

# Annual Impact Report

**2023**



school  
**LEADERLAB**

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# Introduction

***"School Leader Lab not only helped me build a new set of skills but gave me a group of peers that I still lean on for support. Without those two things, I'm not sure I would be in this role now. Or even still in education."***

When people ask, "How's work?" they are often surprised by my response, "I love it. If I were to create a dream job for myself, I couldn't even come up with something this good." Thank you for making my dreams possible and being a part of the School Leader Lab community.

School Leader Lab is now six years old and growing! We have trained more than 300 leaders in 73 schools, reaching over 50% of LEAs across every ward in DC. We've doubled down on our cohort model. And it is working: 81% of the leaders who go through our programs persist in school-based leadership roles. We'll add new cohorts to reach even more leaders in both public and charter schools over the next year.

None of this would be possible without School Leaders Lab's incredible staff, board of directors, generous funders, and school partners. I want to end by thanking our most important people: the School Leader Lab participants and alumni working daily in schools to make a difference for our students.

Onward,

*Erica Beal*

Executive Director



# Who We Are

## Our Mission

We partner with leaders to disrupt racism, inspire staff, and champion rigorous learning.

We develop leaders to create schools where adults want to work, students thrive, and everyone feels valued.

**100%**

**of our  
alumni  
endorse  
SLL.**

## Our Vision

Leaders inspiring students to grow and teachers to thrive.

## Our Values

### Equity

We devote energy to disrupting inequitable patterns and practices in our work and in schools.

### Partnership

We collaborate and connect to understand the nuances, needs, and opportunities to support leaders.

### Impact

We hold ourselves to a high bar of excellence so that schools see the results of our work.

# How We Got Here

2016



D.C. Developing Leaders Initiative (DCDLI) incubates at EdFuel to serve as quarterback organization to send DC leaders to Relay. Co-founders Amanda Borden and Tatiana Epanchin receive initial funding to launch.

2017



Amanda and Tatiana launch independently, rebranding DCDLI as School Leader Lab. Four local Learning Labs with 21 school leaders take place as a compliment to Relay.

2018



School Leader Lab launches its first full cohort of 18-months with 20 participants. SLL is positioned as a local quarterback organization to Relay.

2020



School Leader Lab shifts to an independent organization with staff and adjuncts designing and delivering programming for DC-based leaders.

2022



Erica Beal is named the new Executive Director of School Leader Lab. SLL offers cohorts from teacher leaders to network executives.

2023



School Leader Lab partnerships expand to include DCPS and Teach for America in alignment with the vision of DC-based leaders inspiring students to grow and teachers to thrive.

# Our Impact

## Why leadership?

We believe leaders are essential to creating exceptional schools. But too often, leadership development is lacking or doesn't exist at all.

## We're different.

We build brave spaces. We cultivate community. We partner with leaders to disrupt racism, inspire staff, and champion rigorous learning.

