



January 31, 2024

Members of the State Board of Education,

Thank you for requesting clarification regarding one of the passages in our application that addresses our work with teachers around bias and white supremacy culture.

This passage does not imply any intent by KIPP North Carolina to use Critical Race Theory as a pedagogy for training teachers in our licensure program. The inclusion of this passage has nothing to do with the curricula teachers will teach in their classrooms. As our application demonstrates, teachers will spend most of their time in our EPP learning about foundational literacy skills (including being enrolled in LETRS programming), reading comprehension, and math content in order to implement KIPP NC's Tier 1, research-based, science-of-learning-informed curricula that drive our daily reading and math instruction.

They will also spend time learning how to build relationships with their students and families, a critical component in educating the whole child. KIPP North Carolina schools serve students from predominantly Black communities, so our training has to include content for teachers, regardless of their background, to understand the communities in which they work and the importance of building positive, strong relationships with all students and families. These relationships with our communities have been a hallmark of KIPP NC over the past 23 years, and they are at the heart of our success.

Our naming of white supremacy culture acknowledges the many historical inequities that KIPP NC has been working for decades to address in our state's public school system. We do this work in response to our state's unacceptable 30-point achievement gap between our Black students and their white peers. We absolutely want our teachers equipped with the knowledge of those inequities and that gap so they can address them and do the very difficult work of preparing the students in their care with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

I welcome any additional questions you have as you consider our application for approval.

Sincerely,

A handwritten signature in black ink, appearing to read "Tim Saintsing".

Tim Saintsing
Executive Director
KIPP North Carolina Public Schools