

# **WASHINGTON LEADERSHIP ACADEMY**

2019-2020  
Washington Leadership Academy  
3015 4th Street NE  
240-580-3371

*Annual Report for SY19-20 submitted in accordance with D.C. School Reform Act requirements and guidelines. The Board Chair of Washington Leadership Academy is Tony Williams.*

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# NARRATIVE

## I. 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

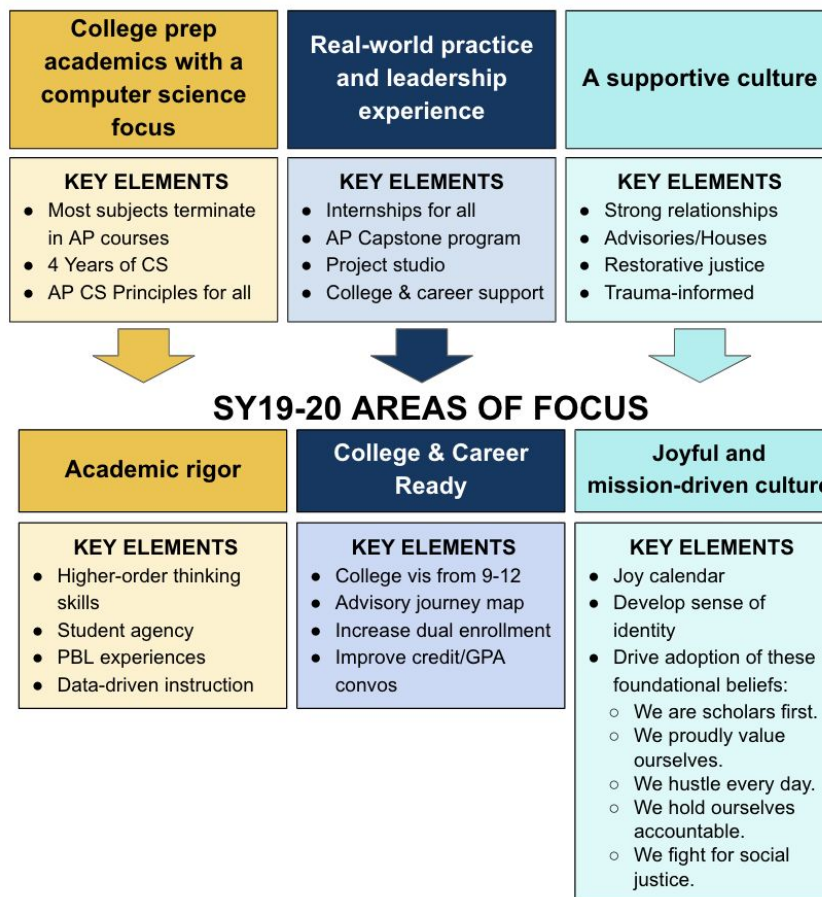
**Our vision is that high school prepares *all* kids to thrive in the world and to change it for the better.** We bring our vision to life by:

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

## CORE SCHOOL FEATURES



### Rigorous Academics

#### **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.

WLA has invested 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.

### College & Career Readiness

WLA celebrated an important milestone this year by graduating its inaugural class. All of WLA's first graduating class was accepted to a post-secondary institution.

WLA's college and career coursework is underpinned with the following instructional approach:

- *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.

### Joyful Culture

Relationships are core to WLA's work and mission. WLA has a robust advisory model that is dedicated to fostering a sense of belonging and community for our students. Students meet on a daily basis with a small group of students and a staff member that stays with them throughout their four years at WLA. A student's advisor is an anchor for students while they are at school, but also a primary touch point for families outside of school. WLA has found that advisory is a consistent point of joy and community for students and families alike.

WLA also holds regular community meetings, such as a weekly Town Hall, and celebratory events for students with excellent grades, demonstrated growth, or improved attendance.

#### Family & Community 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 a 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.

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.

