



INGENUITYPREP

Annual Report

School Year 2015-16

Ingenuity Prep Public Charter School
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Peter Winik, Board Chair

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ANNUAL REPORT NARRATIVE

I. SCHOOL DESCRIPTION

A. Mission Statement

Ingenuity Prep prepares students to succeed in college and beyond as impactful civic leaders.

B. School Program

Model, Curriculum, and Instructional Approach

With **more learning time** and **increased efficiency in its model**, Ingenuity Prep offers an educational program that prepares students for mastery of 1) rigorous core content and 2) a broader set of 21st century civic leadership competencies.

Ingenuity Prep's model offers an **extended-day** and **extended year** schedule, providing increased opportunities to deliver rigorous instruction, enrichment, and remediation. Over the course of a school year, students at Ingenuity Prep benefit from almost 30% more learning time than their peers at neighboring District schools.

With resident, associate, lead, and master teacher positions, Ingenuity Prep's **teaching career ladder** ensures that as teachers grow so do their opportunities to leverage their leadership and increase their impact – all while remaining in the classroom. Each classroom at Ingenuity Prep is anchored by an experienced master/lead teacher with deep content knowledge and strong instructional expertise. As a result, early career teachers benefit from daily modeling and mentoring.

Through its **blended learning model**, Ingenuity Prep leverages high-quality online learning programs to provide adaptive, independent practice opportunities targeted at students' individual needs and respective zones of proximal development. Utilizing this digital content and at least three highly-qualified teachers in each classroom, Ingenuity Prep is able to consistently provide accountable, personalized, independent and small-group learning experiences.

With the belief that mastery of rigorous core content – while necessary – is not sufficient to prepare students for the demands of 21st century leadership, Ingenuity Prep is building its own

civic leadership program around four pillars: social-emotional literacy, collaborative problem-solving, a social-justice-focused social studies and science curriculum, and service learning.

Parent involvement

Ingenuity Prep sees parent involvement as a critical component of the school's success - both in guiding and supporting the work of the school. The school's approach to parent involvement for the 2015-16 school year involved three key strategies:

1. Build Relationships

- **Parent Orientations.** Prior to the start of the school year, Ingenuity Prep hosted multiple orientations for parents. A major focus of these orientations was the cultivation of relationships amongst parents and between parents and school staff.
- **Relationship-Building Events.** On a regular basis, the school hosted events such as family potlucks, game nights, and morning coffees - explicitly designed to cultivate parent-staff relationships.

2. Cultivate Parent Voice

- **Parent-Engagement Group.** On a regular basis, the school hosted Parent Engagement Meetings aimed at providing families the opportunity to share their perspective on and suggestions for the educational and operational practices of the school.
- **Parent Surveys.** The school administers bi-annual surveys that provided parents the opportunity share their perspective on and satisfaction with the school. More than 90% of families were represented in this survey.

3. Communicate & Collaborate to Support Students

- **Daily Reports.** To provide families key updates on student performance, the school sent home teacher-completed daily reports for each student.
- **Report Cards and Family-Teacher Data Conferences.** Each term - approximately once every 6-8 weeks - parents gathered for Data Conferences to review key metrics for their child's academic and social-emotional performance. At these conferences, teachers shared key strategies parents could engage in outside of school to support students' academic and social emotional growth.

II. SCHOOL PERFORMANCE

A. Performance and Progress

Ingenuity Prep has adopted the PCSB's Performance Management Framework (PMF) for its goals and academic achievement. The 2015-16 PMF scorecard, available in Fall 2016, provides detailed information of Ingenuity Prep's performance and progress.

Meeting Our Mission

Core to the performance and progress of the school is the extent to which the school is achieving its mission of preparing students to succeed in college and beyond as impactful civic leaders. While students at Ingenuity Prep are many years from college (and beyond), the extent to which the school is achieving its mission can be demonstrated through the review of key data that indicates students are on their way to that goal. In reviewing the key data (included below), the school has continued to show progress towards achieving its mission. As reflected in the school's academic performance in core subject areas of Literacy and Math (central to achievement of the school's mission), an increasing number of students are achieving at levels necessary to be prepared to succeed in college and beyond.

While academic performance in Literacy and Math are key components in evaluating mission achievement, the extent to which students are prepared to be successful in a range of other 21st century skills is essential to achieving the school's mission. Through the school's Social Emotional Literacy class that all Kinder and 1st grade students participate in on a daily basis, the school is committed to preparing students with the skills and competencies necessary to understanding and process their emotions, work successfully with others, and proactively problem-solve among a range of other skills. All skills that are necessary to being impactful civic leaders.

Outlined below is key data that encompasses some data points made available in the PMF, but also metrics of performance and progress that go beyond the scope of the PMF.

