



Measuring early career outcomes in D.C.



D.C. POLICY CENTER
Education Policy Initiative

Report launch and online panel discussion

November 17, 2021 | 10:00 – 11:30 AM

While D.C. tracks high school graduation rates and postsecondary education six months after graduation, little information beyond that is available about what happens as students transition further into their educations and careers. These data are difficult to gather anywhere, and D.C.'s small footprint, dispersed alumni population, and small public postsecondary system compared to other states mean that former public school students often work somewhere else in the region or country, making it particularly challenging to gather information on early career outcomes. A more comprehensive view of the career outcomes of D.C.'s public school alumni would be beneficial to students and families as they make decisions about their education, policymakers as they analyze labor force trends, and education practitioners as they make changes to maximize success for D.C.'s youth.

Join the D.C. Policy Center and CityWorks DC as we present "Measuring early career outcomes in D.C." We'll share the major findings of our report including the importance of early career tracking, best practices from around the region, and recommendations for D.C.'s public schools to measure early career outcomes. We'll then host an expert panel who will share their experiences collecting and using data to improve those outcomes.

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Find the full report and summary online at dcpolicycenter.org/publications/measuring-outcomes

AGENDA

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| 10:00AM | Welcome
<i>Jennie Niles, CityWorks DC</i> |
| 10:05AM | Opening remarks
<i>Angela Franco, DC Chamber of Commerce</i> |
| 10:10AM | Presentation of findings
<i>Chelsea Coffin, D.C. Policy Center</i> |
| 10:25AM | Panel discussion
<i>Erin Bibo, CityWorks DC (moderator)</i>
<i>Ahnna Smith, DC Workforce Investment Council (panelist)</i>
<i>Tevera Stith, KIPP Foundation (panelist)</i>
<i>Sarah Navarro, DC Public Schools (panelist)</i>
<i>Angie Henneberger, Maryland Longitudinal Data System Center (panelist)</i>
<i>Rachel Pfeifer, Baltimore City Public Schools (panelist)</i> |
| 11:00AM | Audience Q&A
<i>Julie Rubin, D.C. Policy Center</i> |

MEET THE REPORT AUTHORS

Chelsea Coffin

Director, Education Policy Initiative
D.C. Policy Center

[@cfcoffin](#)



Chelsea Coffin is the Director of the Education Policy Initiative at the D.C. Policy Center, where her research focuses on how schools connect to broader dynamics in the District of Columbia. Chelsea has also worked for D.C. Public Charter School Board, and the World Bank. Chelsea began her career in education as a secondary school teacher with the Peace Corps in Mozambique.

Julie Rubin

Senior Education Analyst
D.C. Policy Center



Julie Rubin is a Senior Education Analyst at the D.C. Policy Center's Education Policy Initiative. In this role, she conducts research and data analysis on topics such as the boundary review process, measuring early career outcomes for high school alumni, and enrollment shifts after the pandemic. Julie previously worked as an AmeriCorps VISTA member, at the American Federation of Teachers, in the Executive Office of Michigan Governor Gretchen Whitmer, and most recently as a research assistant at the University of Michigan in Ann Arbor.

MEET TODAY'S SPEAKERS

Jennie Niles

President and CEO
CityWorks DC

Welcome

[@cityworksdc](#)



Jennifer C. Niles is the President and CEO of CityWorks DC. Previously, Jennie founded and led the acclaimed E.L. Haynes Public Charter School before serving as DC's Deputy Mayor for Education for three years. During her 12-year tenure at Haynes, Niles built myriad programs focused on improving urban education beyond the school's own walls, including cross-sector initiatives to build a teacher pipeline, race and equity seminars, and ongoing professional development for teachers. Niles began her career teaching science and directing service-learning programs at schools in California and Massachusetts. She holds two master's degrees and is a graduate of New Leaders for New Schools and a Pahara Institute Fellow. Niles was a Senior Fellow based at CityBridge Education. CityWorks DC was the outcome of her research and design project. The organization is an entrepreneurial venture with the mission to reshape education-to-employment pathways in Washington, DC to dramatically increase the number of young people who pursue family-sustaining careers in our regional economy.

Moderator

[@erinwardbibo](#)



Dr. Erin Bibo is Vice President of Strategic Initiatives at CityWorks DC, where she oversees efforts to implement systems and policy change that will establish, scale, and sustain opportunities for DC's youth of color to be prepared for, hired into, and successful in the District and region's high-wage, high-demand jobs. Previously, she served as Deputy Chief of College and Career Programs at DC Public Schools, at which Alumni Success, Career Education, College Preparedness Programming, Postsecondary Planning, and JROTC were part of her portfolio. Dr. Bibo has also worked as Director of Policy and Planning for Postsecondary and Career Education for the Office of the State Superintendent of Education, and as Assistant Director of Degree Programs at the Harvard Kennedy School. Bibo earned her Ph.D. in Education Policy from the University of Maryland, College Park, and her Master's in Education Policy from Harvard University's Graduate School of Education. She lives on Capitol Hill with her husband and their three elementary school-aged children.

