



# 2017

## Annual Report



District of Columbia  
Office of the State  
Superintendent of Education

**As DC's state  
education agency,  
OSSE plays  
a unique role  
in sustaining,  
accelerating, and  
deepening  
the progress  
being made in  
DC education.**

A grayscale background image of a modern school interior. In the foreground, a teacher with glasses is pointing at a large whiteboard. Behind her, a group of diverse students are standing and looking towards the camera. The ceiling features a complex, geometric lighting fixture with multiple rectangular panels.

**1**

State Superintendent's  
Message

**2**

2016-17 Year In Review

**4**

Transforming the Start of  
School Experience

**8**

Access to Information:  
Grounding our Work in Parent & Families

**10**

Expanding Access to  
High Quality & Affordable Child Care

**14**

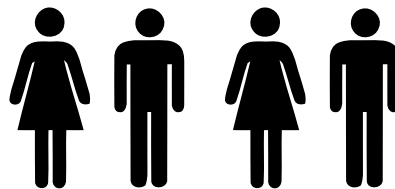
Organizational Structure

# PARCC

**+4 ELA**

**+2 Math**

The percentage point increase of students meeting or exceeding expectations on the 2016-17 school year PARCC assessment compared to the previous year



## ENROLLMENT

**[91,537 students, +1.6 percent increase over 2015-16 school year]**

## DC EDUCATION BY THE NUMBERS

### Grad Rate

**72.4%**

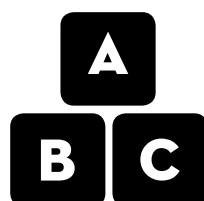


**+3.2** percentage point increase over the 2015-16 school year.



### LEAS

**68** local education agencies representing **267** schools



**466** OSSE-licensed child development facilities with **263** facilities accepting subsidy



**“It is only together that we can ensure that all students, from our infants and toddlers all the way to our adult learners, have what they need to thrive.”**

Dear DC Community,

It’s an honor to present to you our 2017 annual report. This past year has been an incredible one for OSSE. From launching DC’s robust, new child care finder [MyChildCareDC.org](http://MyChildCareDC.org), to our students making continued gains on the PARCC assessment, to granting more than \$40 million in DC TAG funds to DC students attending college, we are seeing continued progress and momentum.

This report contains only some of what we are celebrating about the past year. To the right, we’ve listed the four pillars of our 2015-18 strategic plan. They ground the work we do as an agency and set the context for the highlights we’ve shared in this annual report.

This year also marked the finalization of DC’s state education plan under the Every Student Succeeds Act (ESSA). We heard from hundreds of constituents, partners, and advocates around the city and are proud that our plan is guided by our commitment to equity and to working with schools and educators to meet the needs of all students. We are at the beginning of that multi-year work, but have launched a robust and community-led engagement plan to help shape one of our biggest deliverables, the new state Report Card. You can read a bit more about that in this report.

It’s an exciting time for education in DC, and I look forward to our journey ahead. With OSSE’s focus on quality and equity, we are looking at ways that we, as DC’s state education agency, are investing in the neighborhoods, schools, and students that need more support. You can expect to hear more from us on this work as we take a look at how we are granting funds, providing the systems and supports our schools need, and offering more and better training for our educators so they can do what they do best: teach our students!

As you browse this year’s annual report, I want to thank every staff member, parent, student, educator, school leader, advocate, and community member for your partnership, feedback, and trust. It is only together that we can ensure that all students, from our infants and toddlers all the way to our adult learners, have what they need to thrive.

Onward,

Hanseul Kang  
State Superintendent

## OSSE Strategic Priorities



OSSE will provide high-quality data and analysis that will empower local education agencies (LEAs), community-based organizations (CBOs), and providers to meet the needs of all learners and allow education partners to make informed policy decisions.



### QUALITY & EQUITY FOCUS

OSSE will work with our education partners to set high expectations for program quality and align incentives to accelerate achievement for those learners most in need.



