



REPORT ON PHILANTHROPY

2021-22

GEORGETOWN DAY SCHOOL

2021-22

TREASURER'S REPORT

As I reflect on the 2021-22 year, I am buoyed by the spirit of the Georgetown Day School community. This spring in particular, as our community partially emerged from a pandemic of more than two years, we welcomed parents to campus for concerts, presentations, promotion ceremonies and more. As I took in the incredible student work and marveled at the promise of our students and the dedication of our faculty, I was overcome by a profound sense of gratitude. Gratitude for this community, which has held each other through extraordinary times. Gratitude for our tireless faculty who shepherd our young people through their academic, social, and emotional growth. And of course, gratitude for the philanthropic support of our community which has made it all possible.

In that spirit of appreciation, I am proud to present the Report on Philanthropy for the 2021-22 year. Thank you for your philanthropic support of our students, our community, and our mission this year.

With gratitude,

Russell

Russell Shaw
Head of School



I write this letter with the hope that our GDS community members are healthy and participating in the joys of the new school year. I think we all expected our lives to return to normal by now, but the post-COVID world is vastly different than we could have imagined when the pandemic started. As is the case each year, the Treasurer of the Board of Trustees writes to report on the financial position of the school and to thank our community for your philanthropic partnership. While these are challenging times, I'm proud to report that the financial state of the school is strong.

The work of managing GDS and its finances is a priority for school leadership and a governance focus for the Board of Trustees. GDS maintains adequate reserves, runs a balanced budget, and regularly receives clean financial audits. The endowment, while modest for a school of GDS's size, is invested sensibly and used prudently. Further, the Board of Trustees actively monitors the school's debt levels to ensure the financial health of the institution.

Once again, our GDS community was incredibly generous this year, through donations to the The Hopper Fund and financial aid. Your support is vital since tuition covers just 90% of the cost of educating each student. Each year, this gap is closed through philanthropic gifts and a draw from the school's endowment. Thank you for supporting GDS!

When setting the school's budget, the Board of Trustees prioritizes financial aid to expand access to GDS. Today, 24% of our students receive financial aid with an average award of over \$34,000. In all, GDS awarded \$8,298,050 in financial aid for the 2021-22 school year.

As we begin another successful school year in September, my hope is that there are increasingly more opportunities to connect with one another and be in community. On behalf of the Board, we are so grateful for your support of GDS and dedication to fulfilling our mission.

Warmly,

Ciera Ashley

Ciera Ashley
Board Treasurer (2021-22 school year)

\$1,035,860

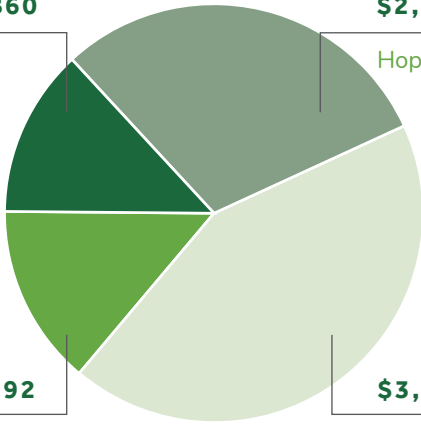
Other

\$2,384,518

Hopper Fund

\$1,042,192

Financial Aid



\$3,373,393

Building Fund
Pledge payments

**Total Cash
Received 2021-22:**

\$ 7,835,963

**TOTAL NUMBERS OF
DONORS 2020-21:**

1,498

**NUMBER OF HOPPER FUND
LEADERSHIP DONORS:**

318

**NUMBER OF NEW
DONORS/DONORS WHO MADE
THEIR FIRST GIFT IN 2021-22:**

151

**TOTAL NUMBER OF GIFTS
FROM ALUMNI:**

433

TOTAL AMOUNT RAISED FROM ALUMNI:

\$ 813,987

IMPACT OF PHILANTHROPY



SUPPORT OUR MISSION IN ACTION

The Hopper Fund provides critical support for all of our programming, facilities, staff salaries, and professional development and allows us to offer more robust financial aid packages. Quite simply, the Hopper Fund supports everything, every day. Your gift to The Hopper Fund allows us to continue to invest in the people and programs that make GDS unique.

ACADEMIC EXCELLENCE AND INSTRUCTIONAL COACHING

Academic excellence is paramount to the GDS education, realized through academic skill building, differentiation, and robust course offerings. Thanks to your support, we were able to build on our excellent academic program and provide ongoing professional development for our faculty with the addition of four full-time instructional coaches in the 21-22 year.

Much of the appeal of instructional coaching as a professional learning program is that it's ongoing, on campus, and relationship-based. It's also backed by reputable research.

Our experience at GDS this year affirms that research. We found that instructional coaching encourages collaboration and reflective practice and reminds us that we can rely on one another as thought partners and that we all need ongoing opportunities to learn and grow. Instructional coaching leads to an increase in teachers' use of data (everything from assessment data to observational data) to inform practice that centers the needs and interests of our students. Instructional coaching also promotes a

collaborative culture and distributed leadership model for teaching and learning efforts. Instructional coaching correlates with greater job satisfaction, allowing us to co-create a healthier school culture and a deeper sense of belonging.

