



epiphany school annual report 2010



Epiphany serves 86 students in grades 5-8, all from economically disadvantaged backgrounds. Several aspects of our program are unique. We reserve 20% of slots for children involved with the Department of Children & Families. We admit students by lottery except for siblings who are automatically part of Epiphany's family. We provide extensive programming for over 200 graduates through high school and college.

Our education is based on individualized attention and essential skill building, and we provide students with far-reaching webs of support. We require 12 hour school days, small classes, and tutoring. We serve 3 meals daily, offer interscholastic sports and fitness, and ensure students receive preventative medical care. We provide all students with high-quality programming 11 months a year to keep them learning and safe. Many graduates remain active members of our community. For the second year in a row, graduates returned this fall as Intern Teachers, a clear sign we are succeeding in our mission. We do everything in our power to ensure that every child we serve succeeds in school and life.

dear friends,

Epiphany had a remarkable year including, with your help, meeting ambitious Annual Fund goals. Your continued support is especially meaningful in times of economic uncertainty. Our school remains tuition-free, so your gifts make possible everything we do.

This year's Annual Report celebrates Epiphany's talented and diverse faculty. We are committed to attracting and retaining the very best teachers and modeling teaching excellence. By any measure, lined up against any school, we succeed. This is essential because students come to Epiphany with a wide range of learning styles and many with tremendous needs.

Teaching well is a sophisticated art form learned over many years. For many of the children we serve, our faculty's willingness to be in it for the long haul is life changing. These on-going relationships provide our students and graduates with abiding support and stability, a place to which they can always return and receive support.

You will read here stories by two of Epiphany's most experienced teachers, our Principal and the Chair of the English Department. You will hear from mid-career teachers and two Epiphany graduates now serving as Intern Teachers. Two members of our Board of Trustees, both career educators and Heads of School, will tell you why they believe Epiphany is unique and necessary. Two community volunteers tell stories of coming long ago to help out and never leaving. Finally, you will hear from Epiphany graduates, who speak personally of the impact our teachers can have.

Thank you again for your belief in the work we do. We are enormously grateful for your support of our school and the children we serve.

Sincerely,

John

John H. Finley IV
Head of School

Ken

Kennett F. Burnes
President, Board of Trustees







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In early 1998, a mentor at Boston College handed me information about a planned new school: Epiphany. As soon as I read the prospectus, I knew I had to be part of it. The early years – spent building a school from nothing – were incredibly hard and incredibly rewarding. The founding group spent that first summer in a musty church basement (transformed into our faculty room) and never looked back. We created curriculum, policies, procedures. We got to know each other, fell in love with our amazing students, and worked closely with their families. Logging 12 hour days, six and seven days a week, 11 months a year wasn't a problem. We were young, most of us didn't have families, and we knew it was necessary to build a foundation to support Epiphany for the long haul.

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We now have a school culture that supports growth and learning in a myriad of ways. Our students grow and learn, but so, too, do our faculty: they conceive and implement new ideas, continue their educations, get married, and have families of their own. I have married, had 2 children, and earned a doctorate – all while serving as Principal. I am incredibly proud of the school we've created together – a place deeply committed to growth and learning for everyone in its care.

Michelle Gomes Sanchez, Ed.D.
Principal & Founding Master Teacher
At Epiphany since 1998

**Although this seems daunting,
our results keep
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we never give up
and never get
too comfortable.**





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I've found at Epiphany a rare balance of professionalism and community. After twelve years, I am still learning and growing as an educator. We hold each other to high standards of accountability, and I feel compelled each year to refine my skills because the stakes are so high. My expectation now is that students make two grades of progress each school year in reading and language. Although this seems daunting, our results keep improving because we never give up and never get too comfortable. There is no secret to this and no short cuts: just sheer sweat on the part of the teachers and students. The English department estimated that collectively we assessed more than 2,500 essays last year, writing personal comments and edits on each one.

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Despite a constant pressure to work hard and achieve, I feel deeply supported by the people and students around me in a way that is hard to characterize. The school community is with me through all the magic and crazy challenges of working full-time and raising a family. Likewise, my children and husband are wildly forgiving of the sacrifices I make because they recognize what a remarkable school we have created: one that changes lives.

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Frannie Abernethy Armstrong
Chair, English Department
Founding Master Teacher
At Epiphany since 1998

When I first walked in Epiphany's doors six years ago, I knew I was home. I fell in love with the mission and knew I'd found my purpose in life. Somehow God guided to me to Epiphany.

Each year is better than the one before. I love teaching fifth graders. By now, I've taught every student in the building, so I've had the chance to build trusting relationships with each. I play different roles for students at different points in their lives: father, brother, uncle, friend. I am here to help each of our students become a strong and good adult. I balance a kind of tough love with a family member's concern. I want these children to succeed, but I know they need a realistic understanding of how the world works. "Luck happens," I tell them, "when preparation meets opportunity." I challenge them (and myself) to do better every day, to try new things and take nothing for granted.