School Culture

- Attendance
 - Attendance rate of 89.1% (last year at 88.9%, PMF ceiling is 92%)
- Suspensions
 - Suspension rate of 17% (above 12% DC average)
 - SPED suspension rate at 14% (lower than DC average of 23%)

- Student Mobility
 - Mid-year withdrawals at 3.5% (lower than DC average of 11%)
 - Anticipated re-enrollment rate at ~88% (higher than charter average of 83% and 81% rate for schools with >50% of students at-risk)

Academic Performance – PreK

- Math
 - 85% of students met ECR Math growth goal
 - PreK3: Growth of 52.19 points from Baseline to Outcome; Ranked 4th out of 14 schools in AppleTree consortium.
 - PreK4: Growth of 45.19 points from Baseline to Outcome; Ranked 7th out of 21 schools in AppleTree consortium.
- Language & Literacy
 - 83% of students met ECR Language & Literacy growth goal
 - PreK3: Growth of 24.91 points from Baseline to Outcome; Ranked 8th out of 14 schools in AppleTree consortium.
 - PreK4: Growth of 27.92 points from Baseline to Outcome; Ranked 7th out of 21 schools in AppleTree consortium.
- CLASS (external observation of PreK classroom quality; used in PCSB PMF)
 - Score of 6.52 in Emotional Support (threshold = 5.0)
 - Score of 6.61 in Classroom Organization (threshold = 5.0)
 - Score of 3.61 in Instructional Support (threshold = 3.0)
 - Average of scores ranked 7th out of 19 schools in AppleTree consortium.

Academic Performance – K-2

- Math
 - Median Conditional Growth Percentile on the NWEA MAP was 55
- Reading
 - Median Conditional Growth Percentile on the NWEA MAP was 42.5

B. Lessons Learned and Actions Taken

Though proud of the performance progress made during the 2015-16 school year, the school maintains ambitious organizational aspirations and has identified a number of challenges it seeks to improve on for the 2016-17 school year:

School Culture

- Student behavior and procedural efficiency wasn't as strong as what's evidenced in the very best schools in the country. With this mind, Ingenuity Prep invested in further transparency with all staff about the "why" underlying key components of the Vision of Excellence -- including behavioral support and discipline procedures.
- With a growing student body and staff each school year, we have to continue to focus a significant amount of energy on developing and reinforcing the Ingenuity Prep culture. To address these, we are continuing to make the first two weeks of school Culture Camp, which is an explicit focus on the cultural, behavioral, and procedural expectations for students. This continues to be an excellent vehicle for us to reinforce those expectations early in the school year.

Business & Operations

- Student absence rates and on-time arrival rates were below what's seen in the best schools in the country and below what's necessary to achieve exemplary academic outcomes. With this in mind, heading into the 2016-17 school year, the school has sought to 1) increase positive recognition of families with strong attendance records, 2) tie attendance to a comprehensive student incentive system, 3) increase its already strong tracking and analysis of student attendance data, and 4) engage in more systematic follow-up with frequently absent/tardy families, particularly early in the school year with a focus on attendance during National Attendance Awareness Month in September.

Student Achievement Outcomes and Instructional Program

- While there was much evidence of strong student achievement growth, Ingenuity Prep seeks to benchmark itself against the very best schools in the country. At a handful of the very best urban charters in the country, for example, approximately 90% of kindergartners finish the year on STEP 4 reading level - a difference from where Ingenuity Prep finished the 2015-16 school year. In PreK, student achievement growth in PreK3 math and PreK4 literacy, while positive, fell below the top growth rates in the AppleTree consortium - an internal benchmark the school has established for itself.
- To provide for even stronger student achievement, the school has identified several key areas of improvement for the 2016-17 school year:
 - o Invest in both the external acquisition and internal development/curation of a more rich, rigorous curriculum
 - o Provide for stronger and more consistent instructional coaching and professional development

- For the 2016-17 school year, the school has created the roles of PreK Principal and K-3 Assistant principal to allow for more targeted coaching and academic program management by experienced staff.
- For the 2016-17 school year, the school has expanded coaching partnerships with external programs, including Achievement Network and Uncommon Schools.
- The school has also begun a partnership with Insite, to provide additional wrap-around services and support for students with significant emotional and behavioral needs. The Insite partnership will also provide a thought partner for teachers in their support of students in daily instruction.

C. Unique Accomplishments

Below are a few highlights from the school's 2015-16 school year:

- In an anonymous Fall '15 TNTP teacher survey, Ingenuity Prep ranked in the 95th percentile of all DC Charter schools for the strength of its instructional culture.
- In our annual parent survey, 97.4% of parents Agree or Strongly Agree that: "My child's teachers have high expectations for my child's academic growth." 97.8% of parents responded to this survey.
- One of 14 schools nationally to receive a NewSchools Venture Fund Invent grant (formerly Catapult) for the planning and opening of innovative school models.
- Our school was highlighted by Tom Vander Ark as one of "[65 Elementary & Middle Schools Worth Visiting](#)" across the country (Nov 9 2015).

