

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**

**PUBLIC CHARTER SCHOOLS OFFICE**

**INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA)  
PUBLIC CHARTER SCHOOL**

**A FIVE-YEAR REVIEW**

**SY 1998-1999 THROUGH SY 2002-2003**

**FINAL REPORT**

The Green-Handy Group  
Education and Management Consulting  
11500 Lottsford Terrace  
Mitchellville, MD 20721  
Telephone: 301-249-6356 Cell: 202-744-2807  
E-Mail: [sheliah2@mindspring.com](mailto:sheliah2@mindspring.com)

February 25, 2005

Col. Norman Johnson  
Executive Director  
IDEA Public Charter School  
45<sup>th</sup> and Lee Streets, N. E.  
Washington, D. C. 20019

Dear Col. Johnson:

Attached, for your information and review, is a draft of the report of the Five-Year Review of the Integrated Design Electronics Academy (IDEA) Public Charter School. Please review the document, and provide corrective and additional information as needed. Also, several documents (Certificate of Incorporation, Articles of Incorporation, and Bylaws) are needed for completion of the report. I will call your office on Wednesday, March 2, 2005 to ascertain the availability of the information and to schedule a meeting for our discussion of the document should you need clarification or more information.

I regret the delay in completing this important report, and would like to submit the final iteration to Dr. Brenda H. Belton, Executive Director, Public Charter Schools, not later than Tuesday, March 8, 2005.

Should you have questions, please call me on 301-249-6356 or 202-744-2807.

Best wishes for your continued success.

Sincerely,



Shelia G. Handy, Ph.D.

cc: Dr. Brenda Belton  
Ms. Mary Bunn

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
**Public Charter Schools Office**

**A Five-Year Review of the  
Integrated Design Electronics Academy (IDEA) Public Charter High School**

**Table of Contents**

|                                                                                     | <u>Page</u> |
|-------------------------------------------------------------------------------------|-------------|
| <b>Executive Summary.....</b>                                                       | <b>1</b>    |
| <b>Section</b>                                                                      |             |
| <b>I. Directory Information.....</b>                                                | <b>3</b>    |
| <b>II. Background Information.....</b>                                              | <b>4</b>    |
| A. Legislative Mandate.....                                                         | 4           |
| B. Historical Perspective.....                                                      | 4           |
| C. Special Education Status .....                                                   | 5           |
| D. Monitoring and Review Process.....                                               | 5           |
| E. The Charter.....                                                                 | 5           |
| <b>III. Report of Findings – The Education Program and Student Performance.....</b> | <b>9</b>    |
| A. The Education Program.....                                                       | 10          |
| B. Special Education and Related Services.....                                      | 13          |
| C. Accountability.....                                                              | 16          |
| D. Academic Goals.....                                                              | 17          |
| E. Academic Goals and Student Performance.....                                      | 17          |
| F. Non Academic Goals and Objectives for Student and School Performance.....        | 25          |

|                                                                       | <u>Page</u> |
|-----------------------------------------------------------------------|-------------|
| <b>IV. Report of Findings – Governance and Management.....</b>        | <b>28</b>   |
| A. Management and Governance Teams.....                               | 28          |
| B. Functioning of the Board of Trustees.....                          | 28          |
| C. Accountability.....                                                | 29          |
| D. Annual Reporting.....                                              | 30          |
| E. Accreditation.....                                                 | 31          |
| F. Facilities Acquisition and Management.....                         | 32          |
| G. Human Resources Management.....                                    | 33          |
| <b>V. Report of Findings – Fiscal and Assets Management.....</b>      | <b>34</b>   |
| A. Fiscal and Assets Management – An Overview.....                    | 34          |
| B. Independent Audits of the Financial Statements – Key Findings..... | 35          |
| C. Liability Coverage.....                                            | 36          |

#### **APPENDICES**

- A. Contract Between the District of Columbia Board of Education and the Trustees of the Integrated Design Electronics Academy (IDEA) Public Charter School
- B. Certificate of Incorporation of the IDEA Public Charter School
- C. Articles of Incorporation of the IDEA Public Charter School
- D. Bylaws of the IDEA Public Charter School, Inc.
- E. SAT 9 Scores 2001-2002 for the D. C. Board of Education Schools Ranked by Combined Reading and Mathematics Scores
- F. Official Notice and Terms and Conditions of the Middle States Commission Accreditation of the IDEA Public Charter School
- G. Letter of February 25, 2005, Transmitting Draft Report to the Executive Director of the School

## LIST OF TABLES

(Note: Data displayed are only for the five-year period that is the subject of this review)

| <u>Table</u> |                                                                                                     | <u>Page</u> |
|--------------|-----------------------------------------------------------------------------------------------------|-------------|
| 1            | Projected/Planned Enrollment Over the Initial Five-Year Period.....                                 | 6           |
| 2            | Official Student Enrollment.....                                                                    | 9           |
| 3            | Average Daily Membership and Average Daily Attendance.....                                          | 9           |
| 4            | Student Achievement in Reading as Measured by the Stanford 9 Achievement Test.....                  | 21          |
| 5            | Student Achievement in Mathematics as Measured by the Stanford 9 Achievement Test.....              | 21          |
| 6            | Summary of Achievement on the <i>Below Basic, Basic, Proficient</i> and <i>Advanced</i> Levels..... | 22          |
| 7            | Performance Standards – Reading and Mathematics.....                                                | 22          |
| 8            | Report Card – 2003 (Requested).....                                                                 | 23          |
| 9            | Student Promotion Rates.....                                                                        | 24          |
| 10           | Summary of Revenue.....                                                                             | 34          |
| 11           | Summary of Expenses.....                                                                            | 34          |
| 12           | Summary of Assets and Liabilities.....                                                              | 35          |

## LIST OF CHARTS

### Chart

|   |                                                                |    |
|---|----------------------------------------------------------------|----|
| 1 | Academic Goals.....                                            | 17 |
| 2 | Academic Objectives and Student Performance.....               | 18 |
| 3 | Non Academic Goals and Objectives for Student Performance..... | 25 |
| 4 | Non Academic Goals and Objectives for School Performance.....  | 26 |

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

**EXECUTIVE SUMMARY**

The D. C. School Reform Act of 1995, as amended, provides:

Section 31-2853.22

(3) *Review* — An eligible chartering authority that grants or renews a charter pursuant to paragraph (1) or (2) of this subsection shall review the charter —

(A) at least once every five years to determine whether the charter should be revoked for the reasons described in subsection (A)(1)(A) or (b) of 31-2853.23 in accordance with the procedures for such revocation established under 31-2853.23 (c); and

(B) once every 5 years, beginning on the date that is five years after the date on which the charter is granted or renewed, to determine whether the charter should be revoked for the reasons described in 31-2853.23(a)(1)(B) in accordance with the procedures for such revocation established under 31-2853.23(c)

The five-year review of the Integrated Design Electronics Academy (IDEA) Public Charter School (School) was undertaken pursuant to the mandate of the D. C. School Reform Act of 1995, as amended. Based on the findings of the review reported herein, recommendation is made for continuation of the School. It is important that the Board of Education (Board) continue tracking the academic progress of students and the school improvement requirements of the Middle States Commission. (See Appendix F).

The School was founded by a committee of parents, community representatives, and staff of the IDEA School-Within-School Charter based at the Phelps Career Development Center who responded to the District of Columbia Board of Education's (Board) request for applications/petitions for establishing public charter schools in the District of Columbia. On July 1, 1998, the Board authorized the establishment of the Integrated Design Electronics Academy (IDEA) Public Charter School (School) which opened for faculty and staff in August 1998 and for students in September 1998. Over the initial five-year period, the School met many of the challenges of a new enterprise and continued efforts to strengthen the education program.

The School began with an interim Board of Trustees (Trustees) comprised of nine persons and subsequently elected twelve (12) Trustees that included seven (7) of the original/interim members. Fifty percent of the first elected Trustees continued over the five-year period; also, the Executive Director, Principal/Director of Education, and other members of the management team served in their respective capacities over the five-year period. The continuity of leadership by the governance body and the management team over the five-year period appears to be an important factor in the stability of the governance and management structure of the School.

Student achievement in reading and mathematics fluctuated over the five-year period although the School posted a slight decrease in the percentage of students performing *Below Basic* in reading and a slight increase in the percentage of students performing *Below Basic* in mathematics from 1999 to 2003. The School posted slight increases in the percentage of students performing at the proficient level in both reading and mathematics, also with minor fluctuations over the five-year period. Although IDEA ranked sixth among the Board's fifteen schools when ranked on the basis of the SY 2000-2001 SAT 9 scores, (See Appendix E.) the percentage of students performing below basic in both reading and mathematics remains critically high, and the percentage of students performing on the proficient level in reading and mathematics remains extremely low.

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
**Public Charter Schools Office**

**A Five-Year Review of**

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

---

In its SY 2001-2002, the School was accepted as a candidate for accreditation by the Middle States Accreditation Association, and in November 2003, received a certificate of accreditation for a five-year period. The School must continue in the Middle States School Improvement Program and meet the requirements outlined in the terms and conditions.

The Trustees have implemented effective fiscal management and accounting practices, balanced the budget in each year, and received an unqualified external audit of the financial statement in each year. Moreover, the School is purchasing the site (George Washington Carver School) to which it moved during the second year of operation.

**Review of Draft Report**

On February 25, 2005, a copy of the draft report, transmitted by letter to the Executive Director, was delivered to the School. (See Appendix G.) Additional information and corrections were submitted by the School on March 9, 2005.

