



JOUNCE PARTNERS

Annual Report 2017





JOUNCE PARTNERS

2226 Lombard Street
Philadelphia, PA 19146

JouncePartners.org

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Message from Our Executive Director

At Jounce, we work with teachers and school leaders on “teacher moves” that drive student learning. One of my favorite moves is what we call the “about/that shift.”

Walking down the hall with a principal at a partner school, we might ask a student we pass what he is learning:

“Dante - walk with us for a minute. Tell us what you are learning in math today!”

The first time we ask, Dante will reply, “I’m learning about –”. When we hear “about” we stop him immediately: “Wait! Try, “I’m learning that...” ”

Dante will furrow his brow and pause –it’s a lot easier to say, “We are learning about triangles” than it is to

note, “We are learning that even when you flatten or stretch the triangle, the sum of the angles doesn’t change!” But after some prodding and encouragement, Dante will tell us, with precision, what he has learned.

I like the “about/that shift” for two reasons. First, it makes our students ask questions about what, precisely, they learned. In a world where people who ask themselves questions learn almost 3x more than people who don’t, that type of deliberate question-asking matters. Second, we like it because it makes the point that details matter, and it makes that point to the student, the leader, and ourselves. After all, the same shift can be applied to planning for student instruction or teacher development. “After this plan, students will learn that ...;” “after this session, teachers will know that ...”.

When we pay attention to the details and practice diligently to make sure that those detailed moves become automatic habits, we can make more thinking and learning happen; we can help build a culture where Dante, his teachers and principal, and Jounce are all pushing each other to think harder and be more precise – and to enjoy learning and improving every day.

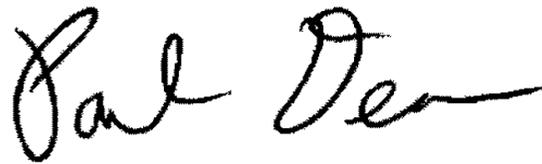
[The “about/that shift”] makes our students ask questions about what precisely, they learned. In a world where people who ask themselves questions learn almost 3x more than people who don’t, that type of deliberate question-asking matters.

In education, we spend a lot of time focused on the urgent need for our work. Rightfully so: currently, fewer than two-thirds of Pennsylvanian middle school students are proficient in English, and only 42% are proficient in Math. Those numbers should be an emergency, but in many schools those percentages would be hailed as a miracle. At one Philadelphia

school Jounce has partnered with this year, only 11% of students were proficient in reading last year – and that number drops all the way down to 2% in 7th grade; only 1% of these students were proficient in math, including zero in 3rd, 6th, and 7th grades. But while driving increased achievement is gravely important, we never want to forget that all kids – and all adults, too – enjoy challenge, growth, and learning when it is cultivated and fostered.

We believe schools can capitalize on this love for learning among adults, accelerating teacher learning in order to accelerate student learning. We love to see teachers practicing the precise wording of their questions and prompts, and we’ll smile when we next see Dante in the hall and he proudly tells us he “learned that...”

Thank you for your support in this hard, joyful work!



Paul Dean
Co-Founder & Executive Director
Jounce Partners



First day of School: Opening day at Memphis Delta Prep, the first Jounce affiliated school.

Our Team

Jounce has trained four school launch partners and four school acceleration partners making an impact in education today.

SCHOOL LAUNCH PARTNERS



Mike McKenna
Former School Launch Partner and Founding School Leader at Memphis Delta Prep



Danielle South
School Launch Partner



Logan Blyler
School Launch Partner and Founding School Leader at Deep Roots Charter School



