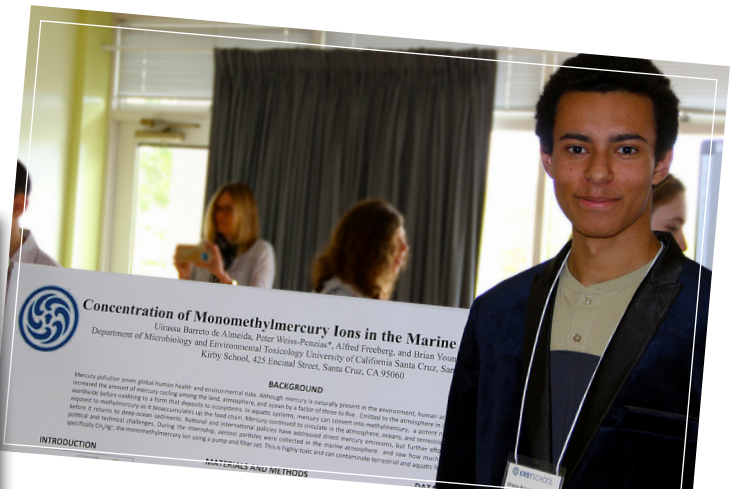
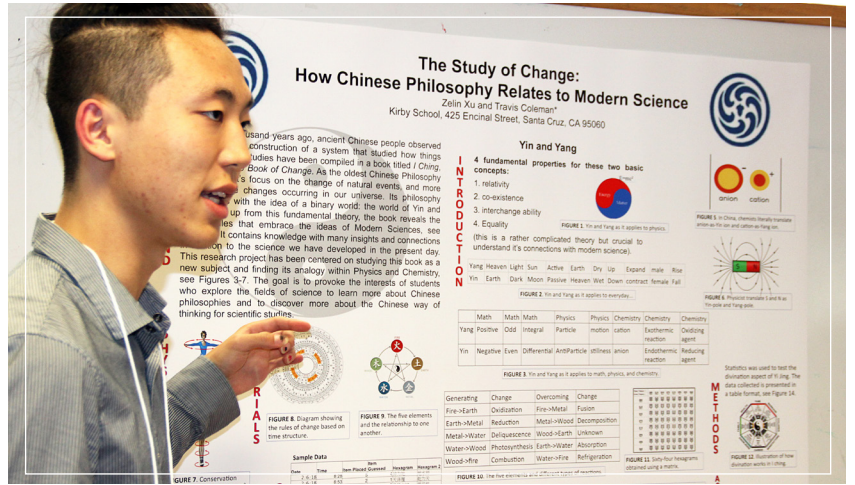
"One of the most valuable parts of my experience at Kirby was the connection with the faculty and staff. I felt that they took me seriously and were committed to understanding me as an individual and helping my growth as such. My final AIP project was a sketchbook as part of The Sketchbook Project (which is a library of sketchbooks from artists all over the world). My project is now in the Brooklyn Art Library as a part of the permanent collection there. I also used it as a tool for my AP art concentration, as I was able to explore themes that I used for some of my final concentration pieces; my concentration focused on introspection, growth, and the self, which was a good compliment to the AIP project, as I used that to process leaving Kirby."



DISTINCTIVE PROGRAMS

INTENSIVE PATHS

Capstone Projects: Over 50% of the Class of '18 Participated



Clockwise from top:

Brittany Broadwood, Art IP, Oberlin College

Zelin Xu, Science and Technology IP, UC Santa Barbara

Uirassu De Almeida, Science and Technology IP, Case Western Reserve

Burleigh Charlton, Science and Technology IP, UC Santa Cruz

Emma Arulanantham, Art IP & Science and Technology IP, UC Berkeley

DISTINCTIVE PROGRAMS

EXPERIENTIAL LEARNING

“For the things we have to learn before we can do them, we learn by doing them.” Aristotle



Clockwise from top:
Intercession: Metalworking
Intercession: Yosemite Photography
6th Grade Retreat
7th Grade Retreat
Intercession: Point Reyes Kayaking

DISTINCTIVE PROGRAMS

EXPERIENTIAL LEARNING

A holistic education includes experiences beyond the classroom



Interession New Experiences, New Awareness

Interession offered students a unique opportunity to participate in something new, and learn together with a community of peers. From rock climbing in Pinnacles National Monument to learning photography in Yosemite, these experiences enriched students' lives and expanded their awareness of the world through challenge found in exploration of new environments, stewardship, community service, academic and artistic enrichment, wilderness skills, and living experiences.

