Superintendent
Dr. Christina Grant

Early Learning
Sara Mead

Systems & Supports, K-12
Nikki Stewart

Teaching & Learning
Elizabeth Ross (Interim)

Postsecondary & Career Ed
Dr. Antoinette Mitchell

Student Transportation
Kenneth King (Interim)

Health & Wellness
Dr. Heidi Schumacher

Chief of Staff
Justin Tooley

General Counsel
Sarah Jane Forman

Deputy Superintendent
Evan Kramer (Interim)

Early Intervention
– Part C and Part B

Federal Programs & Strategic Funding

Education Policy & Equity

Adult & Family Education

Audit & Compliance

Healthy Schools & Wellness Programs

Communications

Data, Assessment & Research
Evan Kramer

Systems Technology
Jay Huie

Operations
Raphael Park

Talent & Human Resources
Sheila Cuthrell

Licensing & Compliance

Special Education

Educator Quality & Effectiveness

College & Career Readiness

Customer Engagement

Nutrition Programs

Policy & Legislation

Accountability

Service Delivery

Budget & Finance

Training

Operations & Grants Management

Special Populations & Programs

Educator & School Awards

DC Tuition Assistance Grant

Facilities & Fleet Management

Policy, Planning & Strategic Initiatives

Strategic Plan Implementation

Assessments

Budget & IT Management

Building Operations

Recruitment

Policy Planning & Research

Strategic Planning & Operations

English Learner Programs & Policy

CTE / Industry Engagement

Fiscal Management

Strategic Operations & Budget

Data Governance

Product Delivery

Contracts & Procurement

Employee Relations

Quality Initiatives

Training & Technical Assistance

DC ReEngagement Center

Routing & Scheduling

Mental Health

Research, Analysis & Reporting

Data Engineering

Dispute Resolution

Payroll

Talent & Human Resources
Sheila Cuthrell

GED

COVID-19 Public Health Response

Policy & Planning

GED

My School DC

Non-Public Tuition & Medicaid Recovery

External Engagement

Enrollment & Residency

Grants Management & Compliance

Enterprise Security

Compliance
What are the key responsibilities of this team?

- Coordinates services for eligible children
- Identifies children with developmental delays or disabilities
- Provides training and technical assistance
- Provides direct services to families and children with Individualized Family Service Plans (IFSPs)
- Issues licenses
- Monitors licensed facilities to ensure compliance with child care licensing regulations
- Provides technical assistance to providers
- Investigates complaints
- Facilitates criminal background check process
- Administers Child Care and Development Block Grant
- Establishes eligibility policies and payment rates
- Audits compliance
- Processes monthly provider payments
- Provides funding to support quality improvement initiatives
- Supports policy development and research for DEL
- Coordinates and collaborates within District government agencies and early learning sectors – community-based organizations (CBOs), public charter local education agencies (LEAs) and DC Public Schools (DCPS)
- Collaborates with business, philanthropy, higher education, nonprofit, and government partners to ensure engagement in and support of quality initiatives
- Monitors programs, provides technical assistance, consumer education, and ongoing PD
- Develops monthly newsletters, press release and other outreach documents
- Updates DEL’s website
- Works with DEL and OSSE departments to create communication plan, strategies and documents (e.g., one-pagers, FAQs) for DEL’s initiatives
- Sets the regulatory and policy framework for Part C services
- Monitors the delivery of Part C services and completes all federal reporting requirements
- Works with LEAs to facilitate smooth and effective transitions to Part B services
- Provides PD support to CBOs and LEAs serving children 3-5 with special needs

Ensures full implementation of IDEA Part C, a comprehensive statewide system of early intervention services. Serves as the District’s point of entry for infants and toddlers with delays and disabilities, ages birth to age 3 and their families.
What's the role of this team?

Provides local education agencies with federal grant funds to support academic achievement and school improvement in accordance with ESEA. Supports the charter sector with specialized planning and funding initiatives.

What are the key responsibilities of this team?

- ESEA grants (Titles I-IV)
- Public charter school finance and support (SOAR, Title V-B/CSP, Direct Loan and Credit Enhancement support for facilities)
- School improvement grants
- IDEA monitoring
- IDEA policy/guidance development
- Nonpublic special education placement
- Special education state complaints
- Education in correctional facilities (Title I-D)
- 21st Century, Community Schools, and McKinney-Vento grants
- Homeless Education Program
- Private (nonpublic) schools
- Nonpublic special education school oversight
- Homeschooling
- Other special programs
- Communications
- Policy/guidance support
- Grants management systems, including risk-based monitoring
- Fiscal monitoring support
- Budgeting and procurement
- Administrative support
What's the role of this team?

Provides local education agencies with supports that increases hiring of high-quality educators and leaders and manages programs and initiatives that support educator equity.

What are the key responsibilities of this team?