### RESPONSIVE & CONSISTENT SERVICE

OSSE will provide responsive, consistent, and considerate customer service to free up LEAs, CBOs, and providers and allow them to focus on instruction and support for students.



### TOP-NOTCH TALENT

OSSE will attract, develop, and retain top-notch talent to build a highly effective state education agency that makes a meaningful contribution to DC education.



# 2016-17 YEAR IN REVIEW

## Parent Engagement Summit

Held Oct. 22, more than 200 parents attended the 2016 OSSE Annual Parent and Family Engagement Summit at the Walter E. Washington Convention Center. At the summit, community members gathered to learn about OSSE's efforts around the Every Student Succeeds Act; STEM programming; special education supports; and helping families deepen their engagement with schools.



## DC Schools, DC History

The Charles Sumner School Museum and Archives ([www.sumnermuseumdc.org](http://www.sumnermuseumdc.org)), the official museum for the DC public school system, celebrated its 30th anniversary Nov. 10. The event, which featured a "who's who" of DC educators, administrators and alumni, followed a student art exhibit titled, "DCPS Pride: Reflections & Memory Making."

## District of Columbia Continues to Lead the Way in Pre-K

OSSE released its annual pre-K report ([www.bit.ly/2016PreKReport](http://www.bit.ly/2016PreKReport)): "The State of Pre-K in the District of Columbia," which highlights the District's efforts to improve pre-K program quality across public and public charter schools and community-based settings. Of the estimated 16,753 3- and 4-year-old children in DC, 12,910 were enrolled in public pre-K programs in fiscal year 2016 (FY16) – an increase of nearly 300 children since fiscal year 2015 (FY15). The data also revealed that 73 percent are developmentally ready for kindergarten.



## Health and Wellness Symposium

OSSE's second annual Health and Wellness Symposium gave hundreds of DC educators a chance to network, share best practices, and learn critical health education updates - all before the start of the traditional school year.

## DC College Application and Exploration Month

Thanks to OSSE's Division of Postsecondary and Career Education, more than 2,500 District of Columbia graduating seniors explored college and career options, planned their future goals, and applied to college as a part of DC College Application and Exploration Month.

## State Diploma Commencement

More than 50 adult learners crossed the stage at Howard University to receive the DC state diploma in the first-ever public celebration of GED and NEDP recipients to earn this distinction.



## Youth Risk Behavior Survey Report

OSSE's Division of Health and Wellness released YRBS data ([www.bit.ly/2015YRBSReport](http://www.bit.ly/2015YRBSReport)) for 2015. The report covered risk behavior categories, which coincide with the categories of OSSE's Health Education Standards, including Alcohol, Tobacco, and Other Drugs, Mental and Emotional Health, Nutrition and Physical Activity, Disease Prevention / Sexual Health, Safety Skills.

## Discipline report

OSSE released the 2015-16 school year discipline report ([www.bit.ly/2015-16DisciplineReport](http://www.bit.ly/2015-16DisciplineReport)) on the state of suspensions & expulsions in DC.



## Strawberries and Salad Greens Day

Strawberries and Salad Greens Day, OSSE's annual celebration of locally grown fruits and vegetables, showed students where their food comes from, how it grows and why fruits and vegetables are healthy for them to eat.

## DC's Progress in Special Education

DC has made tremendous progress in serving students with disabilities, including preschool children. This progress has been acknowledged by the Department of Education's Office of Special Education Programs. This year, DC's IDEA Part B performance rating improved for the first time. This milestone demonstrates the city's continued progress in special education.

## College Signing Day

During OSSE's third annual DC College Signing Day, more than 280 college-bound high school students from 32 public schools throughout the District of Columbia crossed the stage at the Charles E. Smith Center at George Washington University to cheers from family and friends as they announced their college choices.