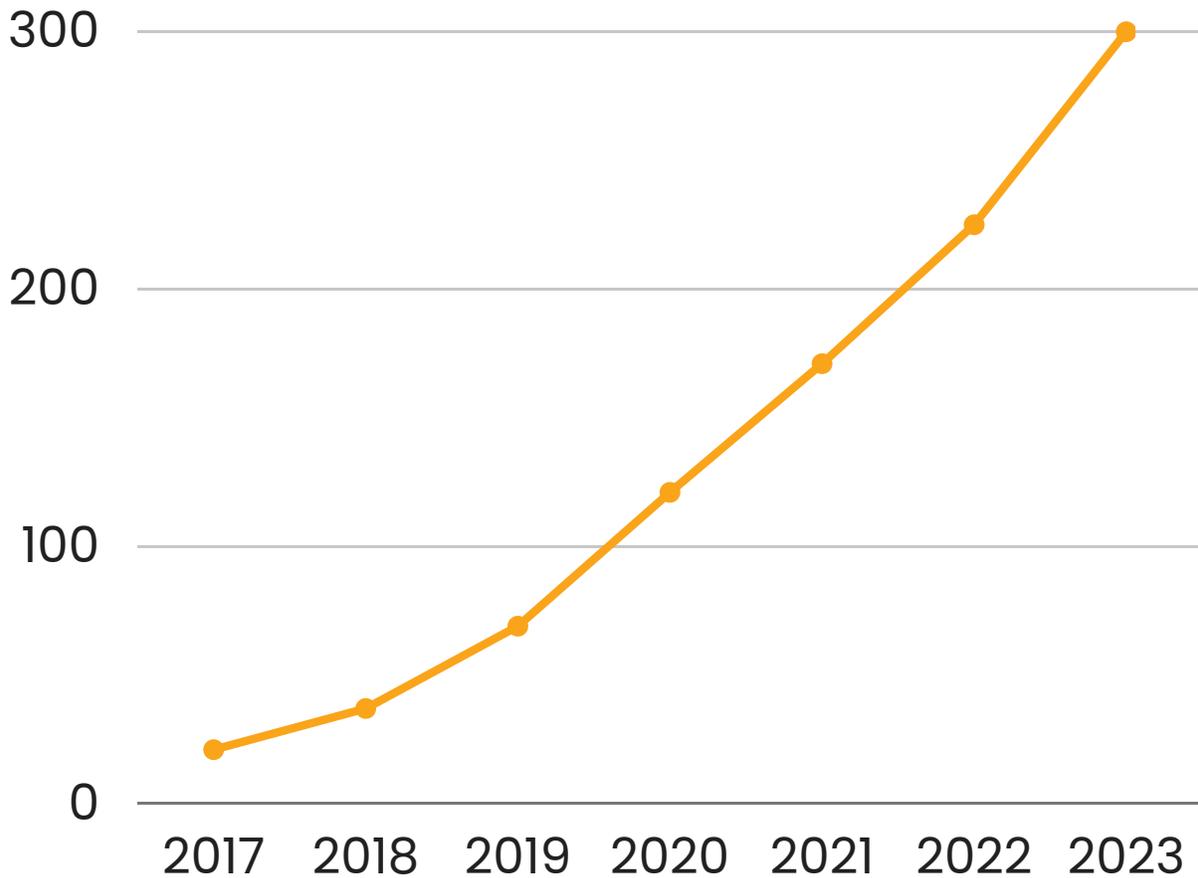
## Our Goals

- Cultivate more inspirational, antiracist leaders who are champions of rigor in DC.
- Empower and support our alumni community to deepen our impact on individual leaders and in DC schools.
- Expand the reach and standing of School Leader Lab.

FY23 GOAL	OUTCOME	TARGET ACHIEVED
Enroll and develop 40 new DC school leaders across our cohorts.	<b>64 new leaders</b> engaged in FY2023.	<b>160%</b>
The retention rate for school leaders that have participated in SLL programming will be above 90%.	<b>90% retention rate</b> among our school leaders.	<b>99%</b>
90% of alumni still in school-based roles cite their experience with SLL as influencing their capacity and desire to stay in the role.	<b>92%</b> of alumni attribute staying in school leadership to SLL.	<b>102%</b>



# school **LEADERLAB** Leaders Served



**3.9**

average  
participant  
satisfaction  
(scale of 1-4)

**80%**

of supervisors  
report positive  
leader growth

**73**

DC schools with  
SLL-trained  
leaders

# 300+

number of DC  
school leaders  
trained

# \$20,250,000

total savings of School Leader Lab  
partners from retaining sitting  
principals



Readers appreciate  
accurate information

# What's Next?

## Our 2024 Strategic Goals

1

**Deliver world class cohort programs that retain and increase the impact of DC school leaders.**

Our cohort model has a proven impact and ongoing demand. By 2027, we will have trained 750 leaders, ultimately impacting over 250,000 DC-area students.

2

**Launch an alumni learning community and customized project offerings.**

Our alumni learning community and customized project offerings will increase the impact of leaders and their longevity in our schools.

3

**Launch EdEx for network level leaders.**

EdEx is a highly selective fellowship that prepares 8-10 talented and diverse leaders to flourish in network-level roles in the DMV.

4

**Continue to be a trusted partner for leaders and schools in DC, Maryland, and Virginia.**

We are committed to DC-area leaders and their students and families.

***Thank you to our generous funders and school partners who make our work possible.***

## **School Partners**

Achievement Prep  
Amateka College Prep  
AppleTree Institute  
The Baltimore Leadership School  
for Young Women  
Breakthrough Montessori PCS  
Capital City PCS  
Capital Experience Lab  
Center City PCS  
The Children's Guild  
DC Bilingual Charter School  
DC International School  
DC Prep  
DC Scholars  
DC Public Schools  
Digital Pioneers Academy  
E.L. Haynes PCS  
Elsie Whitlow Stokes CFPCS  
Friendship PCS  
Girls Global Academy  
Goodwill Excel Center DC  
Howard University Middle School  
Ingenuity Prep  
Kansas City Public Schools  
KIPP DC  
KIPP SoCal  
Lee Montessori PCS  
Mary McLeod Bethune Academy  
Meeting Street Schools  
Meridian PCS  
Mundo Verde PCS  
Paul PCS  
Rocketship Public Schools DC  
The Social Justice School  
The Sojourner Truth School  
Thurgood Marshall Academy  
Two Rivers PCS  
Washington Latin PCS  
Washington Leadership Academy  
Washington Yu Ying PCS

## **Funders**

Aviv Foundation  
Morris & Gwendolyn Cafritz Foundation  
A. James and Alice B. Clark Foundation  
CityBridge Education  
Education Forward DC  
Philip L. Graham Fund  
DC Office of the State Superintendent of Education (OSSE)  
Walton Family Foundation

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