

June 15, 2022| 8:30am

via Zoom

Board members who were present: Lydia Adelfio, Josh Boots, Jerenze Campbell, Charlene Fadirepo, Gretchen Guffy, Betsy Hanlon, Kelli Jareaux, Roneal Josephs, Areesah Mobley, Art Moran, Ammena Nazeen, Meghan Quinn, Neville Waters, JD Wilde  
Board members who were absent: Gretchen Guffy, Meghan Quinn  
CCPCS Staff present: Russ Williams, Aprele Smith, Clarice Ulu

## Agenda

- I. Call to Order
  - II. Chairman's Remarks
  - III. Routine Business
    1. Approval of Minutes
      - a. March 16, 2022
    2. Materials Contract Approval
  - IV. CEO Update
    1. SY21-22 Goals Progress
    2. Preparation for SY22-23
    3. PARCC, PCSB, OSSE & 15-Year Charter Renewal
- BREAK (10 min)
- V. SY22-23 Budget Review/Vote
  - VI. Maker Space Update/Overview
  - VII. Committee Reports
    1. Academic Committee - Russ Williams for Gretchen Guffy
    2. Development Committee - Art Moran
    3. Finance Committee - Jerenze Campbell
    4. Governance Committee - Neville Waters
  - VII. Executive Session ( to discuss employee performance/review)

I. Betsy Hanlon, Board Chair, called the meeting to order at 8:30 a.m.

## II. Chairman's Remarks

The chairman welcomed everyone to the board meeting and reminded them that this is her last meeting as the board chair. She thanked everyone for their service. She also mentioned the process of how the next board chair and other officers were selected for their proposed board leadership roles. Neville will explain more when he gives the update for the governance committee.

### **III. Routine Business**

#### **Approval of Minutes**

**Action Requested:** Approval of Minutes from the March 16, 2022 quarterly board meeting.

Josh Boots made the motion to approve and Lydia Adelfio seconded the motion.

**Motion approved unanimously.**

#### **Approval of the SY22-23 Budget**

Lydia Adelfio made the motion to approve and Neville Waters seconded the motion.

**Motion approved unanimously..**

### **IV. CEO Updates**

Russ Williams gave the following update to the board:

SY21-22 Goals Progress

Preparation for SY22-23

PARCC,PCSB, OSSE Hey & 15-Year Charter Renewal

#### **SY2021-22 Goals Progress**

Schools are in the midst of their end of year activities. All of the testing at campuses is nearly done. We are pleased to announce that five of our six campus leaders are going to return in the fall. Aaron Dukes of the Shaw Campus was hired away by The Partnership Schools of NY, a company where he previously worked, in the role of Assistant Superintendent in Cleveland. Kimberly Fuller, the current AP, will take on the role as the principal of Shaw starting in the fall.

Goal 1: We are finishing up our MAP testing and will have more information to share in the late summer based on the data we are currently collecting.

Goal 2: We are not on track to meet the goal of reducing chronic absenteeism.

Goal 3: More than 88% of our teachers are returning so we are meeting this goal.

Goal 4: The data for re-enrollment will not be available until later this summer.

Goal 5: Our out of school suspension rate continues to be low thanks to our restorative justice practices.

Goal 6: We are just a little below our goal of 75% for relationship building and engaging families at the campuses.

Goal 7: We are on track to meet the goal of supporting teachers around foundational literacy skills for students.

Goal 8: We have not met our goal of meeting with the ADW on the extension of the building leases and moving forward. There may be a meeting the week of July 18 with Tom O'Hara.

### Preparation for SY22-23

#### **Demographics, Compensation and Staffing for SY20-21**

We submit data to OSSE each year and this is teacher data only. It updates each fall.

- 72% female; 20% male teachers
- $\frac{2}{3}$  of staff identifies as Black; the other third is a mix of Latina, White or other races
- There's a total of three PhDs
- All teachers are paid based on years of experience and education obtained
- Instructional Assistants and Dedicated Aides are paid on average \$43,822 and \$40,696, respectively
- We currently have 25 open positions across the campuses that we are working to fill
- We have four Black and two White Principals; five Black and one White APs
- 5 or 6 of the Admins are Black; There are 5 Black Ops Managers and 1 Latina
- We have tried to close the gaps by having alumni come back and volunteer, and encourage them to major in education when they go off to college.

**ACTION:** R. Williams will reach out to (ALPFA) Association of Latina Professionals for America to see if we are able to partner with them to increase Latinx educators at Center City PCS.

#### **Academic Planning**

- We are using data to turn around the learning loss
- We have modified our grading to challenge our students and make them more data aware
- We are continuing to build out our Humanities program
- We are training a lot of our teachers in the LETRS training
- We are working with the Wilson program
- We are continuing to train our Interventionists, especially with reading and literature
- Many teachers who are here, and those who left and came back, find that we really invest in them and we are responsive to the things they share with us
- We will continue with the high dose tutoring
- Americorp has a program where they place tutors in the schools seven hours a day

#### **Accelerating Learning**

- Administer formative pre-assessments prior to each module
- Provide tiered interventions as determined by benchmarks and monitoring results

#### **August In-Service Priorities**

- Coach the new teachers
- Assist the veteran teachers in helping our students own their learning

**ACTION:** R. Williams will share the new teacher newsletter with the board members.

#### **Diversity, Equity and Inclusion ("DEI") at Center City PCS**

- Two of the four leaders have established a DEI task force
- Four of the campus leaders are assessing their needs with Dr. Gartrell and Jackie Green
- Center City will provide mental health support for students, staff and families to ensure that all stakeholders feel safe and included in the learning environment
- Federal funding is based on student access and needs at each campus
  - At-Risk
  - English Language Learners
  - Students with Disabilities
- Center City will have a clear standard that guides programming while honoring community differences

**ACTION:** R. Williams will share a statement of belief that defines the ideal graduate with the entire board after today's meeting.