I'm dedicated to giving Epiphany's students the same opportunities I had, to prevent them from making mistakes that might hold them back, and encouraging each to be his or her best self.

Ryan Jones

Master Teacher 5th Grade
Co-Dean of Students
At Epiphany since 2004





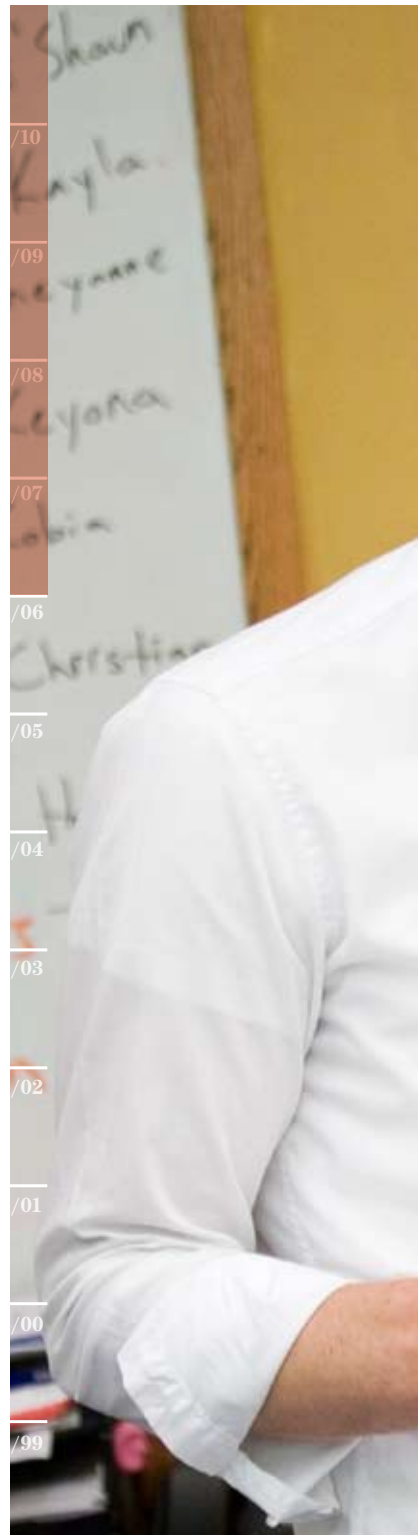
A teacher's work is full of the mundane – lines and routines, lesson plans and permission slips. All the more compelling, then, are the hidden moments in my day when a student shows genuine curiosity, asks a question that has no answer, or encounters a new way of seeing the world. This is the most humbling and sustaining part of my work: to be present when a student comes alive to the world of ideas.

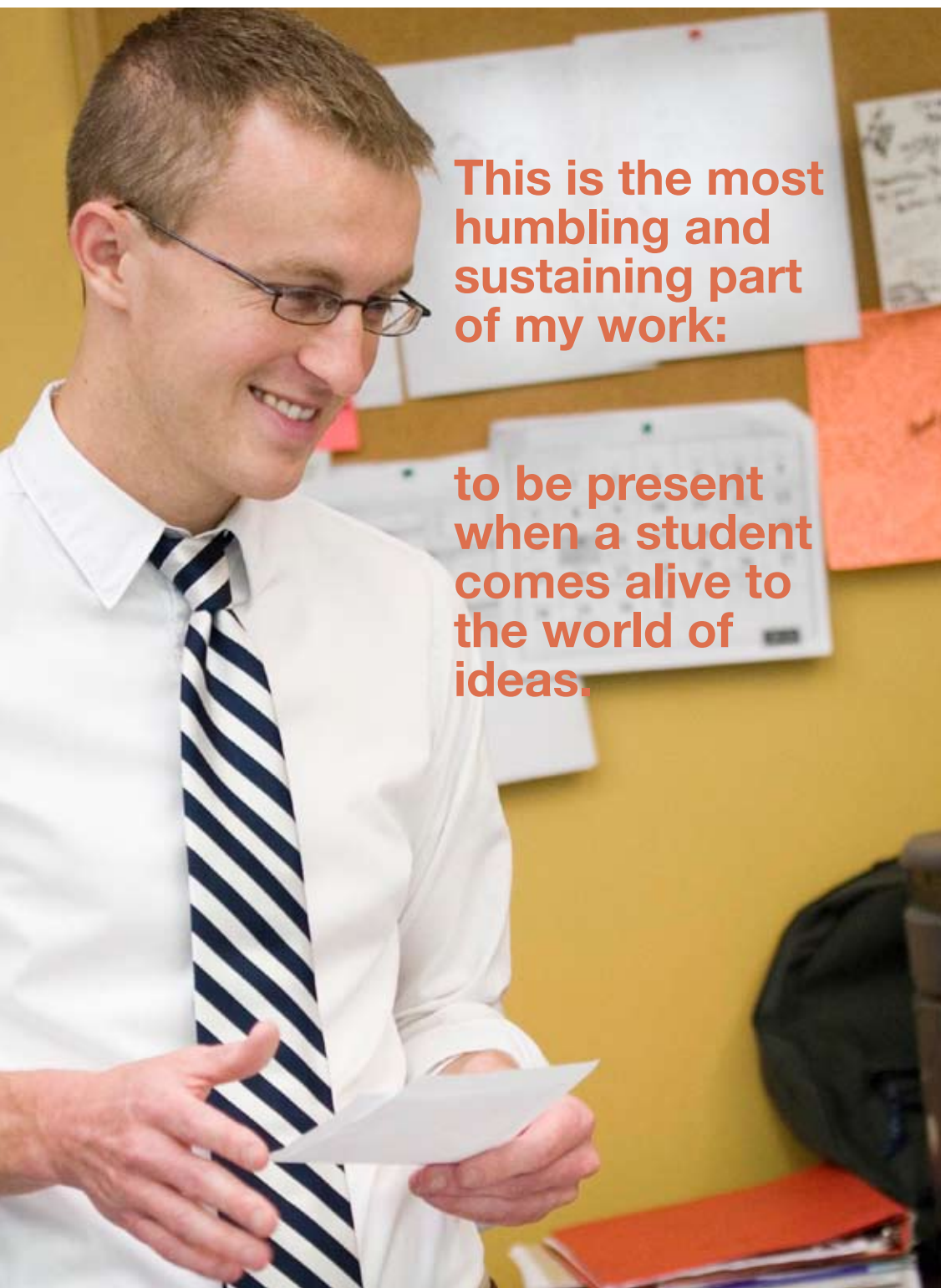
This is not unique to Epiphany, to be sure, but I'm grateful for a school environment that encourages intellectual inquiry from both students and teachers. To read difficult texts closely; to write clearly, persuasively, and well; to research and deliberate carefully before drawing conclusions; to question accepted authorities, identify invisible assumptions, and see the world through different sets of eyes – these are liberating tasks at which we all need more skill.

