



SOMERSET PREP DC PUBLIC CHARTER SCHOOL

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November 30th, 2018

Dear Somerset Prep DC Public Charter School Families,

I am writing today to share important news about Somerset Prep DC Public Charter School that many of you heard at our community meeting yesterday. After six years—where our staff, families, and students have worked tirelessly to build a strong community to prepare every student to live as productive citizens that will ultimately leave a lasting impact—the board of directors is **exploring a new partnership with KIPP DC to be the charter school operator beginning in School Year 2019-2020.**

On December 17, the **DC Public Charter School Board will meet about KIPP DC becoming the operator of Somerset Prep DC Public Charter School for School Year 2019-2020.**

If approved, your student would be accepted as KIPP students at the current Somerset Prep facilities in School Year 2019-2020 without requirements to go through any lottery or other screening process to qualify for a seat the school, with the exception that KIPP can ensure DC residency.

I am proud of the staff, families, and students at Somerset, who have worked each day to create a strong school community—one that has served more than 400 students, built a strong academic and athletic program, and fostered a devoted community of staff and students. We have made strong progress for our young people, especially at the high school level.

By partnering with KIPP DC, our students will be able to receive strong academic programming and be set on a path of success after high school. KIPP DC will continue to enhance our existing programming—from academics to athletics—and will bring even more supports, including the KIPP Through College program.

Selecting KIPP DC as a partner was a unanimous decision by our board of directors, which included both parent and teacher representatives, and a robust selection process including school tours, a data review, and academic walkthroughs.

Through the Winter and Spring, Somerset Prep and KIPP DC will work together to define what this partnership could look like—seeking input from families, teachers, staff, community and civic leaders, elected officials, and the DC Public Charter School Board.

Attached to this letter you will find a letter from the KIPP DC leadership and a family FAQ. In addition, I would like to invite you to attend a family town hall on **December 4th at 6:00 pm.** If you have additional questions, please feel free to contact me at (202) 562-9170.

Sincerely,


Lauren Catalano

KIPP DC

November 29, 2018

Dear Somerset Prep students and families,

We are so excited by the potential opportunity to welcome you to the KIPP DC team and family beginning in the 2019-20 school year! Over the next month, the leadership of Somerset Prep, KIPP DC, and the D.C. Public Charter School Board will navigate the details of this potential partnership, and we will provide updates as we learn more.

Over the past few weeks, our team has had a chance to meet numerous members of the Somerset Prep staff and visit your campus. We have seen inspiring teaching and learning and we are enthusiastic about the opportunity to get to know your school community better in the months ahead. Our hope is to develop a strong partnership to provide a sense of continuity for you and your community – and build upon the great work that the Somerset Prep team has been doing over the past few years.

I wanted to personally invite you to a **town hall for students and family members from 6:00 – 7:00 pm on Tuesday, December 4**. At this town hall, we want to hear from you about open questions or concerns you might have about the potential partnership and we plan to share more information about the enhancements that KIPP DC could bring to the Somerset Prep community.

As you probably expect, there are many open questions about the process ahead. I promise that we'll communicate updates as soon as we have concrete answers. In the meantime, I wanted to share some frequently asked questions that surfaced during our last charter school partnership in 2014 with Arts & Technology Academy Public Charter School. I'm sure you'll have additional questions, so feel free to drop our team a note at somerset@kipfdc.org or reach out to KIPP DC staff who will be on campus throughout the next few weeks.

Again, we look forward to getting to know you better in the coming months and are excited by this potential partnership.



Susan Schaeffler
Founder & Executive Director
KIPP DC

KIPP DC

Frequently Asked Questions for Somerset Prep Students & Families

What are KIPP DC schools?

KIPP DC aspires to improve life outcomes for the next generation of Washingtonians. Equipped with a KIPP DC education, our alumni are empowered to be successful in college, career, and life. We are grounded by a deep commitment to excellence and equity, and approach our work with a set of core beliefs:

- We believe students are worthy of rigorous and joyful classrooms led by exceptionally talented and diverse teachers who promote student achievement by creating meaningful learning experiences and a sense of belonging.
- We believe students and alumni best succeed when surrounded by a support network built in partnership with families and communities.
- We believe students, alumni, and families deserve a model school system that plays an important leadership role in D.C. and the national education community.

What is the timeline for communication and a final decision on this potential partnership?

