



New Orleans 2025: Building the Future of Public Education

New Schools for New Orleans 2015 Annual Update





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“We’re here ten years after Hurricane Katrina to remind the world—and ourselves—that **we are the future of this city.** And we are going to make it great.”

Nicholas Martin, Warren Easton High School
Katrina+10 Youth Rise Rally, August 28, 2015

The tenth anniversary of Hurricane Katrina last August offered our community a moment to reflect on the event that has since defined all aspects of life in New Orleans. We are humbled by the strength of the citizens of this city who, in the face of such suffering and loss, came together to rebuild New Orleans and our schools. We have witnessed the hard work of students, educators, and families to transform our schools, and we know that their hope and vision are at the center of the tremendous progress we've seen since 2005. We thank you all for the hard work you continue to do every day to make our schools great.

Academic research released in 2015 reaffirmed the impact of this rebuilt system of schools on student academic growth in New Orleans. In June, The Education Research Alliance for New Orleans (ERA) presented findings that concluded that our city's reforms have substantially increased student learning over the last decade—while simultaneously reducing suspensions and expulsions, and increasing graduation rates, college enrollment, and the diversity of school options available to families. As ERA Director Doug Harris wrote in *Good News for New Orleans*, “we are not aware of any other district that has made such large improvements in such a short time.” This research reflects the progress we see every day in classrooms across the city.

Now, we feel it is time to look forward together to the next ten years.

We firmly believe that by 2025, New Orleans will be America's first great urban public education system. Our schools can match the instructional quality and academic outcomes of the best suburban districts in the country, equipping our students for success in any post-graduation path they choose. We can build a robust, diverse, and skilled workforce of teachers committed to the success of every child. Our classrooms can be led by dedicated teachers from this community and characterized by rigorous instruction and engaged learners. We can give every student, regardless of her needs or circumstances, the education and support to flourish in adulthood. Together, we are poised to address the challenges that remain in providing an excellent public education for every child in New Orleans.

The following pages detail the steps NSNO took in 2015 towards this ambitious vision. We know there is much more work ahead, but we are excited to build a system of schools that gives every student the tools to create the future they want for themselves and for their city. Our kids deserve nothing less.

Sincerely,



Michael Stone
Co-Chief Executive Officer



Maggie Runyan-Shefa
Co-Chief Executive Officer



Mission and Strategy

The mission of New Schools for New Orleans—delivering on the promise of excellent public schools for every child in New Orleans—remains constant, even as we continue to refine our strategy to meet the changing needs of our city.

Invest in great public schools

We invest in the launch or expansion of high-performing, open-enrollment public charter schools.

This year, NSNO supported the turnaround of Andrew H. Wilson Charter School by InspireNOLA and invested in seat expansions at Lawrence D. Crocker College Prep and Einstein Charter Schools, planning grants for Rooted School, and the launch of a fresh-start school, Foundation Preparatory Charter School.

Help schools become more effective

We provide schools with direct support to help accelerate academic improvements.

This year, we launched the Proficiency Project to maximize impact from our school support programming. We continued our work with partners to build skills and expertise in schools at the teacher, principal, and school leader levels to help schools become high-quality.

Coordinate solutions to citywide challenges

We develop strategies that address challenges and remove barriers to academic excellence.

This year, NSNO began collaborating with schools and universities around the city to build a sustainable pipeline of teachers to meet the demands of a growing school system. We've continued to make significant progress on the Special Education Blueprint, our plan released in 2013 to transform and dramatically improve services for students with special needs. We continued to support the implementation of personalized learning practices across the city. And, we took the tenth anniversary of Hurricane Katrina as an opportunity to celebrate students, families, and educators, and highlight the great work happening in schools across New Orleans.



Academic Performance

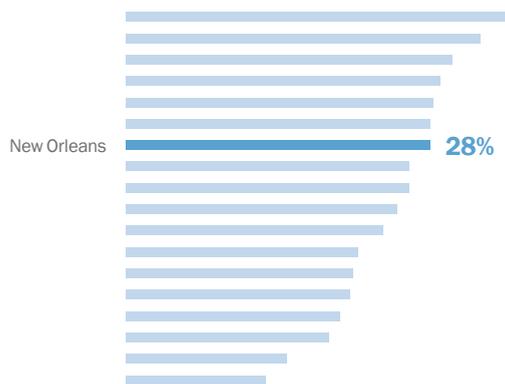
By 2025, we want New Orleans to be the nation's first excellent urban public school system. In 2015, Louisiana began using rigorous academic standards, allowing us to measure student progress on nationally-comparable PARCC assessments for 3rd-8th grade. Equipped with this information, as well as high school ACT scores, we begin the long journey ahead from this new baseline.