High School instructional coach Cara Henderson described the process: "With all colleagues, conversations began with sharing our professional journey stories, our teaching philosophies, and the values that guide our practice. Then, we turned our focus to goal-setting. For some colleagues, this involved the development of rubrics that were clear and supported the success of all students. For others, this involved creating the time and space for regular reflection on noticings from student interactions in both teaching and advising contexts. Instructional coaching (just like teaching and learning) looks different for each colleague and changes over time. As coaches, it is important for us to be fully present during our conversations so that we can adapt to the needs and interests of our colleagues."

I believe so strongly in the transformative power of instructional coaching because it helps us be committed to equitable practices and its focus on relationships. The ongoing one-on-one relationship developed between a coach and a teacher directly and measurably supports that teacher in their individual growth and helps sharpen their focus on equitable practices—all of which is carried directly into their classrooms and to their students.

— **KATHERINE DUNBAR**

HS Instructional Coach, HS English Teacher



**NICOLE LEWIS TYSON
& DERRICK TYSON**

“Change starts with us, first. If we wait for another person or another time to give, change will not happen. Giving to deserving causes like the Hopper Fund is a lesson we want to teach our daughter. We believe it’s crucial to continue to build a legacy of equity and inclusion at and beyond the walls of GDS.”

INVESTING IN PEOPLE WITH EQUITABLE COMPENSATION

In addition to providing resources for professional development, staff benefits, and salaries, The Hopper Fund supports our commitment to equitable faculty compensation. In the 2021–22 school year, we invested in examining our compensation structure and realigning it with current standards. The Hopper Fund allowed us to increase our median salary bands to ensure our teachers are fairly compensated and that we are in line with best practices and peer schools. This project is key to helping us recruit and retain excellent faculty and staff, which The Hopper Fund helps make possible.



STUDENT SUPPORT AND WELLBEING

Georgetown Day School recognizes that there is a direct relationship between a student's overall health and their ability to learn. With your support, we have been able to expand our Student Support and Wellbeing teams to 15 people, including nurses, counselors, and learning specialists. Our collective goal is to do all we can to help students thrive academically, socially, and emotionally. In addition to providing individual support to students who need it, whether it be for a specific moment in time or throughout their journeys, the team is also committed to providing resources and support for GDS students both in and outside of the classroom.

With consideration for the whole child, our student services encourage students and families to lead balanced

lives by providing both preventative and supplemental assistance. Our team provides resources, guidance, advocacy, and support for students, families, faculty, and staff through distinct but interrelated areas of learning, health, wellness, and counseling.

By investing in this critical infrastructure, we have the scaffolding to support students at all levels and to more effectively coordinate all efforts between academic support and social and emotional support. At all three divisions, our Student Support Teams, which also include administrators, meet weekly to discuss individual students and to develop "student success plans" with specific strategies and interventions designed to help students flourish.

The timing could not have been better for hiring two additional full-time counselors and increasing a part-time position to full time. With the pandemic, increased social stressors, and other things impacting students, having a team of six counselors has been incredible. We are committed to caring for students and supporting our adult community too. With two counselors in every division, we can collectively do so much more to promote mental health and wellbeing for all, and that is incredibly powerful.

— **MERYL HEYLIGER**

Counseling Services Department Chair





JARED JOINER '01

"I attended GDS from kindergarten through 8th grade. GDS wove a love of learning, sports, play, art, diversity, and social justice into my experiences—and these values date back to its founding as the first racially-integrated school in Washington, DC. I support GDS because it's the type of education that every student should experience, and I think I owe my career in education to those formative and joyful school days."

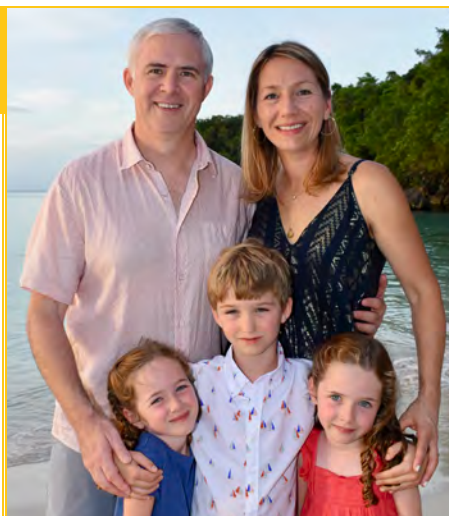
In these especially challenging times, GDS has prioritized the health and wellbeing of our students and their families. In addition to redesigning Health programming for students at all three divisions, the School has doubled our number of counselors and learning specialists over the past couple years. I feel both lucky and inspired to work with a group of true professionals who work tirelessly on behalf of our kids and who give so much of themselves every day.