D. List of Donors

Below is a listing of all donors and grantors that have contributed monetary or in-kind donations equal to or exceeding \$500. Thank you to those individuals and foundations that generously donated to support the mission of Ingenuity Prep.

Individuals

- Brian & Ellen Link
- Maura Marino
- Derrick Mashore
- Debra Santos
- James Cory Tull
- Peter Winik

Organizations/Foundations

- Ampersand Education
- Building Hope
- Bainum Family Foundation
- Bank of America
- District of Columbia Office of the State Superintendent for Education
- EdForward DC
- Fight For Children
- Latham & Watkins, LLC
- NewSchools Venture Fund
- Pepco Holdings, Inc.

DATA REPORT

LEA ID	173
LEA Name	Ingenuity Prep PCS
Campus Name	Ingenuity Prep PCS
Adult Ages Served	N/A
Total Audited Enrollment	288
PK3	51
PK4	51
KG	66
Grade 1	60
Grade 2	60
Grade 3	0
Grade 4	0
Grade 5	0
Grade 6	0
Grade 7	0
Grade 8	0
Grade 9	0
Grade 10	0
Grade 11	0
Grade 12	0
Adult	0
Alternative	0
SPED	0
Total number of instructional days 2015-16	183
Student Suspension Rate	17.0
Student Expulsion Rate	0
Instruction Time Lost to Suspension	0.4
Promotion Rate	93.3
In-Seat Attendance Rate	89.1
Midyear Withdrawal Rate	Not yet validated - Intentionally blank
Midyear Entry Rate	Not yet validated - Intentionally blank
College Acceptance Rate (SY 13-14)	N/A
College Admission Test Scores (SY 13-14)	N/A
Graduation Rates (SY 13-14)	N/A
Teacher Attrition Rate	25%

Number of Teachers	31
Average Teacher Salary	\$50,604.83
Minimum Teacher Salary	\$47,000.00
Maximum Teacher Salary	\$69,300.00

APPENDICES

- A. SY15-16 STAFF ROSTER**
- B. SY15-16 BOARD ROSTER**
- C. UNAUDITED FY16 FINANCIAL STATEMENT**
- D. APPROVED FY17 BUDGET**

APPENDIX A. SY15-16 STAFF ROSTER

- 100% of teachers are highly-qualified (if required)

First Name	Last Name	Job Title	Date of Hire
Aliya	Aleem	Associate Teacher	8/3/2015
Samantha	Bardoe	Lead Teacher	7/31/2013
Sydney	Bern-Story	Associate Teacher	8/3/2015
JaQuan	Bryant	Lead Teacher	7/28/2014
Lauren	Bryant	Operations Leadership Fellow	7/1/2015
Tiffany	Bryant	PE & Digital Content Teacher	8/14/2013
Carolyn	Byrne	Master Teacher	7/31/2013
Chatequa	Campbell	Resource Room Lead Teacher	8/3/2015
Elyse	Casey	Lead Teacher	7/31/2013
Emma	Coll	Instructional Leadership Fellow	7/1/2015
Aaron	Cuny	Co-Founder and Head of School	1/1/2013
Nitza	Deane	PE and SEL Support Specialist	8/3/2015
Chantel	Evans	Associate Teacher	8/3/2015
Bianca	Garcia	Lead Teacher	8/3/2015
Jennifer	Gist	Associate Teacher	8/3/2015
Lillian	Grabill	Associate Teacher	8/3/2015
Claire	Grossheim	Associate Teacher	8/3/2015
Jennifer	Hampton	Instructional Leadership Fellow	7/29/2013
Patrice	Harrison	PE & Digital Content Teacher	12/1/2014
Camille	Henderson	School Operations Associate	7/1/2013
Haley	Herring	Associate Teacher	8/3/2015
Anna	Hickman	Instructional Leadership Fellow	7/29/2013
Lauren	Hollowell	Lead Teacher	7/28/2014
Dayna	Hudson	Associate Teacher	8/3/2015