## DC Tuition Assistance Grant

Thousands of District residents rely on DCTAG to provide funding to cover the difference between in-state and out-of-state tuition up to \$10,000 at colleges and universities across the country. Since DC TAG began in 2000, the program has helped 26,000+ students enroll in college and awarded \$443.4 million to those students.

## Start of School Summit

OSSE's inaugural Start of School Summit brought together LEA leaders and key points of contact to share resources and discuss common start-of-school and year-round challenges in an effort to help LEAs be start-of-school ready.

7 APR 17 MAY 17 JUN 17 JUL 17 AUG 17 SEP 17

## Serving Our Students with Special Needs

OSSE's Division of Student Transportation provided transportation services for more than 3,400 students with disabilities to more than 229 schools.

## Recognizing the Educator of the Year

OSSE honored the District's 2017 Teacher of the Year Elizabeth Dewhurst of Stuart-Hobson Middle School at its May 2017 LEA Institute at the Washington Marriott Wardman Park.



## Improving Transportation Service to Our Students

OSSE's Division of Student Transportation has enhanced incident notification protocols which decreased incident notification times to key stakeholders from an average of 45 minutes to an average of 15 minutes.





HIGH-QUALITY  
& ACTIONABLE  
**DATA**



RESPONSIVE  
& CONSISTENT  
**SERVICE**

Welcome LEA Teams!  
#OSSEStartofSchool  
osse.dc.gov/StartofSchoolPresentations

START OF  
SCHOOL SUMMIT  
Welcome LEA Teams!  
#OSSEStartofSchool  
osse.dc.gov/StartofSchoolPresentations

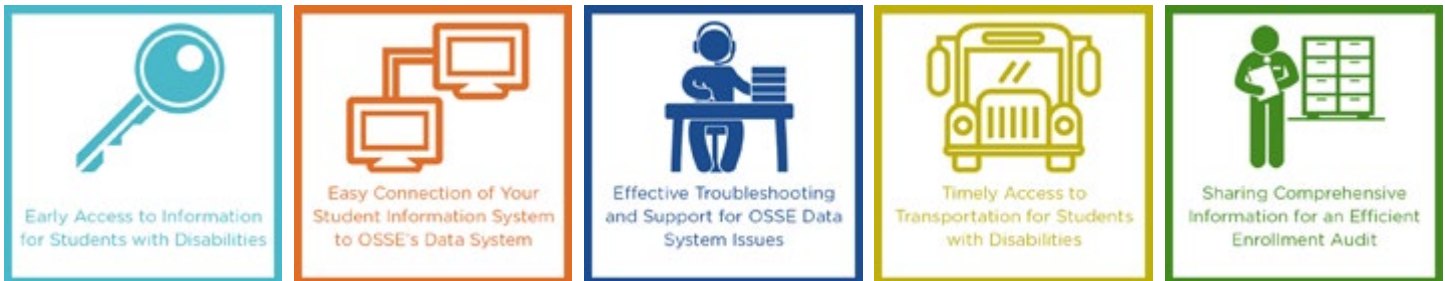
## Transforming the **Start of School** EXPERIENCE

The start of the school year is a critical time – not just for students and families, but also for the schools that serve them. That’s why for the 2017-18 school year, as part of our ongoing focus on responsive and consistent service, OSSE aimed to transform the way local education agencies and schools experience the start of school. Through conversations with education partners, we knew that the start of school with OSSE could be smoother and more cohesive. We wanted to improve the speed and accuracy of key information and customer service to free up LEAs and schools so they can spend more time with students and families.



## Getting to Work

First, we began by asking our education partners for feedback on how we could support them better during this critical time. Based on that, we focused on making improvements in five core areas this year:



Then, we created a cross-functional working group comprised of members of many OSSE teams to work together to address those core areas. We developed [www.osse.dc.gov/startofschool](http://www.osse.dc.gov/startofschool) to be the central landing page where LEAs and school leaders could access everything they needed to know about the initiative, including important deadlines, guidance, and resources.