#### COVID-19

WLA has maintained an excellent academic program, even amidst physical school closure and a global pandemic. WLA's academic model, which has always included online assignments and students taking home school-issued computers, was able to be easily adjusted to the new constraints of a remote environment. Over the course of the spring, WLA supported our students and families with 46 days of remote instruction, including family teacher conferences and final exams. Students met with their advisors twice per week and maintained their usual schedule of seeing their content teachers twice per week as well. Teachers facilitated some live lessons, as well as support for the asynchronous assignments posted weekly. Student progress was monitored through graded assignments, as usual. Students who had not engaged with the school for multiple days in a row received intentional follow-up from their advisors, social workers, and the deans of students.

Additionally, recognizing the intense and changing needs of many of our community members throughout the spring, WLA privately fundraised to be able to offer families foundational supports including grocery assistance, counseling, and pandemic relief funding.

## Framework of a Remote Learning 2.0

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Teachers post module on Canvas by 4:30pm.	<p><b>Team Meeting @ 9:30am</b></p> <p><b>AM Office Hours: 10am-12pm</b></p> <p>Math/ELA/ForLang (via Zoom or hangouts)</p>	<p><b>A-Day AM Live Teach:</b></p> <p>Block 1 - 10am-11am Block 2 - 11am-12pm</p>	<p><b>Team Meeting @ 9:30am</b></p> <p><b>B-Day AM Live Teach:</b></p> <p>Block 1 - 10am-11am Block 2 - 11am-12pm</p>	<p><b>AM Office Hours: 10am-12pm</b></p> <p>Math/ELA/ForLang (via Zoom or hangouts)</p>	<p><b>Grade/Plan/Support Students</b></p>
	<p><b>Advisory 12-12:30pm</b></p> <p><b>PM Office Hours: 1pm-3pm</b></p> <p>Science/SocStud/Capstone/CS (via Zoom or hangouts)</p> <p>O3's for SpED case managers</p>	<p><b>A-Day PM Live Teach:</b></p> <p>Block 3 - 1pm-2pm Block 4 - 2pm-3pm</p>	<p><b>B-Day PM Live Teach:</b></p> <p>Block 3 - 1pm-2pm Block 4 - 2pm-3pm</p> <p><b>Advisory 3pm-3:30pm</b></p>	<p><b>PM Office Hours: 1pm-3pm</b></p> <p>Science/SocStud/Capstone/CS (via Zoom or hangouts)</p> <p><b>Students submit module by 11:59 pm</b></p>	

## II. School Performance

### Performance and Progress

#### Meeting the Mission:

WLA is meeting its mission of preparing students to thrive in the world and change it for the better. Through its rigorous college-prep courses and unique four-year computer science pathway, WLA saw its first class graduate and matriculate to college well-prepared for their courses and future careers.

#### Meeting our 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.**

While WLA was not technically tiered for the 2019-2020 school year, WLA was tracking towards Tier 1 status, as indicated by the metrics below.

SY19-20 PMF Tracker						
<a href="#">PMF Tech Guide</a>				<b>Overall Score</b>		
<b>Tier Guide</b>				Date Last Updated	7/15/2020	
Tier 1	65%	100%		WLA Score	41.42	
Tier 2	35%	64.99%		Points Possible	59.00	
Tier 3	0	35%		Overall Percentage	70.21%	
				Tier	Tier 1	
<b>Student Progress</b>						
	Weight:	15				
<b>Measure</b>	<b>Floor</b>	<b>Target</b>	<b>Possible Points</b>	<b>WLA Input</b>	<b>WLA %</b>	<b>WLA Score</b>
MGP ELA	30	65	7.5		-1	0.0
MGP Math	30	65	7.5		-1	0.0
<b>Student Achievement</b>						
	Weight:	20				
<b>Measure</b>	<b>Floor</b>	<b>Target</b>	<b>Possible Points</b>	<b>WLA Input</b>	<b>WLA %</b>	<b>WLA Score</b>
3+ ELA	26.5	100	5		-0.4	0.0
3+ Math	15.2	100	5		-0.2	0.0
4+ ELA	9.4	39.2	5		-0.3	0.0
4+ Math	0	12.8	5		0.0	0.0
<b>Gateway</b>						
	Weight:	42.5				
<b>Measure</b>	<b>Floor</b>	<b>Target</b>	<b>Possible Points</b>	<b>WLA Input</b>	<b>WLA %</b>	<b>WLA Score</b>
9th Grade on Track	67	90	5	88.1	0.92	4.6
4 yr AGR	67	90	4	79.6	0.5	2.2
5 yr AGR	67	100	6		-2.0	0.0
PSAT Performance (Grade 11)	7.1	50	5	36.6	0.7	3.4
SAT/ACT (Grade 12)	21.2	75	5	41.0	0.4	1.8
SAT/ACT College Ready ERW (Grade 12)	17.9	47	2.5	33.3	0.5	1.3
SAT/ACT College Ready Math (Grade 12)	4.2	24.4	2.5	12.8	0.4	1.1
College Acceptance Rate	88.2	100	5	100	1.0	5.0
AP (Grade 12)	3.3	33.6	7.5	115.7	3.7	7.5
<b>School Environment</b>						
	Weight:	22.5				
<b>Measure</b>	<b>Floor</b>	<b>Target</b>	<b>Possible Points</b>	<b>WLA Input</b>	<b>WLA %</b>	<b>WLA Score</b>
Attendance	82	92	12.5	89.0	0.7	8.8
Re-Enrollment	74	91.5	10	84.0	0.6	5.7