**Organization of the Report**

This report is organized in five sections:

- |              |                                                                   |
|--------------|-------------------------------------------------------------------|
| Section I:   | Directory Information                                             |
| Section II:  | Background Information                                            |
| Section III: | Report of Findings: The Education Program and Student Performance |
| Section IV:  | Report of Findings: Governance and Management                     |
| Section V:   | Report of Findings: Fiscal and Assets Management                  |

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
**Public Charter Schools Office**

**A Five-Year Review of**

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

**SECTION I: DIRECTORY INFORMATION**

**Address of School:** 1027 45<sup>th</sup> Street, N. E.  
Washington, D. C. 20019

**Telephone No.**  
(202) 399-4750

**Fax No.**  
(202) 399-4387

**E-Mail**

**Period of Charter:** July 1, 1998 – June 30, 2013

**Years of the Five-Year Review:** 2003; 2008; 2013

**Chairperson - Board of Trustees:** Lt. Col. Joseph Stull (SY 2003-2004 – during the time of data collection for the five-year review)

**Key Administrators/Manager** (SY 2003-2004 – during the time of data collection for the five-year review):

|                                         |                     |
|-----------------------------------------|---------------------|
| <b>Executive Director:</b>              | Col. Norman Johnson |
| <b>Director of Education/Principal:</b> | Col. William Dexter |
| <b>Financial Manager:</b>               | Col. James Gautier  |

**Date of Incorporation:** October 9, 1997

**Incorporators:** Donald Delandro (BG, ret.)  
Glenda Partee, Ph.D.  
Marsha Brevard

**Mission:** *To develop young people with the academic, social, leadership, and occupational skills to compete successfully in post secondary education/training and enter challenging careers in the technical fields of work; prepare students for the competitive high tech careers now required in the 21<sup>st</sup> Century; and develop students who will not only have improved test and aptitude scores but will work more cohesively as team members.*

**Board of Trustees**  
**(Interim)**

Donald DeLandro, Chair  
Barbara Bush, Esq.  
Glenda Partee, Ph.D.  
Charles H. Hickey,  
Homer Pettit  
Anthony Bell  
William Dexter, Col.  
Donald Tapscott, Col.  
Marsha Brevard

**SY 1998-1999**

Donald DeLandro, BG, Chair  
Barbara Bush, Esq.  
Joseph Stull, Col.  
Susie Dixon  
Homer Pettit, Col.  
William Dexter, Col.  
Donald A Tapscott, Col.  
Marsha Brevard  
Norman N. Johnson, Col.  
Charles Jones  
Mychelle Gilmore  
Joseph Stull, Col.

**SY 1999-2000**

Donald DeLandro, BG, Chair  
Barbara Bush, Esq.  
William Dexter, Col.  
Charles Jones, Capt.  
Susie Dixon  
Mychelle Gilmore  
Glenda Partee, Ph.D.  
Joseph Stull, Col.  
Homer Pettit, Col.  
Donald Tapscott, Col.  
Marsha Brevard  
William Spaulding  
Emily Washington (5/2000)

**SY 2000-2001**

Everett Cardwell, Chair  
William Dexter, Col.  
Norman Johnson, Col.  
Glenda Partee, Ph.D.  
Susie Dixon  
Charlotte Lewis  
Mychelle Gilmore  
Joseph Stull, Col.  
Donald Tapscott, Col.  
Marsha Brevard  
Emily Washington  
William Spaulding

**SY 2001-2002**

Barbara Bush, Esq., Chair  
Everett Cardwell  
William Dexter, Col.  
Susie Dixon  
Glenda Partee, Ph.D.  
Dorothy Lancaster  
Harry Robinson, III  
Charles B. Smith  
Joseph E. Stull, Col.  
William Spaulding  
Emily Washington  
Norman Johnson, Col.  
Stanley R. Conyer  
James Gautier

**SY 2002-2003**

Joseph Stull, Chair  
Everett Cardwell  
William Dexter, Col.  
Norman Johnson, Col.  
Glenda Partee, Ph.D.  
Susie Dixon  
Stanley Conyer  
Dorothy Lancaster  
Harry Robinson  
Charles Smith  
William Spaulding

(Monitors noted an even number of members in the following years: 1998-1999, 2000-2001, and 2001-2002. An odd number of members is required.)

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

**SECTION II: BACKGROUND INFORMATION**

**A. Legislative Mandate**

The D. C. School Reform Act of 1995, as amended, provides:

Section 31-2853.22

(4) *Review -- An eligible chartering authority that grants or renews a charter pursuant to paragraph (1) or (2) of this subsection shall review the charter --*

*(A) at least once every five years to determine whether the charter should be revoked for the reasons described in subsection (A)(1)(A) or (b) of 31-2853.23 in accordance with the procedures for such revocation established under 31-2853.23 (c); and*

*(B) once every 5 years, beginning on the date that is five years after the date on which the charter is granted or renewed, to determine whether the charter should be revoked for the reasons described in 31-2853.23(a)(1)(B) in accordance with the procedures for such revocation established under 31-2853.23(c)*

**B. Historical Perspective**

The Integrated Design Electronics Academy (IDEA) initially existed as an academy program of the Phelps Career Development Center and was funded by the U. S. Department of Education from 1993 to 1996. IDEA also was one of the original school-within-a-school charters established by the District of Columbia Public Schools prior to the enactment of the D. C. School Reform Act of 1995 as amended. In October 1997, a coalition of parents, educators, and community representatives responded to the District of Columbia Board of Education (Board) request for applications/petitions to establish public charter schools in the District of Columbia. Following the Board's review of the petition, interviews with the applicants, and the applicants' submission of additional information, as requested, the Board authorized the establishment of School. On July 1, 1998, the Board and the Trustees signed the charter contract which, with the approved application/petition, constituted the charter for the School. (See Appendix C).

In correspondence of July 30, 1998, the Board advised the Trustees of the timeline for meeting accountability requirements as outlined in the contract, inclusive of submission of the school's accountability plan.

The School officially opened in September 1998 and completed the five-year period for which this review was undertaken on June 30, 2003.

The School was initially housed at the Taft School building at 18<sup>th</sup> and Perry Streets, N. E., but relocated to the current site, the George Washington Carver School building at 45<sup>th</sup> and Lee Streets, N. E. in 1999. Subsequently, the School purchased the Carver School building.

DISTRICT OF COLUMBIA BOARD OF EDUCATION

Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

C. Special Education Status

For purposes of Part B of the Individuals With Disabilities Act (IDEA) and Rehabilitation Act of 1973, the School elected to be treated as a Local Education Agency and, over the five-year period, has taken the necessary action to ensure that identified students were provided an appropriate education. In December 1998, the School submitted the *Special Education Plan* that outlined the process for full delivery of services from the point of referral through evaluation/assessment, development of Individualized Educational Plans (IEPs), and delivery of special education and related services.

D. Monitoring and Review Process

During the period of February 2004 through May 2004, a monitoring team of seven (7) professionals collected data and information, which informed both the SY 2003-2004 annual monitoring and the five-year review. The governance body, management team, faculty, staff, parents and students were very cooperative and open in providing information about all aspects of the School. The vision for students and the school was evident, particularly in discussions with management and governance teams.

On February 25, 2005, a copy of the draft report, transmitted by letter to the Executive Director, was delivered to the School. (See Appendix G.) On March 9, following a review of the draft, the School submitted additional and corrective information.

Five-Year Review Coordinator: Shelia G. Handy, Ph.D., The Green-Handy Group, Management and Education Consulting

E. The Charter

The charter is comprised of two sections: (1) the approved petition for establishing the School and (2) the contract between the Board and the Trustees. Key elements of the charter are presented in this section.

1. The Approved Application/Petition (Excerpts)

*Focus:*

*Integrate academic and vocational course work using the JROTC Program for team work and leadership. A solid background in mathematics, science, and English will be stressed so that students will be able to score well on assessment tests as well as prepare themselves for higher education and the world of work.*

*Target Population:*

- ✓ *Students throughout the city with an interest in technical learning, school-to-work apprenticeships and JROTC training;*
- ✓ *A mix of students who desire challenging curricula and success;*
- ✓ *Youth at risk; and*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

- ✓ *Level I special education students.*

*Additionally, the average student:*

- ✓ *Will enroll with a GPA of less than 2.0;*
- ✓ *Have below-average mathematical and science skills;*
- ✓ *Test below the national average; and*
- ✓ *Will be somewhat undisciplined.*

Table 1

*Projected/Planned Enrollment Over the Initial Five-Year Period*

| SY 1998-1999 | SY 1999-2000 | SY 2000-2001 | SY 2001-2002 | SY 2002-2003 |
|--------------|--------------|--------------|--------------|--------------|
| 150          | 175          | 220          | 225          | 225          |

The charter provided the enrollment would progress from approximately 40 to 58 students in grade 9; 40 to 58 students in grade 10; 35 to 55 students in grade 11; and 35 to 52 students in grade 12 over the five-year period.

*Academic Goals*

- ✓ *Ensure graduation rates over 90%;*
- ✓ *Ensure college or meaningful employment by September of the June graduation year;*
- ✓ *Raise grade point average -- increase by an average of 5% per year; and*
- ✓ *Improve PSAT, SAT, and ASVAB test scores between 7% and-10% each year. Students will be tested and retested based on academic fundamentals until SAT averages are between 800 and 1000.*

*Non Academic Goals*

- ✓ *Ensure an environment that encourages attendance and reduces alternatives;*
- ✓ *Provide an opportunity for eligible seniors to obtain financial aid;*
- ✓ *Improve citizenship (student discipline, citizenship, team work through repetitive team building exercises and performance tests);*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

- ✓ *Integrate learning and work experiences through experiential hand-on work-related experiences;*
- ✓ *Incorporate youth development activities (e.g., JROTC leadership, team work activities, field trip opportunities for earning and service with the community;*
- ✓ *Receive more than a high school diploma (e.g., advanced standing in college, a resume of work experiences, contacts with employers and other credentials showing work experience.*

*Objectives of the IDEA Public Charter School will be facilitated through the use of information technology including, but not limited to, computers, scanners, printers, modems, CD-ROMs, laser discs, video cameras, video players, telephones, and videophones.*

*The charter outlined the following career areas:*

- ✓ *Communications and Digital Electronics*  
*Designed to provide basic knowledge of electronic circuitry (e.g., radio, television, VCR, etc.)*
- ✓ *Residential and Industrial Electronics*  
*Designed to prepare the students for employment in the electrical wiring and industrial electronics areas as an entry level experience.*
- ✓ *Engineering and Drafting*  
*Designed to prepare students for employment in the technical drafting areas as an entry level employee.*
- ✓ *Fluid Power*  
*Designed to provide basic knowledge of robotics, programmed milling operations, and the study of the properties of fluids and fluid flow.*

*IDEA has a dual force of Engineering Design and Electronics and integrates the leadership and team work skills through JROTC. Each career focus area is designed to train students in the basic reading, writing, comprehension, team work, and problem solving skills that are required by all Engineering Design and Electronics careers in the modern U. S. economic and business areas.*

2. **Contract Between the Trustees and the Board of Education**

The contract between the Trustees and the Board of Education was signed by the following Trustees on July 1, 1998:

|                    |                   |
|--------------------|-------------------|
| Donald J. Delandro | Marsha L. Brevard |
| Barbara L. Bush    | Anthony C. Bell   |
| Homer Petitt, Jr.  |                   |

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

Major sections of the contract are presented below, and a copy of the contract is presented as Appendix A of this document.