One way we started problem solving was through early access to information on students with disabilities. Previously, schools often had to wait until close to the first day of school to learn who their incoming students with disabilities were and understand how best to support them. To help schools with advanced planning for students with disabilities, we built a new data visualization tool that allowed LEAs to view key information about students with disabilities well before the start of the school year.

Additionally, we hosted the first-ever Start of School Summit to train LEA staff on critical start-of-school topics. The summit helped LEAs address common issues, make connections with OSSE staff, and streamline required trainings to a single day.

In line with our focus on continuous improvement, we launched an end of campaign feedback survey that gave us insight on how we did. That survey showed that 88 percent of LEA representatives said that OSSE's focus on responsive and consistent service is improving.

---

## What We Saw



**“I have worked in the District of Columbia since 2009. I see BIG improvements in the way the OSSE does business and provides technical assistance.”** – Survey respondent

Transforming the start of school will continue to be a priority for OSSE in the 2018-19 school year. Keep an eye on [www.osse.dc.gov/startofschool](http://www.osse.dc.gov/startofschool) for more.



TOP-NOTCH  
TALENT



**89%**

**of staff believe that OSSE is  
moving in the right direction.**







**Two thirds of our staff would  
recommend OSSE as a great  
place to work**  
(up 15 points since 2016)





QUALITY  
& EQUITY  
FOCUS



RESPONSIVE  
& CONSISTENT  
SERVICE



## Access to Information: Grounding our Work in Parents & Families

One thing that makes OSSE unique from other state education agencies is our level of direct engagement with students, parents and families. We have a commitment to providing information to all parents and meeting them where they are. This year, we did that in three ways – a focus on language accessibility, a new online child care finder, and the launch of our school report card engagement initiative.

### Making OSSE's Services Language Accessible

Last year, OSSE embarked on a mission to ensure that constituents who speak another language had access to our public-facing services and materials. We focused on providing language access in Amharic (አማርኛ), Chinese (中文), French (Français), Korean (한국어), Spanish (Español), and Vietnamese (Tiếng Việt). We did that by:

- Hiring a dedicated language access coordinator to provide training to public-facing staff and translation and interpretation services for OSSE's many programs and events.
- Creating OSSE service pages in the six most spoken languages in DC. That effort brought OSSE's services to the forefront for our non-English speaking families and students.
- Training more than 150 staff members on how to provide language access supports to the families they serve.



## A New Child Care Finder for DC

Families weigh a lot of decisions in choosing child care and trying to navigate available options in a city the size of Washington, DC can be frustrating. For many families, researching child care options was limited to word-of-mouth advice from friends and neighbors, and a google search.

All that changed with [MyChildCareDC.org](https://mychildcaredc.org), an online search and comparison tool developed by OSSE in partnership with parents. Launched in September 2017, My Child Care DC allows families to browse comprehensive profiles for 466 licensed child development centers throughout the District of Columbia.

With My Child Care DC, families can search for child care by address, ZIP code, and center name. They can also filter results by operating hours, type of facility, age range of students served, and quality improvement ratings for

providers who participate in subsidy. Each facility includes a detailed, easy-to-read provider profile that consists of inspection reports, capacity, licensing information, accreditation, and substantiated complaints vetted by OSSE. Learn more or search for child care at [MyChildCareDC.org](https://mychildcaredc.org).



**“I didn’t realize we have about 30 child care providers within a mile of our house, and so it’s really helpful to see that.”**

– Marshall High, Ward 5 Parent



## Building a Parent-Driven School Report Card

With the finalization of DC’s ESSA state education plan ([www.osse.dc.gov/essa](https://www.osse.dc.gov/essa)), we are building ONE school report card tool for ALL schools (DCPS and public charter schools) to make it easier for parents to access information. Because we want to ensure that we build the best, most useful report card for families, OSSE has launched a city-wide public engagement effort to hear from families and the community about what they would want to know about schools.

