



BALTIMORE LAB SCHOOL

THE DIFFERENCE IS EXTRAORDINARY

STATE OF THE SCHOOL
JUNE 2019



TENET 1: Program Development & Enhancement

Baltimore Lab School is now accredited for the first time as a fully independent school by the Middle States Association (MSA). Prior to May 2019, BLS was accredited as a division of the Lab School of Washington (LSW). This accreditation marks an auspicious milestone in our history.

As a result of this exhaustive and intensive self-study, our School Improvement Team (SIT) has developed a substantively structured Action Plan. Our Action Plan has three goals:

- *By 2026, all students at the Baltimore Lab School will demonstrate increased proficiency in reading.*
- *By 2026, all students at the Baltimore Lab School will demonstrate increased proficiency in math.*
- *By the year 2026, curriculum mapping that supports coherence from Grades 1-12 will be completed with a focus on common daily lesson structure, school-wide reading strategies, mathematical literacy, vocabulary development, oral expression, written expression, formative assessment strategies, essential questioning, arts integration practices, and anchor charting strategies in order to support student performance objectives.*

Congratulations to our hardworking teachers, related service providers, administrators, business office staff, Board of Directors, and Parents' Association. BLS remains an extraordinary place because of its commitment to continuous reflection and improvement through our very collaborative spirit and unfettered commitment to our students.

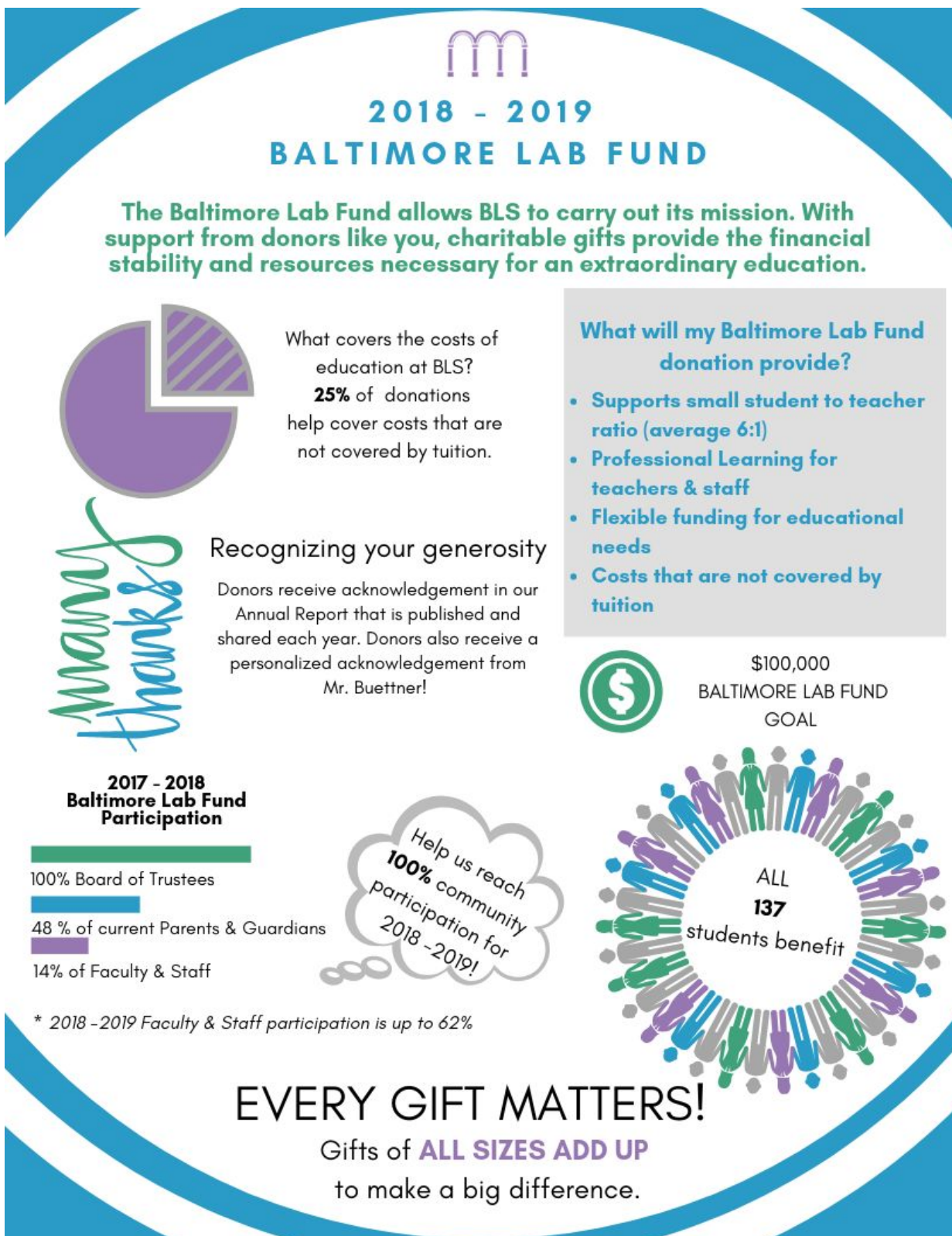
TENET 2: Marketing & Communication

This school year eight Dragon News issues, nine Lower School News issues, three Middle School News issues, and four High School News issues have been shared with our community. Now Dragon News is sent directly to current families via email, as well as posted to our website. The Marketing Committee has selected new swag materials and spent time updating marketing materials to accurately reflect our evolving program. We submitted two entries to the MANSEF Stepping Stones May publication, one highlighting our HS One Book Program and author Heidi Heilig's visit and the second highlighting our state visit with members of the Maryland Department of Disabilities Secretary Beatty, Deputy Secretary Miele, and Director of Communications & Outreach Ms. Cooke, as well as Ms. Flynn from MANSEF.



