

School Name: Ingenuity Prep

Submitter: Derrick Mashore

Submission Date: 3/24/2022

Requested Charter Agreement Amendment(s): Mission Statement

SCHOOL BACKGROUND

Campus name(s) and location(s): **Ingenuity Prep**

Year(s) opened: **2013**

Grades served: **PK-3 – 8th Grade**

Date the charter will be eligible for renewal: **2027**

When did the school's board approve the proposed change(s)? Please attach minutes from the meeting and vote results. **November 16, 2021**

MISSION STATEMENT

1. In the table below, write the school's current and proposed mission statements.

| Current Mission Statement | Proposed Mission Statement |
|---|--|
| Ingenuity Prep prepares students to succeed in college and beyond as impactful civic leaders. | Ingenuity Prep is a supportive school community dedicated to academic rigor and civic leadership, preparing students for the path to the colleges and careers of their choosing. |

2. What is the school's rationale for changing its mission statement?

As part of its next 5-year strategic plan development, Ingenuity Prep leaders and stakeholders (via focus groups) identified the core attributes of the school community and recommended a refresh to the mission. The focus groups found a gap in how they view the unique characteristics of Ingenuity Prep and the mission statement as it exists, primarily in how Ingenuity Prep acts as a family- and community-driven school. Over its years of growth, Ingenuity Prep continues to focus on student academic achievement, but the phrase "succeed in college and beyond" no longer resonates with stakeholders, as staff, families, and the Board all believe that Ingenuity Prep is focused on providing students with the skills to choose and navigate paths that include *but are not limited to* college. As a result, Ingenuity Prep is changing its mission statement to more fully reflect its community-driven approach and a focus on providing students with the skills needed to succeed in multiple academic and career paths, while maintaining its commitment to academic rigor and civic leadership in its mission.

3. Describe the school’s philosophy for educating students. Include how the school ensures all students—including students with disabilities, English learners, economically disadvantaged and at-risk students, and students above or below grade level—benefit from the proposed mission statement and the school’s educational philosophy.

Ingenuity Prep strives to cultivate a love of learning in every student. Through deep relationships, rigorous curricula, and small-group instruction, we ensure that all students – regardless of their performance against grade-level standards – are challenged to learn and supported by their teachers to gain mastery. Founded in Ward 8, Ingenuity Prep has chosen since its founding to serve a community with a high at-risk population and continues to actively recruit students from our neighborhood. We leverage our community – including both family voices and tangible supports from the neighborhood – to identify and meet the needs of our students and their families. With team teaching and an inclusion model, students with disabilities *and* students without IEPs receive small-group instruction designed to meet their individualized needs. The refreshed language in our mission statement emphasizes leveraging our community to support *all* students on their pathways to college and/or careers – ensuring that they have the academic and social-emotional skills to be successful in the path of their choosing.

4. Will the proposed mission statement impact curricular choices, including resources, assessments, standards, and instructional strategies?

No – our mission refresh is an update to more fully represent the community Ingenuity Prep has become since its opening. No curricular choices will be impacted by the mission refresh.

If so, complete questions 4a and 4b.

- a. Identify the new curricular choices the school will adopt and provide a rationale for the curricular shift.

[Click here to enter text.](#)

- b. Describe the long-range plan for curriculum implementation and professional development. How will the school ensure implementation fidelity?

[Click here to enter text.](#)

5. How did the school engage its internal community in revising the mission statement? Include evidence demonstrating student, staff, and parent support for the proposed changes.

Ingenuity Prep developed its mission statement refresh as part of our strategic plan process, and in partnership with Attuned Education Partners. Attuned, in facilitating this process, engaged with multiple focus groups to collect stakeholder feedback: the Ingenuity Prep Executive Team, Ingenuity Prep Senior Leaders, the Ingenuity Prep Board, a focus group of Ingenuity Prep non-leader Staff, and a focus group of Ingenuity Prep Families. Each focus group had multiple opportunities to provide feedback on the current mission as well as proposed drafts of the refreshed mission. At the annual Back to School Night event, all families were asked to complete a survey to provide additional feedback on components of the mission. The inclusion of “supportive school community” in the revised mission statement was a direct reflection of the feedback from the non-leader Staff and Family focus groups that participated in the process. Please see slides below for a summary from Attuned Education Partners of the process and their work with the focus groups.