Retreats Strengthening Our Community

Ask a teenager what's scarier: facing rapids on the American River or walking into a classroom of strangers. For some, the prospect of a new classroom can be more terrifying than Class 3 water. Kirby 8th grade students experienced white water together and came back to class knowing each other—and themselves—more authentically.

Kirby's Retreat Program builds connections and strengthens relationships, creating a school culture of mutual respect and empathy which we carry into our wider communities. In 2017-2018, Kirby students hiked, camped, rafted, kayaked, and climbed the Sierra Mountains together. Grade by grade, arm in arm.



Community Involvement Day Service Learning Together

State Assemblymember Mark Stone and Santa Cruz County District Supervisor Ryan Coonerty joined Kirby School to share their roles in public service. Students, faculty and staff worked on campus and alongside community partners to provide approximately 600 hours of service in a single day:

- SC Museum of Art History
- Elderday Care Center
- Resource Center for Nonviolence
- Rebele Homeless Shelter



2017-2018 STAFF AND FACULTY

HEAD OF SCHOOL

Christy Hutton

ASSISTANT HEAD OF SCHOOL, DEAN OF FACULTY

Joe Poirot

ACADEMIC DEAN

Faith Reid

STUDENT SERVICES

Jaynell Aggrey, *Sous Chef*

Geoff Ashmun, *Counselor*

Lis Bensley, *College Counselor*

Jasper Billings, *Experiential Learning Director*

Kevin Campbell, *Dean of Students & Safety Officer*

Abby Christopher, *Athletics Director*

Mariel Desrosier, *Dean of Students*

Sally Donnelly, *Learning Services Director*

Amy Hemmert, *Admissions & International Programs Director*

Emily Lamoureux, *Admissions Assistant*

Tracy Landry, *Executive Chef*

Carolina Martinez, *Advisor for Culture and Inclusivity*

Eva Schewe, *Study Hall Proctor*

ADMINISTRATION

Paige Berardo, *Communications Director*

Evelyn Brown, *Executive Assistant to the Head*

Stephenie Dekking, *Registrar*

Mikey Harrison, *Facilities Assistant*

Lisa Lee, *Controller*

Laura Lucas, *Facilities and Activities Director*

Gloria Muruato, *Receptionist*

Erik Perkins, *Information Technology Director*

Cindy Sauve, *Administrative Assistant*

Sandie Shoemaker, *Development Officer*

FACULTY

Arts

Damara Ganley

Alex Koppel

Kara Lomasney

Molly Katzman

Melody Overstreet

Tuesday Soetaert

MarNae Taylor

Susana Terrell

Gary Young

Fitness, Wellness and

Human Development

Jolene Bartlett

Kendra Hanson

Cian Moroso

Ali Pattison

Beth Riley

Heidi Schindler

Languages

Tovah Keynton

Carolina Martinez

Mo Moscovitz

Verane Pochet

Katie Trigg

Humanities

Jason Brooks

Maria Elena Caballero-Robb

Kevin Campbell

Mariel Desrosier

Alex Doble

Michelle Douglas

Joyce Flager

Emily Hose

Jessa Kirk

Kirstin Olsen

Graham Ortiz

Rick Zinman

Science, Technology and Math

Sathvika Ashok

Petter Bauer

Jasper Billings

Jenny Billings

Amy Culver

Monica Hernandez

Matt Kazee

Chris Jackson

Jordan Johnson

Cristie Kirlin

Yakira Landaverry

Meghan Lee

Erik Perkins

John Seales

Josh Tropp

ANNUAL FUND



Sandie Shoemaker From the Development Office

Thanks to the generosity of our community we achieved our Annual Fund goal of \$350,000. Kirby School is now the proud owner of 7 new violins, 2 violas, 2 cellos and a variety of beginner percussion instruments and 2 new pianos. We've also renovated a large number of donated instruments that our students can borrow: an instrument library to inspire musicianship.