- Manages educator licensure for the District of Columbia
- Accredits educator preparation programs
- Provides models for educator evaluation programs
- Oversees the DC Faculty and Staff Data Collection and EPP data collection for Title II reporting

- Develops and disseminates EL policy
- Develops and delivers capacity-building training and technical assistance on EL programming and instruction
- Leads Title III Advisory Committee for the District of Columbia

- Provides standards-based training and technical assistance for LEAs
- Gives information about school-wide evidence-based models
- Provides support for special populations
- Supports science, technology, engineering and math (STEM)
- Provides support for literacy
What's the role of this team?
Establishes programs and provides services to support middle and high school students as they prepare for postsecondary education and careers.

What are the key responsibilities of this team?
- Facilitates citywide work to support access and completion
- Implements SAT School Day, OSSE Scholars, and Bridge to High School
- Manages College Application Month and Adult College Completion Network
- Manages Dual Enrollment and AP course work
- Provides $30M in grants to DC students for tuition assistance at colleges and universities throughout the country
- Provides services to support adult learners in increasing literacy levels
- Provides grants to LEAs
- Maintains linkages with industry advisory boards
- Provides CTE-based professional development
- Supports Career Academies through funding
- Supports career and technical education programming and establishes Career Academies
- Supports development of industry standards
- Reconnects youth, ages 16-24, to educational options and provides wrap-around services to support reengagement
- Assesses academic and non-academic needs
- Conducts targeted outreach
- Identifies good-fit educational options
- Provides ongoing support
- Supports re-enrollment
Conducts internal investigations to ensure compliance with all applicable laws and policies. Resolves all escalated complaints

Provides all inbound and outbound communications to stakeholders (parents, schools, advocates) regarding student transportation services. Provides first call resolution support for complaints

Maintains all terminal facilities to ensure safety and compliance with all standards and coordinates the inspection, maintenance, and retirement of all OSSE-DOT vehicles

Plans bus routes that are compliant with operational and regulatory requirements, conducts analysis for performance improvement, and communicates routing details to supporting departments

Management and support of all School Bus Drivers, School Bus Attendants, and daily operations at each of the four school bus terminal locations

Coordinates development of the annual operating and capital budget to ensure appropriate resources are allocated to support OSSE DOT. Manages all procurement and related fiscal reporting activities on behalf of the division

- Investigations
- Inbound & outbound call support
- Provides general and bus status information
- Receives transportation service concerns
- Facility maintenance at each school bus terminal
- Maintenance and inspection of the more than 700 school buses in fleet
- Creates and optimizes routes and schedules for the safe and efficient transport of more than 3,000 students with disabilities
- Management of school bus drivers and attendants that transport eligible students with disabilities
- Budget development and monitoring
- Procurements / Reimbursements
- Fiscal policy / reporting
- Contract administration

What's the role of this team?

What are the key responsibilities of this team?
What’s the role of this team?

- Supports multi-tiered school-based mental health supports, including under federal Project AWARE grant and local mental health programs.

What are the key responsibilities of this team?

- Designs and implements systems of mental health care in schools
- Fosters cross-sector and cross-agency relationships
- Collects and reports data
- Technical assistance and training to school and community-based teams
- Whole child structures and supports
- Health education
- Physical education/physical activity
- Reproductive and sexual health
- Environmental literacy
- Educator leadership development
- USDA grant administration
- NSLP, SBP, CACFP, Healthy Schools, Summer Meals, Healthy Tots, Food Distribution, Emergency Feeding
- School gardens and farm to school programs
- Monitoring and compliance for all meal programs
- Development, analysis, and execution of policy and regulations
- Inter-governmental relations
- COVID-19 health and safety policy
- Program evaluation
- Research
- Data collection, analysis, visualization and reporting, and strategy
- Fiscal strategy, accountability, and oversight
- Procurement
- Personnel management
- Operations strategy and execution
- General office admin
What's the role of this team?

- Establish and execute a shared culture and understanding around DEIB which informs all aspects of our work - both internal and external.

What are the key responsibilities of this team?

- Create and execute OSSE's DEIB strategy
- Use quantitative and qualitative data to drive DEIB efforts within OSSE
- Partner with other agencies and stakeholders to enhance DEIB strategy
### Accountability
Vacant

Leads the development, implementation, and routine maintenance of the DC School Report Card and DC’s accountability system, the STAR Framework

### Assessments
Stephanie Snyder

Leads OSSE’s Next Generation Assessment (NGA) annual test administration coordination, policy portfolio, and test integrity procedures

- ACCESS ELL assessment
- Assessment development
- Assessment policy
- Assessment reporting
- Collaborative assessment and program research
- DC Science assessment
- LEA support and training for assessments
- MSAA
- PARCC
- Test administration
- Test integrity

### Data Governance
Evan Kramer

Develops policies, rules, and guidelines for the management, use, and sharing of OSSE data to ensure that all data are managed, used, and handled properly and securely; provides division support for project, change, and communications management

- Accountability oversight and governance
- Change management
- Communications management
- Data policy development
- Data privacy
- Data sharing agreements
- Data stewardship
- Project management

### Research, Analysis, & Reporting
Kelley Scholl

Performs high-quality analysis and research to inform and provide actionable input and reports to OSSE leaders, policy makers, LEA leaders, and stakeholders

- Accountability operations
- Collaborative research
- Data analysis
- Data requests
- Federal reporting
- LEA engagement for research and analysis results and impact
- Local reporting

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**What’s the role of this team?**

Leads the development, implementation, and routine maintenance of the DC School Report Card and DC’s accountability system, the STAR Framework.