Jeremiah Lemke
School Launch Partner

SCHOOL ACCELERATION PARTNERS



Amy Blescia-Cascarina
School Acceleration Partner



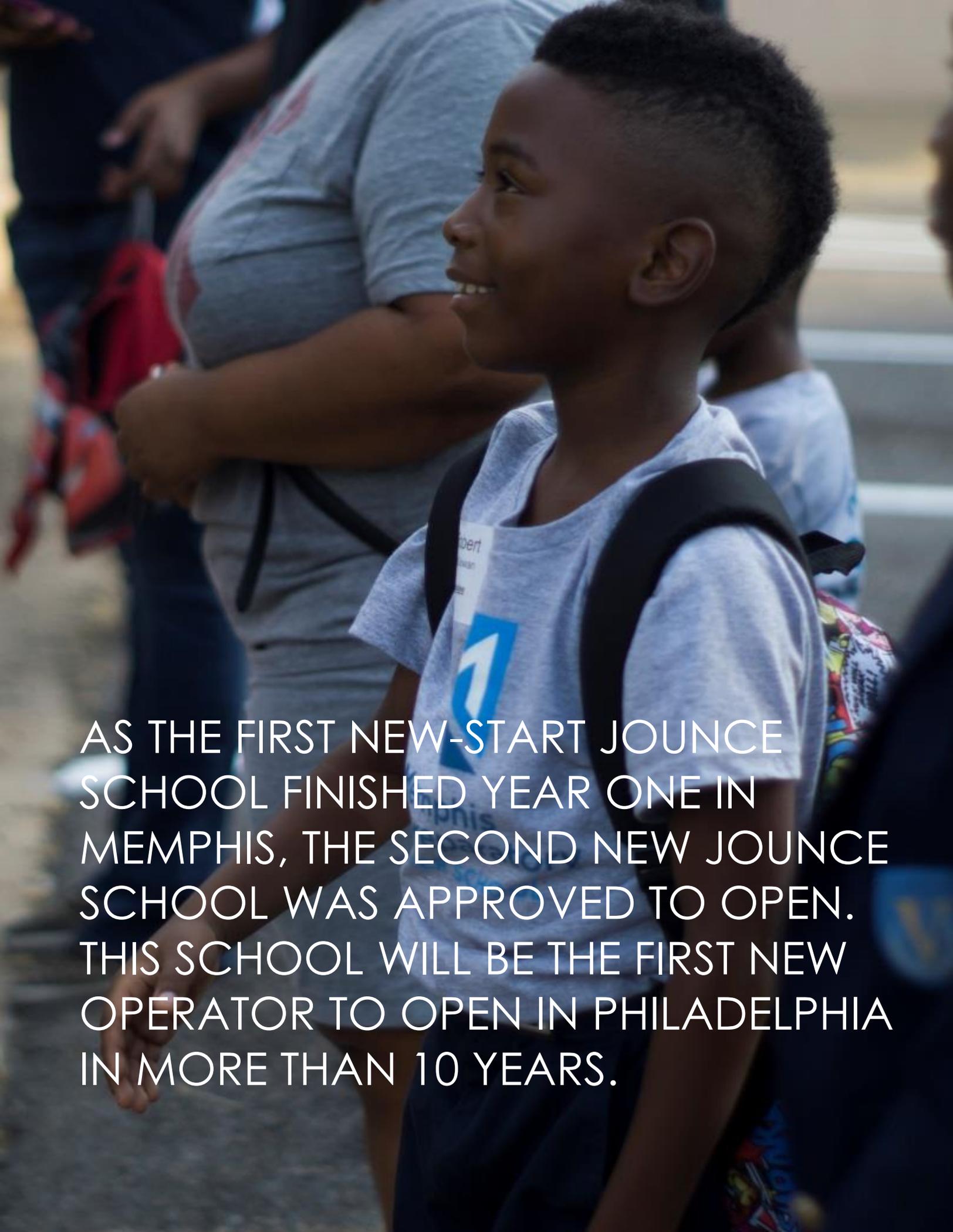
Kimber Hamilton
School Acceleration Partner



Sarah Elder
School Acceleration Partner



Michael Hammond
School Acceleration Partner

A young boy with a backpack, smiling and looking to the side, wearing a grey t-shirt with a blue logo. The background shows other people, including a woman in a grey shirt and another person in a white shirt. The text is overlaid on the image in white, bold, uppercase letters.

AS THE FIRST NEW-START JOUNCE SCHOOL FINISHED YEAR ONE IN MEMPHIS, THE SECOND NEW JOUNCE SCHOOL WAS APPROVED TO OPEN. THIS SCHOOL WILL BE THE FIRST NEW OPERATOR TO OPEN IN PHILADELPHIA IN MORE THAN 10 YEARS.



Our Impact

This year was a year of expansion for Jounce. Memphis Delta Prep – the first Jounce affiliated launch school – finished its first year. Deep Roots Charter School – the second Jounce affiliated launch school – was approved as the first new charter operating in Philadelphia in over a decade. Our partnership work expanded as well, as we partnered with ReNew Schools in New Orleans, Phoenix Charter Academy in Massachusetts, and several new partner schools in Philadelphia. Jounce reaches approximately 15,000 children, all of whom attend high-need schools.

We look at how to improve outcomes for these children by measuring both outputs and outcomes.

OUTPUTS

As process-trusters, we know that if teachers receive high-quality coaching touchpoints, student outcomes

improve. Therefore, the first metric we look at when we partner with schools is the fidelity with which those schools implement our teacher coaching model.