The leadership of Somerset Prep and KIPP DC are working closely with the D.C. Public Charter School Board to build a plan and get the necessary approvals needed in order for this partnership to move forward. Our hope is that we will be able to share an approved plan by early January. In the coming weeks, a few critical things will happen to move this potential partnership forward:

- Tuesday, December 4: Somerset Prep and KIPP DC will host a town hall for students and families to discuss the potential partnership and answer questions.
- Monday, December 17: The D.C. Public Charter School Board will hold a public hearing about the potential partnership.
- Early January: The D.C. Public Charter School Board will vote to approve the necessary legal and procedural requirements for a formal partnership.

Will this school year continue as planned?

Of course! Over the next few months, we would like to engage students, families, and teachers as we develop a transition plan in order to develop a comprehensive partnership for future school years. However, everything else will continue as planned at Somerset Prep for the 2018-19 school year – students will continue in their regular classes, athletics and extracurriculars will continue as previously programmed, and our Class of 2019 will graduate from Somerset Prep as expected.

When would KIPP DC start operating at Somerset Prep?

Somerset Prep will finish out the 2018-19 school year as planned and would officially join the KIPP DC network in summer 2019. If all approvals are secured, over the next few months, we'll begin collaborating together to plan for a smooth transition as we work to provide as much continuity as possible.

What would happen to the current students?

We want current students to stay at the Somerset Prep campus. Students will NOT have to apply through the My School DC lottery, and are guaranteed a seat for the 2019-20 school year if they re-enroll by the deadline in spring 2019. We would continue to recruit students to fill the new grades 4 and 5 and to backfill any vacant seats in grades 6 through 8. Given our interest in providing the best possible support to existing students and families, we would not plan to recruit new students to the high school next year.

What grades would KIPP DC offer next year?

Pending approval by the D.C. Public Charter School Board, in 2018-19 we would offer all of the existing grades at Somerset Prep (grades 6 through 12) and plan to expand the middle school program to include grades 4 and 5, providing a stronger feeder pattern for students and the ability for families to enroll younger siblings at the same school.

How would I re-enroll my student at the KIPP DC Somerset Prep Campus?

Students would re-enroll at the Somerset Prep campus starting in April 2019 following the normal process of verifying D.C. residency and completing regular school enrollment paperwork. Again, students will NOT have to apply through the My School DC lottery, and are guaranteed a seat for the 2019-20 school year if they re-enroll by the deadline in spring 2019.

What if I want to enroll my child at another KIPP DC school?

Current Somerset students are only guaranteed their seat at the KIPP DC school opening at Somerset Prep. But starting Monday, December 10, you can enter the lottery for our other schools by visiting www.myschooldc.org and ranking KIPP DC schools first. The application deadline for KIPP DC College Preparatory high school is Friday, February 1, and the application deadline for all KIPP DC grades PreK3 through 8 is Friday, March 1.

Does KIPP DC educate students in a special education program?

Yes, KIPP DC has a robust special education program. More than one-fifth of our current middle and high school students receive special education services. Our student support services team ensures all students are able to meet their academic and social goals. Special education and mental health supports have been a key area of investment for KIPP DC and we plan to continue to offer students supports at Somerset Prep. KIPP DC also runs the innovative Learning Center, a specialized program at our Douglass Campus for students from across the KIPP DC network with the most severe disabilities. With a 3:1 student to classroom staff ratio, students learn through a research-based curriculum with targeted interventions and wrap-around supports.

What does KIPP DC do to provide social, emotional, and mental health support for students?

This is an area of critical importance to the KIPP DC team. In addition to a full student support services team that is focused on providing social and emotional interventions for ALL students (including those who do not require additional assistance as part of their Individualized Education Plans), we have a team of mental health professionals, social workers, clinical experts, and school leadership coaches who ensure that all KIPP DC students attend schools that are safe, welcoming learning environments that foster a sense of belonging.

Would KIPP DC maintain the digital media arts program?

We intend to. Somerset Prep has built a unique and strong community of scholars, families, and staff with an innovative emphasis on the digital media arts. KIPP DC's rigorous academic programming and existing technology-focused initiatives – such as a 1:1 student-to-computer ratio, extensive blended learning approach across schools and classrooms, and adult coding courses – pairs well with Somerset Prep's digital media arts curriculum to create a joyful and meaningful environment where students can grow and thrive academically.

Would KIPP DC maintain the current athletics and extracurricular programs?