WLA is particularly proud of its 100% college acceptance rate and particularly strong AP participation and pass rates.

## Unique Accomplishments

- 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. **59% of WLA's 88 test takers passed the AP CS P exam.**
- Co-created **CommonLit's** modular ELA curriculum, currently available for schools to use across the country for free. CommonLit has over 10M users!
- Partnership with **Capital Partners for Education and Mind Right DC** for long term tutoring and mentoring.
- WLA's Class of 2020 earned more than **\$3.5 million dollars in college scholarships.**
- 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

- Paypal Charitable Giving Fund - \$589.52
- AI4ALL - \$2,500.00
- Charter School Growth Fund - \$20,000.00



- XQ Super School Project - \$2,000,000.00
- Collegiate Directions - \$32,400.00 of donated college support services
- Akin Group - \$193,639.50 of donated legal services
- Fried, Frank, Harris, Shriver & Jacobson LLP - \$137,736.10 of donated legal services

# SCHOOL DATA REPORT

Source	Data Point
PCSB	LEA Name: Washington Leadership Academy PCS
PCSB	Campus Name: Washington Leadership Academy PCS
PCSB	Grades served: 9--12
PCSB	Overall Audited Enrollment: 396

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

Grade	PK3	PK4	KG	1	2	3	4	5	6
<b>Student Count</b>	0	0	0	0	0	0	0	0	0
Grade	7	8	9	10	11	12	Altern -ative	Adult	SPED*
<b>Student Count</b>	0	0	118	100	96	82	0	0	0

\*Note: This field is only filled in for St. Coletta Special Education PCS as it is the only charter LEA that exclusively serves students with disabilities.

## Student Data Points

School	<b>Total number of instructional days:</b> <ul style="list-style-type: none"> <li>● Number of Instructional Days in 2019-20 school year Calendar: 185</li> <li>● Number of Instructional Days Completed Before March 16, 2020: 125</li> <li>● Number of Days of Distance Learning Provided: 46</li> <li>● Number of Days Waived from providing instruction: 14</li> </ul>
PCSB	<b>Suspension Rate:</b> 11.6%
PCSB	<b>Expulsion Rate:</b> 0.76%
PCSB	<b>Instructional Time Lost to Out-of-School Suspensions:</b> 0.38%
PCSB	<b>In-Seat Attendance:</b> 89.0%*

PCSB	<b>Average Daily Attendance:</b> 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. <b>(No action necessary.)</b>
PCSB	<b>Midyear Withdrawals:</b> 4.5% (18 students)*
PCSB	<b>Midyear Entries:</b> 0.0% (0 students)*
PCSB	<b>Promotion Rate (LEA):</b> 92.1%
PCSB (SY18-19)	<b>College Acceptance Rate:</b> Not Applicable
PCSB (SY18-19)	<b>College Admission Test Score:</b> Not Applicable
PCSB (SY18-19)	<b>Graduation Rate:</b> Not Applicable (n<10)