*General Terms of the Agreement*  
*Focus of the Integrated Design Electronics Academy Public Charter School (IDEA)*  
*Board of Trustees (composition/role pursuant to the D. C. School Reform Act)*  
*Educational Program*  
*Student Assessment*  
*Tuition, Fees and Payments*  
*Accountability*  
*Facility*  
*Background Checks*  
*District of Columbia Public School System Services*  
*Articles of Incorporation*  
*Licensure and Accreditation*  
*Reporting Requirements*  
*Census*  
*Compulsory School Attendance*  
*Membership/Calculation of Number of Students*  
*Annual Report*  
*Annual Audits*  
*Fees*  
*Contracting Authority*  
*Application for Charter Renewal*  
*Annual Payments*  
*Revocation*

3. **Accountability Plan**

In accordance with the School's charter (contract with the Board), the school developed an accountability plan with annual and multi-year goals and objectives. The accountability plan was submitted on July 29, 1998.

The academic goals/objectives and the nonacademic goals and objectives for students and the school as a whole were outlined on pages 6 and 7 of this report and are discussed in *Section III: Report of Findings: The Education Program and Student Performance*.

4. **Memorandum of Agreement**

In April 2001, the Board and the Trustees entered into a letter of agreement relative to issues cited during the monitoring visit in SY 2000-2001. Subsequent improvement plans have been developed following monitoring visitations.

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
Public Charter Schools Office

A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

**SECTION III: REPORT OF FINDINGS – THE EDUCATION PROGRAM AND STUDENT PERFORMANCE**

Table 2.

**Official Student Enrollment Over the Five-Year Period**

| <b>SY 1998-1999</b>        | <b>No.</b> | <b>SY 1999-2000</b>        | <b>No.</b> | <b>SY 2000-2001</b>        | <b>No.</b> | <b>SY 2001-2002</b>        | <b>No.</b> | <b>SY 2002-2003</b>        | <b>No.</b> |
|----------------------------|------------|----------------------------|------------|----------------------------|------------|----------------------------|------------|----------------------------|------------|
| 9th                        |            | 9th                        |            | 9th                        |            | 9th                        |            | 9th                        |            |
| 10th                       |            | 10th                       |            | 10th                       |            | 10th                       |            | 10th                       |            |
| 11th                       |            | 11th                       |            | 11th                       |            | 11th                       |            | 11th                       |            |
| 12th                       |            | 12th                       |            | 12th                       |            | 12th                       |            | 12th                       |            |
|                            |            |                            |            |                            |            |                            |            |                            |            |
| <b>SY 98-99 Total</b>      | <b>90</b>  | <b>SY 99-00 Total</b>      | <b>150</b> | <b>SY 00-01 Total</b>      | <b>164</b> | <b>SY 01-02 Total</b>      | <b>195</b> | <b>SY 02-03 Total</b>      | <b>226</b> |
| <b>Official Enrollment</b> | <b>90</b>  | <b>Official Enrollment</b> | <b>150</b> | <b>Official Enrollment</b> | <b>164</b> | <b>Official Enrollment</b> | <b>195</b> | <b>Official Enrollment</b> | <b>226</b> |

Enrollment by grade for each of the five years is needed.

Table 3.

**Average Daily Membership and Average Daily Attendance**

| <b>Year</b>              | <b>1998-1999</b> | <b>1999-2000</b> | <b>2000-2001</b> | <b>2001-2002</b> | <b>2002-2003</b> |
|--------------------------|------------------|------------------|------------------|------------------|------------------|
| Average Daily Membership | 92               | 154              | 174              | 196              | 227              |
| Average Daily Attendance | 66               | 109              | 115              | 147              | 181              |

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

A. The Education Program

Over the five-year period, the School used a comprehensive approach to testing and tracking student and overall school progress.

Management, faculty and staff demonstrated commitment to student achievement and success and used varied approaches to assessing students' instructional levels, academic deficits, and overall educational needs. Data analysis of Stanford 9 data was conducted each year and other assessments were used for instructional planning and overall school planning, including, but not limited to, the Botel and Morrison McCall reading assessments and school constructed mathematics tests.

The School established the requirement that students must earn a minimum grade of "C" in all classes and a goal of having all students achieve at the "Basic" or above level as measured by the Stanford 9.

- SY 1998-1999

During monitoring visits, observations such as the following were reported:

- ✓ *Students were actively engaged, both in the discussions and chalkboard activity in which they defined new words for reading Lord of Flies.*
- ✓ *Development of critical thinking skills using divergent and convergent reasoning activities was observed in several classrooms.*
- ✓ *Geometric concepts were integrated into the lesson through questions that related to ratios and angles.*
- ✓ *The development of proportions was developed in the mechanical drawing (first year drafting) class, thus reinforcing skills and concepts developed in the mathematics classes.*
- ✓ *The computer class observed was like "a page right out of a methods textbook." Concept and skill development were evident.*

Monitors also made observations such as the following:

- ✓ *Lack of classroom management and no evidence of instruction in one social studies classroom.*
- ✓ *The students who were observed as enthusiastic participants in one class appeared unmotivated in the JROTC class. The teacher also appeared less than enthusiastic and motivated to teach.*

- SY 1999-2000

The following observations were noted:

- ✓ *The room environment was excellent in light of the poor facility. Student work was creatively displayed and boards reflected the content taught during the current term.*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

- ✓ *Students demonstrated ability to use synthesis and analytical thinking skills as they presented reports based on the Folger Theater production of Julius Caesar.*
- ✓ *The teacher used the Socratic approach in guiding the students to compute volume and conversions.*
- ✓ *The teacher monitored students as they worked, and as students exhibited difficulty, the teacher encouraged the students to say a rhyme (silently) as they made their connections with wires. The teacher explained that the rhyme gave steps in attaining the objective.*
- ✓ *The monitor moved around the classroom and observed two students who were working on study sheets: (renaming numbers to the second power, and adding or multiplying negative integers.*

Monitors also made observations as the following:

- ✓ *The room environment should be more supportive of the academic program. The chalkboards and bulletin boards were blank.*

• SY 2000-2001

Reports of classroom observations during monitoring visits included notations such as the following:

- ✓ *A related research assignment required students to write a 500-word paper that paralleled the "witch hunt" of the Salem trials in 1692 and the McCarthy hearings on Communism in 1954.*
- ✓ *In addition to the textbook and copies of The Crucible, there were novels, Newsweek, U.S. News, and Seventeen magazines available for student use. A number of student essays were on display*
- ✓ *The classroom boards contained the following topics: reading, vocabulary, comprehension, speaking skills, note taking, summarizing, paraphrasing, grammar usage, literature, short story, writing, paragraphs, essays, letter writing, the novel, etc.*
- ✓ *The teacher used chalkboard diagrams to teach students to compute perimeter and area of polygons. Students discussed and solved problems at the chalkboard.*
- ✓ *Arrangements had been made for the Chemistry students to use the lab facilities at Howard University for 3 hours each week during the second semester.*
- ✓ *The classroom has state of the art technology, and students were clearly engaged in their design projects.*
- ✓ *Students were observed installing the necessary wiring for the installation of a ceiling fan.*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

- ✓ *Students discussed their projects and the process of installing ceiling fans and wiring doorbells. Students were knowledgeable and eager to discuss their skills, accomplishments, and career plans.*

Monitors also made notations as the following:

- ✓ *Some students were active participants in the lessons while others appeared disengaged. The monitor did not note any effort on the part of the teacher to motivate or teach the students who were not engaged.*
- ✓ *With the exception of a few charts relating to geometry, the classroom did not reflect the content of the mathematics courses. There was very little to indicate the subject matter or to provide opportunities for reinforcement of skills and content.*

- **SY 2001-2002**

The following observations were reported:

- ✓ *All courses are from the DCPS Master Course List.*
- ✓ *Classrooms observed were generally in order; however, in one class, the monitor observed several students seated behind a cabinet that was obstructing their view of the board.*
- ✓ *Furniture is age-appropriate and generally, in good condition.*
- ✓ *On tour of the building, the monitoring team saw several computer labs that were being utilized. One bank of computers was visible, but no one was using them at the time.*
- ✓ *Two classes were observed in which students all had books from which the lesson was being taught. Interviews with students and teachers indicated that they all had necessary materials and supplies.*
- ✓ *15 students are members of the National Honor Society; 30 students were on the honor roll.*
- ✓ *Poets come in from Folger Shakespearean Library to work with students who will publish an anthology.*
- ✓ *Students read novels, and some authors come in for book discussions.*
- ✓ *Reading/writing/ vocabulary are stressed in English classes.*
- ✓ *Humanities classes relate classroom instruction to community service and the arts.*

---

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

## • SY 2002-2003

Findings of the instructional program review included the following:

- ✓ *Math classroom is very bright and spacious.*
- ✓ *Biology – colorful charts. Laboratory safety chart with very vivid class instruction – first ½ of the class in the area where student desks are located, and application of instruction was observed in the lab. Section. Erasable white board/blackboards and appropriate use of tables and chairs were noted.*
- ✓ *All course numbers follow District of Columbia Public Schools Secondary Master Course List and course descriptions are approved by the Board of Education.*
- ✓ *Pre Calculus is the highest level of math instruction. (Calculus will be added in SY 2003-2004)*
- ✓ *Science is not taught in grade 10; students take shop.*
- ✓ *Spanish is taught in grades 11 and 12.*
- ✓ *All students participate in JROTC – stresses citizenship cooperation and leadership throughout the 4- year program.*
- ✓ *Small group, yet individualized instruction, and each student worked problems – talking to the teacher as they worked through the process.*
- ✓ *Whole group instruction in Biology – creating letters explaining physical health changes; charting family trees; locating dominant traits; and creating beginning of genotype.*

**B. Special Education and Related Services**

The School's charter provided, "*for purposes of Part B of the Individuals With Disabilities Act (IDEA) and the Rehabilitation Act of 1973, the school elected to be treated as an LEA and shall take the necessary action to ensure that identified students are provided an appropriate education. Not later than June 15, 1998, the school shall submit a plan that outlines the process for full delivery of services from the point of referral through evaluation/assessment, development of Individualized Education Plan (IEPs and delivery of special education and related services to identified students.)*"

Implementation of the special education program was challenging for the School as with other new charter schools for several reasons: (1) There was lack of clarity with respect to the relationship between the DCPS special education office (SEA) and the public charter school as an LEA; (2) DCPS lacked the capacity to respond to public charter schools when assistance was requested. New public charter schools lacked the capacity initially to provide the full range of special education services. Subsequently, the two chartering authorities and the DCPS special education office collaborated in providing clarity to the special education issues.