In 2015, New Orleans students held their own on PARCC tests despite more challenging material: scores remained stable and their performance was comparable to peers statewide. This is a testament to years of hard work from students and educators, supported by NSNO's Schools Team, to prepare for the transition to Common Core State Standards.

We are confident that our students and educators will continue to rise to the challenge of meeting these higher standards, just as they have on the ACT. New Orleans again recorded its highest average ACT score in our history in 2015—18.8, up nearly two points since 2005. The gap between New Orleans students and their peers statewide on the ACT has shrunk by 80% over the last decade.

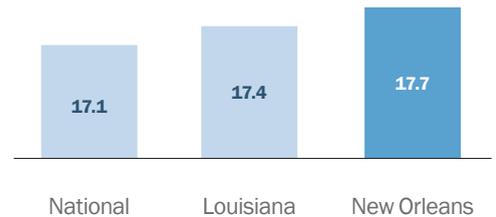
NEW ORLEANS PARCC MASTERY* RATES VS. COMPARABLE DISTRICTS

New Orleans outperformed Denver, D.C., and Newark, but trailed Boston and Cleveland



PERFORMANCE FOR BLACK STUDENTS

Average composite ACT scores 2013-15:



Graduation rate for black male students 2015:



2015 held more good news for high schools. The number of New Orleans children attending high schools in the lowest quartile of the state has been cut by more than two thirds since 2005. For the first time ever, no non-alternative high schools in New Orleans are failing. This is proof of tremendous progress, but our work is not done until every student—no matter her circumstances, the school she attends, or what challenges she faces—receives an education that sets her up for success in life.

We know higher standards mean brighter futures, and NSNO will continue to push for opportunities to raise the bar and prepare all New Orleans children to thrive in adulthood.



Proficiency Project

Offering direct support and coaching to schools remains central to NSNO’s work—and will be a key lever to ensuring all New Orleans families have excellent school options in 2025. This year, we reorganized our school support services under the Proficiency Project to make strategic investments of our time and maximize the impact of our school support programming.

NSNO launched the Proficiency Project in 2015, named for our commitment to helping schools increase student learning to levels that will truly prepare them for college and career. This initiative allows schools to identify the right level of NSNO support based on their needs and strategic priorities.

Connection Schools

Our widest set of partners, “connection” schools, will attend select programming, access instructional resources and development opportunities through our newsletters, and connect to NSNO’s partners in talent development. These opportunities are available to all schools in New Orleans.

Partner Schools

Our 37 “partner” schools receive a higher level of engagement and participate in at least one of the following: Common Core Fellows, School Quality Reviews, or proficiency rounds.

Portfolio Schools

NSNO’s six “portfolio” schools receive the highest level of support. We work with these schools on a recurring basis over the course of 1-2 academic years to identify needs and implement six-week impact cycles to move them forward.

In 2015, NSNO provided direct school support to over 45 schools in the city—predominately through School Quality Reviews and Common Core transition support.

In addition to offering direct support to schools, we continue to fund and support organizations that recruit and train the talent that schools needs to drive improvements. This strong ecosystem helps to ensure that teachers, principals, and school and CMO leaders have the skills they need to create and sustain high-quality schools.

“NSNO’s school support has provided objective feedback and strategies to help me to change my thinking and decision making to increase student achievement at my school.”

– Krista Patrick Brown, Principal of ARISE Academy

Developing New Teacher Pipelines

In 2025, skilled and committed teachers will be at the heart of excellent schools across New Orleans. Growing enrollment is straining our system today, and students do not have the opportunity to learn from enough teachers of color. This year, we began to tackle both challenges.

While New Orleans currently recruits teachers from both traditional preparation and alternative programs, together, these sources will still be insufficient to meet our growing need for new teachers in the years ahead—projected to be as high as 900 vacancies per year by 2020. This shortage threatens to unravel the progress made by schools and students across our city.

