

WASHINGTON LEADERSHIP ACADEMY

2018-2019

Washington Leadership Academy

3015 4th Street NE

240-580-3371

Annual Report for SY18-19 submitted in accordance with D.C. School Reform Act requirements and guidelines. The Board Chair of Washington Leadership Academy is Rachel Torres.

Table of Contents

School Description	2
Mission Statement	2
School Program	2
Family Involvement	4
Community Involvement	5
School Goals: PMF as Goals	7
Performance and Progress towards PMF	7
WLA PARCC Performance	7
Unique Accomplishments	9
List of Donors	9
Data Report	10
Appendix A: SY18-19 Staff Roster	12
Appendix B: Board Roster	14
Appendix C: Year-end Financial Statement	15
Appendix D: Approved 2018-2019 Budget	16
Appendix E: Disclaimer	17



School Description

Mission Statement

The mission of Washington Leadership Academy Public Charter School is to prepare D.C. students to thrive in the world and change it for the better. Our graduates are college-ready, have career-ready tech skills, and lead change in their communities and the world.

School Program

Our vision is that high school prepares *all* kids to thrive in the world and to change it for the better. We bring our vision to life by:

1. Accomplishing our mission,
 - a. **Our mission is to prepare *our* kids to thrive in the world and change it for the better. Our graduates are college ready, have career ready tech skills, and lead positive change in their communities and the world.**
 - b. *and*
2. By using XQ dollars to make strategic investments in **model components that will impact the broader field of high school education**, *all* high school students.

We will ensure we achieve our mission by focusing on these **core school features**:

1. College prep academics with a computer science focus
2. Real-world practice and leadership experience
3. A supportive culture

We will maintain our operations on per pupil funds in perpetuity, and will invest XQ and other philanthropic dollars in partners with whom we will develop **three model components** that have the potential to scale and reach *all* kids in addition to *our* kids:

1. Comprehensive Computer Science pedagogy, curriculum, and platform
2. Competency based pedagogy, curriculum, and platform, starting with ELA
3. Rigorous project-based learning culminating in AP Seminar and AP Research

Rigorous Academics

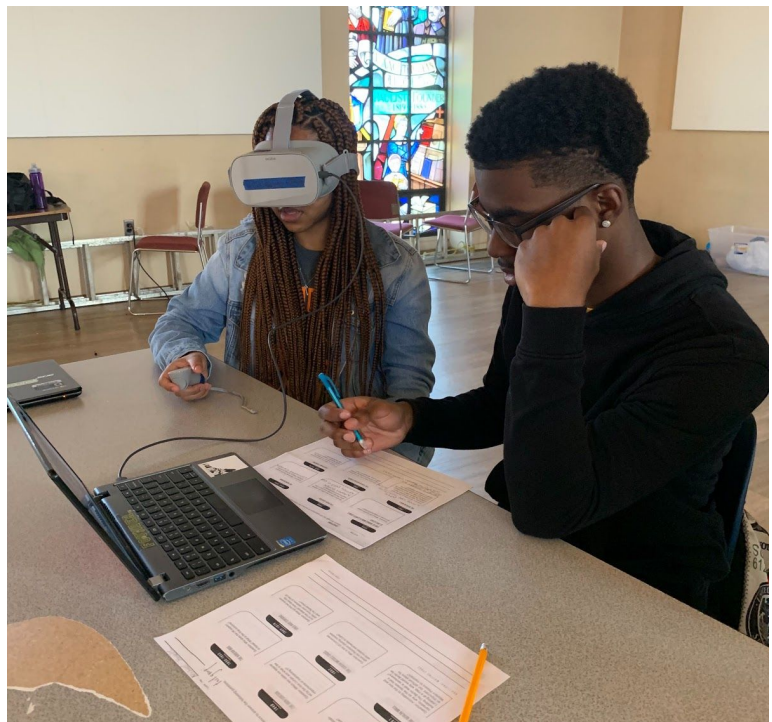
Today, even the best schools in the nation tend to “teach to the middle,” primarily using paper and pencil static multiple-choice assessments and *average* test scores to summarize performance. This model virtually ensures that most students are left with significant holes in knowledge and skills when they are promoted from grade to grade. This anachronistic approach to instruction and assessment allows students to advance to new content before truly mastering the prior fundamental building blocks. At WLA, dynamic mastery-based assessments, adaptive software tools, and tech-enabled instruction helps to ensure that our kids are able to demonstrate discrete common core knowledge and skills before moving on.