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

Notwithstanding the above, each public charter school was held accountable for ensuring that identified special education students were educated and provided the services outlined in their IEPs and in accordance with applicable laws. IDEA's special education program showed continued progress over the five-year period. Findings relative to the special education program are presented in this section.

- SY 1998-1999

During the first year of the School's operations, monitors stated:

- ✓ *The School developed and submitted the required plan for delivery of special education services.*
- ✓ *The plan did not effectively address related services needs of students.*
- ✓ *Some students are not receiving the related services outlined in their IEPs.*

Note: Although the initial monitoring visit revealed that some students were not receiving the required psychological services, the School engaged the services of a Psychologist later in the school year.

- SY 1999-2000

Observations made during the second year of the School's operation revealed improvement in the delivery of special education services. Findings during the second visit in SY 1999-2000 included the following comments:

- ✓ *The special education plan requires further development.*
- ✓ *The school uses an inclusion model. All students receive their instruction in the regular classroom. The special education teacher instructs two of the classes.*
- ✓ *The special education teacher works on a 12-month schedule and instructs both identified and non-identified students in English and mathematics.*
- ✓ *All special education students are mainstreamed 100%.*
- ✓ *In accordance with the school's policy, students requiring special services/consideration (e.g., special education, free lunch, etc.) are not publicly identified although they are tested (SAT-9) separately.*
- ✓ *An "End-of SY 1999-2000 IEP Schedule" lists the evaluation, re-evaluations, and IEP meeting dates for each student, and conferences will be completed in July.*
- ✓ *Students receive services from the clinical psychologist each Thursday.*
- ✓ *Speech therapy service for the four students requiring such is very sporadic.*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

- ✓ *The school administrator reported that the Board of Trustees would contract for a new service provider for SY 2000-2001.*
- ✓ *The school principal had completed a course on managing special education programs.*

- **2000-2001**

Observations revealed that the School had strengthened the special education plan by adding the description of placement levels and procedures for special education service delivery. Additionally, the School had documented team meetings, parent conferences, and initial IEP meetings.

Monitors who observed the special education program during SY 2000-2001 stated the following:

- ✓ *The special education coordinator has updated all IEPs except that of a student who enrolled on January 1, 2001.*
- ✓ *The special education coordinator has compiled a very detailed matrix of student services, disabilities, percent of time services are provided, etc.*
- ✓ *Eighteen (18) IEPs indicated requirements for related services, and documentation revealed that all eighteen (18) students were receiving related services as outlined.*
- ✓ *All IEPs revealed the percent of time in special and general education.*
- ✓ *Transition plans had been developed for students ages 14 and above.*
- ✓ *Four students were observed in instructional activities, all of which reflected the IEP annual goals and objectives.*
- ✓ *The school has taken corrective action in the areas cited during the November 8, 2001, monitoring visit.*
- ✓ *In order to be in compliance with IDEA, the school must ensure the updating of the IEP for the student who enrolled in January 2001 and ensure the appropriate time and services for the student identified as SED Level IV requiring 64% of the time in special education.*

- **2001-2002**

Review of the special education program in this year yielded findings such as the following:

- ✓ *Special education students are fully immersed in the academic and extracurricular activities.*
- ✓ *Textbooks are ordered for various levels of literacy. They contain the same basic information but some are written to lower reading levels to provide lower performing students the opportunity to participate in all classes.*
- ✓ *Special education records were all in order.*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office  
A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

---

- ✓ *Students' IEPs are current and are used as guides for planning instruction..*
- ✓ *Staff are receiving training in identifying and serving students with special needs.*
- ✓ *Staff are certified in appropriate disciplines.*
- ✓ *Staff include a full-time special education coordinator; 3 part-time and 1 full-time special education teachers; part-time social worker and speech/language therapist; and 2 mental health professionals.*
- ✓ *Some faculty members hold dual certification, one of which is in special education.*
- ✓ *Regular classroom teachers plan with special education teachers to ensure the success of special education students.*

• **2002-2003**

School management and staff continued intensive effort to improve the special education program and did not hesitate to address issues raised during the monitoring process.

Comments and notations made by the monitors included the following:

- ✓ *The inclusion model is implemented and most students are active learners, thus making it somewhat difficult to quickly identify student(s) with learning deficiencies.*
- ✓ *Special education suite has locked file cabinets; and the special education coordinator maintains the files.*
- ✓ *State testing requirements show SAT-9*
- ✓ *Students' IEPs had required components and Individual accommodations.*
- ✓ *The new special education suite gives students a sense of pride and promotes a positive learning environment.*
- ✓ *SAT-9 Spring 2003 confidential letter and folder with parent letter and students' attendance.*
- ✓ *Special education teachers have dual certification. One teacher is pursuing a Master's Degree in Special Education.*

**C. Accountability**

The School developed and submitted an accountability plan on July 29, 1998, as required by the charter. The accountability plan contained six measurable performance objectives. As stated in the introduction, the Plan, "addresses academic, graduation and fiscal responsibilities for the School as required by the

DISTRICT OF COLUMBIA BOARD OF EDUCATION

Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

Board." The School also indicated that the accountability plan was based on the mission statement for the School as approved by the Board. The School established the following goals:

The Integrated Design Electronics Career academy Charter High School will develop in its students:

- ✓ A solid foundation in the basic and advanced academic skills, workplace competencies and personal qualities that are prerequisites to post secondary education, training, and initial employment;
- ✓ A link to apprenticeship programs and careers in technical fields;
- ✓ An understanding of a range of occupations from which they can form appropriate career plans; and
- ✓ The self-discipline, leadership and citizenship skills that are the core of the JROTC program.

The academic goals, objectives and findings pertaining to accomplishments are discussed in the next section.

D. Academic Goals

The following academic goals for student performance were outlined in the School's charter. Inasmuch as goals are generally written in broad terms with accompanying specific and measurable objectives, goal achievement is presented in the discussion of objectives in Section E (Chart 2) on pages 18-20.

Chart 1  
Academic Goals

| Academic Goals                                                                                                                                                                          | Comments                                                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ensure graduation rates over 90%                                                                                                                                                        | ✓ See performance objective #1 on page 19.<br>✓ The School has not met this goal in each year.                                                                                                                |
| Ensure college or meaningful employment by September of the graduation year.                                                                                                            | ✓ See performance objective #5 on page 21.<br>✓ The School has met this goal in each year.                                                                                                                    |
| Raise grade point average – increase by an average of 5% each year.                                                                                                                     | ✓ The school did not establish a performance objective for this goal; however, the goal is stated as a measurable objective.<br>✓ Grade-point average data and analyses over the five-year period are needed. |
| Improve PSAT, SAT, and ASVAB test scores between 7% and 10% each year. Students will be tested and retested based on academic fundamentals until SAT averages are between 800 and 1000. | ✓ See performance objective #2 on page 19.<br>✓ Results of comparative analyses over the five-year period are needed.                                                                                         |

E. Academic Objectives and Student Performance

The objectives for student performance are presented in Chart 2 below with findings pertinent to achievement. Following the presentation of academic goals and objectives are tables depicting academic achievement as measured by the Stanford 9 Achievement Tests.

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
Public Charter Schools Office

A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

Chart 2

**Academic Objectives and Student Performance**

| Performance Objectives                                                                                                                                                                                                           | Baseline Data | Annual Target                                                                                                                                                                                                                                                                                                                                                                                     | Met                                                                                                                                                                                                                                                               | Not Met                                                                                                                                                                                                                                                           | Five-Year Target:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Met                                                                                                                                                                                                            | Not Met |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| <b>Performance Objective #1</b><br><br>The IDEA Public Charter School students will meet or exceed all District of Columbia Carnegie graduation requirements as set forth by the Board of Education of the District of Columbia. |               | <u>Expectation(s):</u><br>90% of students will graduate. This does not include those students who move or transfer from the District of Columbia. <u>Progress Indicators:</u><br><br>-increased school and class attendance<br>-improved teamwork, attitude, and citizenship.<br>-met English, Math, Science and Social Studies goals at each grade level to support graduation from high school. | See discussion of objective 6 on page 20<br><br>Data are needed for each indicator.                                                                                                                                                                               | See discussion objective 6 on page 20<br><br>Data are needed for each indicator.                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                |         |
| <b>Performance Objective #2</b><br><br>The IDEA Public Charter School students will improve on their standardized test scores.                                                                                                   |               | <u>Expectations:</u><br><br>Students will improve Stanford 9, PSAT, SAT, and ASVAB test scores between 7-10% each year. (Taking the ASVAB test will be voluntary.)<br><br><u>Measurement Tools:</u> Scores on Stanford 9, PSAT, SAT, and ASVAB                                                                                                                                                    | PSAT, SAT, and ASVAB Comparative data are needed.<br><br>The annual report provided information on the number of students who achieved scores on the ASVAB that would enable them to enlist in the military; however, the scores and increases were not included. | PSAT, SAT, and ASVAB Comparative data are needed.<br><br>The annual report provided information on the number of students who achieved scores on the ASVAB that would enable them to enlist in the military; however, the scores and increases were not included. | IDEA will ensure that 10 <sup>th</sup> graders in SY 1998-1999 will progress from a 700 score to a 900 score by SY 2001-2002.<br><br>10 <sup>th</sup> grade – 700 with 300 minimum in verbal or math<br>11 <sup>th</sup> grade –800 with 350 minimum in verbal or math<br>12 <sup>th</sup> grade –900 with 400 minimum in verbal or math<br>-Score of basic or above on the Stanford 9 test for each level<br><br>Seniors who elect to take ASVAB test will attain a score for enlisting in one of the four services, Reserves, or National Guard. | <u>SY 2002-2003</u><br>X<br>Eighteen tenth graders scored at least 700 on the PSAT.<br><br>Twelve eleventh graders scored at least 800 on the SAT.<br><br>Four twelfth graders scored at least 900 on the SAT. |         |