We intend to. KIPP DC schools offer a robust selection of athletic programs, including basketball, football, volleyball, track and field, soccer, lacrosse, and cheerleading. Additionally, KIPP DC students participate in staff-led extracurricular opportunities like dance, music, theater, poetry, coding, fashion, robotics, and student government. We would work with students and staff members throughout the spring to determine which athletic and extracurricular programs they would like to continue in the future.

Will my high school student's credits transfer to KIPP DC?

Throughout the spring, all high school students will undergo a credit audit to ensure that all credits earned at Somerset Prep, at another high school, or through a dual-enrollment program are accurately reflected on their transcript. After the end of the 2018-19 school year, all transcripts would be transferred over to KIPP DC for future management.

KIPP DC will work to accept and transfer all credits that meet KIPP DC's credit and graduation requirements. In particular, KIPP DC will honor credit recovery credits earned via Edgenuity and dual enrollment with the CARE program when a student earned a C or higher will transfer. KIPP DC will provide all current high school students and their guardians with a letter that details what credits transferred, why any credit that does not transfer failed to do so, and what credits are needed for graduation.

How long is the KIPP DC school day and year?

KIPP DC schools operate with students from 8:00 am until 4:15 pm. Our extended school year typically begins the first week of August and ends in mid-June. KIPP DC students traditionally enjoy:

- A full week off for Thanksgiving
- Two weeks off over Christmas and New Year's
- A week off for spring break
- All federal holidays
- Several early-dismissal and days off for teacher development and conferences

The 2018-19 student calendar for KIPP DC schools can be found at <http://www.kippdc.org/2018-19-academic-calendars/>

Who would lead the school in the 2019-20 school year?

While the exact structure of school leadership has not yet been determined, we are excited that Principal Lauren Catalano will continue on with the Somerset Prep community in a leadership capacity. The KIPP DC headquarters team would provide additional instructional and operational support to Somerset Prep school leaders.

What would happen to current Somerset Prep staff?

KIPP DC would plan to invite ALL current teachers, staff, and administrators to interview for positions at the KIPP DC Somerset Prep campus. Continuity is critical for students and families, so we would hope to retain as many excellent teammates as possible.

What is KIPP DC's footprint in the District of Columbia?

KIPP DC was founded in 2001 as a small middle school in a church basement in Anacostia, and has since grown to a network of 16 schools across the city that educate 6,300 students and support 1,800 alumni. In 2018, KIPP DC continues to be the highest performing PreK-12 public school system in Washington, D.C. In addition to our schools and headquarters operations, KIPP DC runs three additional support programs to support our students and alumni:

- KIPP Through College & Career (KTC) is our alumni development program, which promises all students who complete 8th grade at a KIPP DC school that we will stick with them through high school, college, and the launch of their careers. Through academic advising, college guidance, financial support, career coaching, and job-training programs, KTC is helping KIPP DC alumni graduate from college at more than four times the D.C. average.
- The Capital Teaching Residency is our recruitment, training, and certification program that brings nearly 100 new teachers to KIPP DC schools each year. By finding and developing new talent, supporting novice teachers through a gradual-release model with a master teacher, and asking for a three-year commitment to teaching, we are able to build a sustainable pipeline of

educators to support our schools' growth and ensure quality alignment across our teaching talent.

- The Learning Center is our innovative, specialized program for students with the most severe disabilities, specifically those whose Individualized Education Plans require Level 4 interventions and supports. With a 3:1 student to classroom staff ratio, students learn through a research-based curriculum with clinical experts, targeted interventions, and wrap-around supports.

How would my student benefit from KIPP Through College & Career?

All students who complete 8th grade at a KIPP DC middle or attend a KIPP DC high school have access to our alumni support program, KIPP Through College & Career (KTC). KIPP Through College & Career was created to ensure that all KIPP DC alumni have the tools and support needed to attain a college degree and their personal career goals.

The KTC team works to instill the academic, professional, and character skills needed for our alumni to be successful in high school, college, and the competitive world. This is done through high school transition support, college guidance, scholarships, and career development programming for up to 10 years after a student has completed 8th grade. As a result, KIPP DC alumni are graduating from college at more than four times the D.C. average.

What additional improvements could KIPP DC bring to the Somerset Prep community?