**What are the key responsibilities of this team?**

- DC School Report Card
- STAR Framework
- LEA, school, parent, and community engagement on changes and impacts of the report card and accountability system
- ACCESS ELL assessment
- Assessment development
- Assessment policy
- Assessment reporting
- Collaborative assessment and program research
- DC Science assessment
- LEA support and training for assessments
- MSAA
- PARCC
- Test administration
- Test integrity
- Accountability oversight and governance
- Change management
- Communications management
- Data policy development
- Data privacy
- Data sharing agreements
- Data stewardship
- Project management
- Accountability operations
- Collaborative research
- Data analysis
- Data requests
- Federal reporting
- LEA engagement for research and analysis results and impact
- Local reporting
What are the key responsibilities of this team?

- Connectivity
- Device support
- Server and user management
- Telecom
- Business analysis
- Change control
- Contract management
- Fiscal planning
- IT portfolio management
- IT project prioritization
- Process improvement
- Procurement and contract management
- Training and development

What's the role of this team?

Provides technical support to all OSSE-DOT departments and systems, in addition to school supports for TOTE

- Quickbase support and maintenance
- Helpdesk support for schools and transportation requests
- GPS and phone support
- Business analysis
- Change control
- Contract management
- Fiscal planning
- IT portfolio management
- IT project prioritization
- Process improvement
- Procurement and contract management
- Training and development

- Application development
- Application support and troubleshooting
- Software development
- System architecture
- Grants system development
- Data architecture
- Data collection
- Data quality assurance
- Data visualizations
- Master data management
- Reference data management
- Internal and LEA customer support
- Stakeholder Engagement
- Data Quality

- Connectivity
- Device support
- Server and user management
- Telecom
- Network Security
- Infrastructure Security
- Data Security
What’s the role of this team?
- Provides agency-wide fiscal strategy, development, management, and oversight

What are the key responsibilities of this team?
- Budget formulation, execution, and closeout
- DSLBD compliance
- Facilities management
- Pcard administration
- Risk management
- Fleet management
- Direct voucher processing
- Language Access
- IQ
- Travel processing
- Small purchases
- Contracts
- Local Small Disadvantaged Business Enterprise (LSDBE) compliance
- Hearings
- Mediations
- EEO
- Enrollment audit
- Residency verification
- Training/technical assistance
- UPSFF policy
- Non-resident tuition
- CBO enrollment, residency audit
- Closing charter school coordination
- EGEMS
- A-133 Audit
- Agency financial close out (grants)
- Federal fiscal reporting
- Training and technical assistance
- Simplifying processes to learn about, apply to, and enroll in public schools
- Operate the lottery application and waitlist system
- Inform LEA and school-based enrollment planning
- Executes Medicaid claiming
- Nonpublic tuition payments
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- Evan Kramer

**Systems Technology**
- Jay Huie

**Operations**
- Raphael Park

**Talent & Human Resources**
- Sheila Cuthrell

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**Training**
- Vacant

**Recruitment**
- Taneshia Rawlings

**Employee Relations**
- Vacant

**Payroll**
- Sheila Cuthrell

**Compliance**
- Sheila Cuthrell

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**What's the role of this team?**
Provides career assistance and guidance around specific agency training needs. Coordinates training program enrollment and activities for employees.

**What are the key responsibilities of this team?**
- Talent Development Strategy
- Career Coaching
- Professional Development
- Performance Management
- Organizational/Workforce Development
- Recruitment
- Onboarding
- ID Badges
- New Hire Orientations
- Reassignments
- Merit Increases/Promotions
- Disciplinary Action
- Grievances
- Investigations
- Labor Relations
- Leave Programs
- Workers Comp
- Sexual Harassment
- Reinstatement
- PeopleSoft Timesheets
- Employment Verifications
- Student Loan Programs
- Drug and Alcohol Testing
- Background Checks
- CDL Drivers Certification

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**Payroll**
- Reconciles timesheets to ensure timely and accurate pay, calculating reimbursements, bonuses, overtime and holiday pay.

**Compliance**
- Manages the suitability and screening process for employees and/or candidates who hold or will hold a safety, protection, or security sensitive position.