Each day I'm lucky to practice these and to do so alongside students very much up to the task. Of course, this is a messy process. But on its best days, Epiphany continues to be that all too rare place among institutions of education: a community where the world is questioned, engaged, and re-imagined. A place where the mind can find life and be free.

Dwight Simon

Master Teacher 7th Grade
Co-Chair, Social Studies Department
At Epiphany since 2006

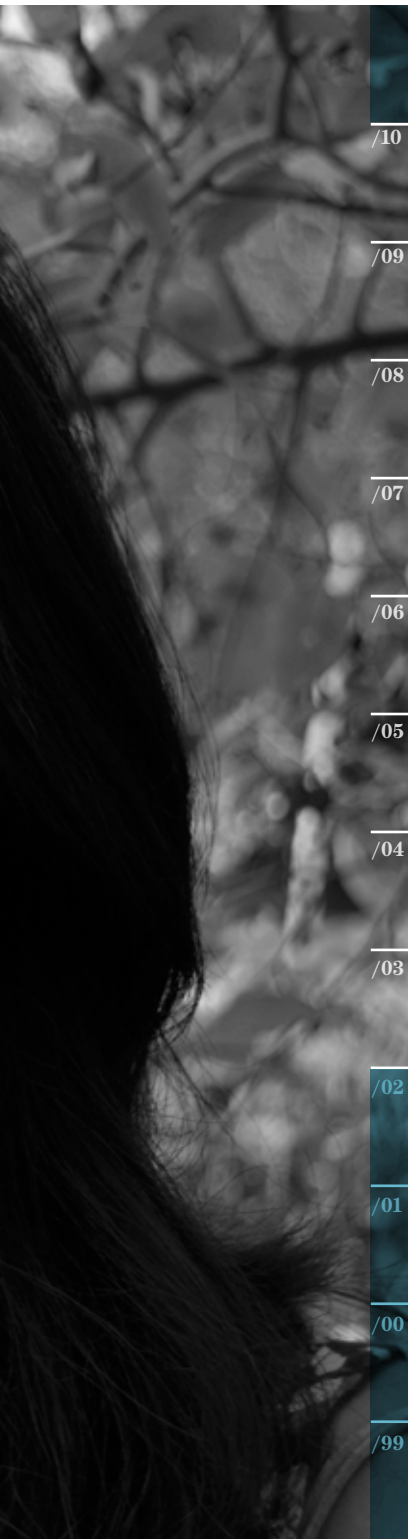




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I am the oldest of five girls, and my parents, new immigrants to the U.S. when I was young, didn't know much about American schools.

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So attending Epiphany was pivotal to my education and life. With Epiphany's support, my parents encouraged me to work hard and set high goals. After graduation, I went to the Rivers School and then to Smith College.