KIPP DC brings an arsenal of resources and a network of supports that could enhance the student and family experience at Somerset Prep, including investments in:

- College and career guidance
- Scholarships and supplemental resources for alumni
- Extracurricular activities, athletics, and enrichment opportunities
- Early college programs and partnerships
- Instructional enhancements
- Special education programs
- Mental health interventions
- State-of-the-art educational technology
- Teacher and school leadership management supports

Would you do anything to the building itself?

In recent years, KIPP DC has modernized and expanded several of our campuses around the city. Since 2014, we have invested \$30 million to renovate our Webb Campus in Ward 5, \$35 million to renovate and dramatically expand our Smilow Campus in Ward 7, and \$52 million to build our flagship high school campus, KIPP DC College Preparatory, across the street from Union Market in Ward 5. KIPP DC has raised philanthropic support and retained capital reserves to invest up to \$40 million to renovate and expand the Somerset Prep campus, make improvements to play spaces and recreation facilities, and add secure parking for staff and families.

How might KIPP DC improve the high school experience for Somerset Prep students?

Last year, the D.C. Public Charter School Board approved KIPP DC to open a second high school location. We have been actively looking for a site for this new campus in neighborhoods throughout Ward 8 and Ward 7. Our intent is to open a brand new, state-of-the-art campus for high school students with additional space for enhanced academic programming, college and career development, athletic programs, performing arts, a community recreation center, and additional extracurricular programs. When this new facility opens, we expect that Somerset Prep students would attend high school at that campus.

Does KIPP DC offer before-care or after-care?

All KIPP DC campuses with students in grades PreK3 through 8 have before-care and after-care programs offered by a third-party partner organization. Depending on the needs of the Somerset Prep school community, we will consider offering this service to middle school families.

Does KIPP DC provide busing to and from school?

KIPP DC does not provide busing for students, but students are eligible to ride Metro buses and trains using the D.C. government's Kids Ride Free program. Students who receive bus service from the Office of the State Superintendent of Education as part of their special education plan will continue to receive bus service if their Individualized Education Plan requires it.

Does KIPP DC have a Parent Advisory Council?

Most KIPP DC schools have KIPP Parent Organizations (KPO) that serve many of the same functions as Somerset Prep's Parent Advisory Council. KIPP DC will work with this group of family leaders to ensure a strong parent organization continues.

How can I learn more about KIPP DC schools?

KIPP DC will host a [town hall for students and family members the evening of Tuesday, December 4](#), where we will provide additional information and answer more of your questions. After the opportunity to meet our team at this town hall, we would like to invite you to get to know KIPP DC a little better by seeing our schools, staff, and students in action. Stay tuned for a date in the coming months for a school visit.

In the meantime, you can also learn more about our network of schools by visiting www.kippdc.org. If you have specific questions, please email somerset@kippdc.org and we will direct your question to the appropriate person.

KIPP DC

November 27, 2018

Dear Somerset Prep team,

We are so excited by the potential opportunity to partner with you all beginning in the 2019-20 school year and beyond! Over the next month, the leadership of Somerset Prep, KIPP DC, and the D.C. Public Charter School Board will navigate the details of this potential partnership. During that time, we hope to learn more from you all to build a plan that best supports you and your scholars' success. I know that change is always difficult and we're entering a period of uncertainty, but we couldn't be more thankful to have the chance to work with such a dedicated group of educators who are equally committed to the best interests of D.C.'s students and families.

Over the past few weeks, our team has had a chance to meet numerous members of the Somerset Prep staff and visit your campus. What we have seen is inspiring: exceptional talent, a deep commitment to student learning, and a positive culture of achievement and support. We are also enthusiastic about the opportunity to get to know your students, families, and colleagues in the months ahead. We believe we can offer added support, capacity, and energy to your community. Our hope is to develop a strong partnership to provide a sense of continuity for you, your colleagues, your scholars, and your community – and build upon the great work you've been doing over the past few years.

At KIPP DC, we are proud to cultivate and develop a dedicated team of education leaders who prepare students with the knowledge, skills, and mindsets to become thoughtful, intentional citizens in the competitive world. Because of your deep commitment to our scholars, you can expect the following from KIPP DC:

- Unparalleled professional development and opportunities for growth;
- A team that is successful, ambitious, intentional, and full of joy;
- And a work culture that supports team members with excellent benefits, transparent communication, and a commitment to sustainability.

Together as teachers, leaders, and support staff, we hope to tackle complex challenges and become more than just colleagues; we know this work is much bigger than ourselves.

