



Mastery Charter Schools

Excellence. No Excuses.

Background

- **Non-profit network of charter schools**
- **1st school opened in 2001**
- **Recognized by US Dept. of Education as a national leader in school turnarounds**



Mastery Charter Schools Network

10 Schools & 6,900 students

	Lenfest Campus	Thomas Campus	Shoemaker Campus	Pickett Campus	Simon Gratz Campus
Year Opened	2001	2005	2006	2007	2011
Grades	7-12	7-12	7-12	7-12	9-12
Students	525	605	710	720	1100
Charter	Traditional	Turnaround	Turnaround	Turnaround	Turnaround

	Mann Campus	Harrity Campus	Smedley Campus	Hardy Williams Academy	Clymer Campus
Year Opened	2010	2010	2010	2011	2011
Grades	K-6	K-8	K-6	K-8	K-8
Students	510	801	710	825	440
Charter	Turnaround	Turnaround	Turnaround	Charter Turnaround	Turnaround

SO WHAT?

20,000 Kindergarteners Each year

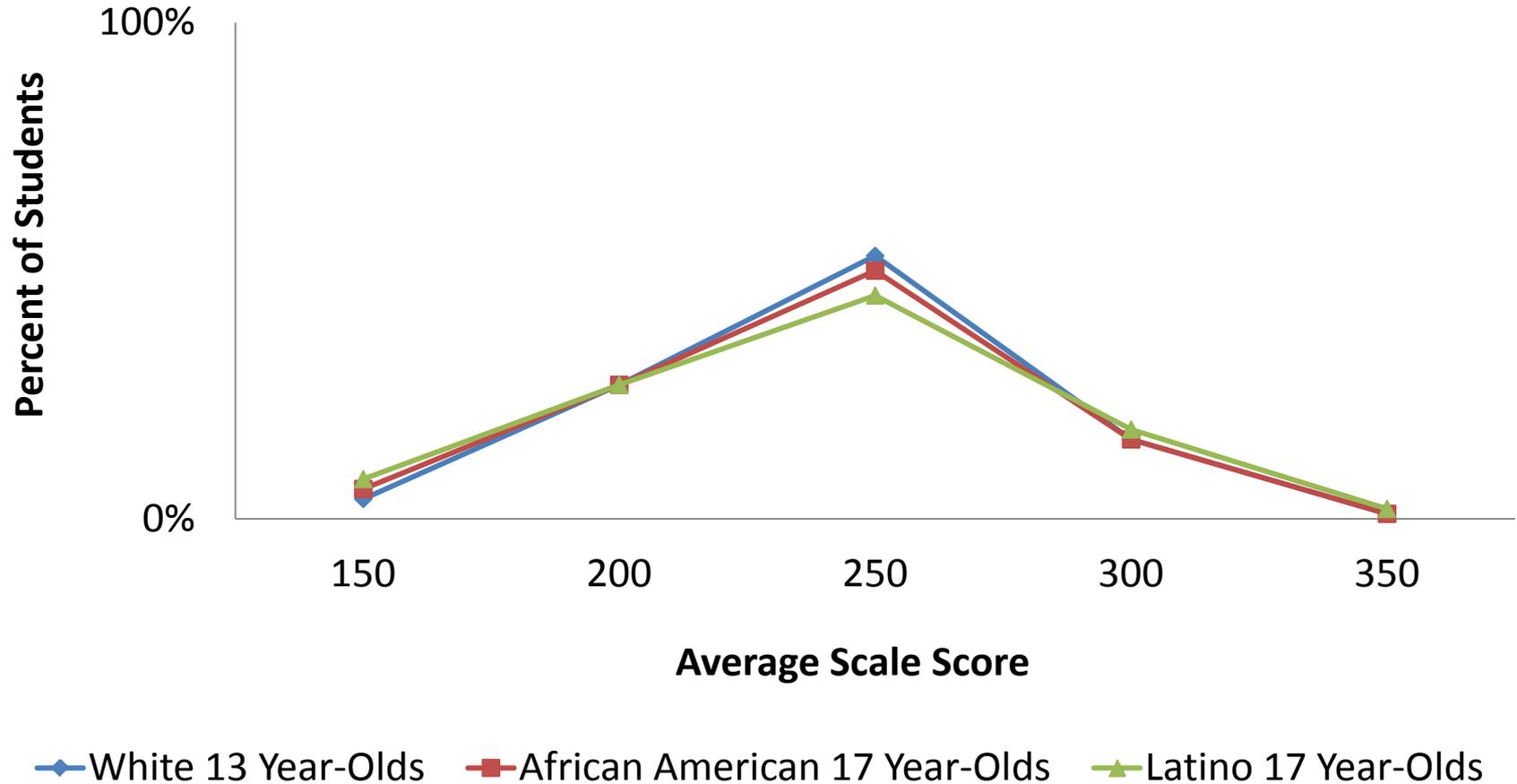


2,000 Will Graduate From College



*** Source: OMG Knight Foundation study “College Access and Success Landscape Study (February 2010)” and “Pipeline” to College Graduation for First-time 9th Graders, 1999-2000, School District of Philadelphia , Jan 2010**

African American and Latino 17 Year-Olds Read at Same Levels As White 13 Year-Olds



Note: Long-Term Trends NAEP

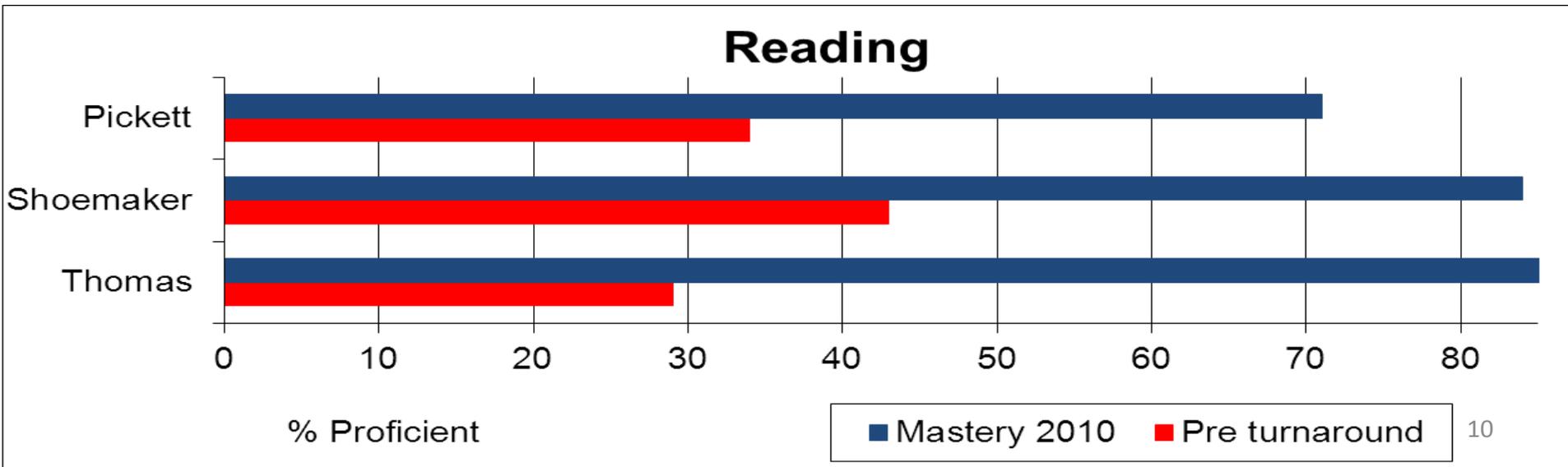
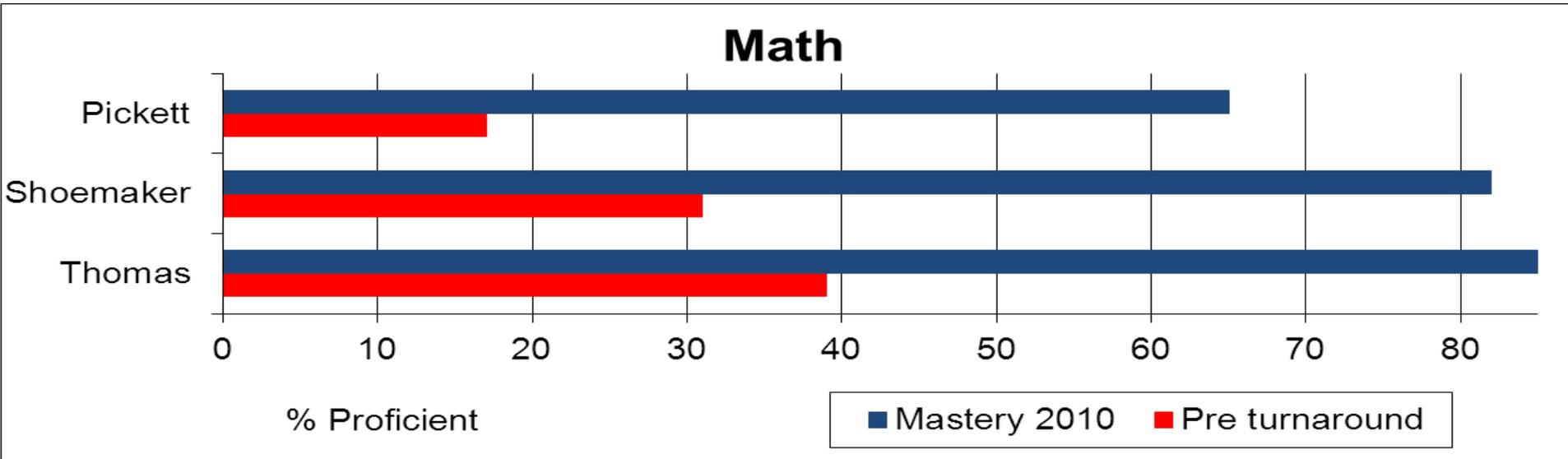
Source: National Center for Education Statistics, NAEP 2004 Trends in Academic Progress