We’ve already heard from more than 1,200 constituents in person and online. Plus, we’ve partnered with more than 20 advocates and community organizations to use our engagement toolkit to get feedback from their parent networks. This is a community-driven effort and OSSE is committed to incorporating what we are hearing to build a best-in-class report card. You can learn more about our efforts at [www.osse.dc.gov/builddcreportcard](https://www.osse.dc.gov/builddcreportcard).

### Three Phases of Feedback

**PHASE 1:**  
**Parent-Driven Content**  
Oct. – Dec. 2017

#### **The Big Question:**

What information do parents need to make informed decisions about their child’s school options and how can we deepen their engagement with their child’s current school?

**PHASE 2:**  
**Parent-Friendly Design**  
Jan.– April 2018

#### **The Big Question:**

How should data be organized and visualized on the report card for parents to find what’s most important to them quickly and understand what they are reading?

**PHASE 3:**  
**A Successful Launch**  
April 2018 & Beyond

#### **The Big Question:**

How do we get the community excited about the report card and educate people on how best to use it and provide ongoing feedback?



## Expanding Access to High Quality & Affordable Child Care

The care and learning our infants and toddlers experience is critical to ensuring they are ready for kindergarten and beyond. That's why the District of Columbia is focused on making sure parents in all eight wards have access to child care options that are accessible, affordable, and high quality. Mayor Bowser has called for 1,000 new infant and toddler seats to be created within the next three years. To meet this ambitious goal, we know that it will take a focus on workforce development, facilities expansion, quality programming, and high-quality parent engagement, all working together.

**“The quality of children’s earliest experiences sets them on the path for positive language, cognitive and social-emotional development and builds essential groundwork for them to excel in school.”**

- Elizabeth Groginsky  
Assistant Superintendent  
of Early Learning

# GOAL: 1,000 NEW INFANT & TODDLER SEATS BY 2020

Building affordable child care options for ALL families in DC!

## EARLY CARE & EDUCATION WORKFORCE

We are helping early childhood educators start and finish school through scholarships, free professional development, and college fairs via:

- \$3M to support the Teacher Education and Compensation Helps (T.E.A.C.H.) scholarship, and the Child Development Associate (CDA) scholarship
- Free online training through Quorum
- Building the pipeline of educators via First Step program, a CDA and career and technical education program
- Early childhood educator college fairs
- Recognizing tenure and experience through a waiver
- Partnerships with higher education

## FACILITIES

We are helping current and future child care facility owners expand and create new child care programs through grants and workshops built just for them via:

- Facilities grants of \$9M to help build and expand new child care seats across the city
- “Help Desk on the Road Tour” that brings OSSE’s helpdesk directly to facilities
- Expanding seats within government buildings
- Shared services alliance for homes and expanded homes to provide back-end and administration support at no cost

## QUALITY

We are ensuring that our children are safe, happy, and learning. And, we are supporting what’s being taught in child care facilities by providing curriculum and learning support to centers and homes via:

- Enhanced licensing regulations intended to expand support for providers and educators
- DC Common Core Early Learning Standards
- Capital Quality, DC’s enhanced Quality Rating and Improvement System
- Quality Improvement Network (QIN)
- Pre-K Enhancement and Expansion Program
- A robust parent, family, and community engagement framework

## ENGAGEMENT

We are ensuring that parents, educators, and facility owners have access to information at their fingertips via:

- [MyChildCareDC.org](http://MyChildCareDC.org): DC’s only place for parents to access meaningful information about child care in DC
- [Child Care Resource and Referral](#): Live assistance for families seeking child care services and supports
- [Thrive by Five DC](#): A one-stop resource center to help District parents navigate the city’s wide range of early health and learning resources
- [Early childhood educator resources](#): Where educators can learn about credential pathways and educational supports
- [Early Childhood Share DC](#): Practical procedures, handbooks, templates and more to support ECE programs
- [Quorum](#): An online professional development portal that helps educators prepare to get their child development associate credential and access ongoing learning throughout their career

# OUR CORE VALUES

Each day, our work is grounded in five core values. These tenets guide how we do the work for the students, families and educators we serve.