As you probably expect, there are many open questions about the process ahead. I promise that we'll communicate updates as soon as we have concrete answers. In the meantime, I wanted to share some frequently asked questions that surfaced during our last charter school partnership in 2014 with Arts & Technology Academy Public Charter School. I'm sure you'll have additional questions, so feel free to drop our team a note at somerset@kipfdc.org or reach out to KIPP DC staff who will be on campus throughout the next few weeks.

Again, we look forward to getting to know you better in the coming months and are excited by this potential partnership. Thank you for everything you've done to build such a wonderful school community at Somerset Prep.



Susan Schaeffler
Founder & Executive Director
KIPP DC

Frequently Asked Questions for Somerset Prep Staff

What is KIPP DC?

KIPP DC aspires to improve life outcomes for the next generation of Washingtonians. Equipped with a KIPP DC education, our alumni are empowered to be successful in college, career, and life. We are grounded by a deep commitment to excellence and equity, and approach our work with a set of core beliefs:

- We believe students are worthy of rigorous and joyful classrooms led by exceptionally talented and diverse teachers who promote student achievement by creating meaningful learning experiences and a sense of belonging.
- We believe students and alumni best succeed when surrounded by a support network built in partnership with families and communities.
- We believe students, alumni, and families deserve a model school system that plays an important leadership role in D.C. and the national education community.

What is KIPP DC's footprint in the District of Columbia?

KIPP DC was founded in 2001 as a small middle school in a church basement in Anacostia, and has since grown to a network of 16 schools across the city that educate nearly 6,300 students and support 1,800 alumni. In 2018, KIPP DC continues to be the highest performing PreK-12 public school system in Washington, D.C. In addition to our schools and headquarters operations, KIPP DC runs three additional support programs to support our students and alumni:

- KIPP Through College & Career is our alumni development program, which promises all students who complete 8th grade at a KIPP DC school that we will stick with them through high school, college, and the launch of their careers. Through academic advising, college guidance, financial support, career coaching, and job-training programs, KTC is helping KIPP DC alumni graduate from college at more than four times the D.C. average.
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What is the timeline for communication and a final decision on this potential partnership?

The leadership of Somerset Prep and KIPP DC are working closely with the D.C. Public Charter School Board to quickly build a plan and get the necessary approvals needed in order for this partnership to move forward. Our hope is that we will be able to share an approved plan by early January. In the coming weeks, a few critical things will happen to move this potential partnership forward:

- Thursday, November 29: Somerset Prep families and students will be notified during a school meeting; those families who do not attend will be notified by robocall and a letter home on Friday, November 30.
- Friday, November 30: KIPP DC staff, community partners, Advisory Neighborhood Commissioners, and the general public will be notified.
- Tuesday, December 4: Somerset Prep and KIPP DC will host a town hall for students and families to discuss the potential partnership and answer questions.
- Wednesday, December 5: The KIPP DC board of directors will vote to approve a non-binding memorandum of understanding with Somerset Prep.

- Wednesday, December 12: Somerset Prep and KIPP DC will host a town hall for current staff to discuss the potential re-hiring process and answer questions.
- Monday, December 17: The D.C. Public Charter School Board will hold a public hearing about the potential partnership.
- Early January: The D.C. Public Charter School Board will vote to approve the necessary legal and procedural requirements for a formal partnership.

When would KIPP DC start operating at Somerset Prep?

Somerset Prep will finish out the 2018-19 school year as planned and would officially join the KIPP DC network in summer 2019. If all approvals are secured, over the next few months, we'll begin collaborating together to plan for smooth staff and student transitions as we work to provide as much continuity as possible.

What grades would KIPP DC offer next year?

Pending approval by the D.C. Public Charter School Board, in 2018-19 we would offer all of the existing grades at Somerset Prep (grades 6 through 12) and potentially expand the middle school program to include grades 4 and 5, providing a stronger feeder pattern for students and the ability for families to enroll younger siblings at the same school.

What would happen to the current students?

We would want as many current students as possible to stay at the Somerset Prep campus. Students will NOT have to apply through the My School DC lottery and are guaranteed a seat for the 2019-20 school year if they re-enroll by the deadline in spring 2019. We would continue to recruit students to fill the new grades 4 and 5 and to backfill any vacant seats in grades 6 through 8. Given our interest in providing the best possible support to existing students and families, we would not plan to recruit new students to the high school next year.

Does KIPP DC educate students in a special education program?