### **AfterSchool Program**

Allison Jones oversees the program, but Brandy Tyson would like to assist with the planning. We are looking to do the following to reposition the schools coming out of the pandemic:

- Secure a much more intentional partnership with DC Scores (soccer)
- Have basketball programming at each campus (and possibly create east and west teams)
- Introduce debate to the students via Urban Debate

**ACTION:** R. Williams will check in with L. Berger and the Curriculum Team regarding the new DC Social Studies standards/assessment and how Center City might utilize it.

**ACTION:** C. Fadirepo will continue to explore and pull together some information re. introducing Center City PCS students to bitcoins and bring it back to the board at a later meeting. There must be no conflict of interest resulting from this concept.

### **Enrollment**

The numbers as of yesterday are a little lower than we have anticipated, but the Enrollment Team is confident that we will meet the goal. We are currently 100 lower than two years ago and 200 below last year. There are some incentives in place to meet the goal across the network.

### **V. SY22-23 Budget Review/Vote**

- We have reviewed the budget several times with the finance committee and shared it with the academic committee at a joint meeting with finance
- We are giving our teachers as much money as possible so this is largest area of increase
- We have given our IA/DAs a 6% increase
- We gave staff a \$1500 stipend a week ago

- Insurance is increasing
- Food service is increasing
- We are continuing to invest in the curriculum
- There are some new lease rules beginning in July in how we treat our leases
- We are budgeting at a higher student enrollment rate than currently enrolled, but as an offset, we do have the ESSER III funds that will support the expenses
- H.E.P and CCG material contracts have both been approved by email

### **VI. Maker Space Update/Overview**

We will close on the Maker Space today at 2335 18th Street, NE, WDC. This space was appealing to us because it was equal distance between our two furthest campuses. A maker space is a highly collaborative interdisciplinary space that allows hands-on work and also high tech projects. The science teachers would like to include a chemistry lab. A fabrication and engineering space will allow the students to increase their STEM/STEAM work and experience. The space will also allow for robotics and computer science, including coding. It will also allow students to record and produce podcasts, video, short or long film, dancing, etc. and many different applications. The space will allow the students to unlock their creativity utilizing a variety of materials.

We envision that we will need to hire 2-3 new employees. Teachers will come along with the classes and will be able to help out. Also, staff from the Central Office will help out where needed. Brandy Tyson will help us think through some of the partnerships and connections that might be useful. We may rent the space out to other schools in the future, and possibly the public to host events. The architects believe it will take \$7.5M to fill it out, and we are hoping for funds from the DME office and OSSE while also fundraising in the community.

### **VII. Committee Updates**

#### **Academic Committee - Russ Williams for Gretchen Guffy, Chair**

Gretchen has decided that she is not going to return to the board at the end of her first term. We are beginning the 15-year Charter Renewal. Most of the work is going to happen during the SY22-23. The Revised Accountability Framework was called the PMF, but it may have a new name moving forward. The new Framework will not be available until SY24. OSSE has the test data and will release it as embargoed during the summer/early fall.

#### **Development Committee - Art Moran, Chair**

There were four goals for the year. We met the volunteering goal of 100% participation. The goal to raise \$20K was not met: we only raised \$4,225. The goal to get 30 new donors was not met: we only had 5 new ones. The last goal was for all Board members to make a financial contribution and that also was not met, but there is still time before the end of the SY.

**Finance Committee** - Jerenze Campbell, Chair

We have an approved FY 22-23 budget that was approved today. Our FY 21-22 forecast is well above budget.

**Governance Committee** - Neville Waters, Chair

The Governance Committee has been fairly active as two of our long term members are departing based on term limits, We are hoping to bring back Tom O'Hara as an interim Chairman. He has a commitment to education and Center City, and it is to our benefit if Tom is able to do this for the board. We are hopeful that Roneal Josephs will serve as a mentee as Vice Chair to Tom. Meghan has expressed an interest to lead the Academic Committee. The officers will be voted on in September.

There is an amendment to the by-laws that we would like to discuss that would clarify that officers stay in place over the summer until the new officers are elected in September, as opposed to the school year which has been the assumption to date. Any change to the bylaws requires a 30 day review. We need to ensure the current leadership stays on until September to ensure we are able to discuss the CEO review and performance when data is available in August. New officers will not necessarily know all details of the CEO's performance unless they were on the Executive Committee.

**ACTION:** N. Waters will send out an email with a proposed revision to the bylaws to the board members so that everyone can review it for 30 days, and vote on it by email or zoom.

Neville, Roneal and Lydia participated in the EBP feedback on the board survey, which was really good. One of the things that was clearly recognizable was the Board's difficulties due to Covid and not meeting in person. We are hopeful of being able to move forward with a hybrid format in the fall to create more trust, engagement and bonding. One of the suggestions was to mentor new board members and emphasize the commitment and responsibility of being a board member. EBP has sent over three candidates for us to consider as possible board members.

Clarice Ulu gave a brief farewell to the board members since this is her last meeting serving as the board liaison.

The meeting adjourned and went into a closed Executive Session.

**VII. Executive Session**

The board went into a closed executive session to discuss a CEO compensation issue.