Turnarounds: The Perfect Experiment

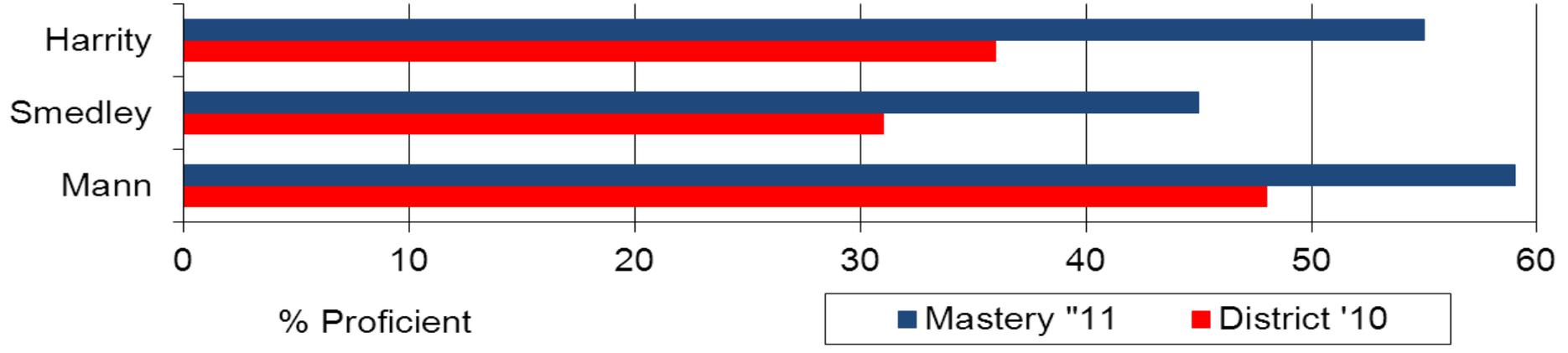
- **Lowest performing schools – bottom 10-20%**
- **Same kids**
- **Same catchment areas & enrollment rules**
- **Same special education students & programs**
- **Same building**
- **Different adults & management**