WLA is also investing in cutting edge curriculum to prepare all students to be college ready. WLA worked with CommonLit throughout SY18-19, piloting its curriculum. WLA students and staff members have provided essential feedback and perspective on the content and design of the curriculum. WLA and CommonLit will be continuing their partnership throughout the duration of SY19-20. Using CommonLit.org, teachers can access a free digital library of OER for 3rd through 12th grade that includes: primary and secondary source documents, news articles, speeches, and literary texts organized by topic, historical time period, and standard. CommonLit identifies and prepares the texts, negotiates their copyright permissions, identifies their reading levels, and puts everything online for free. Each text and lesson set has text-dependent questions, paired passages, in-text vocabulary, related media, a parent guide, and discussion questions. When students answer questions through the CommonLit platform, the results are auto-graded and displayed in visual formats to teachers so they can use data to plan instructional next steps. The result is a framework for reading, thinking, and discussion that truly drives student engagement and integrates seamlessly into any existing secondary humanities curriculum. CommonLit is the only curriculum provider that could create rigorous, PARCC and SAT-aligned modular content and assessments for a competency-based curriculum that would be able to easily scale to millions of users.

Creation and Use of Leading Edge Technologies

Students at WLA do not just use technology to learn, they create technology that they can use to learn. Students take four years of computer science. As early as the 9th grade, students have the opportunity to earn a web development certification.. In 10th grade, all students take AP Computer Science. In the 11th and 12 Grades, students take a variety of computer science and tech courses aligned with the interests and future goals.

Washington Leadership Academy has also partnered with Capitol Interactive to develop VietVR, a first of-its-kind educational experience that immerses students in the history of Vietnam and the Cold War. Created in collaboration with teachers and students, VietVR uses a multi-modal approach that utilizes interactive timelines, holographic interviews, and a narrative story to help students learn.



The experiences within the application balance the fine line between education and entertainment, and have been aligned with curriculum objectives of AP US History, AP World History, and AP US Government in mind. WLA and Capitol Interactive are excited about the

ways curriculum and educational experiences could be improved using immersive technology. VietVR is available for free download on the Oculus store.

Real World Projects and Leadership Practice

WLA believes that mastering knowledge, skills, and habits requires active application and real practice. At WLA, scholars do not just learn that certain skills will help them to succeed in college, they practice those skills in venues that will cement their understanding. Throughout their junior year scholars are matched with organizations that allow them to engage in meaningful internship experiences every week. In the 12th grade, scholars participate in the AP Capstone program, learning the skills of research, presentation, group work, persuasion and writing.



Family Involvement

Family involvement is prioritized at WLA. Each student is assigned to an adult Advisor who has approximately 10 total students. To the extent possible, advisors loop with the same students through all grades. Advisors stay closely connected with parents, updating them on weekly basis about student progress. Families are also regularly contacted by members of the administration for both positive and constructive phone calls.

WLA also engages families through routine whole-school emails and calls, as well as weekly conversations about academic performance and behavior with their student's advisor. WLA parents have access to their student's Canvas Account, WLA's learning management system where its gradebook and coursework is housed. WLA also hosts multiple educational and social events for families, including Family Orientation, Data Night (with a discussion around assessment at WLA), Family/Teacher Conferences, and celebration BBQs.

Community Involvement

WLA has worked to foster extensive relationships with nonprofits, businesses, and volunteers in the greater community. WLA is lucky to be supported by a broad range of organizations across the country, including Stemly, which supports culturally relevant STEM curriculum and thinking, Charter School Growth Fund, a large philanthropic network, and PAVE, which helps WLA families stay connected to community advocacy efforts.