We believe in the potential of all DC students, from our infants and toddlers all the way to our adult learners, to learn and achieve at high levels. We believe that a critical part of our role as the state education agency is in ensuring greater equity in outcomes for our students, by accelerating progress for those who are furthest behind.



We hold ourselves and our colleagues to high expectations. We focus on getting the details of our core work right and developing systems that will make it possible for us to sustain excellent work over time. We act with a sense of urgency and balance this with the need to bring good judgment and make wise decisions.



We strive to understand the needs and perspectives of our stakeholders, and we work in partnership with many others to support DC students and families. We are committed to working with empathy, transparency, and humility. We are mindful of the trust placed in us to administer services fairly and honestly and operate with the highest standards of integrity and professionalism.



We are relentlessly focused on finding solutions and paths forward, and bring creativity, innovation, and skill in navigating and addressing barriers to do so. We are committed to learning and continuous improvement. We constantly strive for a higher level of performance in all of our work.



We believe in the importance of diversity in many forms, and believe that it strengthens our team and our work. We value and care about each other, operate with a generosity of spirit, and inspire, challenge, push, and support each other to be our best. We are guided by mutual trust and respect, accountability to one another, and a shared sense of mission and purpose.



We asked a few members of our Leadership Team what their favorite OSSE core value is. Here's what they said ...

“

**Focus on students is our raison d'être. It's why we all get up each day and come to work.**

- Antoinette Mitchell  
Assistant Superintendent  
for Postsecondary and  
Career Education

”

“

**Organizational excellence, because we work hard to elevate our work to match the hard work and perseverance of the students we serve.**

- Pete Siu  
Director of Talent

”

“

**Teamwork and collaboration, because I believe that we have more impact working together than when we work in a silo.**

- Tom Fontenot  
Chief Technology Officer

”

“

**Focus on students, because I believe in the innate potential of all students to learn and achieve at the highest levels.**

- Amy Maisterra  
Assistant Superintendent of  
K-12 Systems and Supports

”

“

**Focus on students, because my team's work to transport 3,000 students to school each day is grounded in this.**

- Gretchen Brumley  
Director of  
Student Transportation

”