Middle School Turnaround Results

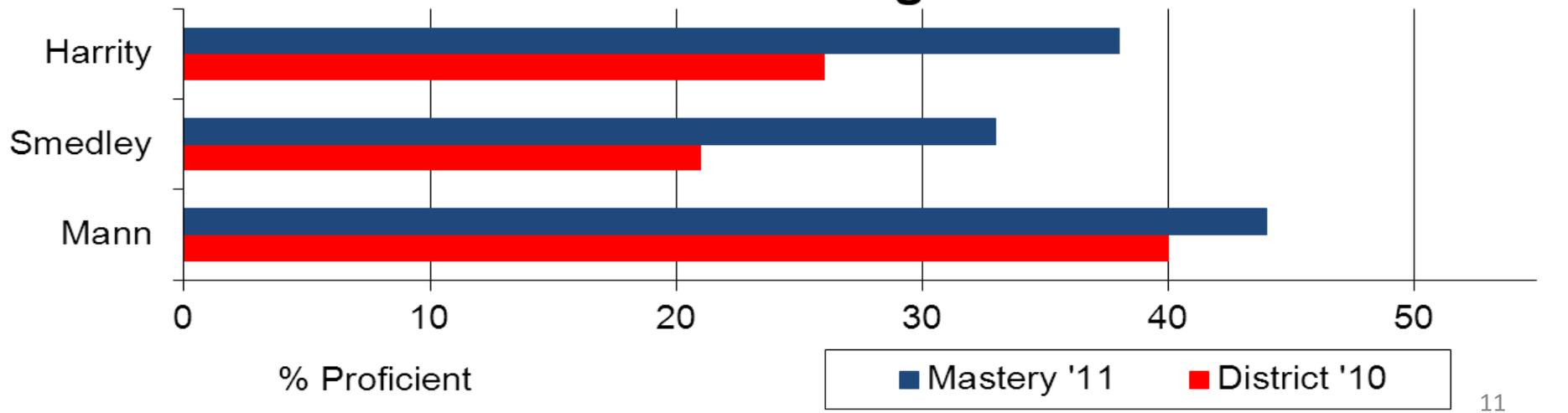


Elementary Turnaround Results, Year 1