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Epiphany truly keeps its promise to never give up on a child. The teachers often see a child's potential before he or she does, or even before the child's family sees it. Epiphany finds each student's hidden talents and potentials, and then helps him or her learn how to show it off to the world.

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I am returning as an Intern Teacher to give back to the school that gave me so much and to give the students there now the same essential push I received. I want to help them move out of their safety zones and flourish. Epiphany will help each of them through the entire journey, just as they are still helping me by providing this opportunity to teach and keep learning.

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Emily Anne Centeio

Intern Teacher

Epiphany '02, Rivers School '06, Smith College, '10

Teaching at Epiphany since 2010

**From that
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My first day teaching, I was nervous heading into my 7th grade Skills Class. I'd been told it was a good group that would work hard and behave but, as a former Epiphany student, I knew better. As class started, I could tell they were up to something. I thought quickly. "I went to Epiphany," I said, "and know the rules." Then I told them about my life. They were silent, listening to every word. They were surprised I grew up in the same neighborhoods they live in and was now trying to accomplish great things. From that moment on, those students and I connected deeply. From that moment on, I knew what I wanted to do for a career.

I'd believed I was committing to a year of service then moving on, possibly to public relations. Never in a million years did I think I'd make teaching my career. But Mrs. Sanchez pushed me to apply to graduate school (sometimes she was annoying!). The administrators saw something in me I didn't see in myself. Now I am earning my Masters Degree in Education from Boston College.

Teaching at Epiphany is hard work. I come home exhausted but satisfied. Maybe my students all scored 100% on the pop quiz, or the basketball team showed great sportsmanship after a tough loss. Epiphany has always been wonderful to me. It is a rewarding place to teach, and I am grateful.

Euridio Evora

Intern Teacher

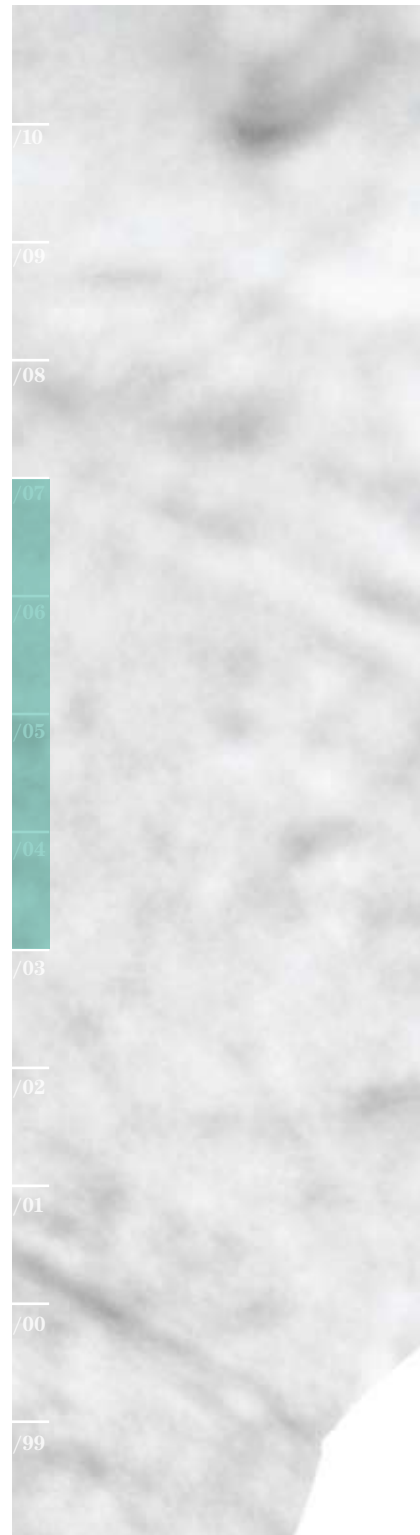
Epiphany '01, Trinity High School '05, Salem State College '09
Graduate Student at Lynch School of Education at Boston College
Teaching at Epiphany since 2009

The dedication Epiphany teachers have to their jobs makes Epiphany different from any other school I've known.

They spend countless hours making sure each student is on track and, if you aren't, they figure out what the problem is, talk to you about it, and help you figure out a solution.

When I was a student, my grandmother was hospitalized once, and my grades went on a downward slope. Little did I know the teachers were looking out for me. I was walking to lunch after class one day when Ms. Armstrong came up and asked if I wanted to go to Wendy's with her. Not thinking much about it, I agreed. When we were in the car, she started talking to me about school, explaining to me her concerns. "I just want you to know, Ezra, that we care about you and are always here for you."

Her words had a huge impact on me. They stay with me to this day. Four years later, I know that whatever my challenges may be, Epiphany teachers will help me. They have my back.