# DISTRICT OF COLUMBIA BOARD OF EDUCATION

Public Charter Schools Office

A Five-Year Review of

## THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

| Performance Objectives/Goals<br>(continued)                                                                                                                                                                                                                                                                        | Baseline Data | Annual Target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Met | Not Met | Five-Year Target: | Met | Not Met |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|---------|-------------------|-----|---------|
| <b>Performance Objective #3</b><br><br>Courses taught at the IDEA Public Charter School will be based on the standards of learning objectives listed in the <i>Secondary Master Course List</i> and the <i>Secondary Grade Level and Course Expectations</i> published by the District of Columbia Public Schools. |               | Expectations: Each course will cover District of Columbia required standards of learning.<br><br>Measurement Tools: Each year mathematics and English teachers will conduct pre-testing at the beginning of the school year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | X   |         |                   |     |         |
| <b>Performance Objective #4</b><br><br>The IDEA Public Charter School students who desire may take vocational education courses during their 10 <sup>th</sup> , 11 <sup>th</sup> , and 12 <sup>th</sup> years to earn a District of Columbia Public School shop certificate.                                       |               | Expectations:<br><br>The IDEA Public Charter School will offer vocational training for school year 1998-1999 in drafting/Computer Assisted Drafting (CAD) and Electrical Housing Wiring to eligible 10 <sup>th</sup> , 11 <sup>th</sup> , and 12 <sup>th</sup> graders who select vocational classes as electives.<br><br>Measurement Tool: Each vocational teacher will follow District of Columbia requirements for shop certificates. If no District standard is established in specified shop areas, the instructors will devise their own measurement tools in accordance with recognized industry standards.<br><br>The IDEA Public Charter School will strive to place a minimum of 25% of their eligible vocational seniors in internships lasting at least four months.<br><br>It is expected that at least 50% of the IDEA students completing a vocation education track will receive a shop certificate at graduation. | X   |         |                   |     |         |

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

| Performance Objectives/Goals<br>(continued)                                                                                                                                                                                                                                                                                                            | Baseline Data | Annual Target                                                                                                                                                                                                                                                                                                                                                   | Met                                                                                                                                                                     | Not Met                                                                                  | Five-Year Target: | Met | Not Met |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------------------|-----|---------|
| Performance Objective #5<br>See Non Academic Objectives on page 26                                                                                                                                                                                                                                                                                     |               |                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                         |                                                                                          |                   |     |         |
| Performance Objective #6<br><br>90% of students who attend IDEA Public Charter School from 10 <sup>th</sup> through 12 <sup>th</sup> grade will graduate.<br><br><br><br><br><br><br><br>Of those who graduate, 50% will enter college, technical training, the work force or the military within six months of graduation.                            |               | <u>Expectations</u><br>90% of students who attend IDEA Public Charter School from 10 <sup>th</sup> through 12 <sup>th</sup> grade will graduate.<br><br><hr/> 50% of the graduates will enter college, technical training, work force or military within six months of graduation.<br><br><hr/> Voluntary participation in the post-graduate mentorship program | Rates<br>1999 (100%)<br><br>2003 (93% by August)<br><br><hr/> X<br><br>1999 (100%)<br>2000 (97%)<br>2001 (100%)<br>2002 (100%)<br>2003 (100%)<br><br><hr/> Data needed. | Rates<br>2000 (100%)<br>2001 (81%)<br><br>2002 (88%)<br>2003 (85%) in June.<br><br><hr/> |                   |     |         |
| The charter outlined the following career areas:<br>✓ <i>Communications and Digital Electronics</i><br>✓ <i>Residential and Industrial Electronics</i><br>✓ <i>Engineering and Drafting</i><br>✓ <i>Fluid Power</i><br>. IDEA has a dual force of Engineering Design and Electronics and integrates the leadership and team work skills through JROTC. |               | Courses offered each year                                                                                                                                                                                                                                                                                                                                       | X                                                                                                                                                                       |                                                                                          |                   |     |         |

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
Public Charter Schools Office

A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

**Table 4.**  
**Student Achievement in Reading as Measured by the Stanford 9 Achievement Test (SAT-9)**  
**Percentage of Students Achieving on the *Below Basic, Basic, Proficient, and Advanced* Levels by Grade from SY 1998-1999 Through SY 2002-2003**  
*(Comparisons with the previous year are presented in red type)*

| READING          | 1999 |    |    |   | 2000 |     |     |    | 2001        |   |   |   | 2002 |    |    |   | 2003 |     |    |    |
|------------------|------|----|----|---|------|-----|-----|----|-------------|---|---|---|------|----|----|---|------|-----|----|----|
|                  | BB   | B  | P  | A | BB   | B   | P   | A  | BB          | B | P | A | BB   | B  | P  | A | BB   | B   | P  | A  |
| Total – Grade 9  | 29   | 51 | 20 | 0 | 47   | 44  | 9   | 0  | Data needed |   |   |   | 45   | 45 | 9  | 1 | 34   | 51  | 15 | 0  |
|                  |      |    |    |   | +18  | -7  | -11 | 0  |             |   |   |   |      |    |    |   | -11  | +6  | +6 | -1 |
| Total – Grade 10 | 43   | 40 | 13 | 3 | 67   | 25  | 8   | 0  | Data needed |   |   |   | 46   | 41 | 12 | 0 | 54   | 38  | 8  | 0  |
|                  |      |    |    |   | +24  | -15 | -5  | -3 |             |   |   |   |      |    |    |   | +8   | -3  | -4 | 0  |
| Total – Grade 11 | 52   | 41 | 7  | 0 | 53   | 35  | 12  | 0  | Data needed |   |   |   | 65   | 30 | 4  | 0 | 56   | 40  | 4  | 0  |
|                  |      |    |    |   | +1   | -6  | +5  | 0  |             |   |   |   |      |    |    |   | -9   | +10 | 0  | 0  |
| Total – Grade 12 |      |    |    |   |      |     |     |    |             |   |   |   |      |    |    |   |      |     |    |    |

**Table 5.**  
**Student Achievement in Mathematics as Measured by the Stanford 9 Achievement Test (SAT 9)**  
**Percentage of Students Achieving on the *Below Basic, Basic, Proficient, and Advanced* Levels by Grade from SY 1998-1999 Through SY 2002-2003**  
*(Comparisons with the previous year are presented in red type.)*

| MATHEMATICS      | 1999 |    |   |   | 2000 |     |    |   | 2001         |   |   |   | 2002 |    |   |   | 2003 |     |    |   |
|------------------|------|----|---|---|------|-----|----|---|--------------|---|---|---|------|----|---|---|------|-----|----|---|
|                  | BB   | B  | P | A | BB   | B   | P  | A | BB           | B | P | A | BB   | B  | P | A | BB   | B   | P  | A |
| Total – Grade 9  | 68   | 29 | 3 | 0 | 71   | 29  | 0  | 0 | Data needed. |   |   |   | 75   | 23 | 1 | 0 | 71   | 25  | 4  | 0 |
|                  |      |    |   |   | +3   | 0   | -3 | 0 |              |   |   |   |      |    |   |   | -4   | +2  | +3 | 0 |
| Total – Grade 10 | 86   | 11 | 4 | 0 | 88   | 8   | 4  | 0 | Data needed. |   |   |   | 85   | 15 | 0 | 0 | 96   | 04  | 0  | 0 |
|                  |      |    |   |   | +2   | -3  | 0  | 0 |              |   |   |   |      |    |   |   | +11  | -11 | 0  | 0 |
| Total – Grade 11 | 30   | 70 | 0 | 0 | 92   | 8   | 9  | 0 | Data needed. |   |   |   | 87   | 13 | 0 | 0 | 89   | 7   | 4  | 0 |
|                  |      |    |   |   | +62  | -62 | +9 | 0 |              |   |   |   |      |    |   |   | +2   | -6  | +4 | 0 |
| Total – Grade 12 |      |    |   |   |      |     |    |   |              |   |   |   |      |    |   |   |      |     |    |   |

# DISTRICT OF COLUMBIA BOARD OF EDUCATION

Public Charter Schools Office

A Five-Year Review of

## THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

**Table 6**  
**Summary of Achievement on the Below Basic, Basic, Proficient and Advanced Levels**  
*Results of comparative analysis are presented in red type.*

|             | 1999 |      |     |     | 2000 |      |      |     | 2001  |      |      |   | 2002 |      |     |    | 2003 |      |      |     |
|-------------|------|------|-----|-----|------|------|------|-----|-------|------|------|---|------|------|-----|----|------|------|------|-----|
|             | BB   | B    | P   | A   | BB   | B    | P    | A   | BB    | B    | P    | A | BB   | B    | P   | A  | BB   | B    | P    | A   |
| Reading     | 56.0 | 37.0 | 7.0 | 0.0 | 51.8 | 39.1 | 9.1  | 0.0 | 40.4  | 43.6 | 10.0 | 0 | 48.6 | 41.3 | 9.4 | .7 | 45.1 | 44.4 | 10.4 | 0   |
|             |      |      |     |     | -4.2 | +2.1 | +2.1 | 0.0 | -11.4 | +4.5 | +9   | 0 | +8.2 | -2.3 | -6  | +7 | -3.5 | +3.1 | +1.0 | -.7 |
| Mathematics | 83.0 | 16.0 | 1.0 | 0.0 | 78.6 | 20.5 | 0.9  | 0.0 | 80.4  | 18.6 | .9   | 0 | 80.3 | 19.0 | .7  | 0  | 83.3 | 14.0 | 2.7  | 0   |
|             |      |      |     |     | -4.4 | +4.5 | -.1  | 0.0 | +1.8  | -1.9 | 0    | 0 | -.1  | +4   | -.2 | 0  | +3.0 | -5.0 | +2.0 | 0   |