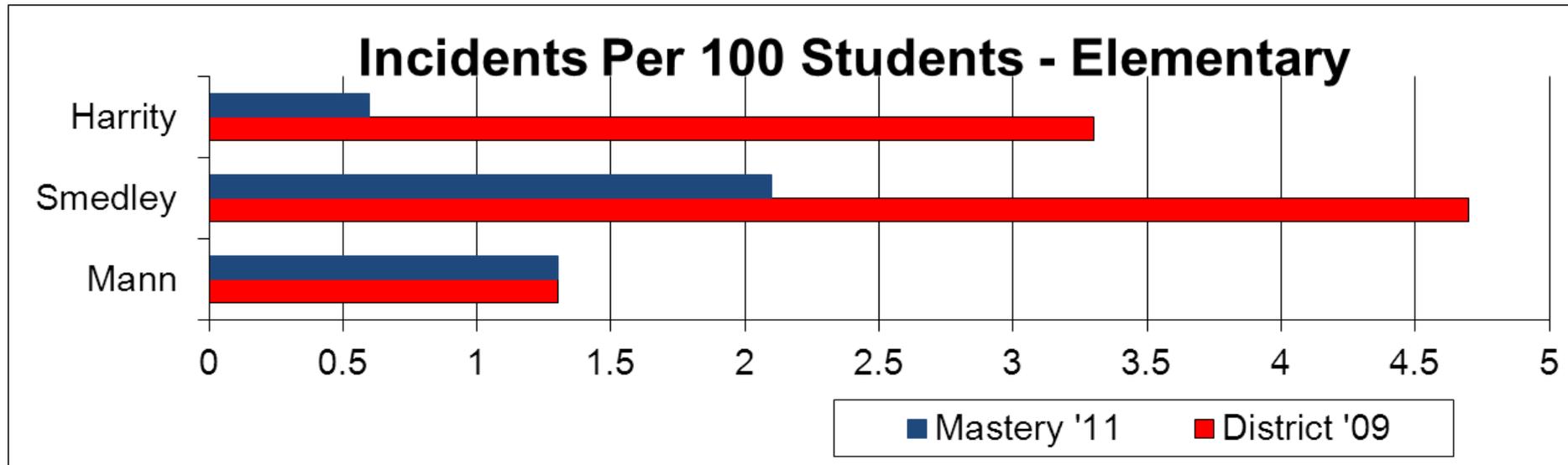
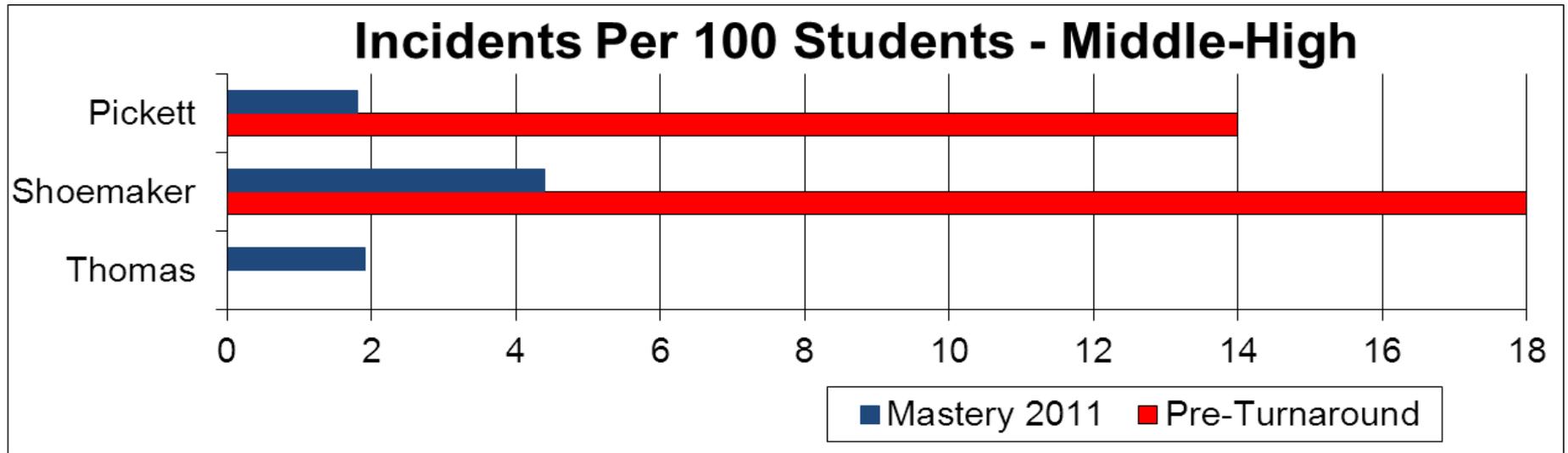
Math