“

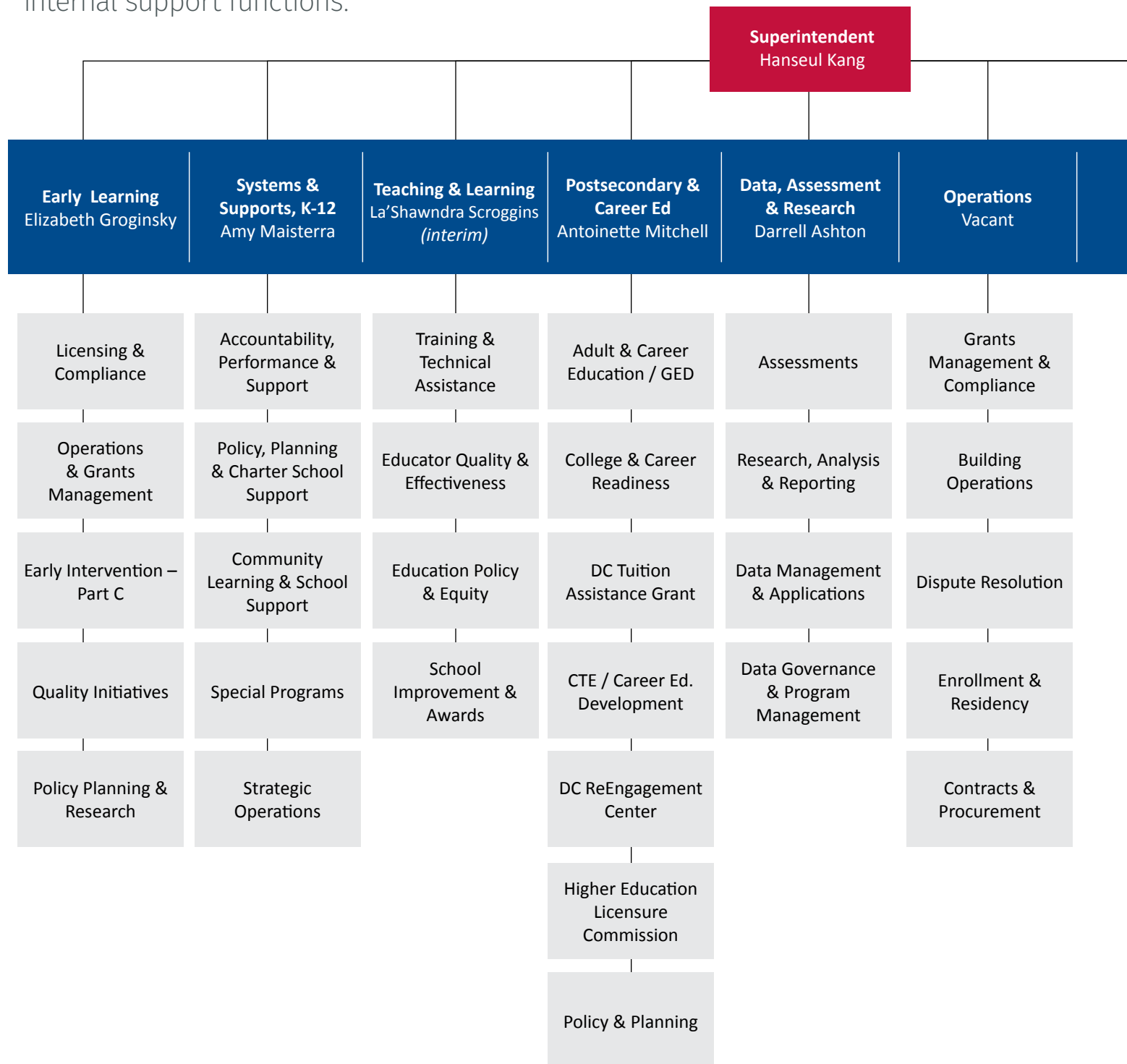
**Determination, because each day my team works to find solutions to hard problems using creativity and innovation.**