Sources: Board of Education Public Charter Schools SAT Scores SY 01, 02, 03

Board of Education Public Charter Schools SAT 9 Scores SY 2003 (Reading & Math Totals and Combined Per School)

**Table 7**  
**Performance Standards - Reading and Mathematics**

| School Year | Reading          | Math             | Combined         |
|-------------|------------------|------------------|------------------|
| 1999        | Data are needed. | Data are Needed. | Data are Needed. |
| 2000        | 38.0             | 38.8             | 76.8             |
| 2001        | 37.0             | 40.8             | 77.8             |
| 2002        | 36.8             | 40.1             | 76.9             |
| 2003        | 37.9             | 39.7             | 77.6             |

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
Public Charter Schools Office

A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

**Table 8**

**Report Card - 2003**

**Met AYP**

Mathematics -  
Reading -

**Reading**

**Mathematics**

| <b>Group</b>               | <b>No.<br/>In<br/>Group</b> | <b>No.<br/>Tested</b> | <b>%<br/>Tested</b> | <b>%<br/>Proficient</b> | <b>No.<br/>Tested</b> | <b>%<br/>Tested</b> | <b>%<br/>Proficient</b> |
|----------------------------|-----------------------------|-----------------------|---------------------|-------------------------|-----------------------|---------------------|-------------------------|
| <b>Ethnicity</b>           |                             |                       |                     |                         |                       |                     |                         |
| Black, non-Hispanic        |                             |                       |                     |                         |                       |                     |                         |
| Hispanic                   |                             |                       |                     |                         |                       |                     |                         |
| White, non-Hispanic        |                             |                       |                     |                         |                       |                     |                         |
| <b>Gender</b>              |                             |                       |                     |                         |                       |                     |                         |
| Female                     |                             |                       |                     |                         |                       |                     |                         |
| Male                       |                             |                       |                     |                         |                       |                     |                         |
| <b>Special Education</b>   |                             |                       |                     |                         |                       |                     |                         |
| Disabled                   |                             |                       |                     |                         |                       |                     |                         |
| Non-disabled               |                             |                       |                     |                         |                       |                     |                         |
| <b>English Proficiency</b> |                             |                       |                     |                         |                       |                     |                         |
| LEP/NEP                    |                             |                       |                     |                         |                       |                     |                         |
| Non LEP/NEP                |                             |                       |                     |                         |                       |                     |                         |
| <b>Economic Status</b>     |                             |                       |                     |                         |                       |                     |                         |
| Econ. Disadvantaged        |                             |                       |                     |                         |                       |                     |                         |
| Non-Econ.<br>Disadvantaged |                             |                       |                     |                         |                       |                     |                         |
| <b>Migrant Status</b>      |                             |                       |                     |                         |                       |                     |                         |
| Non-migrant                |                             |                       |                     |                         |                       |                     |                         |
| <b>TOTAL</b>               |                             |                       |                     |                         |                       |                     |                         |

*Data are needed.*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

*Discussion of Student Performance:* (Stanford 9 data are needed for 2001 – performance by grade –below basic, basic, proficient, and advanced.)

Analysis of the Stanford 9 Achievement Test results reveals the following:

- ✓ Reading and mathematics achievement fluctuated over the five-year period; however, data in the final year of this review (2003) revealed higher percentages of students on each grade level performing *Below Basic* than in 1999.
- ✓ With respect to the above statement, one might rightfully argue that the comparisons are based on different populations, because an examination of the data for grade 9 in 1999, and the same population as grade 10 in 2000, revealed a decrease from 29% to 27% in the percentage of students performing *Below Basic* in reading, but an increase from 68% to 88% in the percentage of students performing *Below Basic* in mathematics. Data are needed for this population as grade 11 students 2001.
- ✓ For students who were in grade 9 in 2002 and grade 10 in 2003, there was an increase from 45% to 54% in the percentage of students performing *Below Basic* in reading, and a very sharp increase from 75% to 96% for the percentage of students performing *Below Basic* in mathematics.
- ✓ Analysis of the data for students who were in grade 10 in 1999 and grade 11 in 2000 revealed an increase from 43% to 53% in the percentage students performing *Below Basic* in reading, and an increase from 86% to 92% for the percentage of students performing *Below Basic* in mathematics.
- ✓ Similarly, for students who were in grade 10 in 2002 and grade 11 in 2003, there was an increase from 46% to 56% in the percentage of students performing *Below Basic* in reading and an increase from 85% to 89% in the percentage of students performing *Below Basic* in mathematics.
- ✓ In a listing of the Board's fifteen schools based on combined 2001-2002 SAT 9 scores, IDEA ranked sixth. (See Appendix E.).
- ✓ Overall, the percentage of students performing *Below Basic* in 2003, the final year for which this report is written ranged from a low of 34% for grade 9 to a high of 56% for grade 11 in the area of reading; and from a low of 71 % for grade 9 to a high of 96% for grade 10 in mathematics.

Table 9.  
Student Promotion Rates

| Promotion Rates                  | 1998-1999 |      | 1999-2000 |      | 2000-2001 |      | 2001-2002 |      | 2002-2003 |      |
|----------------------------------|-----------|------|-----------|------|-----------|------|-----------|------|-----------|------|
|                                  | To Grade  | Rate | To Grade  | Rate | To Grade  | Rate | To Grade  | Rate | To Grade  | Rate |
| Promotion/Grade Advancement Rate | 10        | 11%  | 10        | 13%  | 10        | 75%  | 10        | 27%  | 10        | 50%  |
|                                  | 11        | 73%  | 11        | 40%  | 11        | 80%  | 11        | 50%  | 11        | 60%  |
|                                  | 12        | 44%  | 12        | 93%  | 12        | 80%  | 12        | 70%  | 12        | 80%  |

The following should be noted with respect to promotion rates over the five-year period.

- ✓ In each year, the School reported, "Our low rate of advancement from the 9<sup>th</sup> to 10<sup>th</sup> grade primarily resulted from IDEA's commitment to providing a solid base in Algebra. Most of our 9<sup>th</sup> grade students had not previously acquired the skills necessary to successfully complete Algebra 1; thus, they were not able to earn 6 Carnegie Units."

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
**Public Charter Schools Office**

**A Five-Year Review of**

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

---

- ✓ The advancement rate from grade 9 to grade 10 increased from 11% in SY 1998-1999 to 50% in SY 2002-2003.
- ✓ The advancement rate from grade 10 to 11 fluctuated over the five-year period; however, the rate decreased from 73% 1998-1999 to 60% in SY 2002-2003
- ✓ The advancement rate from grade 11 to 12 also fluctuated with an increase from 44% in SY 1998-1999 to 93% in SY 1999-2000; a decrease to 80% in 2001; another decrease to 70% in 2002; and an increase to 80% in SY 2002-2003.

**F. Non Academic Goals and Objectives for Student and School Performance**

Accountability for achieving non academic goals and objectives established for students and school also is carefully monitored and reported. Charts 2 and 3 present findings pertinent to the non academic goals and objectives are presented in Charts 2 and 3.

**Chart 3**

**Non Academic Goals and Objectives for Student Performance**

| <b>Non Academic Goals: Student Performance</b>                                                                                         | <b>Discussion/Findings</b>                        |
|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Performance Objective #5                                                                                                               | 1999 – (100%) All students participated in JROTC. |
| The IDEA Public Charter School will offer a JROTC program consisting of Leadership Education and Training (LET) of LET 1, 2, 3, and 4. | 2000 – (100%) All students participated in JROTC. |
| Expectations: 100% of all students will participate in JROTC.                                                                          | 2001 – (100%) All students participated in JROTC  |
| Measurement Tool: Observations and student attendance in LET 1, 2, 3, and 4                                                            | 2002 – (100%) All students participated in JROTC. |
|                                                                                                                                        | 2003 – (100%) All students participated in JROTC. |

Chart 4 in the next section discusses the non academic goals and objectives for school performance.

# DISTRICT OF COLUMBIA BOARD OF EDUCATION

Public Charter Schools Office

A Five-Year Review of

## THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

Chart 4

### Non Academic Goals and Objectives for School Performance

The first four goals were outlined in the School's charter. The remaining goals and objectives were delineated in the School's Accountability plan. The goals and objectives in the two documents are complementary.