Reading



Turnarounds – Decrease In Violence

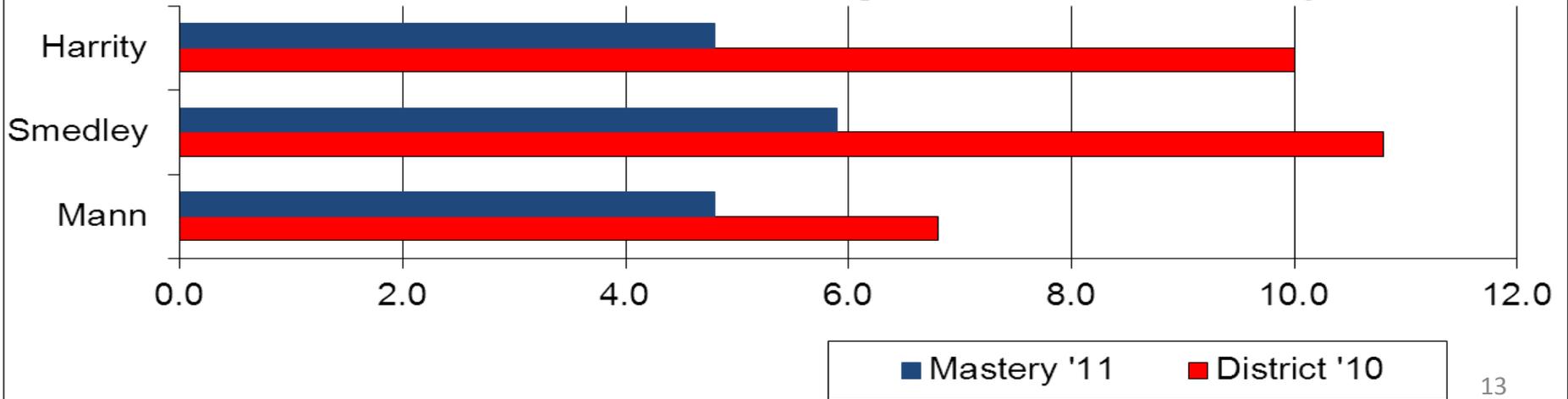


Turnarounds – Drop In Student Turnover

% Students Exit During Year - Middle-High



% Students Exit During Year - Elementary



College Persistence

	% HS Grads Who Directly Go To College in Fall	% HS Grads Who Graduate College in 6 yrs
National	63%	30%
Philadelphia	42%	18%
Mastery (2005-2008)	51%	35% (graduated or on path to graduate within 6 years)
Mastery (2009-2011)	73%	55% (on path to graduate within 6 years)

What Makes Schools Work?



Managing Schools As High Performance Organizations

- Culture of education: kids aren't widgets
- But adults are still adults

a) Align goals & measurements
b) Use data to track progress
c) Invest in teachers and instruction
d) Manage talent
e) Pay for performance

"Schools are not factories that produce little robots--we can do so much better than that" -- R. Weingarten post

Mastery Model



Align Goals → Assessments

Data-Driven Instruction

Mission: (All Students will learn the skills....)