Yes, KIPP DC has a robust special education program and team. Nearly a fifth of our current middle and high school students receive special education services. Our student support services team ensures all students are able to meet their academic and social goals. Special education and mental health supports have been a key area of investment for KIPP DC and we plan to continue to offer students supports at Somerset Prep. As mentioned above, KIPP DC also runs the innovative Learning Center, a specialized program at our Douglass Campus for students from across the KIPP DC network with the most severe disabilities. With a 3:1 student to classroom staff ratio, students learn through a research-based curriculum with targeted interventions and wrap-around supports.

Who would lead the school in the 2019-20 school year?

While the exact structure of school leadership has not yet been determined, we are excited that Principal Lauren Catalano will continue on with the Somerset Prep community in a leadership capacity. The KIPP DC headquarters team would provide additional instructional and operational support to Somerset Prep school leaders.

Would KIPP DC maintain the digital media arts program?

We intend to. Somerset Prep has built a unique and strong community of scholars, families, and staff with an innovative emphasis on the digital media arts. KIPP DC's rigorous academic programming and existing technology-focused initiatives – such as a 1:1 student-to-computer ratio, extensive blended learning approach across schools and classrooms, and adult coding courses – pairs well with Somerset Prep's digital media arts curriculum to create a joyful and meaningful environment where students can grow and thrive academically.

What improvements could KIPP DC bring to the Somerset Prep community?

Delivering a world-class education is incredibly hard work and the Somerset Prep team has built a school community that helps students thrive. KIPP DC brings an arsenal of resources and a network of supports that could enhance the student, family, and staff experience at Somerset Prep, including investments in:

- Curricular alignment
- Instructional coaching and professional development
- Classroom data and analysis
- College and career guidance and supplemental resources for alumni
- Extracurricular activities, athletics, and enrichment opportunities
- School leadership supports
- Special education programs
- Mental health interventions
- Educational technology
- Talent recruitment and retention
- Family and community engagement
- Administrative and compliance capacity
- Facilities management
- Financial and operational management
- Development and communications

Would you do anything to the building itself?

In recent years, KIPP DC has modernized and expanded several of our campuses around the city. Since 2014, we have invested \$30 million to renovate our Webb Campus in Ward 5, \$35 million to renovate and dramatically expand our Smilow Campus in Ward 7, and \$52 million to build our flagship high school campus, KIPP DC College Preparatory, across the street from Union Market in Ward 5. KIPP DC has raised philanthropic support and retained capital reserves to potentially invest up to \$40 million to renovate and expand the Somerset Prep campus, make improvements to play spaces and recreation facilities, and add secure parking for staff and families.

How long is the KIPP DC school day and year?

KIPP DC schools operate with students from 8:00 am until 4:15 pm. Teachers typically work from 7:30 am until 5:30 pm, three days per week, and 7:30 am until 4:45 pm, two days per week. Following two-three weeks of professional development and training for school-based staff in July, our extended school year typically begins the first week of August and ends in mid-June. KIPP DC teachers traditionally enjoy:

- A full week off for Thanksgiving
- Two weeks off over Christmas and New Year's
- A week off for spring break
- All federal holidays
- Numerous early-dismissal and Professional Development & Personal Wellness Days

The 2018-19 student calendar for KIPP DC schools can be found at <http://www.kippdc.org/2018-19-academic-calendars/>

What would happen to current Somerset Prep staff?

KIPP DC would plan to invite ALL current teachers, staff, and administrators to interview for positions both at what will be the new KIPP DC Somerset Prep campus and throughout our network of 16 schools for the 2019-20 school year. Continuity is critical for students and families, so we would hope to retain as many excellent teammates as possible.

What opportunities would exist for non-instructional staff?

There are a wide-range of non-instructional positions at our schools and in our headquarters office. Some of these roles include: business managers, office managers, compliance managers, and data analysts, and other campus support positions.

What would the timeline be for the hiring process?

KIPP DC is still working with Somerset Prep leadership to determine the best timeline for the hiring process. We hope to finalize the process for this in the coming weeks and will share updates soon.

What compensation and benefits does KIPP DC provide?

Salaries for instructional positions are competitive with D.C. Public Schools, with added compensation for KIPP DC's extended day and year, along with additional bonuses. Salaries for non-instructional positions are commensurate with experience and the market rate.