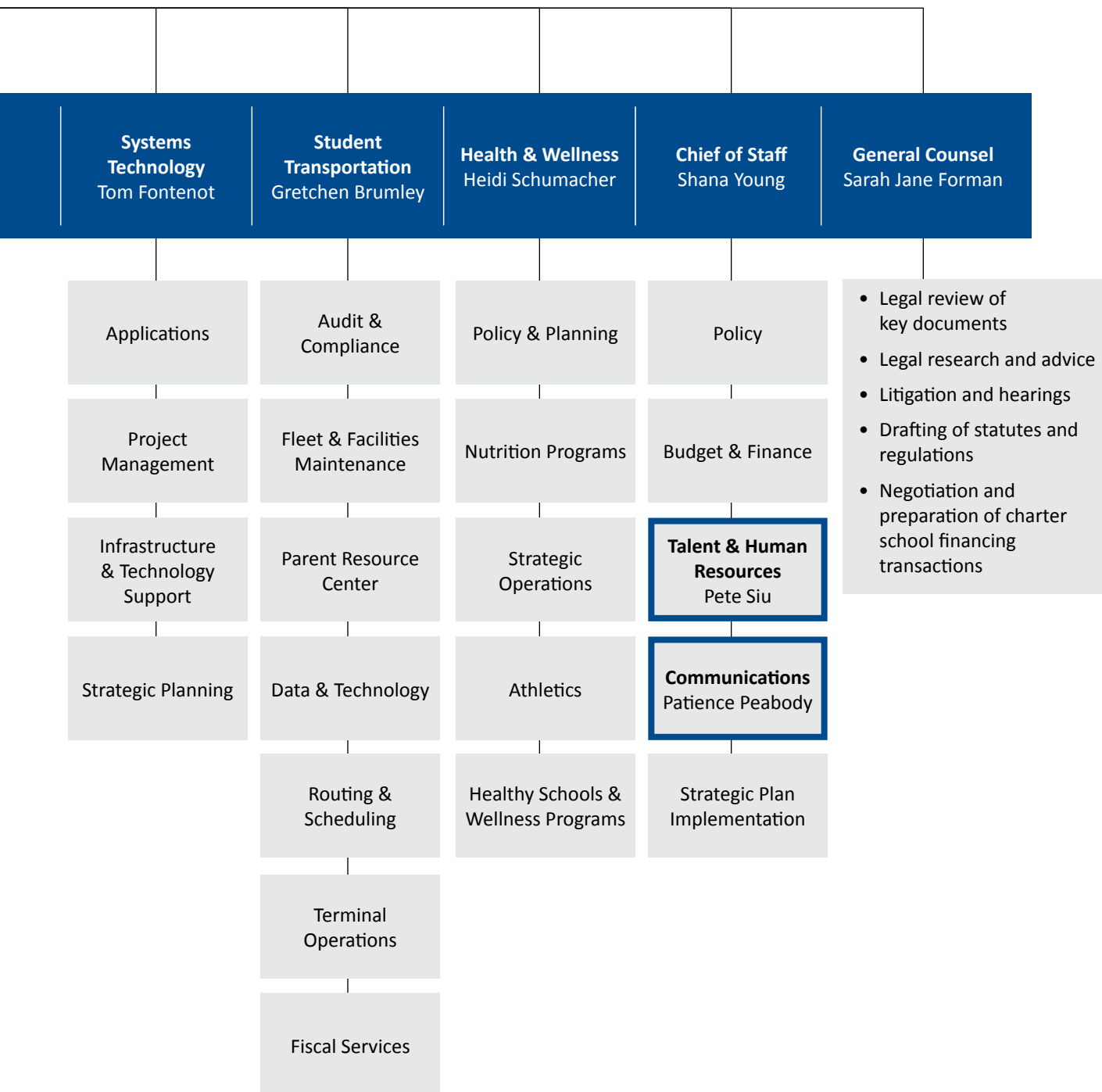
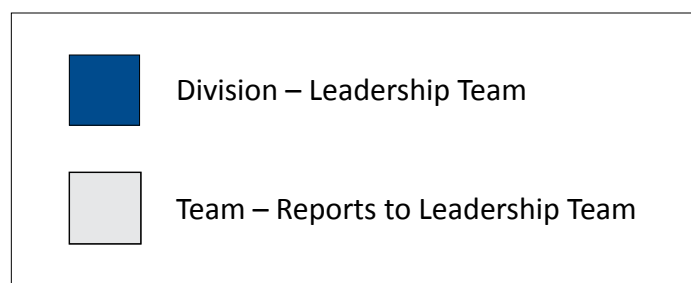
- Shana Young  
Chief of Staff

”

# Organizational Structure

OSSE is organized into 11 divisions. Our divisions' programmatic work supports the education of DC students from infants and toddlers to adult learners and includes internal support functions.







Office of the State Superintendent of Education  
810 First St. NE, Washington, DC 20002


**OSSE IS MOVING!**

January 16, 2018 to  
1050 First St. NE, Washington, DC 20002

[osse.dc.gov](http://osse.dc.gov)

 [facebook.com/ossedc](https://facebook.com/ossedc)

 @OSSEDC

 (202) 727-6436