Curriculum Design

WLA delivers an academic experience that provides all its students with rigorous personalized learning, access to college prep academic coursework, meaningful projects and experiential learning, and a comprehensive computer science education. Additionally, WLA's instructional model intentionally interweaves social emotional learning and social justice themes throughout all coursework.

Instructional Approach

WLA's instructional approach has four essential pillars:

Personalization

An approach to teaching that provides students with one of the 4 following learning experiences:

1. Self-paced or self-directed learning
2. Leveled learning experiences
3. Choice-based learning
4. Individualized, Unique, and Frequent Feedback

Rigorous College Prep Work

Access to the most rigorous learning opportunities available to the students for their ability level including AP coursework and materials that prepare students for success on PARCC and the SAT.

Project-Based Learning

During the 9th and 10th-grade students participate in Project Studios - a dedicated 3-hour block of learning on Fridays where students explore projects that reflect topics aligned with social justice and leadership.

In 11th and 12th-grade, students complete internships, AP Seminar, and AP Research courses to complete the Capstone program.



Computer Science Education

Students are offered 4 different computer sciences courses starting in the 9th-grade with exploring computer science, followed by AP Computer Science Principles, a CS Art class, and then a choice between AP CS A (the hardest AP exam there is) or Web Design.



Location and Facilities

Washington Leadership Academy is housed in St. Paul's College, a former seminary college turned school co-location site for both WLA and its neighbor, Lee Montessori Public Charter School. Originally built in 1913, the building's antique stone architecture and massive size helped WLA to be dubbed "high-tech Hogwarts." Its cafeteria is even called the Great Hall!

School Performance

School Goals: PMF as Goals

Washington Leadership Academy has selected as its measure of academic achievement expectations for its programming the High School Performance Management Framework.

Washington Leadership Academy is proud to be a Tier 1 school.

Performance and Progress towards PMF

SY18-19 PMF Tracker							Overall Score	
PMF Tech Guide							Date Last Updated	9/23/2019
Tier Guide							WLA Score	45.46
Tier 1	65%	100%				Points Possible	60	
Tier 2	35%	64.99%				Overall Percentage	75.8%	
Tier 3	0	35%				Tier	Tier 1	
Student Progress							Weight:	15
Measure	Floor	Target	Possible Points	WLA Input	WLA %	WLA Score		
MGP ELA	30	65	7.5			-1	0.0	
MGP Math	30	65	7.5	81.0		1	7.5	
Student Achievement							Weight:	20
Measure	Floor	Target	Possible Points	WLA Input	WLA %	WLA Score		
3+ ELA	26.5	100	5	55.3	0.4	2.0		
3+ Math	15.2	100	5	50.6	0.4	2.1		
4+ ELA	9.4	39.2	5	29.4	0.7	3.4		
4+ Math	0	12.8	5	19.3	1.5	5.0		
Gateway							Weight:	42.5
Measure	Floor	Target	Possible Points	WLA Input	WLA %	WLA Score		
9th Grade on Track	67	90	5	81.3	0.6	3.1		
4 yr AGR	67	90	4		-2.9	0.0		
5 yr AGR	67	100	6		-2.0	0.0		
PSAT Performance (Grade 11)	7.1	50	5	34.5	0.6	3.2		
SAT/ACT (Grade 12)	21.2	75	5		-0.4	0.0		
SAT/ACT College Ready ERW (Grade 12)	17.9	47	2.5		-0.6	0.0		
SAT/ACT College Ready Math (Grade 12)	4.2	24.4	2.5		-0.2	0.0		
College Acceptance Rate	88.2	100	5		-7.5	0.0		
AP (Grade 12)	3.3	33.6	7.5		-0.1	0.0		
School Environment							Weight:	22.5
Measure	Floor	Target	Possible Points	WLA Input	WLA %	WLA Score		
Attendance	82	92	12.5	90.0	0.8	10.0		
Re-Enrollment	74	91.5	10	90.2	0.9	9.3		

Additional Information on Performance

Performance in each of the core areas of our model is described below this diagram.