We were excited to increase access and opportunity to explore instrumental music; one of our core beliefs is that creativity and adaptability are crucial to a growth mind-set.

Not only do your contributions go to specific purchased items, donations support all aspects of achieving our mission, including programs and tuition assistance. Your generosity helps the school operate.

We couldn't have done this without you, and we are sincerely grateful for your support.

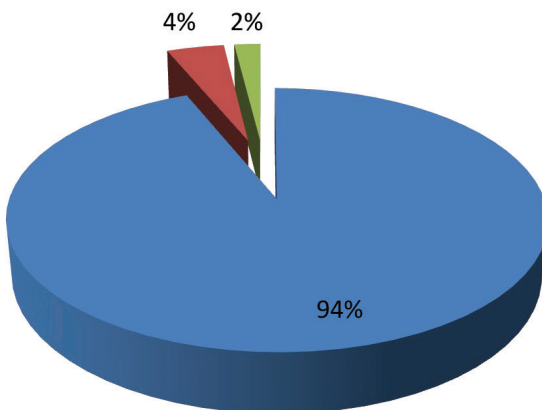
*With appreciation,
Sandie Shoemaker*

FISCAL YEAR 2017-2018

Income and Expense Statement (Audited Statement)

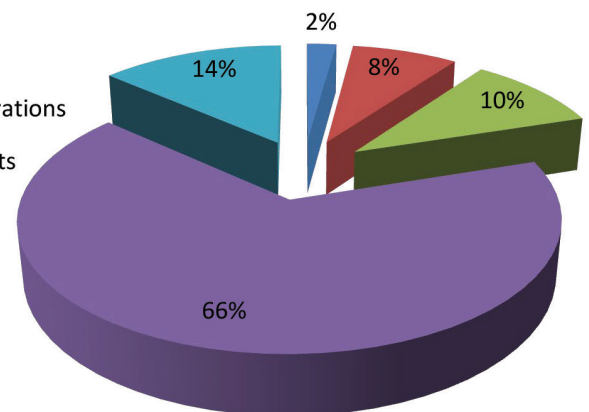
Total Income \$8,646,383

- Tuition
- Fundraising
- Other Income



Total Expense \$8,092,662

- Facilities
- Mortgage Exp
- Program & Operations
- Payroll & Benefits
- Financial Aid



Our Logo: The Acorn and Waves

Established in 1994, Kirby was named for Santa Cruz pioneer, Georgiana Bruce Kirby, who devoted her life to education, freedom, and enfranchisement.



Kirby School was founded on the belief that students who are respected and encouraged will exhibit greater enthusiasm for learning and achieve at the highest levels.

Our founders, three education visionaries who had long-dreamed of a comprehensive, non-sectarian, college-preparatory middle and high school in Santa Cruz, formed Kirby School, along with a group of parents who were invested in providing a college prep pathway for motivated students from the many independent primary schools in the community.

Kirby's logo, affectionately named The Acorn, was designed by Mallee Sato, a student in Kirby's first graduating class in 1997. Mallee writes:

"Each wave represents one of us in the first graduating class. However, just like the ocean, the waves come and go and are a part of a larger and greater power. The acorn represents the Oak tree which is strong and lives on for many generations, providing a deeply rooted foundation from which we all grew. It was the beginning of new lives for all of us in the class and for the school which had just been established and a symbol of the endless possibilities for those who came after us."

As Kirby School begins its 25th year of service, we celebrate its history and renew our commitment to providing endless possibilities to our students through a world-class education.

Kirby School is a member of, and is accredited by, the California Association of Independent Schools, the National Association of Independent Schools, and the Western Association of Schools and Colleges. Kirby's CEEB Code is 053290.

We invite you to join our online communities on:

Facebook: @KirbySchool and @KirbyAlumni

Instagram: kirbyschool and humansofkirbyschool

Twitter: @KirbySchool and @KirbySchoolHOS

Kirby School

425 Encinal Street
Santa Cruz, CA 95060

831-423-0658

kirby.org

Student Artwork by
Emma Arulanantham, '18
UC Berkeley

Emma