A working group of staff and family members/caregivers developed recommendations on mission and graduate aims

The Who Are We Working Group

- Marcus Allen, Ops Team
- Kendra Barlow, ECA Parent
- Daniel Grimsley, Student Support Team
- William Leach, ESA Vice Principal
- Keleigh Montgomery, ESA Parent
- Jeralyn Napper, ECA Teacher
- Naya Patterson, Data, Enrollment. and Compliance
- Allisa Queen, ECA Vice Principal
- Brandon Wood, Role, MSA Dean
- Aviana Worrell, ESA Teacher

The Working Group has been analyzing input from the broader Ingenuity Prep community and looking at exemplars from other organizations in order to develop preliminary recommendations on:

1. Whether to affirm or refine the **mission statement**
- ~~2. Whether to affirm or refine our **values**~~
3. A draft **portrait of an 8th grade graduate**

In the input phase, two themes emerged consistently across sources in describing IP's core and what makes IP unique

Cornerstones of our program

- Rigorous Content & Individualized Instruction
- **Civic leadership**
- Enrichment

Principles core to our identity

- **Community & Relationships,**
- Equity of Access

Working group personal reflections on what makes Ingenuity Prep unique

- We value **relationships** among the IP community (e.g., staff-student; staff-families, staff-leadership).
- We appreciate strong coaching.
- We are compelled by idea of **civic leadership.**

Takeaways from community input on the mission

- Many staff are compelled by the mission.
- There is a gap between program and mission.
- There is no consistent definition of civic leadership.

The iterative stakeholder engagement process also included input and feedback from the broader IP community on several working drafts

| Participants | Purpose/Topic | Timing |
|---------------------|---|-----------------------------|
| Working Group | Workshop 1: Kickoff: Intros, Process Overview, Survey/Focus Group Fact base | Jun 12 |
| Working Group | Workshop 2: Mission/Portrait of a Grad | Jul 14 |
| Senior Leadership | Input on working draft mission | Jun 24-26 |
| Family focus groups | Strengths/challenges/mission/portrait of a grad | Jul 23 |
| Senior Leadership | Input on working draft mission | Jul 23 |
| Board | Feedback on mission; preview draft portrait of a grad | Week of Jul 26 |
| Working Group | Workshop 3: Portrait of a grad | Aug 3 |
| Family feedback | Feedback on mission/portrait of a grad | Aug 16 Back to School Night |
| Staff feedback | Feedback on mission/portrait of a grad | Sept 3 staff meeting |
| Senior Leadership | Finalize mission and portrait of a grad Determine path on values | Sept 21 |

60+ family members/caregivers and 75 staff members provided feedback on draft mission statement options and draft graduate aims

Based on what we have heard from the IP community, we propose a refresh of the mission



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



Ingenuity Prep
is a **supportive school community**
dedicated to academic rigor and civic leadership
preparing students for the
path to the colleges and careers of their choosing.



What inspires you about the refreshed mission?
What counsel do you have as we communicate the refresh?



Ingenuity Prep
Board Meeting Minutes

This meeting was governed by the Open Meetings Act.