WLA PARCC Performance

WLA saw cohort growth in both ELA and math from SY17-18 to SY18-19. **This growth is particularly emphasized in Geometry, where WLA's median student growth percentile for SY18-19 was 85.**

Cohort growth in every subject/category!

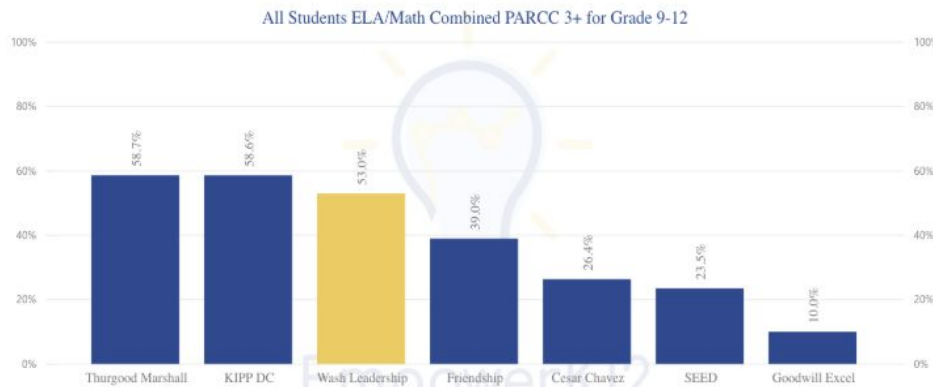
	SY16-17		SY17-18		SY18-19	
	3+	4+	3+	4+	3+	4+
Algebra I	70.0%	33.3%	40.5%	12.6%	23.5%*	2.9%*
Geometry	n/a	n/a	72.9%	32.2%	50.6%	19.3%
ELA I	69.8%	42.5%	45.9%	18.3%	49.0%	18.6%
ELA II	n/a	n/a	69.7%	38.4%	55.3%	29.4%

* SY18-19 was the first year all WLA 9th grade students took Algebra I

25

As a school with majority at-risk students, WLA has continued to serve at-risk students and students with disabilities better than peer schools.

Schools serving a majority at-risk population



Students with disabilities at schools with a majority at-risk population



34

Unique Accomplishments

- 99% of our 10th grade students took the AP Computer Science Principles exam, dramatically increasing access to AP Computer Science for DC students of color and girls.
- Students' computational artwork was curated, hung, and sold in **Facebook** DC's offices.
- Selected as an **EmpowerK12** Bold Improvement school or excellent service to at-risk students.
- Co-created **CommonLit**'s modular ELA curriculum, currently available for schools to use across the country for free. CommonLit has over 10M users!
- Four students presented at **Booz Allen Hamilton**'s Women of Color STEM event. Built in partnership with **Capitol Interactive** a dynamic virtual reality module focused on the Vietnam War. The module is available for download in the Oculus store.
- Partnership with **Capital Partners for Education** for long term tutoring and mentoring.
- Four students were selected as **OSSE Scholars**, receiving scholarship dollars to spend their summer at elite universities around the country.
- Featured in **ASCD**'s Educational Leadership Magazine, "Making Magic Happen at High-tech Hogwarts"
- Our curriculum, school startup project plan, student handbook, and much more are available openly via Google Docs for other schools to use.
- Teachers and students continue to post on the WLA blog.

List of Donors

The following donors and grantors have contributed monetary or in-kind donations having a value equal to or exceeding \$500 during the 2018-19 school year:

- Akin Gump - approximately \$246,747.00 in pro bono legal support
- Phillip L. Graham Fund - \$50,000 for student computers
- Foundry10, LLC - \$2,000 for VR equipment
- Julie Miles - \$1,000 for the Civil Rights Road Trip
- Schwab Charitable - Steven & Christine Covert - \$1,000 for the Civil Rights Road Trip
- McGaha Family - \$1,634.64 for the Civil Rights Road Trip
- PNC Matching - \$1,000 for the Civil Rights Road Trip
- Phillip Stephen - \$620.00 for the Atlanta Art field trip