There were many ups and downs during my four-year journey as an Epiphany student. At first, I had no understanding that the school and teachers were there to support me. I was naive, but I learned. I look back and see that my Epiphany teachers were always dependable. In fifth grade, for example, I struggled with math. Mrs. Dugas, my teacher, quickly understood this and helped me develop as a learner. She invested care, time, and lots of patience helping me sharpen my mathematical skills. She treated every one of us like we were family while also pushing us to work hard and to our full potential. That was my first year at Epiphany.

It wasn't until four years later when I graduated that I understood how hard *each* of my teachers worked for my benefit and for my peers, and saw how much they had given us. This understanding has stayed with me and has helped me continue to grow as a student and person even after graduation. I owe so much to my Epiphany teachers. They know me and still constantly push me to do better. It's important they know the impact they have had on my life, on all our lives.

Salamarie Frazier

Epiphany '07, Beacon Academy '08, Holderness School '12





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Visiting the school, I am always inspired by what I witness: the trust between children and adults, the energy and focus of the students, the commitment and talent of the faculty, and the culture of a place where love, trust, integrity, hard work, leadership, and service are valued. In this environment, miracles take place – those for whom love and trust have been strangers come to know them, those for whom integrity and hard work have been the exception come to expect them, those for whom leadership and service have been foreign come to embrace them.

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Thanks to the leadership of John, Jen, and Michelle, it is the faculty who stand at the core of this process. The teachers give more than lessons well crafted, more than expectations that raise students' sights, more than hours of preparation, more than extra help correcting assignments: they give themselves, each long day, week after week, they give themselves. Because of this, despite the enormous challenges the students must face, Epiphany is a place of hope.

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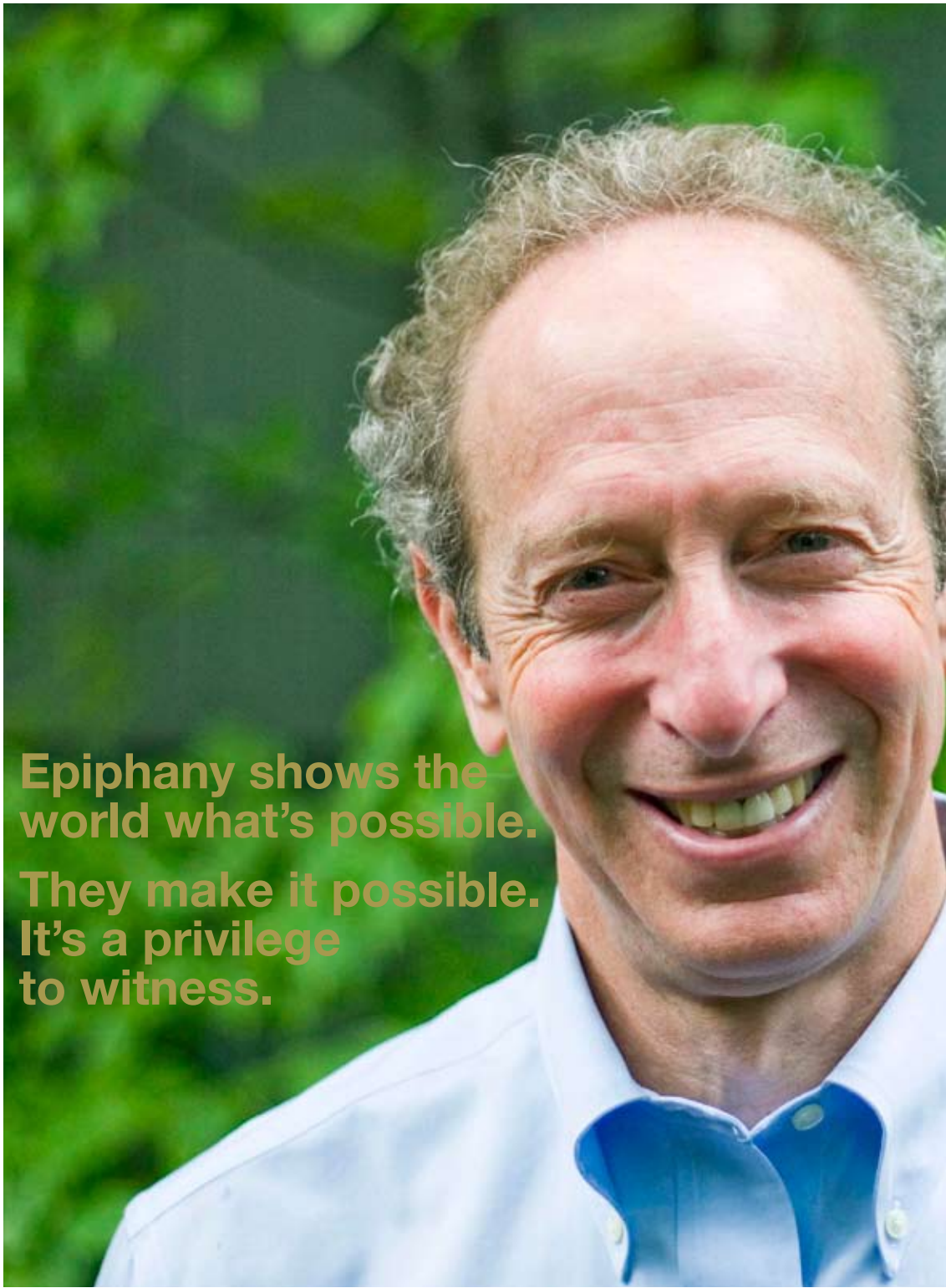
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Bill Polk