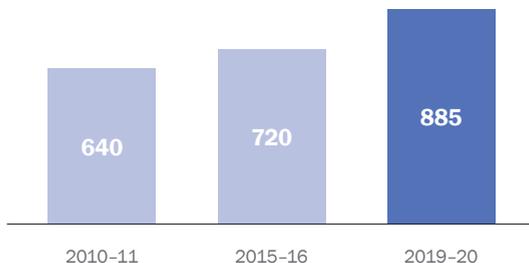
NSNO has taken the first steps in attacking this gap by supporting the launch of four CMO-embedded teaching residencies in partnership with Relay Graduate School of Education. These residencies combine theory with job-embedded development and deliberate skill practice that prepares novice teachers to be effective from day one. The program launched with 25 residents as a pilot in fall 2015.

This year, NSNO also convened schools, partners, and local universities to identify promising practices and to begin building relationships between charter organizations and our region's top teacher preparation programs—including alternative certification providers that are some of the largest sources of teachers of color for New Orleans schools. We hope these efforts, in concert with the Louisiana Department of Education's *Believe & Prepare* program, will help catalyze new partnerships, yielding an additional 200 teachers per year for our city.

By developing an innovative teacher pipeline strategy for New Orleans, NSNO and our partners can create an environment where multiple qualified candidates will vie for every available teaching job. By 2025, more of our teachers will have come from our community, our teaching force will reflect the diversity of our city, and schools will be confident that all novice educators have the skills and mindsets to be effective.

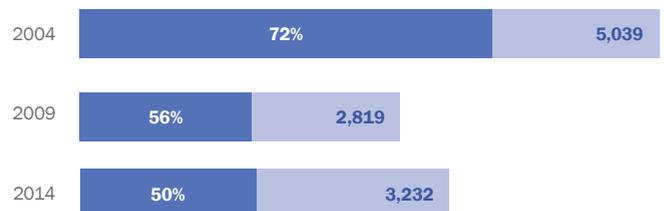
PROJECTED TEACHER HIRES

Projected number of teaching positions in NOLA for 2020, high end estimates



CHANGE IN DEMOGRAPHICS OF TEACHERS

■ Total number of teachers
■ Percentage of teachers who are black



Excellence
*We work hard and
bring our best
selves every day.*

Excellence
*We never
give up.*

S Sit Up
L Listen
A Ask / Answer Questions
N Nod
T Track the Speaker

Courage
*We do what is
right, even
when it is hard.*

C
*We show
trust*

Community
*We work together
and achieve our
goals.*

Community
*We show respect to all
of our teammates and
teachers through
meaningful interactions.*

Community
*We follow
directions the first
time and show
cooperation.*

Community
*We have a common
language that we
share in and out of
the building.*





“Winning NSNO’s New Orleans Excellence in Teaching Award was particularly rewarding since it not only recognized the hard work that goes on in my classroom, but it also solidified that I am doing what I was destined to do by giving back to my hometown community of New Orleans. Being able to teach the next generation of New Orleanians is humbling, challenging, and fulfilling.”

– Troy Lawson, 3rd Grade Science and Social Studies teacher at Lawrence D. Crocker College Prep

Equity Advances

In 2025, New Orleans educators will have the expertise and support to offer rigorous academic and social programs to every child, no matter her circumstances or background. Schools will continue to implement clear and fair discipline policies that work to keep kids in class and learning. This year, NSNO helped our system make significant strides towards that vision.

Boost system-wide capacity for students with high-incidence disabilities

This year, NSNO received a federal \$2.4M Charter School Program National Leadership Activities grant—one of only six awarded nationwide. The grant funds a variety of talent development activities for educators who work with students with disabilities, including increased training for general and special educators and better information sharing for schools around quality related service providers (e.g., speech-language pathologists). Of particular note is the launch of the Special Education Leadership Fellowship (SELF), which provides rigorous training to special education coordinators across the city.

Develop specialized programming for students with moderate to intensive needs

In 2015, NSNO funded four additional high-quality school-based special education programs. With these investments, NSNO has helped add a total of 242 high-quality seats for students with disabilities.

