



**INGENUITYPREP**

# Annual Report

School Year 2017-18

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. Curriculum Design and School Program

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.

Ingenuity Prep's has an innovative teacher career ladder that 1) leverages an apprenticeship model to scaffold and support the growth of new teachers and 2) provides highly-effective teachers the opportunity to earn highly-competitive levels of compensation and mentor newer teachers.

Ingenuity Prep's teachers engage in over 300 hours a year of training -- led by some of the best instructional leaders in the city. In a January '18 survey, 95% of staff agreed "I meet regularly with my manager" and "My manager cares about me." 89% of teachers shared "When I get feedback after an observation, I receive support to implement those changes" (vs 55% for the DC charter sector). Ingenuity Prep has had average annual teacher retention between 85-90% for the past three years, far exceeding comparable national and local averages.

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 a teacher-student ratio unparalleled by most other schools in the city, at Ingenuity Prep, each classroom is supported by between 2-3 highly-qualified teachers -- from PreK through elementary school.

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.

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 2017-18 school year involved three key strategies:

### ***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.

### ***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.

### ***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 2017-18 PMF scorecard, available in Fall 2018, 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 21<sup>st</sup> century skills is essential to achieving the school's mission. Through the school's Social Emotional Literacy class that all 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.

Ingenuity Prep has adopted the PMF as its goals and academic expectations. Information about Ingenuity Prep's PMF performance can be found in PCSB's annual release of PMF reports. Outlined below is additional data points on PARCC progress, some made available in the PMF, but also metrics of performance and progress that go beyond the scope of the PMF.

#### **PARCC Progress**

- Combined ELA and Math 4+ up from 67% to 71%
- Combined ELA and Math 3+ up from 118% to 125%
- ELA 4+ up from 27% to 38% (citywide average from 3rd to 4th went up by 4% last year)
- ELA 3+ up from 57% to 61%
- Math 4+ down from 40% to 33% (citywide average from 3rd to 4th went down by 7% last year)
- Math 3+ up from 62% to 64%
- Combined scores ranked in **74th percentile in the city** (55 of 202 schools)
- Combined scores ranked in **90th percentile in Wards 7 & 8** (7th of 69 schools)
- Combined scores ranked in **95th percentile in Ward 8** (2nd of 36 schools)
- **Of the top 60 schools in the city for combined scores, there were *only two* in Ward 8. We were one of those two**

- No school in the city with a higher at-risk rate had better combined scores (for the second year in a row)

### **B. Unique Accomplishments**

Below are a few highlights from the school's 2017-18 school year:

- On the public charter school board's financial report card, Ingenuity Prep has achieved Tier 1 status each year eligible.
- 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 privileged to be an EmpowerK12 honorable mention in their list of bold performers on the PARCC assessment in their latest [Bold Performance 2017 DC Schools](#).

### **C. 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***

- Barbara MacKinnon
- Maura Marino
- Ellen Link
- John Nannes
- Peter Winik
- Bruce Rosenblum

#### ***Organizations/Foundation***

- Pepco Holdings, Inc.
- RFI Foundation
- EdForward DC
- Network for Good
- Omega Psi Phi Fraternity, Inc.

**DATA REPORT**

<b>LEA ID</b>	173
<b>LEA Name</b>	Ingenuity Prep PCS
<b>Campus Name</b>	Ingenuity Prep PCS
<b>Grades Served</b>	PreK3-5th Grade
<b>Total Audited Enrollment</b>	491
<b>PK3</b>	75
<b>PK4</b>	75
<b>KG</b>	70
<b>Grade 1</b>	71
<b>Grade 2</b>	69
<b>Grade 3</b>	68
<b>Grade 4</b>	63
<b>Grade 5</b>	0
<b>Grade 6</b>	0
<b>Grade 7</b>	0
<b>Grade 8</b>	0
<b>Grade 9</b>	0
<b>Grade 10</b>	0
<b>Grade 11</b>	0
<b>Grade 12</b>	0
<b>Adult</b>	0
<b>Alternative</b>	0
<b>SPED</b>	80

<b>Total number of instructional days 2017-18</b>	183
<b>Student Suspension Rate</b>	7.3%
<b>Student Expulsion Rate</b>	0.0%
<b>Instruction Time Lost to Suspension</b>	0.08%
<b>Promotion Rate</b>	96.2%
<b>In-Seat Attendance Rate</b>	88.4%
<b>Midyear Withdrawal Rate</b>	5.8%
<b>Midyear Entry Rate</b>	0.0%
<b>College Acceptance Rate</b>	N/A
<b>College Admission Test Scores</b>	N/A
<b>Graduation Rates</b>	N/A
<b>Teacher Attrition Rate</b>	27%
<b>Number of Teachers</b>	46
<b>Average Teacher Salary</b>	\$ 56,174
<b>Minimum Teacher Salary</b>	\$ 50,000
<b>Maximum Teacher Salary</b>	\$ 69,912



## **APPENDICES**

- A. SY17-18 STAFF ROSTER
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## **APPENDIX A. SY17-18 STAFF ROSTER**

- All Staff
  - Master's Degree or higher: 26%
  - Bachelor's Degree: 89%
  - No Degree: 11%
- Teaching Staff
  - Master's Degree or higher: 21%
  - Bachelor's Degree: 100%