Headmaster Emeritus, Groton School
Epiphany School Trustee, 2001-2010



**Epiphany shows the
world what's possible.
They make it possible.
It's a privilege
to witness.**



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I'm part of a generation that came of age wanting to save, or at least change, the world – a goal implying broad reach and vision. We were also challenged to “think globally and act locally.” Epiphany excites me because it does both.

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We all know that education provides, or should, a core of knowledge, skills, and values that give young people a chance to thrive in the world. Epiphany lives that goal for all children, including some of our most vulnerable and most deserving. The school does this with heart and intelligence, with drive and commitment. How can anyone – especially someone like me, lucky enough to work in outstanding schools for an entire career – not want to share in this mission? Epiphany does its good work one child at a time while also providing a model for other schools and cities...the reach extends. Epiphany shows the world what's possible. The teachers, administrators, support staff, and many volunteers all share in this vision and mission. They make it possible. It's a privilege to witness.

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In simple terms, then, I joined the Epiphany Board of Trustees because the school inspires me to think anew about what children deserve and about what adults can do to make that happen.

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Rick Melvoin

Head of School, Belmont Hill School
Epiphany School Trustee since 2010

Initially, I came to Epiphany because I could. My own children had started school and suddenly I had time on my hands. I felt I had something to offer: the simple desire to help. If twelve years ago I came because I could, I have stayed for an altogether different reason. Volunteering at Epiphany has been one of the most rewarding experiences of my life. Over the past eleven years, I've taught Skills classes, served as de facto librarian and, this fall, began working as a High School Placement Counselor.

I am part of a community wholly dedicated to a goal both noble and practical: educating children and, in so doing, helping them recognize, appreciate, and take advantage of opportunities available to them outside the school building.

Epiphany's faculty, staff, and volunteers are some of the smartest and most committed people I know. It's been my privilege to be a part of a school community doing amazing, challenging, and often miraculous work.

Debra Budde
High School Placement Counselor
At Epiphany since 1999

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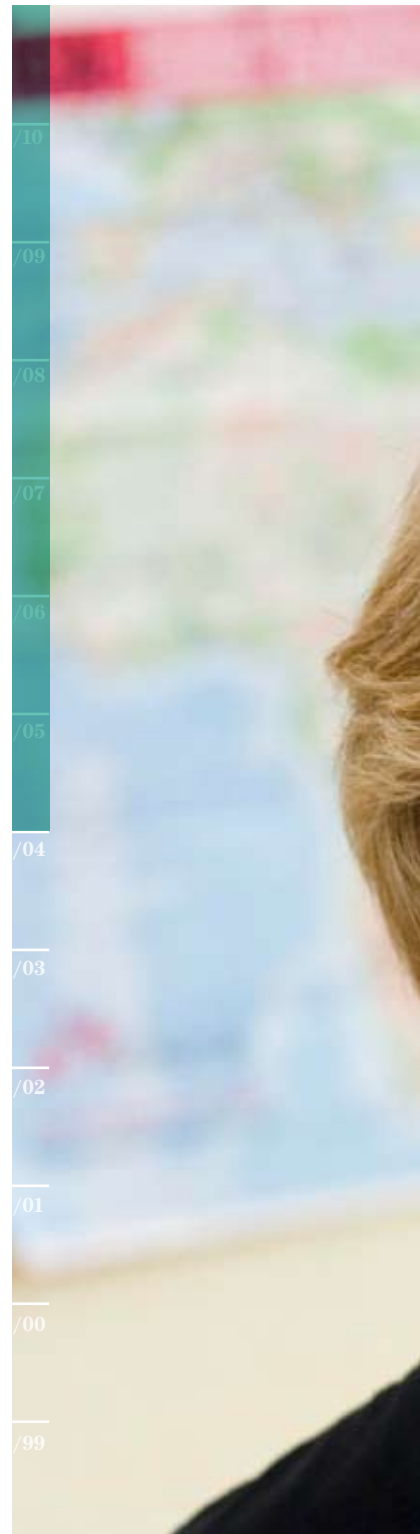
When the bell rings, I stand in the hallway with the other tutors outside each of the fifth grade classrooms. I'm greeted excitedly by my three students when the doors open. "Hello, Mrs. Boskey!" they cry. Often they put their arms around me (each is far taller than I!), and we walk up the steps to the library, ready to start our work for the day.

