



## SY2017-18 SCHOOL PLAN FAMILY OVERVIEW: DATA, GROWTH, AND DEVELOPMENT

### I. OVERVIEW

Leadership teams at each DC Prep campus develop school plans to guide their work for the academic year ahead. As we begin DC Prep's 15<sup>th</sup> school year – SY2017-18 – teams are continuing their efforts to work smarter through an ongoing commitment to the kind of reflection that leads to meaningful improvement. This year's school plans are grounded in feedback received from key stakeholders; campus teams listened closely to comments received within our community and shifts to our model were made in line with that feedback. Throughout, we have embarked on an adaptive change process with the goal of sustaining a network of schools that unapologetically focus on academics and create a classroom culture with high expectations for students, grounded in purpose over power.

Every campus has worked hard to align its adult team, working tenaciously to improve as one family. This adaptive change takes time, and DC Prep has made progress along the way. We have built the foundation of a more honest and normed team, and from this strong and grounded foundation we can take our work and our leadership to the next level in SY2017-18+. This breakthrough growth is not the result of a “magic bullet”, but rather a result of the continual effort of a team of adults working hard to thoughtfully and creatively overcome obstacles that impede educational excellence and equity for our students. Every adult in our organization must believe it, have the skills to inspire students and families to believe it, and work hard every day to achieve it. That's why, in the upcoming year across DC Prep, we will maintain our commitment to relationships and will continue to put Preppies and people at the center of our work through a shared focus on **data**, **growth**, and **development** by:

- Focusing on reliable and readily available **data** sources to ensure clarity and equity around the bar;
- Investing in teacher and leader **development** to work smarter (and not harder), increasing confidence and effectiveness, and building upon strengths each year; and
- Promoting student, teacher, and leader **growth** centered on a shared vision of culture and academics.

Our recent organizational strategic planning process landed on two key focus areas for ongoing exploration and model adjustment. These goals resonate with where each campus will focus in the upcoming year and beyond.

- **High Results for Students:** DC Prep teams will improve individual Preppie growth through an intense focus on student data to better tailor instruction and intervention to meet student needs and ensure progress for *all* students. Every day, across each unit, and over the course of a school year, we must all have our eye on progress Preppies are making as well as potential gaps. We will do this by having normed data points and a data tracking process we can use to measure our progress and continued areas for growth. With this ongoing and dynamic knowledge of what our students are learning, we will have more time to explore instruction in ways that expand and enhance our vision of excellence and expand and enhance the Preppie learning experience.
- **Retaining Teachers and Leaders:** Staff retention is inextricably linked with truly rigorous, breakthrough results for students. DC Prep campus teams will continue to focus on the development of teachers and leaders to build classrooms and a school community where we achieve breakthrough results for students. Being an educator is incredibly hard work and takes a great deal of skill. We improve the longer we engage in focused and goal-driven work together, growing our individual skills and our collective impact over time.

### II. LET'S GET STARTED!

*When we talk about our school plans and shared organizational mission/values, we hold student growth and achievement as our ultimate goal.* We know that families like yours choose DC Prep because we offer an academic trajectory and learning experience that sets Preppies up with a love of learning from the earliest years, and for expanded high school opportunities that pave a pathway for college access later in their academic careers. In SY2017-18 and beyond, DC Prep campus teams are committed to partnering with families to ensure breakthrough growth and to unlock ever-higher levels of student achievement.