<b>First Name</b>	<b>Last Name</b>	<b>Job Title</b>	<b>Date of Hire</b>
Chelsea	Adams	KB Math Teacher	8/1/2016
Crawford	Bennett	Special Education Teacher	8/2/2017
Sydney	Bern-Story	PreK3A Teacher	8/3/2015
Kishaun	Bethel	PreK Teacher	11/6/2017
Nyelah	Branham	PreK Special Education Aide	11/27/2017
Jihad	Broussard	3rd & 4th Grade Resource Room Teacher	8/1/2016
Rachel	Brown	4B Math Teacher	8/2/2017
Tiffany	Bryant	K-2nd Grade Resource Room Literacy Teacher	8/14/2013
JaQuan	Bryant	K-4th Grade School Culture Coordinator	7/28/2014
Stephanie	Butler	School Social Worker	9/1/2016
Justine	Cameron	PreK4C Teacher	8/2/2017
Chatequa	Campbell	K-2nd Grade Resource Room Literacy Teacher	8/3/2015
Elyse	Casey	PreK RTI Teacher	7/31/2013
Ashley	Coleman	PreK3A Teacher	8/1/2016

Maud	Cooke-Nesme	KA Literacy Teacher	8/1/2016
Shaun	Cromartie	Special Education Aide	8/1/2016
Chloe	Cunningham	PreK4B Teacher	8/2/2017
Aaron	Cuny	Chief Executive Officer	1/1/2013
Kapri	Curtis	School Operations Associate	8/1/2016
Priyadarshini	Das	3B Math Teacher	8/1/2016
Nitza	Deane	K-4th Grade School Culture Support Specialist	8/3/2015
Heather	DeBruler	PreK4C Teacher	8/1/2016
Chantel	Evans	PreK4C Teacher	8/3/2015
Camille	Feliz	Senior School Operations Associate	1/1/2013
Jacque'lyn	Flot	KA Math Teacher	8/2/2017
Olivia	Franklin	2A Literacy Teacher	8/2/2017
Carra	Gaines	PreK3C Teacher	8/2/2017
Hayley	Gewolb	K-4th Grade Literacy Coach	7/17/2017
Claire	Grossheim	PreK3C Teacher	8/3/2015
Frewini	Haile	1B Math Teacher	8/2/2017
Jennifer	Hampton	K-2nd Grade Principal	7/29/2013
Patrice	Harrison	K-2nd Grade Resource Room Math Teacher	12/1/2014
Terrell	Hawkins	Physical Education Teacher	10/2/2017
Anna	Hickman	PreK Principal	7/29/2013

Lauren	Hollowell	PreK Vice Principal	7/28/2014
Dayna	Hudson	PreK4B Teacher	8/3/2015
Brittany	Hullinger	Director of Operations	7/24/2017
Benjamin	Johnson	3rd & 4th Grade Principal	7/1/2017
Molly	Karsh	PreK3C Teacher	8/1/2016
Maya	Landau	PreK4B Teacher	8/2/2017
Renatta	Landrau	3A Advanced Literacy Teacher	10/2/2017
Kendra	Lerner	KA Literacy Teacher	8/2/2017
Allison	Link	1A Math Teacher	8/1/2016
Baylee	Lipscomb	Special Education Teacher	8/2/2017
Dana	Livingston	Special Education Teacher	8/2/2017
Jennifer	Lopez	K-4th Grade School Culture Support Specialist	8/3/2015
Amanda	Lumnah	Director of Data & Compliance	7/1/2013
Olivia	Mackell	PreK School Culture Support Specialist	3/16/2016
Alan	Malamud	3B Literacy Teacher	8/2/2017
Julia	Mauk	2B Literacy Teacher	8/3/2015
Brittany	McCollum	2A Math Teacher	8/16/2016
Renee	McIntyre	Student Recruitment & Enrollment Manager	7/17/2017
Meghan	McMahon	K-2nd Grade Vice Principal	7/28/2014
Marissa	Miars	1B Literacy Teacher	8/1/2016

Morgan	Miller	4A Math Teacher	8/2/2016
Johnna	Moore	1B Literacy Teacher	8/2/2017
Davian	Morgan	3B Literacy Teacher	7/28/2014
Arissa	Morrell	PreK3A Teacher	8/2/2017
Sean	Murphy	4B Literacy Teacher	8/2/2017
Elizabeth	Nigro	2A Literacy Teacher	8/2/2017
Katherine	O'Connor	K-4th Grade Math Coach	8/1/2016
Danika	Okpaleke	4B Literacy Teacher	8/1/2016
Jermaine	Olden	Day Porter	8/14/2017
Jennifer	Parisi	2B Literacy Teacher	8/2/2017
Natalie	Powell	3A Math Teacher	7/28/2014
Allisa	Queen	PreK4A Teacher	7/28/2014
LaKeyetta	Reed	School Psychologist	10/9/2017
Claire	Renaud	3A Literacy Teacher	8/1/2016
Sean	Roberts	Music/1A Teacher	2/20/2018
Julian	Romero	2B Math Teacher	8/1/2016
Tiffany	Ryles-Ouarid	K-4 School Culture Support Specialist	10/25/2017
Jennifer	Schroeder	1A Literacy Teacher	8/3/2015
Elizabeth	Schwartz	4A Literacy Teacher	8/2/2017
Toni	Settles	KB Literacy Teacher	8/2/2017