Please address any questions or complaints arising under this meeting to the Office of Open Government at opengovoffice@dc.gov.

| | |
|-------------------------------------|--|
| Date of Meeting | November 16, 2021 |
| Start time | 5:00 p.m. |
| End time | 7:00 p.m. |
| Location of meeting | Virtual (Zoom) |
| Board members in attendance | <ul style="list-style-type: none">● Peter Winik● Chris Riddick● Patricia Richardson● Frankie Brown● Keleigh Montgomery● Derrick Mashore● Jennipher Coleman |
| Non-board members presenting | <ul style="list-style-type: none">● IP Staff:<ul style="list-style-type: none">○ Will Stoetzer, CEO○ Ashanti Herndon, Chief Financial & Operations Officer○ Rashidah Lawson, Chief Academic Officer○ Amanda Lumnah, Director of Strategy & Planning● Valerie Faillace, Attuned Partners● Michael Bern, Latham & Watkins |
| Quorum | Yes |
| Chaired by | Peter Winik |



| Discussion | |
|--------------------------------------|--|
| Agenda Item | Summary of Discussion |
| Welcome/Minutes | Peter Winik provided an update. Board Members will be invited to the school for a site visit. Minutes were approved after the CEO report when a quorum was met. |
| Strategic Planning Committee | Will Stoetzer, Chris Riddick, and Valerie Faillace led a presentation on the progress of the strategic plan, including a proposal for a refreshed mission statement and the scorecard for evaluating progress. The Board engaged in a discussion about the next chapter of Ingenuity Prep and shared feedback on the mission as well as discussed some metrics for progress monitoring and measurement. Will closed by sharing next steps and what to expect as the strategic plan is finalized. The Board voted to approve the refreshed mission statement. |
| Academic Committee | Rashidah Lawson provided a brief summary of ANet and F&P data and their uses at Ingenuity Prep. |
| Governance Committee | The agenda was modified to move the Governance Committee time up, in deference to Derrick Mashore’s schedule. Peter Winick reported out on the current focus of the committee, Board building. Peter also shared his transition plan with the Board, nominating Derrick Mashore as his successor. The Board voted to elect Derrick as the new Board Chair, effective January 1, 2022. |
| Audit & Finance Committee | Ashanti Herndon shared a brief update on the status of the financial audit. An additional meeting will be scheduled to approve the audit after Thanksgiving. Ashanti also shared information about a new contract and a request for Board approval. The Board voted to approve the contract. |

| Motions | | |
|--|--|--|
| Motion | Made by Whom | Voting Results (Roll Call) |
| Approve 9/13 and 10/18 meeting minutes | Motion: Chris Riddick Second: Patricia Richardson | All in favor; one abstention <ul style="list-style-type: none"> ● Peter Winik - Y ● Chris Riddick - Y ● Patricia Richardson - Y ● Frankie Brown - Y ● Keleigh Montgomery - abstain due to technical difficulties Derrick Mashore and Jennipher Coleman joined the meeting after the vote. |
| Approve refreshed mission statement and graduate aims, effective SY22-23, and authorize Will Stoetzer to seek approval from PCSB to amend the charter agreement to reflect the new mission | Motion: Peter Winik Second: Chris Riddick | All in favor; no abstentions <ul style="list-style-type: none"> ● Peter Winik - Y ● Chris Riddick - Y ● Patricia Richardson - Y ● Frankie Brown - Y ● Keleigh Montgomery - Y ● Derrick Mashore - Y ● Jennipher Coleman - Y |
| Elect Derrick Mashore as new Board Chair effective January 1, 2022 | Motion: Peter Winik Second: Chris Riddick | All in favor; no abstentions <ul style="list-style-type: none"> ● Peter Winik - Y ● Chris Riddick - Y ● Patricia Richardson - Y ● Frankie Brown - Y ● Keleigh Montgomery - Y ● Derrick Mashore - Y ● Jennipher Coleman - Y |
| Approve UBT contract | Motion: Patricia Richardson Second: Peter Winik | All in favor; no abstentions <ul style="list-style-type: none"> ● Peter Winik - Y ● Chris Riddick - Y ● Patricia Richardson - Y ● Frankie Brown - Y ● Keleigh Montgomery - Y ● Derrick Mashore - Y ● Jennipher Coleman - Y |