Skills & Knowledge by 12th Grade



Annual Assessments by Grade



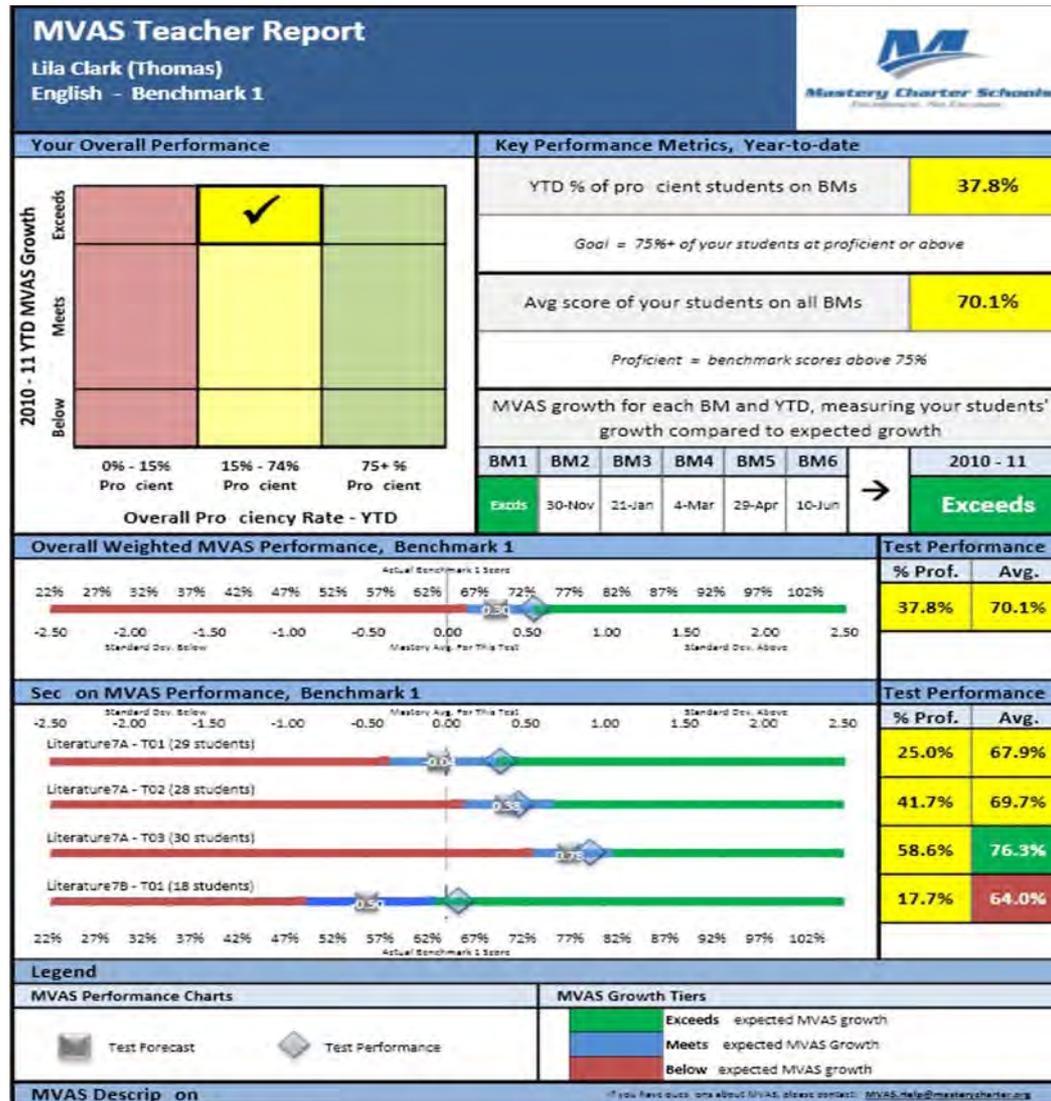
6 week Report Period Assessments



Today's Lesson Plan

Actionable Data Systems

- Academic & behavior data dashboards
- Value Added System



MVAS Description

The Mastery Value Added System (MVAS) establishes personalized thresholds for each student based on their past test performance. Historical test scores were used to determine the appropriate performance forecast for each student. You can use the information on this report to understand more about the performance of your students and sections, including which students fared better or worse on this exam than their past test history would predict.



Teacher Development

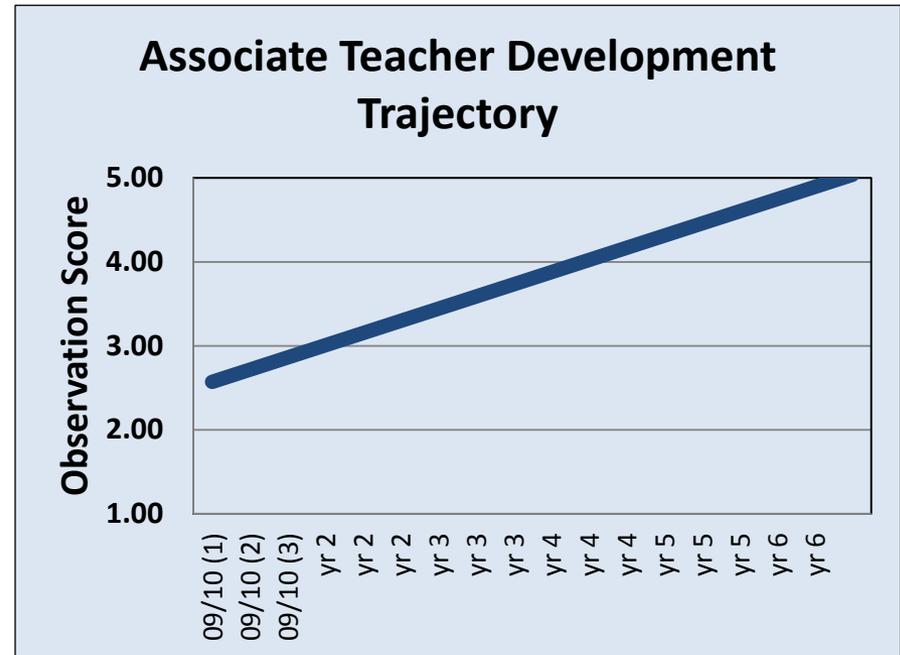
Foundational Belief

- Teaching → a craft that develops by practicing specific techniques and strategies