| Non Academic Goals and Objectives: School Performance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Discussion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ensure an environment that encourages attendance and reduces alternatives.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | The School is meeting this goal to a moderate extent.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Provide an opportunity for eligible seniors to secure financial aid.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Data are needed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Improve citizenship (student discipline), citizenship, team work through repetitive team building exercises and performance tests.                                                                                                                                                                                                                                                                                                                                                                                                                            | All students participate in citizenship, team work and team building exercises through the JROTC.<br>Data are needed on the gains/improvement made in the areas of citizenship.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Incorporate youth development activities (e.g., JROTC, leadership, team work activities, field trip opportunities for earning and service with the community.                                                                                                                                                                                                                                                                                                                                                                                                 | The School is meeting this goal.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Receive more than a high school diploma (e.g. advanced standing in college, a resume of work experiences, contacts with employers and other credentials showing work experience.                                                                                                                                                                                                                                                                                                                                                                              | Data are needed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Non Academic Goals and Objectives: School Performance (continued)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Discussion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p>The school year will be 210 teaching days. This will allow IDEA to support outside learning experiences. The school year will start the first day after the September holiday (Labor Day).</p> <ul style="list-style-type: none"> <li>✓ JROTC summer camp</li> <li>✓ After-school program – to support students who may need additional tutoring</li> <li>✓ Weekend programs</li> <li>✓ Ten holidays</li> <li>✓ Two-week winter break</li> <li>✓ One week spring break</li> <li>✓ Four staff development days</li> <li>✓ Twelve-month employees</li> </ul> | <p>This goal is not being met.</p> <ul style="list-style-type: none"> <li>✓ In the first two years of operation (SY 1998-1999 and SY 1999-2000), the school's calendar provided for 184 days, four of which were professional development days. In SY 2000-2001, the School calendar provided 183 academic days for students.</li> <li>✓ The 8-day JROTC summer camp increased the number of days for students; however, JROTC is not required for all students.</li> <li>✓ During the second year of operation, the school reported that it had been given authorization to apply the longer school day hours to make up for emergency closings; however, monitors noted that such application would adversely affect the goal of a longer school day/increased instructional time.</li> <li>✓ Instructional days have been added to the calendar since 1999; however, the goal of 210 days has not been met.</li> </ul> |
| <p>Students will attend school from 8:00 a.m. to 4:00 p.m.</p> <ul style="list-style-type: none"> <li>✓ Nine periods</li> <li>✓ First period – leadership training (through JROTC)</li> <li>✓ Last period – Independent study, mentoring, tutoring</li> <li>✓ Seniors in work study will receive mentoring earlier in the school day.</li> </ul>                                                                                                                                                                                                              | <p>This goal is being met.</p> <ul style="list-style-type: none"> <li>✓ Earlier monitoring revealed that JROTC was scheduled for the last period of the day.</li> <li>✓ Independent study, mentoring and tutoring were integrated into the school schedule.</li> <li>✓ In SY 1999-2000, the school calendar revealed a 10-period day with the 10<sup>th</sup> period on Mondays and Wednesdays used for activities and</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

|                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                         | <p>study hall, on Tuesdays and Thursdays for JROTC drill, and on Fridays for mathematics tutoring and staff meetings</p> <p>✓ In some years, the School was opened until 6:00 p.m. for after-school activities for both students and the community.</p> <p>✓ SAT preparation sessions and a NET Day activity were scheduled on Saturdays</p> |
| Teachers' hours will be from 7:30 a.m. to 4:30 p.m. This will ensure the school day is covered a half hour before and after students arrive and depart. | This goal is being met.                                                                                                                                                                                                                                                                                                                      |

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

**Section IV: REPORT OF FINDINGS - GOVERNANCE AND MANAGEMENT**

**A. Management and Governance Teams**

Over the five-year period that is the subject of this review, the governance and management teams have had few membership/personnel changes, thus contributing to the overall stability of school operations.

- ✓ The Chairperson of the Trustees during the interim period continued in that capacity through SY 1999-2000
- ✓ The member of the Trustees who assumed the leadership role in SY 2000-2001 was a member of the interim Board of Trustees. She remained chairperson through SY 2002-2003.
- ✓ Parents of students enrolled in the school were appropriately represented on the Board of Trustees over most of the five-year period.
- ✓ The Executive Director, Principal/Director of Education and other managers served in their respective capacities over the five-year period.

See page 2 of this report for a listing of the Trustees over the five-year period.

**B. Functioning of the Board of Trustees**

Among the provisions of the contract between the Board of Education and the Board of Trustees was the following, "*The Trustees shall be fiduciaries of the school and shall set overall policy for the school. The Trustees may make final decisions on matters related to the operation of the school, consistent with the charter granted to the school. This provision is, of course, consistent with the D. C. School Reform Act of 1995, as amended.*"

Minutes of Trustees' meetings, interviews and monitoring of the school revealed that the Trustees have functioned effectively as fiduciaries of the school and assured the effectiveness and stability of the school during the formative years. Sample findings are presented below:

- 1998-1999
  - ✓ The Chairperson of the Trustees was positively involved in monitoring visits and documented the role and functioning of the Trustees.
  - ✓ During monitoring interviews, the Chairperson of the Trustees reported on governance and management efforts to motivate and increase parent participation.
- 1999-2000
  - ✓ Agendas, minutes of meetings and other documents noted the fulfillment of fiduciary duties and discussion/planning and oversight in the following areas:
    - Budget;
    - Parent Involvement;

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter School Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

- Personnel;
  - Facility;
  - Curriculum;
  - Fund raising; and
  - Other governance matters.
- 2000-2001
    - ✓ Minutes of meetings revealed discussion of fiscal and educational issues.
    - ✓ Specific topics addressed by Trustees included teacher and staff recruitment, strategic planning, performance objectives for the Director, status of grant writing, and other areas of overall school operations.
    - ✓ Minutes of meeting, other school documents, and interviews revealed effective school oversight and accountability for fiduciary duties by the Trustees.
  - 2001-2002
    - ✓ The Trustees continued effective oversight of overall school operations.
  - 2002-2003
    - ✓ Monitors reported that the Executive Director and Principal assume responsibility for carrying out Trustees' policies.
    - ✓ Monitoring findings revealed that Trustees strive to work cohesively with administrators, staff, students and parents.
    - ✓ Effective leadership in achieving the academic and non academic goals established for the school was demonstrated by the management and governance team.
    - ✓ Agendas, minutes of meetings and other official documents revealed continuing and effective oversight, direction and fulfillment of fiduciary duties by the Trustees.

C. Accountability

The contract between the Board and the Trustees provided that "...the school shall develop a local school accountability plan with measurable performance targets for at least a five-year period. Such plan shall include baseline data and indicators of incremental gains on at least an annual basis for each management goal area and for the academic and nonacademic goals and objectives established for the student population. The accountability plan shall be submitted not later than July 15, 1998, with the specific targets for student achievement to be appended upon the acquisition of baseline data from the initial academic assessment of students."

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

During the first year of its operation, the School developed an accountability plan that met the requirements outlined by the Board of Education. The School also developed a process for tracking student and overall school progress toward goal achievement.

Accountability for achieving the academic and non-academic performance goals and objectives are discussed in Sections III - *Report of Findings: The Education Program and Student Performance*; IV - *Report of Findings: Governance and Management*; and V - *Report of Findings: Fiscal and Assets Management* of this document.

The Executive Director and the Director of Education/School Principal were identified as the officers with primary responsibility for overseeing the accountability process.

**D. Annual Reporting**

The D. C. School Reform Act requires the submission of annual reports and outlined the contents of such reports. Further, the D. C. School Reform Act of 1995, as amended provided that the annual report shall be made available for review by the community.

In the contract between the Board and the Trustees, the Board expanded on the data requirements pertaining to student and overall school performance (district-wide assessments, grade advancement, graduation rates) to include a longitudinal display of data and analysis over the life of the charter. The annual reports over the five-year period did not provide the longitudinal data on student performance over the two-year period as required by the contract with the Board. The School should refer to page 7 of the contract with the Board.

- 1998-1999 and 2000-2001
- 1999-2000; 2001-2002; and 2002-2003
  - ✓ The reports began with a brief introduction pertaining to the school calendar, a statement of the mission, description of the program, overview of the curriculum, and description of the structure of the school day and year.
  - ✓ The reports continued with a discussion of progress toward achievement of the six performance objectives including statistics on the graduation rate; standardized test scores; grade advancement; student enrollment, attendance, and membership; enrollment in JROTC; postsecondary education, work, and military engagement, and grade advancement. Comparative data with the previous school year also were included.
  - ✓ Topics also discussed in the annual reports included parental involvement, faculty and staff qualifications and responsibilities and donors and grantors.
  - ✓ A copy of the Audited Financial Statements (Drolet & Associates) was attached to the annual report in each year with the exception of SY 2002-2003, when the school noted the following:

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

**Financial Audit** The financial audit at Appendix 1 is the SY 2001-2002 audit, which satisfied the requirement on our SY 2002-2003 compliance report. The SY 2002-2003 audit is due November 15, 2003.

It should be noted that beginning in 2000, the audited financial reports were due by January 15 following the close of the fiscal year. With respect to the SY 2002-2003 annual report, the fiscal year for which the school should have attached a report was the fiscal year ending on September 30, 2002 with a required submission on January 15, 2003. The financial audit attached to the SY 2001-2002 annual report was for the fiscal year ending on September 30, 2001.

It is important to note that the School has submitted all financial audits, as indicated in the final section of this report – *Section V: Report of Findings – Fiscal and Assets Management*:

**E. Accreditation**

The contract between the Board and Trustees provided that the school shall, *"Initiate the accreditation process not later than forty-five days following the opening of the school and shall provide to the Board copies of official documentation that such process has begun, reports of progress from the accrediting body, and immediate notification of any barriers to full accreditation or any potential for loss of full accreditation once achieved. The school shall obtain accreditation at the earliest possible date allowable by the accreditation body, but not later than five years of the initial opening date and shall maintain full accreditation throughout the life of the charter."*

- SY 1998-1999
  - ✓ During the first year of operation, the School reported participation in a seminar on the Middle States accreditation process.
- SY 1999-2000
  - ✓ During the SY 1999-2000, there was little evidence of progress toward achieving accreditation. – neither documentation of correspondence between the School and the Middle States Association nor evidence of accreditation association protocol or guidelines.
  - ✓ The School began developing a needs assessment instrument for implementation in the following school year.
- SY 2000-2001
  - ✓ On May 4, 2001, the Middle States Associations of Schools and Colleges conducted a pre-candidacy site visit to the School.
- SY 2001-2002 and SY 2002-2003
  - ✓ The School completed the self-study, and the Middle States Association visitation team conducted its site review.

---

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

## • SY 2003-2004

- ✓ The Commission on Secondary Schools of the Middle States Association of Colleges and Schools issued a Certificate of Accreditation for the period of November 1, 2003 through November 1, 2008.
- ✓ The Commission noted, "Since you are participating in the Continuous School improvement protocol, accreditation is for a period not to exceed five years, ending on November 1, 2008. Should you choose to elect to continue with the second phase of this protocol, the accreditation may be extended for the next five years."
- ✓ The Commission also required the school to assume the following obligations:
  1. The school must notify the Commission office prior to making any substantive changes to the goals for which the school received accreditation.
  2. During the third year of implementation (probably during the Fall 2005), a Mid-Point Reviewer will be appointed to conduct a one-day visit to assess progress and suggest next steps. The Mid-Point Reviewer will report to the Commission on the school's progress.
  3. Just prior to the close of the fourth accreditation year, the School should re-initiate the planning process for the purposes of developing Phase II goals and preparing for the Middle States mini-visit team (probably during the Spring of 2008) in order to extend the accreditation for another five-years.
  4. The school will make every effort to fulfill its commitment to implement action plans and meet goals.
  5. The school will submit an Annual Profile updating statistical data on the school.
  6. The school will pay annual membership dues.
  7. The school will submit an annual Nomination form, listing faculty members recommended and willing to serve on visiting committees. It is expected, by Commission policy, that your school release one staff member per year to serve on teams.