TENET 3: Development

Since January, BLS has applied for three grants, Kids Gardening & Scotts Miracle Grow, Baltimore City Historic Preservation, and Hoffberg Foundation, to support a variety of aspects of our program. We are currently in the process of applying for additional grants as we learn of new opportunities that fit our ongoing plans. A direct mailing was created and shared with current families that included an infographic that explains Annual Giving and the Baltimore Lab Fund to help grow our philanthropic culture.



TENET 4: Admissions & Financial Aid

Members of the Admissions Committee continue to refine best practices in our admissions process to ensure alignment of our process with our Mission, Beliefs, and Profile of a Graduate. We have:

- Revised our student shadow survey to encourage teacher input and streamline information that we want to gather when students visit BLS.
- Created a student one page profile to help speed up admissions process.
- Concentrated effort on LS enrollment.

In collaboration with the BLS Marketing Committee, we have updated and re-designed our admissions brochure to align with our Mission, Beliefs, our evolving innovative programming, MSDE requirements, and new logo.

In an effort to gain professional capacity and foster referrals, Admissions hosted a number of professional clinicians, tutors, and advocates to learn about BLS' renowned arts methodology and multisensory approaches to instruction in our programs for LS, MS, and HS.



TENET 5: Human Resources

BLS continues its focus on retaining and attracting high quality teachers and staff through maintaining and developing various supports, incentives, and initiatives as follows:

- A multi-faceted employee perks program with a competitive benefits package, tuition discounts for continuing and higher education, and flexible comp time, work relief, and self-care opportunities for teachers/staff.
- Employee Assistance Program (EAP) to roll out for July 1, 2019
- A mentor program with its own dedicated lead mentor to support our newest teachers in their first three years and our mentors as master teachers.
- Dedicated professional development coordinator supporting our teachers in learning and planning as well as wellness and self-care.
- An aspiring leaders program that focuses on building tomorrow's school leaders (present teachers and staff) through experiences and engagements with national leadership standards.
- Employee modules for annual trainings in sexual harassment prevention, child abuse and neglect reporting, suicide prevention, blood borne pathogens, and technology acceptable use policies.
- CPR training for all of our athletic personnel, as well as any Aftercare and club staff who work with students after school.

TENET 6: Finance & Facilities

Finance: Baltimore Lab School continues to remain diligent to the fiscal budget, while at the same time allowing our faculty the flexibility to expand their educational offerings. In addition, the school began an investment program to upgrade current curriculum materials. The evidence is felt by the students who are the recipients of the dynamic class offerings. The school also received many accolades during the Middle States audit process for sound fiscal practices.

Facilities: Major improvements to our school were made during the Summer of 2018. These improvements allowed our faculty, staff, and students to realize the benefits of the building enhancements through a more comfortable teaching environment. Ongoing improvements are planned over the summer 2019. More details shared soon.

Technology: Baltimore Lab School continues to maintain a high level of onsite and remote IT support for both hardware equipment and software applications. Our internal help desk application allows us to respond to day-to-day issues on a more timely basis and to identify root causes that need to be analyzed and addressed. Through our strategic efforts, students and teachers are fully able to engage in our technology-enhanced learning environment.



Mission, Beliefs, & Profile of a Graduate

Mission: Baltimore Lab School is an innovative learning community fostering scholarship and creativity in students with unique strengths and diverse learning needs. In an environment of inquiry, hands-on exploration, and the arts, Baltimore Lab School students learn to advocate for themselves as they become engaged and compassionate members of a global society.

We Believe:

STUDENTS

All children possess unique strengths, can learn, and must develop the ability to self-advocate.

EDUCATORS

Enthusiastic and creative staff must be supported to grow professionally by seeking out non-traditional, evidence-based teaching methods that best meet the needs of diverse learners.

ARTS

The arts can be a vehicle for organizing the learning process, combining multi-sensory instruction, and experiential learning for students with learning disabilities.

CULTURE

Student success requires a safe and structured environment, founded on kindness, compassion, and the celebration of differences.

A Graduate of Baltimore Lab School will be:

1. A critical thinker, problem solver, and communicator prepared to face the challenges of college life or workplace.
2. A responsible self-advocate who knows and employs individual strategies for success in college and/or career.
3. An engaged and compassionate global citizen who appreciates and respects the differences in others.
4. A lifelong learner who continues to seek new opportunities to grow.



At Baltimore Lab School, we are rooted in **F.I.R.E.:** Fellowship, Innovation, Rigor, and Enlightenment.

BALTIMORE LAB SCHOOL

2220 Saint Paul Street | Baltimore, MD 21218

410-261-5500 | baltimorelabschool.org