Ashley	Shaw	PreK3B Teacher	7/31/2013
Sapna	Singh	4A Literacy Teacher	8/1/2016
Rayna	Smith	Assistant Director of Operations	7/17/2017
Francesca	Smith	PreK3B Teacher	8/1/2016
Hilary	Stathes	Chief Talent Officer	7/17/2017
William	Stoetzer	Chief Operating Officer	1/3/2013
Charlotte	Sturgill	Speech and Language Pathologist	8/3/2015
Nicole	Thorpe	Director of Student & Family Support	7/28/2014
Darnita	Towles	Food Service Associate	11/27/2017
Pax	Wade	Director of Development & Communications	8/1/2016
Kenneth	Walker	PE Teacher	8/14/2013
Laura	Webb	PreK4A Teacher	8/1/2016
Kirk	Wilson	Talent Recruiter	8/3/2015
Brandon	Wood	Behavior Support Coordinator	8/2/2017
Aliya	Yancey	PreK3B Teacher	8/3/2015

**APPENDIX B. SY17-18 BOARD OF TRUSTEES**

<b>Name</b>	<b>Board Role</b>	<b>DC Resident</b>	<b>Date of appointment</b>	<b>End of Term</b>
Peter Winik	Chair	No	1/1/2013	Active
Debra Santos	Treasurer	Yes	Founding	Active
Maura Marino	Member	Yes	8/29/2012	Active
Aaron Cuny	Member Co-Founder and Head of School	Yes	Founding	Active
Derrick Mashore	Vice Chair	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	Member	No	3/14/2016	5/1/2018
Lisa Mallory	Member	Yes	3/14/2016	Active
Nicole Johnson-Douglas	Secretary Parent	Yes	7/27/2017	Active
Josh Rales	Member	No	12/4/2017	Active
Marliz Rodriguez	Member Parent	Yes	4/3/2017	5/22/2018

**APPENDIX C. UNAUDITED FY18 FINANCIAL STATEMENT**



# Ingenuity Prep

## FY2018 Balance Sheet (un-audited)

Balance Sheet		6/30/18
Assets		Year End
Assets		
Current Assets		
Cash		2,480,447
Accounts Receivable		199,607
Other Current Assets		159,247
Intercompany Transfers		0
Total Current Assets		2,839,301
Noncurrent Assets		
Facilities, Net		538,968
Operating Fixed Assets, Net		495,967
Total Noncurrent Assets		1,034,935
Total Assets		3,874,236

Liabilities and Equity		Year End
Liabilities and Equity		
Current Liabilities		
Accounts Payable		109,380
Other Current Liabilities		21,175
Accrued Salaries and Benefits		408,901
Total Current Liabilities		539,457
Equity		
Unrestricted Net Assets		2,607,737
Net Income		727,042
Total Equity		3,334,779
Total Liabilities and Equity		3,874,236

# Ingenuity Prep

## FY2018 Income Statement (un-audited)

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Income Statement	Actual
Revenue	
State and Local Revenue	9,942,327
Federal Revenue	875,745
Private Grants and Donations	148,611
Earned Fees	81,139
Donated Revenue	203,363
<u>Total Revenue</u>	<u>11,251,185</u>
Expenses	
Salaries	5,285,063
Benefits and Taxes	1,193,566
Contracted Staff	292,800
Staff-Related Costs	143,061
Rent	1,410,867
Occupancy Service	99,286
Direct Student Expense	1,109,546
Office & Business Expense	674,675
Donated Expense	131,708
Contingency	0
<u>Total Expenses</u>	<u>10,340,570</u>
Operating Income	910,615
Extraordinary Expenses	
Depreciation and Amortization	183,573
<u>Total Extraordinary Expenses</u>	<u>183,573</u>
Net Income	727,042

**APPENDIX D. APPROVED FY19 BUDGET**

# Ingenuity Prep

## FY2019 Budget

Income Statement	SY18-19
<b>Revenue</b>	
04 · State and Local Revenue	11,125,257
05 · Federal Revenue	975,134
06 · Private Revenue	479,900
<b>Total Revenue</b>	<b>12,580,291</b>
<b>Operating Expense</b>	
07 · Staff-Related Expense	8,778,639
08 · Occupancy Expense	1,626,916
09 · Student Expense	1,184,262
09 · General & Admin	682,237
09 · Contingency	62,901
<b>Total Operating Expense</b>	<b>12,334,955</b>
<b>Net Operating Income</b>	<b>245,336</b>
<b>Interest, Depreciation</b>	
1X · Depreciation, Amortization, & Interest	207,374
<b>Total Expenses</b>	<b>12,542,329</b>
<b>Net Income</b>	<b>37,962</b>