KIPP DC offers its employees competitive medical, dental, life, and long-term disability insurance plans. KIPP DC also offers a 403(b) retirement account with employer contributions and matches, vesting after three years. All teachers are supported with a robust professional development plan, sustainability and wellness benefits, a cell phone stipend for student/parent calls, and a laptop computer for lesson planning and work.

What professional development does KIPP DC provide?

In addition to the robust professional development opportunities offered by our individual school leaders through coaching, team collaboration, and instructional support, KIPP DC employees have access to our citywide network and our highly-regarded professional development programs and events. With more than 500 high-performing teachers across the city and thousands more in the KIPP network across the country, there is always someone who can provide a resource or answer a question. We strive for constant improvement and there is a culture of sharing best practices across our schools, region, and the national KIPP network.

Additionally, KIPP DC's instructional leadership team is made up of a seasoned group of educators who provide curricular alignment and support, direct coaching across specific grade levels and subject areas, data analysis to support excellent teaching, and professional development workshops and trainings led by outside experts.

I know I am interested in applying - is there anything I can do now?

We hope that you are interested in applying to an opportunity at KIPP DC. As mentioned above, KIPP DC plans to invite ALL current teachers, staff, and administrators to interview for positions both at what would be the new KIPP DC Somerset Prep campus and throughout our network. We plan to share additional details about this process in the coming weeks, but in the meantime, there are a few steps you can take to help you get ready for the interview process:

- 1) Please update your most recent resume, as that will be a key component of your application.
- 2) Begin to consider 2-3 people (including a current manager) who would be references.
- 3) If you are interested in applying for a teaching position, please consider finding time to record a 10-minute video that demonstrates your academic instruction and interactions with students.

What if I have already submitted an application to KIPP DC?

If you have already submitted an application to work at KIPP DC, we have it on file, and look forward to interviewing you as soon as we launch the Somerset Prep hiring process. We will ask you to complete an electronic Letter of Interest form in the near future, as all Somerset Prep candidates will participate in the same hiring process.

How can I learn more about KIPP DC schools?

KIPP DC will host a [town hall for staff members after school on Wednesday, December 12](#), where we will provide additional information and answer more of your questions. After the opportunity to meet our team at this town hall, we would like to invite you to get to know KIPP DC a little better by seeing our schools, staff, and students in action. Stay tuned for a date in the coming months for a school visit. In the meantime, you can also learn more about our network of schools by visiting www.kippdc.org.

KIPP DC Staff e-Mail

Hi team –

As you all know from our time together at the 2018-19 All-Staff Kickoff in July, expanding our impact by opening new schools has been one of our key strategic priorities in recent years. We've invested heavily in building the necessary talent pipeline, academic and student support infrastructure, financial and philanthropic resources, and operational strength to grow the KIPP DC network and are poised to tackle any opportunity that comes our way.

After careful consideration of their options, the board of Somerset Prep Public Charter School, a middle and high school in Ward 8, has decided to explore a partnership with KIPP DC to improve the school's academic program. KIPP DC's board of directors met this week to approve our plan to move forward with this potential partnership and we will be officially requesting approval from the D.C. Public Charter School Board in the coming days.

We're excited about this opportunity to potentially welcome a new campus to the KIPP DC network. There's still a lot of work to be done in the coming weeks, including earning a public hearing and vote of approval from the Public Charter School Board on Monday, December 17, securing a transfer of the facility's lease, and carefully working with Somerset's staff, students, and families to ensure continuity for the remainder of this year and the start of next year. If KIPP DC were to finalize a partnership for next school year, we expect to have details confirmed in January.

At this point, we have no concrete plans for the staff and leadership of the campus, but we are hoping to retain as much great Somerset talent as possible. We'll be sharing more information about this opportunity as details are confirmed, but please feel free to email somerset@kipfdc.org if you have any questions.

The executive team and I feel confident in our plan to launch this potential partnership and in the KIPP DC team's capability to step into this important leadership role for our city. We have the opportunity to welcome more than 500 new KIPPsters to our team and family through this partnership and continue to build a brighter, more equitable District of Columbia.

Thank you for everything you do and for your commitment to our students, families, and community.
Allison

PS – Hear more about how we've prepared for growth and why our expansion is critically important to students who have limited access to quality educational options in this month's [KIPP in Touch podcast](#), which features a conversation between chief operating officer Dane Anderson and chief community engagement and growth officer Jacque Patterson. (Scroll all the way to the bottom of the page.)