Angela Franco

President and CEO
DC Chamber of Commerce

Opening remarks

[@afrancovasco](#) [@dcchamber](#)



Prior to joining the DC Chamber of Commerce as President & CEO, Angela Franco was the Senior Advisor for Business Development at the DC Health Benefit Exchange Authority (DCHBX) where she is responsible for collaborating with the Hispanic and business communities as well as local and Federal Government. Prior to joining DCHBX, Angela was the President and CEO of the Greater Washington Hispanic Chamber of Commerce (GWHCC) from 2009 to 2017. Under her leadership, the organization was strengthened and revitalized as evidenced by its dramatic membership growth from 60 members when she started to 670 members upon her departure. It also experienced a 500% increase in operating revenue during her eight years of service. She led the organization in regaining the trust of its members, partners, and sponsors.

Ahanna Smith

Executive Director
DC Workforce Investment Council

Panelist

[@ahnnakim](#)



Ahanna Smith serves as the Executive Director of the DC Workforce Investment Council. Prior to this she served as Interim Deputy Mayor for Education. Her previous professional experience includes serving as a political appointee in the Obama Administration at the U.S. Department of Education, as Executive Director of Teach For America's Washington, D.C. region, and Senior Graduate Recruitment Manager with Teach First in London, UK. She began her career as an elementary school teacher in Miami-Dade County Public Schools after completing her BA in Government and Politics at UMD College Park.

Erin Bibo

Vice President of Strategic Initiatives
City Works DC

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MEET TODAY'S SPEAKERS (CONTINUED)

Tevera Stith

*Senior Director, National Alumni Impact
KIPP Foundation*

Panelist

[@TDStith](#)



Tevera Stith joined KIPP DC in January 2012 as the Director of KIPP Through College and is now the Senior Director for National Alumni Impact at KIPP Foundation. Born and raised in Baltimore, Maryland, Tevera began her career in college admissions at the College of William and Mary where she also earned a BA in History. She went on to serve in several admission roles at Kenyon College and Swarthmore College where she led the college's multicultural recruitment efforts. Following her time at Swarthmore, Ms. Stith fulfilled a professional and personal goal by returning to her high school alma mater, St. Paul's School for Girls, as Director of College Counseling. She served in that role for nine years before coming to KIPP DC as the Director of KIPP Through College.

Sarah Navarro

*Senior Deputy Chief of Secondary Schools
DC Public Schools*

Panelist

[@snavarroDCPS](#)



Sarah Navarro is the senior deputy chief of secondary schools at DC Public Schools, where she leads district-wide efforts to implement equitable policies and ensure high-quality opportunities for all secondary students. She oversees a range of programs including school counseling, academic scheduling and support, ninth grade academies, student engagement, athletics, graduation, and career and college preparation and persistence initiatives. Sarah began her career at DCPS in 2016 as the founding director of the Pathways program, which provides support to students who are over-age and under-credited. She also led the redesign of DCPS's alternatives schools into Opportunity Academies. Prior to joining DCPS, she was the principal of the Maya Angelou Young Adult Learning Center. She was also the founding board chair of the Sojourner Truth Montessori Public Charter School – DC's first Montessori secondary school. She has a master's degree in Public Policy from the University of Michigan. In her free time, she can be found out hiking with her husband James, daughters, Sabine and Clementine, and their rescue pup, Lu.

Angie Henneberger

*Research Director, Maryland Longitudinal Data
System Center*

*Research Assistant Professor, University of
Maryland School of Social Work*

Panelist



Dr. Angela K. Henneberger is a Research Assistant Professor at the University of Maryland School of Social Work and is the Research Director for the Maryland Longitudinal Data System Center. Dr. Henneberger's research applies advanced quantitative methods to examine the academic, social, emotional, and behavioral development of children and adolescents, with a specific focus on at-risk students. Dr. Henneberger received her Ph.D. from the University of Virginia, where she was awarded an Institute of Education Sciences (IES) predoctoral fellowship. She completed a postdoctoral fellowship at the Pennsylvania State University in the Prevention and Methodology Training (PAMT) program. Her school-based prevention research has won awards from the American Educational Research Association and the Society for Prevention Research.

Rachel Pfeifer

*Executive Director of College and Career
Readiness*

Baltimore City Public Schools

Panelist

[@RachelMazyck](#)



Dr. Rachel Pfeifer is the executive director of College and Career Readiness at Baltimore City Public Schools, where she leads the district's work to support students to postsecondary success. Before returning to Baltimore, she was president of Collegiate Directions, Inc. (CDI), a community-based organization that supported first-generation students from low-income families through college graduation. Prior to her work at CDI, Rachel served as special assistant to Dr. Sonja Santelises, who was chief academic officer at Baltimore City Public Schools at the time. Rachel started her career as a 4th grade teacher in the Mississippi Delta and holds degrees from the University of North Carolina at Chapel Hill, Harvard's Graduate School of Education, and the University of Oxford.

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