— **BOBBY ASHER**

Director of Student Life and Wellness

CHRISTINA LINDGREN '98

"My 12 years at Georgetown Day School set the stage for the rest of my life. GDS taught me to approach issues critically and to reflect on real-world problems through a lens of equity; ultimately GDS fostered a lifelong love of learning. By celebrating uniqueness and promoting inquiry, GDS students graduate with a desire to make the world better, and I hope that GDS continues to serve as a model for promoting diversity, fairness, and inclusion within education in the face of a world that is increasingly unkind. By supporting the Hopper Fund, my goal is to provide this experience to current and future students."



LIVING OUR MISSION AND BUILDING COMMUNITY

At GDS, our North Star remains fostering a community in which each child experiences a deep sense of belonging, allowing them to thrive. Our recent Equity Audit has helped us to better understand the ways in which we're delivering on this goal, and where we still have work to do. The work of fostering belonging will always be a priority at GDS. The audit revealed that many of our community members have been drawn to GDS because of our history and our institutional commitment to diversity and inclusion. However, the audit also made clear that community members have disparate views of the relevance of our DEI principles to today's learning environment, and do not

always appreciate the connection between DEI and academic excellence. One key take away was the importance of clearly articulating our DEI philosophy, with the goal of fostering a shared community vision, including identifying specific and shared priorities, goals, and metrics.

Support for The Hopper Fund helped make the Equity Audit possible and will be key to ensuring GDS has the necessary resources to implement the Audit's findings and recommendations.

We are grateful for every contribution to the Hopper Fund, which supports the advancement of DEI initiatives, including the Equity Audit. Our DEI work is one of many ways we live our School's mission and commitment to 'honor the integrity and worth of each individual within a diverse school community.' This work results in a community where each individual has a strong sense of connection and belonging and contributes to each student's ability to thrive academically and social-emotionally.

— **MARLO THOMAS**

Director of Diversity, Equity
and Inclusion



ANNE & STEVE WHATLEY

"I have a very special affinity for GDS, as I served on the Board of Trustees and volunteered for the Hopper Fund with Steve. All done because we believed that GDS was the best fit for our daughter, Christina's, educational pursuits. In addition, we wanted to help GDS be the first choice for other families, especially those who needed support, financially. This is also why I think it is important to continue to support GDS financially."

FINANCIAL AID

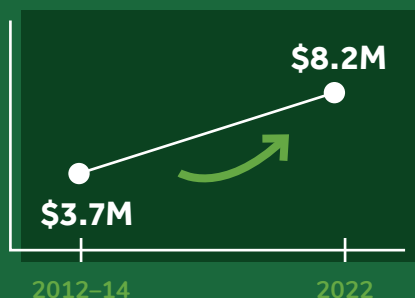
Georgetown Day School has a strong commitment to financial aid, which is rooted in our deep belief that a community of students from a broad range of socioeconomic backgrounds enhances the experience of all GDS students and prepares them for success in the world. By making GDS accessible to a broad range of students, your support for financial aid helps bring our mission to life. In the last decade, we have been able to nearly double our financial aid budget, thanks in large part to the philanthropic support of our community. Thanks to your generosity, we are providing a wide range of students with access to a GDS education and making our mission possible for the next generation.



GDS's generous financial aid budget reflects its strong commitment to socioeconomic diversity, allowing families who wouldn't otherwise consider an independent school education to shift their thinking without tuition costs being a barrier.

— **CHRIS LEVY**

Director of Enrollment Management and Financial Aid



FINANCIAL AID BUDGET

AWARD RANGE:

\$500
to full tuition



24%
OF STUDENTS
RECEIVING AID



\$34,008
AVERAGE FINANCIAL
AID AWARD AMOUNT



15%
OF APPLICANT FAMILIES
APPLY FOR FINANCIAL AID



JEFF BLUM & MIKE REILLY

"GDS is our family's highest philanthropic priority. Over the last eight years, we've seen firsthand the tremendous social and academic foundation that has been laid for our girls. We want to do our part to help provide this opportunity for as many families as possible."



PATRICE WOLF

"The running program at GDS is so special. It attracts a large, diverse group of kids and cultivates an ethos that is very healthy for young athletes. I admire what the team has built over the years. I see how it resonates for my son, and I want to support the program, not just while our son is here, but for years to come."

Our Report on Philanthropy provides a glimpse into what your generosity helps us accomplish, this year and beyond. We are deeply grateful to the alumni, parents, trustees, parents of alumni, grandparents, faculty, staff, and friends whose generosity makes our mission possible for generations of GDS students.

GDS's Advancement Office strives to ensure the listing of donors' names in this report is accurate and complete. If there are errors or omissions, please accept our sincere apologies and contact Miriam Laing, Advancement Systems and Data Reports Manager at mlaing@gds.org or 202-295-6238.

GDS DEVELOPMENT TEAM



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Miriam Laing
Advancement Systems
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THE POWER OF PHILANTHROPY

We express our deep gratitude to the members of our community who have made GDS a philanthropic priority this year. Collectively, your philanthropy makes our mission possible. The spirit of generosity in our community has been truly inspiring and will benefit our School and our students for generations to come.

The following represents donors who made a gift, in any amount, to Georgetown Day School through June 30, 2022.

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Make a gift today at www.gds.org/Giving*

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