I love working with "my girls." We read together (to meet our goal of 20 books per year) and work on skill development. It's incredibly gratifying to see their growth from September to June and to get to know each personally. We gain windows into each other's lives, and I do my best to encourage them to set goals and strive to reach them.

My husband and I also serve as mentors to a student of mine from last year and his brother. Once a month, we get together outside of the school setting, exploring Boston together and just "hanging out."

It's all of this and more that brings me to Epiphany day after day, year after year. I love the students' bright smiles, the school's mission, and the care and nurture the staff and faculty give the students. I hope to be a part of Epiphany for many years to come.

Cathy Boskey
Tutor, Skills Instructor, Volunteer
At Epiphany since 2004



**We gain windows
into each other's lives,
and I do my best to
encourage them to
set goals and strive
to reach them.**



results: stanford 10 achievement test

Each May, all students take the Stanford 10 Achievement Test in English, Math, & Language. This standardized test compares students nationally. Below are results for last year's Classes of 2010 & 2011 (8th & 7th graders) using the Grade Equivalent (GE) score. *A typical student gains 1.0 GE per academic year. Epiphany students are achieving at remarkably accelerated rates – a clear indication that what we do at Epiphany is working.* Please call us if you would like to see more assessment results.

Class of 2010 – Stanford 10 results over 4 years (entering 5 th to end of 8 th)				
	MAY 2006 (entering 5 th)	MAY 2010 (end of 8 th)	Expected Results May 2010	Growth in GE over 4 yrs
Reading	3.7	8.7	8.9	+ 5.0
Math	4	10.1	8.9	+ 6.1
Language	4.3	9.6	8.9	+5.3

Class of 2011 – Stanford 10 results over 3 years (entering 5 th to end of 7 th)				
	MAY 2007 (entering 5 th)	MAY 2010 (end of 7 th)	Expected Results May 2010	Growth in GE over 3 yrs
Reading	3.9	8.8	7.9	+4.9
Math	4.1	9.9	7.9	+5.8
Language	3.6	10.4	7.9	+6.8