We measure outputs by tracking the frequency of coaching touch points and the number of skill repetitions for each teacher each week. These expectations are included in our contracts with partner schools, tracked on an ongoing basis, and placed along a 5 point scale of implementation. A typical school leader devotes about 6% of her time to teacher development. At our partner schools, that number rises up to 40%. At Memphis Delta Prep, our first affiliated launch school, that number is approximately 80% (Fig. 4).

OUTCOMES

Several of the following partner schools achieved at least a 3 on our 5-point implementation scale:

1. School District of Philadelphia Elementary School, K-8

Jounce has been working with the Principal at this school since November of 2015. In 2015, one third grader, fewer than 5% of fourth graders, and zero 5th graders were advanced in math. Last year, with the same teachers in the classrooms, each of those numbers quadrupled or more, and the school is outperforming the average school in the district by a factor of six (Fig. 1).

2.5%

2. Philadelphia Charter School, 5-8

Jounce has been working with this school since 2013. High-repetition practice has been built into most team meeting and staff development structures at the school, and the teachers we coached directly receive at least 3 high-repetition practice touch points and 5 real-time coaching touch points each week, and most teachers received multiple real-time coaching touch points each week. According to Pennsylvania's Value-Added Assessment System, this school scored 100.00 in Math and 100.00 in ELA.

3. Philadelphia Charter Elementary School, K-5

Jounce has been working with this school since 2014-2015. During that time, the percentage of children reading at or above grade level has risen from under 23% to 74% (Fig. 2).

4. D.C. Charter Elementary School, 1-4

Jounce has been working with this school since December of 2014. This school was the lowest performing school in its network in DC when we began working with them in 2014; last year they were ranked as the third highest performing network elementary school in the country. During those three years, their third and fourth graders have grown every year in both Math and ELA (Fig.3).

5. Memphis Delta Prep

2016-2017 was the first year for Memphis Delta Prep, Jounce's first affiliated school. MDP students showed consistent growth as the year went on - results were especially pronounced in kindergarten, where most students had never been exposed to anything but Jounce teaching. There, the percentage of students reading on grade level in the earliest grades more than tripled from the fall to the spring.