Data Report

SY 2018-19 Annual Report Campus Data Report

Source	Data Point
PCSB	LEA Name: Washington Leadership Academy PCS
PCSB	Campus Name: Washington Leadership Academy PCS
PCSB	Grades served: 9-11
PCSB	Overall Audited Enrollment: 306

Enrollment by grade level according to OSSE's Audited Enrollment Report

Grade	PK3	PK4	KG	1	2	3	4	5	6
Student Count	0	0	0	0	0	0	0	0	0
Grade	7	8	9	10	11	12	Altern -ative	Adult	SPED *
Student Count	0	0	111	95	100	0	0	0	0

Student Data Points

School	Total number of instructional days: 183
PCSB	Suspension Rate: 11.8%
PCSB	Expulsion Rate: 0.33%
PCSB	Instructional Time Lost to Out-of-School Suspension Rate: 0.35%
PCSB	In-Seat Attendance: 90.0%
PCSB	<p>Average Daily Attendance: The SRA requires annual reports to include a school's average daily membership. To meet this requirement, PCSB will provide following verified data points: (1) audited enrollment; (2) mid-year withdrawals; and (3) mid-year entries. (No action necessary.)</p>

PCSB	Midyear Withdrawals: 5.2% (16 students)*
PCSB	Midyear Entries: 0.0% (0 students)*
PCSB	Promotion Rate: 95.4%

Faculty and Staff Data Points

School	Teacher Attrition Rate: 32.0%
School	Number of Teachers: 25
School	Teacher Salary 1. Average: \$71,000 2. Range -- Minimum: \$58,000 Maximum: \$90,000
School	Executive Salaries 1. Stacy Kane - Executive Director - \$175,000 2. Stephanie Young - Principal - \$140,000 3. Joseph Webb - Chief Academic Officer - \$135,000

Appendix A: SY18-19 Staff Roster

First & Last Name	Title
Adam Browning	Teacher
Anastasia Kane	Co-Founder & Executive Director
Andrea Leonard	Director of College Counseling
Anthony Guyton	Managing Director College & Career Readiness
April Williamson	Math Teacher
Ariel Smith	10th Grade ELA Teacher
Ashley Brown	English/Sped Teacher
Britney Wray	Vice Principal
Christina Moore	Director of Student Services
Chrystal Miller	English Teacher
Darnell Riley	World History Teacher
Deb Menard	Teacher
Diane Olusada	Math Special Education Teacher
Dwaine Carr	Director of Social-Emotional Learning
Elisabeth Forde	Special Education Teacher
Elizabeth Huber	11th Grade Special Education Teacher
Enrique Ramos	Special Education Teacher
Jaishri Shankar	Assistant Principal
Jamila Buchanan	Social Studies Teacher
Javon Thomas	Teacher
Jordan Budisantoso	Teacher
Joseph Webb	Chief Academic Officer
Julia Mackey	Operations Manager
Khallid Love	Mathematics Teacher
Khaulan Khusaiynhan	Foreign Language Coordinator

Kim Spotts	Teacher
Lauren Horton	Dean of Students
Louis Laws	Social Worker/Dean
Mandy Leiter	Operations Manager
Marty Briggs	Operations Associate
Michael Voll	Physics Teacher
Molly Graham	Counselor
Natalie Gould	Director of Ops
Rostam Williams	IT Director
Rusty Lee	Math Teacher
Sarah Hartzell	Teacher
Sarai Reed	ELA Teacher
Shenise Miller	Special Education Teacher (Self Contained)
Stephanie Remick	Director of Experiential Learning
Stephanie Young	Principal
Steve Cottington	Teacher
Steve Robinson	11th Grade Science Teacher
Taylor Deutsch	Teacher
Taylor Wellborn	11th Grade US History/APUSH Teacher
Yolanda Lavender	Assistant Dean

Washington Leadership Academy recruits, with its teachers undergoing a nine-step vetting process in order to be selected. Teachers at WLA have an average of **6.44** years of teaching experience and 60% have a Master's degree or more.