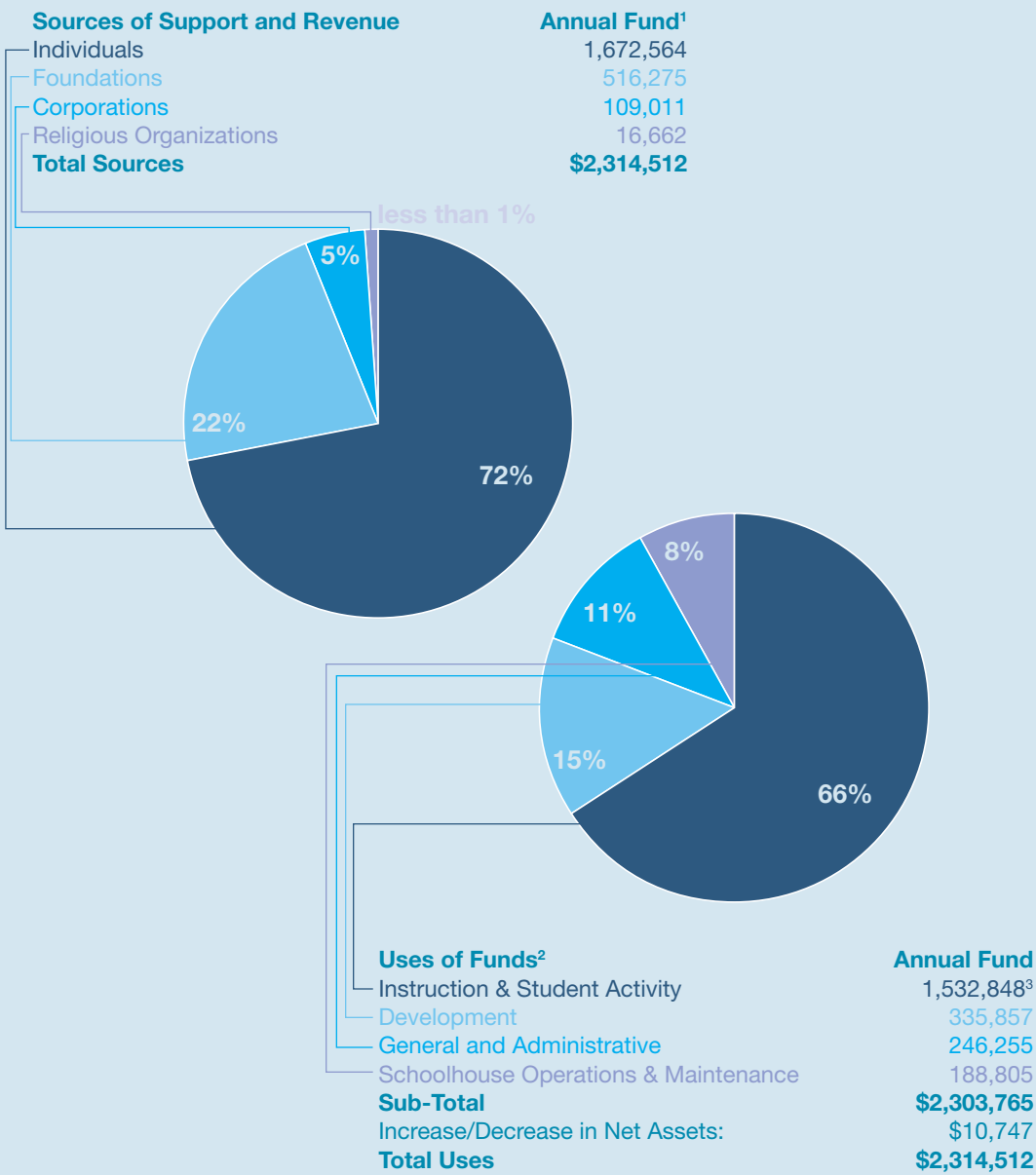
high school & college matriculation

Epiphany's Class of 2010 graduated in June and is now matriculating at the following schools. We are proud of their accomplishments and the varied programs they will pursue. As always, we will continue working with them through our Graduate Support Program, offering services and advice throughout their educational careers.

- Another Course to College
Beacon Academy
Boston Arts Academy
Boston Community Leadership Academy
Boston Trinity Academy
Brook Farm Business &
Service Career Academy
Cathedral High School
Christo Rey Boston (4)
City on a Hill Charter School (2)
Codman Academy
East Boston High School
Norfolk County Agricultural High School
Prospect Hill Academy
Woodward School (2)

Students from Epiphany's Class of 2006 are matriculating at the following colleges and universities. One student was named a Bonner Scholar (bonner.org), a program admitting just 1,500 students nationally. The program provides four-year community service scholarships. Students engage in ongoing service work while developing the tools and knowledge necessary to make such work meaningful and lasting. Another student is entering college after serving 4 years in the United States military, including a tour in Iraq.

- Allegheny College
Bunker Hill Community College (2)
The City University of New York
Clark University
Dean College
Massachusetts Bay Community College
Northeastern University
Suffolk University
University of Massachusetts at Dartmouth
University of Miami



NOTES

- (1) Annual Fund excludes gifts for restricted programs, endowment or in-kind donations.
- (2) Uses of Funds excludes depreciation and expenses restricted to match donor restricted gifts.
- (3) Instruction & Student Activity excludes rent for Summer Intensive at Groton School, any Building Reserve expense, and SPED expenses that were funded by restricted program funds.

donors

We thank everyone who has given in support of our school. Your generosity enables us to continue our vital work of never giving up on a child. The following lists include gifts to our Annual Fund received the fiscal year beginning July 1, 2009 and ending June 30, 2010.

We have done our best to ensure the accuracy of these lists. We apologize for errors or omissions and would appreciate having mistakes brought to our attention. Couples are listed alphabetically by first and last name.

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Endowment

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 Katharine Walker

epiphany's circle of businesses

We are grateful to the many businesses that believe in our school and support our mission. We are always working to introduce Epiphany to more businesses, inviting them to join with us in supporting the children we serve. There are many ways to help, including contributing to the Annual Fund, providing volunteers, donating pro bono services, or offering Epiphany graduates internships or employment. These following businesses contributed to Epiphany in the past year either financially or with an in-kind gift. We apologize for any unintentional omissions. We thank you and deeply appreciate your support.

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Boston Red Sox

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Winston Flowers

thank you

If the heart of this book comes from the Epiphany faculty, graduates, trustees, and supporters willing to share their stories – which it does – then that heart is brought to life by one person: Kelley Shaw-Wade of Pinkergreen Design (pinkergreen.com). Each year, Kelley gives Epiphany huge amounts of her time and extraordinary talent, all pro bono. She spins gold from straw, taking our stories, lists, and graphs and transforming them into compelling, page-turning works of art. The equally talented Lára Vukson contributes stunning photographs, also pro bono, which do indeed speak a thousand words. We thank Bob Riseman of Kirkwood Publishing for making the presentation and delivery of this report so smooth and lovely. On behalf of everyone at Epiphany, thank you.



“Epiphany is an independent, tuition-free middle school for children of economically disadvantaged families from Boston neighborhoods. We admit children of diverse faiths, races, cultures, and cognitive profiles, believing in the Episcopal tradition that we find God in and through each other’s presence. Epiphany’s small classes, individualized curricula, and extended school days provide rigorous academic, moral and social instruction. In close partnership with families, we are an innovative learning community that affords structured support to help students thrive. Together, we are a school that never gives up on a child. Epiphany challenges students to discover and develop the fullness of their individual gifts. We seek to prepare graduates who will contribute intelligently, morally, and actively to the society they will inherit.”

154 Centre Street, Dorchester, Massachusetts 02124 Tel. 617.326.0425