Increase options for intensive mental health and therapeutic services

NSNO provided an essential start-up grant to the New Orleans Therapeutic Day Program, a new education setting that serves students with the most severe diagnosed behavioral health disabilities across the city.

Provide strategic leadership to build equitable infrastructure

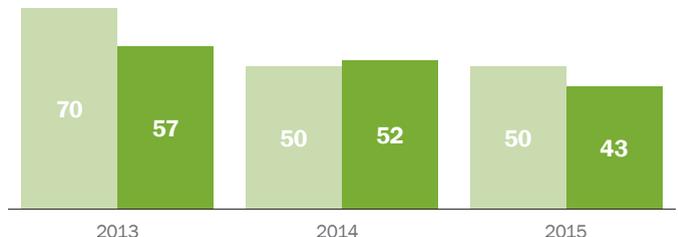
NSNO has worked with government, advocacy and charter school partners to advocate for a fair differentiated funding formula that meets the needs of all New Orleans students.

NSNO also supported improvements to student discipline policies across New Orleans in 2015, working with RSD to refine and clarify the citywide expulsion processes. As a result, expulsions dropped for the third consecutive year and remain below the state average.

EXPULSION RATE BY YEAR COMPARED TO STATE

*Number of students expelled
per 10,000*

■ Louisiana
■ New Orleans





OF
FAME

K10 Reflections and Celebrations

This year, we highlighted the successes and challenges of the last ten years to help our city form a strong vision for the next ten. The tenth anniversary of Hurricane Katrina brought intense media attention to New Orleans and its citywide reform efforts. NSNO ramped up our communications capacity to ensure that coverage was informed and accurate, and acknowledged the hard work of students, educators, and families to improve our city's schools.

Last summer, NSNO released a comprehensive report, *Ten Years in New Orleans: Public School Resurgence and the Path Ahead*, to tell the story of New Orleans public schools' transformation and assess our progress toward delivering on the promise of an excellent public education for every child. The report combines interviews from over 40 educators and stakeholders, an in-depth analysis of student performance data, and an exploration of the rich social, political, and historical context in which our schools operate. It provides the most complete and nuanced picture of public education that we have released to date.

The tenth anniversary of Hurricane Katrina also gave us an opportunity to bring students, families, and educators together to celebrate the progress made in the last decade. The second annual Senior Shout Out, held in May on the steps of the Superdome, brought together over 200 students to announce college acceptances and celebrate bright futures. They represented the 2,500 students from across the city who had been accepted to over 300 universities across the United States and abroad, earning an impressive \$75 million in scholarships. Later that month, we recognized some of the amazing educators who helped them get there with our inaugural New Orleans Excellence in Teaching Award ceremony. And in August, NSNO and partners brought together over 5,000 students of all ages from schools across New Orleans to the inaugural Youth Rise Rally to celebrate, dance, and hear from each other about their hopes for the future.