**Faculty and Staff Data Points**

School	<b>Teacher Attrition Rate:</b> 13.95%
School	<b>Number of Teachers:</b> 43
School	<b>Teacher Salary:</b> 1. Average: \$70,499.65 2. Range -- Minimum: \$50,000.00      Maximum: \$92,700.00
School	<b>Executive Compensation:</b> <ul style="list-style-type: none"> <li>● Executive Director - \$180,250.00</li> <li>● Principal - \$125,000.00</li> <li>● Director of Innovation &amp; Technology - \$100,000.00</li> </ul>

\*Notes:

- The provided in-seat attendance rates align to the in-seat attendance rates through March 13, 2020 available in OSSE's SY19-20 Authoritative Attendance Qlik application as of August 2020. However, the validated rates that schools will confirm with OSSE during Metric Calculation Confirmation this fall may vary slightly.
- Unvalidated MYW and MYE rates are provided based on examining student movement between 10/6 and 3/13 in SY 2019-20, attempting to mimic the DC School Report Card business rules as closely as possible. However, the validated student mobility rates that schools will confirm with OSSE during Metric Calculation Confirmation this fall may vary slightly.

# APPENDICES

## Appendix A: Staff Roster

Employee Name	Title
Adams, Daniel	Physics Teacher
Alano, Sabrina	Humanities Coach
Allen, Chelsea	9th Grade ELA Teacher
Angus, Alfonso	Dedicated Aide
Berger, Jamie	Computer Science Teacher
Brown, Ashley	ELA 9 Teacher
Browning, Adam	11th Grade AP/Seminar Teacher
Buchanan, Jamila	11th Grade AP/US History Teacher
Budisantoso, Jordan	Computer Science Teacher
Butler, Jessica	Special Education Teacher
Collazo, Eric	Principal
Cottingham, Steven	Computer Science Teacher
Darden-Smith, Marshon	Special Education Teacher
Davis, Anthony	Director of College Counseling
Deegan, Mark	Director of Technology & Innovation
Deutsch, Taylor Jane	Computer Science Teacher
Dorn, Angela	SpEd Teacher
Drake, Shelina	SpEd Teacher
Felder, Shaquiall	History Teacher
Forde, Elisabeth	Special Education Teacher
Glickman, Hannah	Special Education Teacher
Goldman, Elijah	SpEd Teacher
Gould, Natalie	Chief Operations Officer
Graham, Molly	Mental Health Coordinator
Hampton, Maurice	Dean of Students
Harder, Alfreda	Math Teacher
Hartzell, Sarah	12th Grade ELA Teacher
Hollingsworth, Janet	Makerspace Leader
Holmes, T'Alfra	Humanities Teacher
Huber, Elizabeth	11th Grade SpEd ELA Teacher
Hushayinghan, Haolan	Chinese Teacher
Jackson, Eric	Special Education Teacher
Jones, Jessica	Operations Associate

Jones, Julia	12th Grade Dean
Kane, Anastasia	Executive Director
Laguna, Chanel	AP/Research Teacher
Lavender, Yolanda	Dean of Students
Laws, Louis	Dean of Students
Lee, Russell	12th Grade Math Teacher
Leiter, Mandy	Associate Director of Operations
Leonard, Katherine	French Teacher
Love, Khallid	Algebra II Teacher
Melbrough, Reggie	Civics Teacher
Menard, Debbie	10th Grade Biology Teacher
Mercer, Denaira	School Social Worker
Merrick, Vaughan	SpEd Teacher
Mevs, Jonathan	Computer Science Teacher
Moore, Christina	Vice Principal
Munson, Terrell	11th Grade Chemistry Teacher
Olusada, Diane	Special Education Math Teacher
Pena, Layla	Director of School Culture
Ramos, Enrique	Special Education English Teacher
Randolph, Royale	Math Teacher
Remick, Stephanie	Director of Data & Experiential Learning
Sexton, Charles	Math Teacher
Shahid, Sadaf	9th Grade English Teacher
Shankar, Jaishri	Vice Principal
Smith, Ariel	ELA 10 Teacher
Starobin, Rosemary	Geometry Teacher
Strother, Edith	Operations Associate
Suber, Olivia	Research & AP Research Teacher
Thomas, Javon	9th Grade History Teacher
Ward, Anthony	Special Education Teacher
Williams, Adriane	Managing Director of College and Career
Williamson, April	9th Grade Algebra I Teacher
Wray, Britney	Vice Principal