Joyti	Jiandani	SEL Lead Tacher	7/31/2013
Jessica	Jones	School Operations Associate	7/14/2014
Katanya	Jones	Food Service Associate	12/8/2015
Paul	Jones	PE Support Teacher	3/21/2016
Jennifer	Lopez	School Culture Support Specialist	8/3/2015
Amanda	Lumnah	Operations Leadership Fellow	7/1/2013
Olivia	Mackell	PreK3 Long-term Substitute Teacher	3/16/2016
Nathan	Martin	Associate Teacher	8/3/2015
Julia	Mauk	Associate Teacher	8/3/2015
Meghan	McMahon	Lead Teacher	7/28/2014
Alexandra	Mills	Associate Teacher	8/3/2015
Davian	Morgan	Associate Teacher	7/28/2014
Sarah	Nazryan	K-2 RTI Coordinator	8/3/2015
Sarah	Parshall	Associate Teacher	8/3/2015
Natalie	Powell	Lead Teacher	7/28/2014
Allisa	Queen	Lead Teacher	7/28/2014
Ellen	Scandirito	Associate Teacher	8/3/2015
Jennifer	Schroeder	Associate Teacher	8/3/2015
Ashley	Shaw	School Culture Associate	7/31/2013
Angela	Slevin	Associate Teacher	8/3/2015
William	Stoetzer	Co-Founder and Managing Director of Business and Operations	1/1/2013
Charlotte	Sturgill	Speech and Language Pathologist	8/3/2015
Dustin	Thomas	Director of Talent Management	7/14/2014
Nicole	Thorpe	PreK RTI & Special Education Coordinator	7/28/2014
Kenneth	Walker	Special Education Support Specialist	8/14/2013
Yvette	Washington	Student Support Aide	8/31/2015
Linsey	Williams	School Psychologist	8/3/2015
Kirk	Wilson	Associate Teacher	8/3/2015

APPENDIX B. SY15-16 BOAD OF TRUSTEES

Name	Board Role	DC Resident	Date of appointment	End of Term
Peter Winik	Chair	No	1/1/2013	Active
Debra Santos	Vice Chair	Yes	Founding	Active
Maura Marino	Member	Yes	8/29/2012	Active
Aaron Cuny	Member Co-Founder and Head of School	Yes	Founding	Active
Wanda Perez	Member	No	6/1/2014	Active
Derrick Mashore	Member	No	6/1/2014	Active
Marc Battle	Member	No	6/1/2014	Active
Cecilia Kang	Member	No	6/1/2014	Active
Lydia Carlis	Secretary	Yes	1/14/2016	Active
Jimmy Henderson	Treasurer	No	3/14/2016	Active
Lisa Mallory	Member	Yes	3/14/2016	Active
Cheryl Booker	Member Parent	Yes	5/18/2016	Active
Imran Siddiqi	Treasurer	No	11/2/2012	Feb. 22, 2016
Lottie Morris	Member	Yes	6/1/2014	May 9, 2016
Tinika Williams	Member	Yes	6/1/2014	May 16, 2016

APPENDIX C. UNAUDITED FY16 FINANCIAL STATEMENT

FY16 Balance Sheet

Ingenuity Prep

Balance Sheet	
Assets	Amount
Assets	
Current Assets	
Cash	1,818,186
Accounts Receivable	119,533
Other Current Assets	53,161
Total Current Assets	1,990,880
Noncurrent Assets	
Operating Fixed Assets, Net	295,339
Facilities, Net	614,612
Total Noncurrent Assets	909,951
Total Assets	2,900,831

Liabilities and Equity	Amount
Liabilities and Equity	
Current Liabilities	
Accounts Payable	71,198
Other Current Liabilities	147,711
Total Current Liabilities	218,910
Long-Term Liabilities	
Other Long-Term Liabilities	0
Total Long-Term Liabilities	0
Equity	
Unrestricted Net Assets	1,261,186
Net Income	1,420,735
Total Equity	2,681,921
Total Liabilities and Equity	2,900,831

FY16 Income Statement

Ingenuity Prep

	Annual
Income Statement	Actual
Revenue	
State and Local Revenue	5,300,580
Federal Revenue	1,486,458
Private Grants and Donations	478,344
Earned Fees	3,563
Total Revenue	7,268,945
Expenses	
Salaries	2,953,940
Benefits and Taxes	636,956
Contracted Staff	164,289
Staff-Related Costs	122,173
Rent	809,741
Occupancy Service	650
Direct Student Expense	549,569
Office & Business Expense	482,356
Depreciation and Amortization	128,536
Total Expenses	5,848,210
Net Income	1,420,735

APPENDIX D. APPROVED FY17 BUDGET

FY17 Budget (Approved)

Ingenuity Prep Public Charter School

Income Statement		SY16-17
Account		Future
Revenue		
04 · State and Local Revenue		7,049,836
05 · Federal Revenue		733,133
06 · Private Revenue		339,639
Total Revenue		8,122,609
Operating Expense		
07 · Staff-Related Expense		5,510,403
08 · Occupancy Expense		1,090,901
09 · Student Expense		746,324
09 · General & Admin		572,689
09 · Contingency		40,613
Total Operating Expense		7,960,930
Net Operating Income		161,678
Interest, Depreciation		
1X · Depreciation, Amortization, & Interest		148,648
Total Expenses		8,109,578
Net Income		13,031