Traditional/ Conceptual	Mastery/ Practical
Build rapport	When asking a question
	--address all
	--all response
	--wait time

Teacher Training & Support

- Practice-based Instructional Standards
- Aligned Professional Development
- Intensive Coaching
- Frequent Feedback



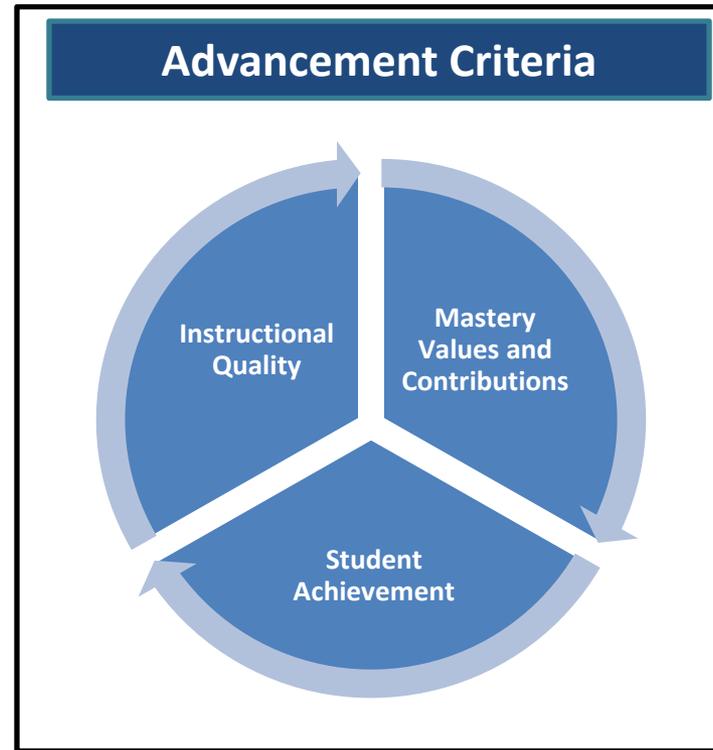
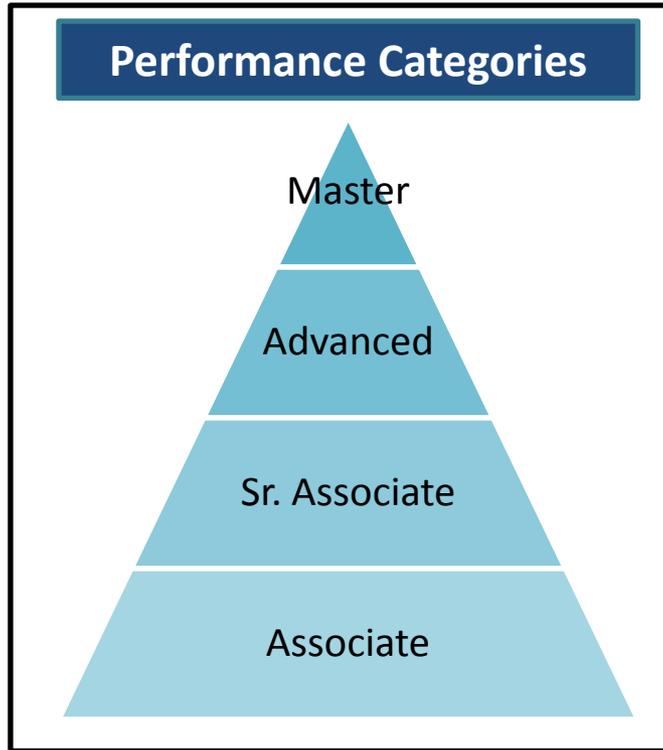
PD/Training

Teacher
Coaching

Feedback/
Advancement

Instructional Standards

Performance-Based Pay



Annual Contract Review Outcomes

Promotion
to Next
Category

Pay
Increase
within
Category

Cost of
Living
Increase

Non-
Renewal of
Contract

IT CAN BE DONE.