Fig. 1 – PERCENTAGE OF STUDENTS ADVANCED IN MATH

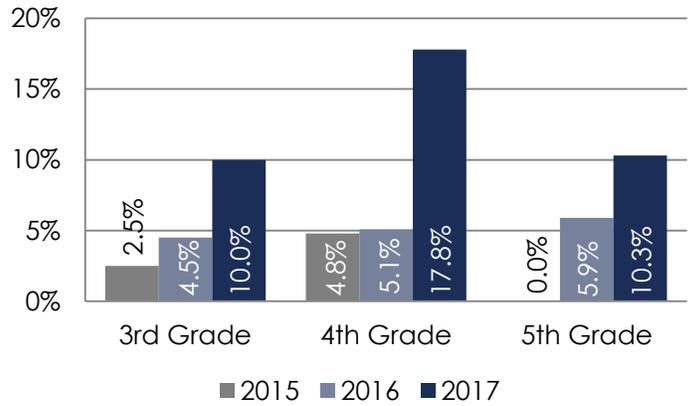


Fig. 2 – PERCENTAGE OF STUDENTS AT OR ABOVE GRADE LEVEL

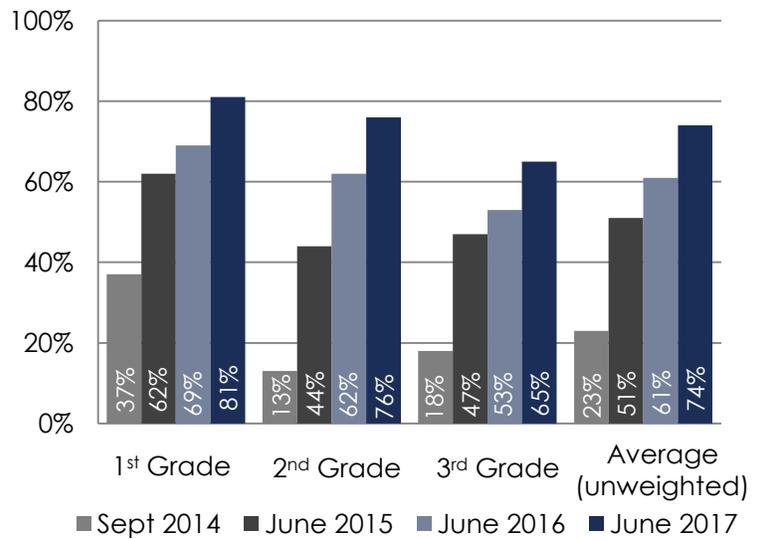
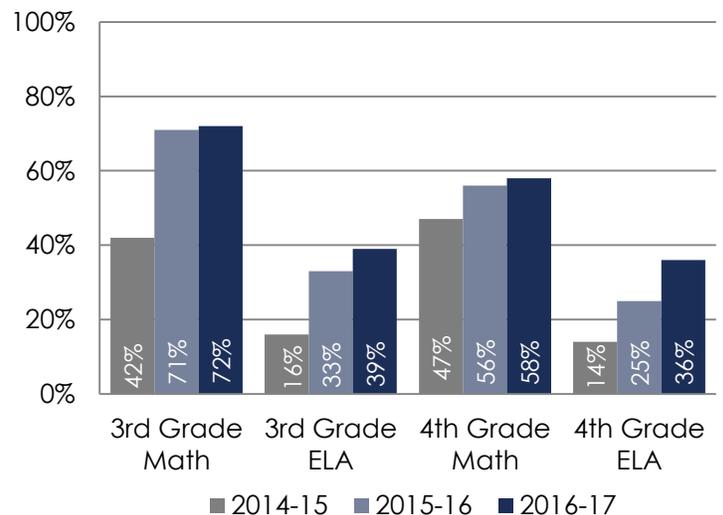


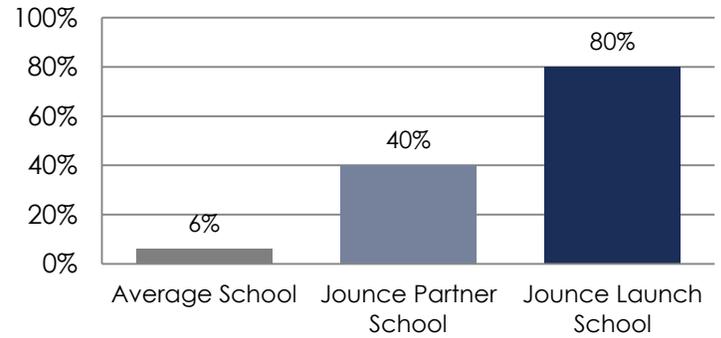
Fig. 3 – PERCENTAGE OF STUDENTS SCORING A 4 OR 5 ON PARCC'S 5 POINT SCALE



COMMITMENT TO STUDENTS

Jounce is committed to keeping children in classrooms, and Memphis Delta Prep showed this in year one. MDP welcomed 52 students who were expelled or not asked back from their previous school, including 13 who had been expelled or coached out mid-year. None of these students - or any other MDP students - were suspended or expelled from MDP. In fact, Memphis Delta Prep has not issued a single student suspension in a year and a half of operation.

Fig. 4 – AMOUNT OF PRINCIPAL'S TIME SPENT TRAINING TEACHERS



Implementation	Description	Projected Student Outcomes
Level 3	School Leaders spend 10%-30% of time coaching teachers. At least half of teachers are getting 7+ coaching touch points weekly.	Close gap between % of students making target growth and 100% by one-third (i.e. 10%-40%, 40%-60%, 70%-80%).
Level 4	School Leaders spend 30%-70% of time coaching teachers. At least three-quarters of teachers are getting 10+ coaching touch points weekly.	Close gap between % of students making target growth and 100% by one-half (i.e. 10%-55%, 40%-70%, 70%-85%).
Level 5	School Leaders spend 70% or more of time coaching teachers. All teachers receive 15+ coaching touch points weekly.	Close gap between % of students making target growth and 100% by two-thirds (i.e. 10%-70%, 40%-80%, 70%-90%).

HEAR IT FROM OUR PARTNERS

What our Partner Schools are saying about Jounce:

I'd been training and supporting teachers for many years when I started getting coached by Jounce. Paul and his team has helped me bring a new and more analytical lens to my work with teachers. I now feel confident that I can hire a new teacher and coach her to be highly effective within a year or two. I have been coached by Jounce all 3 years that our new campus has been open. During this time our students' reading levels rose from 20% on grade level to 66%. This dramatic improvement has been possible because of the coaching work we have been able to do under Jounce's support.

— Kate O'Shea, Awbury Lower School Director, Wissahickon Charter School

The "war for talent" in ed reform has gotten us to a place where we have a few schools that are able to do great things for kids (and even in those cases, the results often aren't sustained for very long), but in most schools, we still aren't providing truly transformative teaching to our kids. Jounce comes at

this problem from a completely different place - investment in the teachers and leaders we already have, through high-repetition, real-time coaching that quickly grows skill.