Among the full 45-member staff, WLA faculty collectively have the following:

- 27 Master's Degrees
- 1 Doctorates
- 1 Juris Doctorates

Appendix B: Board Roster

Name	Role(s) and Committee Assignments	State of Residence	Beginning of Term	End of Term
Rachel Torres	Board Chair Gov Cmte Member	Maryland	3/21/2017	3/21/2020
Mario Sutton	Board Vice Chair Parent	Washington, D.C.	3/31/2017	3/31/2020
Andrea Sparks-Brown	Board Member Board Secretary Academic Committee Chair	Maryland	9/11/2018	9/11/2021
Marvette Cofield	Board Member Finance Cmte Member	Maryland	9/11/2018	9/11/2021
Simon Rodberg	Board Member Gov Cmte Member Academic Committee Member	Washington, D.C.	9/11/2018	9/11/2021
Arya Parvizi	Board Member Treasurer Finance Cmte Chair	Washington, D.C.	10/14/2018	10/14/2021
Jim Doyle	Gov Cmte Chair	Washington, D.C.	12/11/2018	12/11/2021
Tama Aga	Board Member	Washington, D.C.	7/23/2019	7/23/2022
Aaron Saunders	Board Member	Washington, D.C.	7/23/2019	7/23/2022

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Appendix C: Year-end Financial Statement

Income Statement

Washington Leadership Academy

FY19 Financials

Forecast	
Income Statement	Actual
Revenue	
State and Local Revenue	6,544,315
Federal Revenue	472,262
Private Grants and Donations	62,634
Earned Fees	10,554
Donated Revenue	247,212
Total Revenue	7,336,976
Expenses	
Salaries	3,660,674
Benefits and Taxes	646,344
Contracted Staff	50,502
Staff-Related Costs	64,139
Rent	998,478
Occupancy Service	34,360
Direct Student Expense	552,328
Office & Business Expense	1,703,982
Donated Expense	247,212
Contingency	1,351
Total Expenses	7,959,370
Operating Income	(622,393)
Extraordinary Expenses	
Interest	261
Depreciation and Amortization	112,349
Total Extraordinary Expenses	112,609
Net Income	(735,003)

Balance Sheet

Washington Leadership Academy

As of June 30, 2019

Balance Sheet	6/30/19
Assets	Year End
Assets	
Current Assets	
Cash	2,316,598
Accounts Receivable	130,344
Other Current Assets	79,352
Intercompany Transfers	0
Total Current Assets	2,526,295
Noncurrent Assets	
Facilities, Net	867
Operating Fixed Assets, Net	204,534
Total Noncurrent Assets	205,402
Total Assets	2,731,697
Liabilities and Equity	Year End
Liabilities and Equity	
Current Liabilities	
Accounts Payable	160,959
Other Current Liabilities	4,184
Accrued Salaries and Benefits	193,221
Total Current Liabilities	358,365
Equity	
Unrestricted Net Assets	3,101,530
Net Income	(735,003)
Total Equity	2,366,527
Long-Term Liabilities	
Other Long-Term Liabilities	6,805
Total Long-Term Liabilities	6,805
Total Liabilities and Equity	2,731,697

Appendix D: Approved 2019-2020 Budget

Washington Leadership Academy

FY20 Budget

	SY19-20
Revenue	
State and Local Revenue	8,480,750
Federal Revenue	624,808
Private Grants and Donations	2,006,720
Earned Fees	27,605
Revenue Total	11,139,884
Expenses	
Salaries	5,081,690
Benefits and Taxes	958,091
Contracted Staff	54,000
Staff-Related Costs	86,172
Rent	1,300,567
Occupancy Service	30,000
Direct Student Expense	947,870
Office & Business Expense	2,043,569
Contingency	96,097
Expenses Total	10,598,055
NET ORDINARY INCOME	541,829
Extraordinary Expenses	
Depreciation and Amortization	121,824
Interest	264
Extraordinary Expenses Total	122,088
TOTAL EXPENSES	10,720,143
NET INCOME	419,741

Appendix E: Disclaimer

Washington Leadership Academy acknowledges that DC PCSB's review and publication of this annual report does not imply concurrence or disagreement with the content herein.