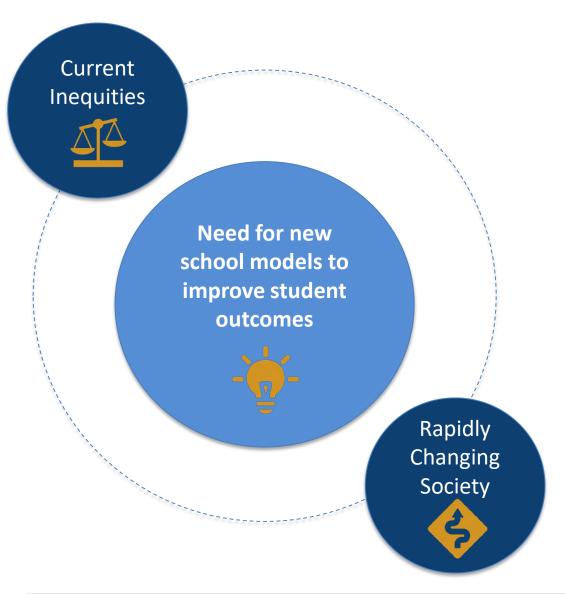




Why Redesign?



Redesign is a transformation strategy supporting **Anacostia HS** and **Ballou HS** to partner with their communities to reimagine school, particularly for students furthest from opportunity.

In addition to responding to current inequities in student outcomes, Redesign also allows schools to be responsive to the rapid pace of social, economic, and technological change in today's society, and better prepare students with 21st century skills.

Redesign Guiding Principals

COMMUNITY-DRIVEN DESIGN

Selected Redesign models must be both grounded in research and responsive to the unique needs and desires of the community. Redesign Teams leverage a human-centered design process and deeply engage their stakeholders.

DEDICATED TIME & SPACE

SY19-20 serves as a design incubation year as each school deeply engages their communities, conducts research, pilots new strategies, and develops staff in the new model, prior to implementation in SY20-21.

CAPACITY BUILDING & DEVELOPMENT

Each school has a dedicated Redesign Team of four, full-time staff members leading the work and engaging in deep, ongoing professional development to build long-term capacity for innovation in their schools.

STRATEGIC ALIGNMENT

The Cluster Support Model allows for each school to more meaningfully engage with their feeder elementary and middle schools and streamline all supports in alignment with their Redesign strategies.

Redesign Process & Timeline





Launch & Engage

Vision & Design

Define & Pilot

Support & Staffing

Strategic Planning

Implement & Refine

June – July 2019	Aug – Sept. 2019	Oct. – Dec. 2019	Jan. – Mar. 2020	April – July 2020	SY 20-21
Select, onboard, and develop Redesign Teams, and launch initial engagement opportunities with school stakeholders	Synthesize initial engagement and research to develop North Star vision for feedback	Incorporate feedback to define the new model and launch pilots to test aspects of it	Define staff profiles aligned to new model, facilitate aligned professional development, and retain great talent	Develop phased change management plan and key implementation focus areas for SY20-21	Launch model implementation with consistent opportunities for feedback, reflection, and refinement