Qualifications:

- 59% of WLA's staff have Master's degrees.
- 32 staff members have 5 years or more of teaching experience

## Appendix B: Board Roster

### WLA Board of Directors

Name	Role(s) and Committees	Residence	Start of Term	End of Term
Jim Doyle	Interim Board Chair Gov Cmte Member Ad Hoc Development Cmte Member Parent Complaint Liaison	D.C.	12/11/2018	12/11/2021
Andrea Sparks-Brown	Academic Cmte Member	Virginia	9/11/2018	9/11/2021
Marvette Cofield	Finance Cmte Member Ad Hoc Development Cmte Member	Virginia	9/11/2018	9/11/2021
Simon Rodberg	Governance Cmt Chair Academic Cmte Member	D.C.	9/11/2018	9/11/2021
Arya Parvizi	Treasurer Finance Cmte Chair	D.C.	10/14/2018	10/14/2021
Tama Aga	Finance Cmte Member Community Engagement Cmte (T)	D.C.	7/23/2019	7/23/2022
Aaron Saunders	Finance Cmte Member Parent	D.C.	7/23/2019	7/23/2022
Nicole Latimer Wood	Vice Chair Academic Cmte Member Parent	D.C.	10/1/2019	10/1/2022
Veronica Toney	Community Engagement Cmte	D.C.	10/1/2019	10/1/2022
Mashea Ashton	Gov Cmte Member	Virginia	1/28/2020	1/28/2023
Bisi Oyedele	Academic Cmte Member	D.C.	1/28/2020	1/28/2023
Tony Williams	Academic Cmte Chair	D.C.	4/29/2020	4/29/2023
Arthur McKee	Board Secretary Ad Hoc Development Cmte Chair Gov Cmte Member	Maryland	4/29/2020	4/29/2023

## Appendix C: Unaudited Year-End 2019-20 Financial Statement

<b>Income Statement</b>		<b>Budget</b>
<b>Revenue</b>		
State and Local Revenue		8,480,750
Federal Revenue		624,808
Private Grants and Donations		2,006,720
Earned Fees		27,605
<b>Total Revenue</b>		<b>11,139,884</b>
<b>Expenses</b>		
Salaries		5,081,690
Benefits and Taxes		958,091
Contracted Staff		54,000
Staff-Related Costs		86,172
Rent		1,300,566
Occupancy Service		30,000
Direct Student Expense		947,870
Office & Business Expense		2,043,569
Contingency		96,097
<b>Total Expenses</b>		<b>10,598,055</b>
<b>Operating Income</b>		<b>541,829</b>
<b>Extraordinary Expenses</b>		
Interest		264
Depreciation and Amortization		121,824
<b>Total Extraordinary Expenses</b>		<b>122,088</b>
<b>Net Income</b>		<b>419,741</b>

## Appendix D: Approved 2020-21 Budget

	Annual
Income Statement	Budget
Revenue	
State and Local Revenue	8,873,717
Federal Revenue	1,758,827
Private Grants and Donations	2,004,000
Earned Fees	49,521
Total Revenue	12,686,065
Expenses	
Salaries	5,550,949
Benefits and Taxes	1,103,942
Contracted Staff	2,000
Staff-Related Costs	71,414
Rent	1,427,223
Occupancy Service	135,760
Direct Student Expense	865,189
Office & Business Expense	2,113,185
Contingency	106,881
Total Expenses	11,376,541
Operating Income	1,309,524
Extraordinary Expenses	
Interest	132
Depreciation and Amortization	326,121
Total Extraordinary Expenses	326,253
Net Income	983,270