— Sean Gallagher, Chief of Schools, ReNew Schools

Jounce has exponentially grown the abilities of myself and my staff. The concrete and practical skills that Jounce have given us have improved our school-wide practices and ultimately contribute to the betterment of our students.

— Zachary Duberstein, Principal, Vare-Washington Elementary

Jounce has helped our whole faculty approach the work of teaching with a growth mindset. Even our Teacher Leaders feel that the coaching has made a marked difference in their classrooms. We want our students to always feel they can grow and improve and it's been wonderful to have that start with the adult community.

— Kristi Littell, CEO, Wissahickon Charter School Network

OVER THREE QUARTERS OF JOUNCE'S INCOME WAS EARNED – OUR HIGHEST PERCENTAGE EVER. NEXT YEAR THIS EARNED INCOME PERCENTAGE PROJECTS TO BE EVEN HIGHER.





Financials

Jounce Partners finished the 2016-2017 fiscal year stronger than we entered it. While expenses increased from \$333,003 to \$502,877, total revenue grew from \$380,292 to \$586,505. In just two years, Jounce has nearly quadrupled in size. Next year, we expect continued growth.

EXPENSES

As has been true since our beginning, the overwhelming majority of Jounce expenditures - nearly 90% - goes to our team of former teachers, coaches, and principals. By directly investing in talented leaders and thought-partners, Jounce

ensures we keep asking ourselves hard questions about how to improve, and that our partner schools can improve even more rapidly.

REVENUE

Despite this growth, Jounce is moving towards sustainability. Over three-quarters of our 2016-2017 income was earned - our highest percentage ever - and next year this earned income percentage projects to be even more substantial. Other revenue sources come from Foundation partners who believe in our work, and from you.

	2014-2015	2015-16	2016-17	2017-18*
Expenses	\$141,380	\$333,003	\$538,584	\$959,326.21
Revenue	\$150,683	\$380,292	\$560,316	\$986,795
Earned Income (%)	66%	59%	76%	84%

*Projected



Looking Forward

Next Year, Jounce is focused on growing our School Leader Fellowship and opening new schools. We will make sure that Deep Roots Charter School is a model for our Philly partners and that Memphis Delta Prep is a model for our partners nationally. We will continue to add talented people to our team and improve implementation at our partner schools.

Over the next five years, we will build regional clusters of schools, with a new-start Jounce school setting the bar for rapid teacher growth and with local partner schools working closely with Jounce to help everyone get better, faster.

Jounce is focused on growing our School Leader Fellowship and opening new schools. New-start Jounce schools will set the bar for rapid teacher growth and serve as a model for our partners nationally.

Thank You

Thank you to our supporters and our partners for their commitment to this challenging and important work:

FUNDERS

The Barra Foundation
The Patricia Kind Family Foundation
The Wood Foundation of Chambersburg, PA
The Allen Hilles Fund
The Thomas Meloy Foundation
The M. Night Shyamalan Foundation
The Philadelphia School Partnership

PARTNERS

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Belmont Charter School
The DePaul Catholic School
Inquiry Charter School
Holy Cross
Our Mother of Sorrows / St. Ignatius of Loyola
St. Barnabas
St. Francis Cabrini
St. Helena Incarnation
St. Malachy
St. Martin de Porres
St. Raymond of Penafort
St. Rose of Lima
St. Thomas Aquinas
Cornerstone Prep Denver
Cornerstone Prep Lester
De La Salle Elementary School
Delaplaine McDaniel Elementary School
Edward T. Steel Elementary
James G. Blaine Academics Plus
John Bartram High School
KIPP DC Heights Academy
KIPP DC Lead Academy
KIPP DC Quest Academy
KIPP DuBois Collegiate Academy
KIPP Philadelphia Preparatory Academy
KIPP West Philadelphia Preparatory Charter School
Phoenix Charter School
ReNEW Cultural Arts Academy
ReNEW Dolores T. Aaron Academy
ReNEW McDonogh City Park Academy #28
ReNEW Schaumburg Elementary

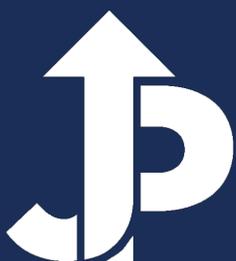
ReNEW SciTech Academy
Vare Washington
Wissahickon Charter School, Awbury Campus
Wissahickon Charter School, Fernhill Campus
Teach For America
Relay GSE Memphis
Relay GSE Delaware
Capital Teaching Residency

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