

Mastery Operational Model

Mastery schools have one driving mission:

All students learn the academic and personal skills they need to pursue their dreams and succeed after graduation.

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



Talent management

We recruit, develop, and retain high-quality talent.

Instructional support

We provide ample professional development to advance instructional performance, enhance confidence, and drive student outcomes.

Data assessment

We use data to inform decisions about instruction, programming, and the ongoing improvement of our network.

Student support

We provide a comprehensive safety net to help students overcome academic and emotional challenges, ensuring success for all.

School culture

Our school culture systems foster productive and joyful school communities that support student development and maturation in an orderly and safe learning environment.

Active leadership

We employ robust school-based leadership and central office teams to support instructional staff.

Talent management

Investing in our team – To encourage strong retention we equip our staff with the necessary skills and cultural competencies to effectively serve their students and prioritize continuous learning and growth. We also offer **competitive performance-based pay**, cover a generous cost of health insurance for you and your family, and foster a culture of recognition and celebration.

Instructional support

Coaching and development – Our **teacher coaching model is nationally recognized**. It's driven by concrete, manageable goals; frequent, aligned feedback; modeling and practice. 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.

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.

Data assessment

Real-time data – We incorporate **real-time data tracking** tools to monitor student performance and identify potential challenges early on. Data collection methods gather information on student performance, attendance, behavior, and other relevant metrics. This helps educators provide timely feedback and **tailor instruction to each student's individual needs**.

Continuous improvement culture – Continuous assessment and analysis allow for ongoing adjustments to instruction and programming, promoting a **culture of continuous improvement** within our network of schools. This targeted approach to teaching enables students to receive **timely support and interventions**, ultimately leading to improved learning outcomes and academic growth.

Student support

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

Family engagement – We acknowledge the critical role of families in students' academic success and actively engage parents and caregivers as genuine partners in their child's education. By **fostering collaboration between school and home**, Mastery strengthens the support network available to students, enhancing their overall academic experience and increasing retention rates.

School culture

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. We embed **culturally responsive teaching strategies** in daily instruction to maximize the cognitive engagement of students to support all students to thrive as independent learners.

School spirit – We intentionally create **school communities that feel both orderly and joyful**. School culture teams support common rituals such as morning circles, community meetings, and school events that celebrate the school community and the joy of learning.

Active leadership

Ample and active support – Our leaders are responsible for staff and student success and are empowered to act. They build on our shared foundation to meet the specific needs of their school communities.



Mastery Schools

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