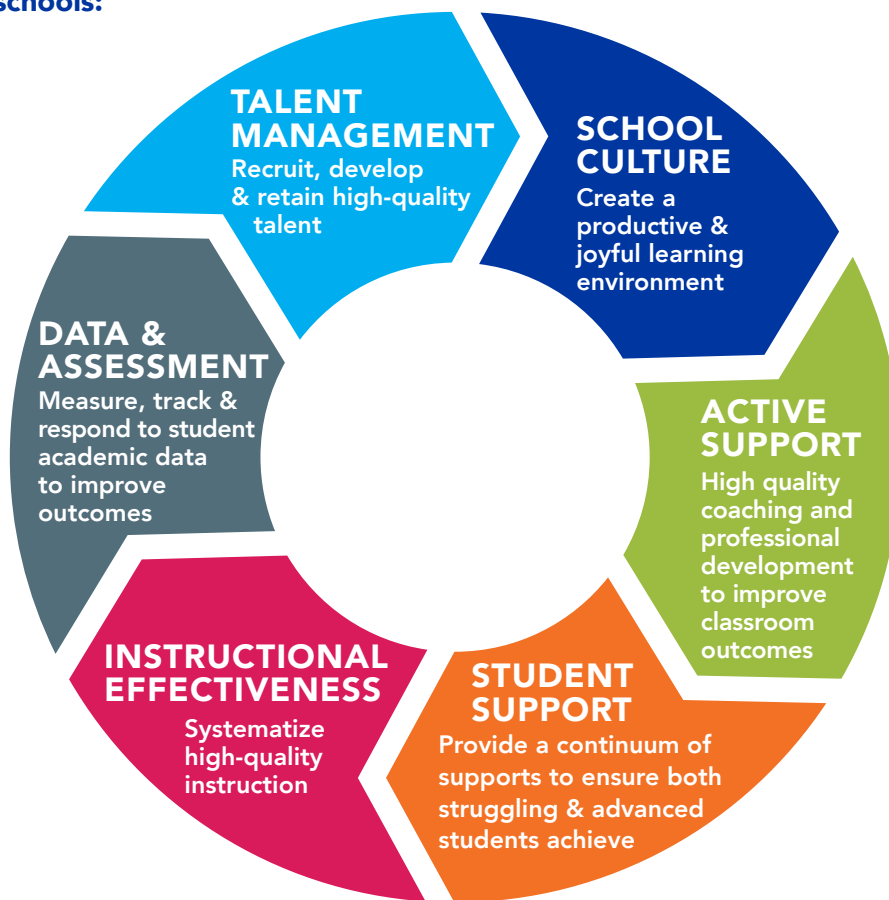# MASTERY MODEL OVERVIEW

Mastery schools have one driving mission: *All students learn the academic and personal skills they need to be truly prepared for postsecondary success and able to pursue their dreams.*

We believe educational inequity is the most pressing social problem facing our country and the civil rights issue of our day. Mastery exists to solve the problem. Our ultimate goal is to create a model urban school district that serves all students with excellence.

To address the needs of all of our students and deliver academic excellence at scale, we developed an operational model with six interlocking management systems which govern our schools:

TALENT MANAGEMENT
Recruit, develop & retain high-quality talent

SCHOOL CULTURE
Create a productive & joyful learning environment

ACTIVE SUPPORT
High quality coaching and professional development to improve classroom outcomes

STUDENT SUPPORT
Provide a continuum of supports to ensure both struggling & advanced students achieve

INSTRUCTIONAL EFFECTIVENESS
Systematize high-quality instruction

DATA & ASSESSMENT
Measure, track & respond to student academic data to improve outcomes

17 of our 24 schools are turnarounds of previously failing district or charter schools.
On average, Mastery schools have a larger population of students with IEPs than our peers.

Mastery Schools

Love your work. Build your career. Choose Mastery.   **masterycharter.org**

What Makes Mastery Different

INSTRUCTIONAL EFFECTIVENESS – We believe instruction is a craft that can be perfected with specific guidance and coaching. We provide a rigorous academic experience for all students K-12 through:

Common Foundation – Across all core content areas, the Mastery network has adopted high quality instructional materials to support teacher planning and execution in the classroom . All teachers engage in intellectual preparation meetings with their content teams or assistant principal regularly and curriculum embedded professional development occurs monthly.

Instructional Standards – There are a set of foundational pedagogical practices that apply across all subjects and which should be present in all Mastery classrooms. We define these in a set of instructional standards that describe core teacher actions and student outcomes.

Coaching & Development – All new and select veteran teachers receive coaching. Formal sessions, led by master teachers, central office coaches, or school-based leaders, cover everything from classroom management and restorative justice to content mastery and higher-order thinking.

SCHOOL CULTURE – Mastery's school culture systems are designed to create productive, joyful school communities that support students' personal development and maturation and an orderly, safe learning environment. Our school culture system is based on three guiding principles: **Adult-Student Relationships are Key, Clear Expectations are Essential, and School Community is Sacred.**

Key supporting systems include:

Cultural Context – We know that culture, race and identity strongly influence how we teach, how students learn and how the school community interacts. We believe culturally-competent educators can build quality relationships with students and parents that are based on mutual respect and high expectations. Educators engage in regular book study and conversation around Zarettta Hammond's "Culture Responsive Teaching and the Brain". We embed culturally responsive teaching strategies in daily instruction to maximize cognitive engagement of students to support all students to thrive as independent learners.

School Rituals – We intentionally create a community that feels both orderly and joyful. The School Culture Team supports common rituals such as morning circles, community meetings and school events that celebrate the school community and the joy of learning.

Student Engagement – We implement common, age-appropriate classroom management systems, strategies to engage all students, and positive learning-community structures.

Student Support – To ensure all students succeed we provide a comprehensive safety net to help students overcome their academic and emotional challenges. All students have access to: in-class or school academic interventions, counseling and access to a mental health program and small group therapy/support groups.

Cultural Context	School Rituals	Student Engagement	Student Support

Mastery Schools