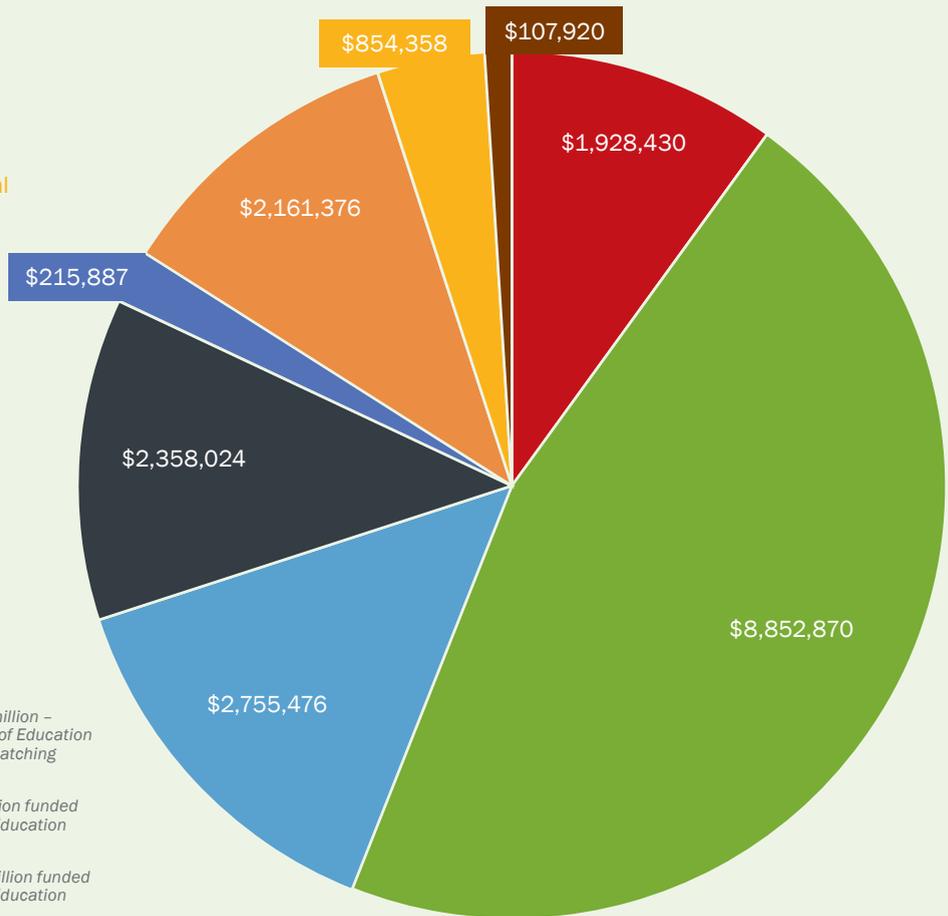


Financials

	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
Revenue and Support			
Grants and contributions	15,755,867	2,986,191	18,742,058
Donated use of facilities	20,941	-	20,941
Interest income	9,148	-	9,148
Total Revenue and Support	15,785,956	2,986,191	18,772,147
Net Assets Released from Restrictions			
	3,653,714	(3,653,714)	-
Total Revenue, Support, and Net Assets Released from Restriction	19,439,670	(667,523)	18,772,147
Expenses			
Program Services			
Seat creation	10,781,300	-	10,781,300
Seat improvement	5,329,387	-	5,329,387
Strategic leadership	2,161,376	-	2,161,376
Supporting Services			
Management and general	854,367	-	854,367
Fundraising	107,920	-	107,920
Total Expenses	19,234,350	-	19,234,350
Change in Net Assets	205,320	(667,523)	(462,203)
Net Assets			
Beginning of year	3,357,333	4,559,434	7,916,767
End of year	3,562,653	3,891,911	7,454,564

2015 FISCAL YEAR EXPENSES

- Seat Creation
- i3
- Seat Improvement
- TIF
- CSP
- Strategic Leadership
- Management and General
- Fundraising



Investing in Innovation Grant (i3): \$29 million – 83.33% - from the Federal Department of Education and \$5.6 million – 16.67% - in private matching funds over seven years.

Teacher Incentive Fund (TIF): \$13.9 million funded 100% from the Federal Department of Education over six years.

Charter Schools Program (CSP): \$2.4 million funded 100% from the Federal Department of Education over three years.

Donors and Board

Contributions for fiscal year 2015

\$3,000,000 & ABOVE

U.S. Department of Education

\$1,000,000 & ABOVE

Laura and John Arnold Foundation

\$250,000 – \$999,999

Bill & Melinda Gates Foundation

Booth-Bricker Fund

Doris and Donald Fisher Fund

The Eli and Edythe Broad
Foundation

Michael and Susan Dell
Foundation*

Next Generation Learning
Challenges

Robertson Foundation

The Walton Family Foundation

W.K. Kellogg Foundation*

\$100,000 – \$249,999

Baptist Community Ministries

Emerson Collective Education
Fund

Goldring Family Foundation and
Woldenberg Foundation

The J.P. Morgan Charitable Giving
Fund*

Methodist Health Systems
Foundation

Oak Foundation

Patrick F. Taylor Foundation

Zemurray Foundation

\$50,000 – \$99,999

Ella West Freeman Foundation

\$25,000 – \$49,999

Capital One Bank

Pro Bono Publico Foundation

The Stephen and Sandy Rosenthal
Family Foundation

\$10,000 – \$24,999

Ewing Marion Kauffman
Foundation

\$9,999 & BELOW

Adam Hawf

Allison Lewis and Pierre Stouse
Family Fund

Erik Bengtsson

Freeport-McMoRan Copper and
Gold Foundation

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