The following critical dates were included in the letter from the Commission.

Mid-Point Review: Fall 2005

Mini-visit: Spring 2008

Next Full Team Visit: Spring 2013

Expiration of Accreditation: 11/1/2008

**F. Facilities Acquisition and Management**

## • SY 1998-1999

- ✓ During its first year of operation, the School leased space in the Taft Junior High School building, a vacant DCPS school facility.
- ✓ The School did not receive reports of inspection from the DCPS during the lease period.

## • SY 1999-2000

- ✓ In 1999, the School leased and moved to the Carver School Building at 45<sup>th</sup> and Lee Streets, N. E., another DCPS facility.
- ✓ As noted earlier in this report, the School did not receive copies of inspection reports from DCPS during the period of its lease.

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

✓  
• SY 2000-2001 through SY 2002-2003

- ✓ The School secured funding and purchased the facility at 45<sup>th</sup> and Lee Streets, N. E., Washington, D. C. Additionally, the major renovation was undertaken at the site and state-of-the-art science laboratories, computer laboratories and shop facilities were added.

G. Human Resources Management

*Recruitment, Selection, Development and Performance Appraisal*

Over the five-year period, the School has carefully screened and evaluated applications for faculty/staff positions. Moreover, the School has begun to link student performance and overall school performance to continued "at will" employment. Additionally, the regularity and quality of performance appraisal has improved over the five-year period. Professional development and training are on-going elements of the school program. Topics have included, but have not been limited to: *Special Education, AP courses, Developmental Reading, High School Improvement, Technology, Classroom Management, other.*

*Compliance Requirements*

✓ *Background Clearance Reports*

During the School's first year of operation, background checks/police clearance reports had been completed for all staff with the exception of two; however, in the second year of operation, reports of background checks were available for all staff.

✓ *Chest X-Ray/Tuberculin Tests*

Chest x-ray reports/tuberculin skin test results were not available for all staff in the first two years of the school's operation; however, in subsequent years, the School improved and, to a greater extent, met the compliance requirements.

✓ *No Child Left Behind*

The School is working to assure compliance with requirements and standards of NCLB as related to teacher preparation and certification and average yearly progress of all students.

**DISTRICT OF COLUMBIA BOARD OF EDUCATION**  
Public Charter Schools Office

A Five-Year Review of

**THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

**SECTION V: REPORT OF FINDINGS- FISCAL AND ASSETS MANAGEMENT**

**A. Fiscal and Assets Management – An Overview**

The School balanced its budget in each of the five fiscal years.. In SY 1999-2000, the School began using the Quicken Books Pro Financial Management System. In each year, the School submitted all required documents – financial audits, proposed and actual budgets, and copies of financial reports, receipts and planned expenditures. In SY 1999-2000, the School engaged the services of PrimePay for payroll management, and met payroll schedules completely and timely over the five-year period.

In each of the five years, the School received an unqualified audit, and auditors reported identification of no material weaknesses, or reportable conditions that were not considered to be material weaknesses. Moreover, auditors found no noncompliance material to the financial statements.

Tables 10 through 12 present a picture of the financial status of the school over the five-year period, beginning with data on revenue and expenses and concluding with a summary of assets and liabilities.

**Table 10.  
Summary of Revenue**

|                                       | SY 1998-1999<br>(FY 99)                  | SY 1999-2000<br>(FY 00)                  | SY 2000-2001<br>(FY 01)                  | SY 2001-2002<br>(FY 02)                  | SY 2002-2003<br>(FY 03)                  |
|---------------------------------------|------------------------------------------|------------------------------------------|------------------------------------------|------------------------------------------|------------------------------------------|
| <b>Appropriations</b>                 | <b>\$</b>                                | <b>\$</b>                                | <b>\$</b>                                | <b>\$</b>                                | <b>\$</b>                                |
| Per Pupil Allotment                   | 736,869                                  | 1,333,010                                | 2,349,968                                | 2,227,703                                | 2,496,937                                |
| Federal Entitlements                  | 163,709                                  | 80,000                                   | 245,909                                  | 299,667                                  | 746,492                                  |
| Suppl/Special Needs                   | (included in per pupil allotment above.) | (included in per pupil allotment above.) | (included in per pupil allotment above.) | (included in per pupil allotment above.) | (included in per pupil allotment above.) |
| Other                                 | 121,788                                  | 80,000                                   | -0-                                      | 19,428                                   | 52,230                                   |
| Interest                              | 2,791                                    | 18,402                                   | 42,923                                   | 19,574                                   | 15,289                                   |
| Miscellaneous                         | 2,186                                    | 1,372                                    | 16,211                                   | 13,595                                   | 673                                      |
| In-kind Contributions                 |                                          |                                          | 44,000                                   | -0-                                      |                                          |
| Net Assets Released From Restrictions | 109,000                                  |                                          |                                          |                                          |                                          |
| <b>Total Revenue</b>                  | <b>\$ 1,136,343</b>                      | <b>\$ 1,699,902</b>                      | <b>\$ 2,699,411</b>                      | <b>\$ 2,579,967</b>                      | <b>\$ 3,310,621</b>                      |

**Table 11.  
Summary of Expenses**

|                       | SY 1998-1999<br>(FY 99) | SY 1999-2000<br>(FY 00) | SY 2000-2001<br>(FY 01) | SY 2001-2002<br>(FY 02) | SY 2002-2003<br>(FY 03) |
|-----------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Program Services      | \$ 865,329              | \$ 1,065,953            | \$ 1,633,208            | \$ 2,011,089            | \$ 2,392,219            |
| Management & General  | 230,023                 | 318,401                 | 352,400                 | 526,259                 | 587,459                 |
| <b>Total Expenses</b> | <b>\$ 1,095,349</b>     | <b>\$ 1,384,354</b>     | <b>\$ 1,985,608</b>     | <b>\$ 2,537,348</b>     | <b>\$ 2,979,678</b>     |

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

Table 12

Summary of Assets and Liabilities

| Fiscal Year<br>Ending<br>September 30           | Total Current<br>Assets | Total Other<br>Assets<br>(Property and<br>Equipment) | Total<br>Assets | Total Current<br>Liabilities | Total<br>Long-Term<br>Liabilities | Total<br>Liabilities | Total Net<br>Assets | Total<br>Liabilities<br>and Net<br>Assets |
|-------------------------------------------------|-------------------------|------------------------------------------------------|-----------------|------------------------------|-----------------------------------|----------------------|---------------------|-------------------------------------------|
| September 30, 1999<br>FY 1999<br>(FY 1998-1999) | \$ 19,461               | \$ 65,378                                            | \$ 84,839       | \$ 15,000                    | -0-                               | \$ 15,000            | \$ 69,839           | \$ 84,839                                 |
| September 30, 2000<br>FY 2000<br>(SY 1999-2000) | \$ 254,042              | \$ 131,345                                           | \$ 385,387      | -0-                          | -0-                               | -0-                  | \$ 385,387          | \$ 385,387                                |
| September 30, 2001<br>FY 2001<br>(SY 2000-2001) | \$ 855,551              | -0-                                                  | \$ 1,099,190    | -0-                          | -0-                               | -0-                  | \$ 1,099,190        | \$ 1,099,190                              |
| September 30, 2002<br>FY 2002<br>(SY 2001-2002) | \$ 2,375,687            | \$ 601,473                                           | \$ 4,173,875    | \$ 100,000                   | \$ 2,932,066                      | \$ 3,032,066         | \$ 1,141,809        | \$ 4,173,875                              |
| September 30, 2003<br>FY 2003<br>(SY 2002-2003) | \$ 701,862              | \$ 676,613                                           | \$ 4,509,296    | \$ 100,000                   | \$ 2,936,544                      | \$ 3,036,544         | \$ 472,752          | \$ 4,509,296                              |

**B. Independent Audits of the Financial Statement – Key Findings**

In each of the five years, the School received an unqualified audit.

- **SY 1998-1999 (FY 1999)**

- ✓ *In September 1999, IDEA received a loan from one of its members for operating purposes. Under the terms of the note, IDEA would repay the loan including 6.0% interest per annum on or before December 1, 1999. The note payable was \$15,000 at December 30, 1999. On October 22, 1999, IDEA repaid the loan in full.*
- ✓ *On September 30, 1999, IDEA entered into a \$120,000 loan agreement with Branch Banking & Trust company to finance its short-term cash flow requirements. Under the terms of the loan, IDEA could draw any amount up to \$120,000 on or before May 3, 2000. Interest is at prime plus 1.5% per annum. At September 30, 1999, the amount borrowed on the loan was \$-0-.*
- ✓ *On October 5, 1999, IDEA borrowed \$50,000 on this loan. IDEA repaid the loan in full on October 22, 1999.*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter Schools Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

• SY 1999-2000 (FY 2000)

- ✓ *IDEA currently occupies the Carver School pursuant to an August 30, 1999 Use Agreement with DC Public Schools (DCPS) that provides for a monthly rental payment of \$1541 and also provides for an offset against rent of the cost of repairs and improvements that IDEA makes to the premises. IDEA has submitted a list of rent offsets totaling \$239,562 to DCPS. In the April 6, 2000 extension to the Use Agreement, DCPS agreed that rental payments for months subsequent to January 2000 would be deferred until DCPS determined the final offset amount allowed.*

*Through an informal agreement with Buena Vista Academy, IDEA is currently using approximately 10,500 square feet of space in the Carver School that DCPS rents to Buena Vista Academy. IDEA is negotiating with DCPS to formalize rental of this additional space by amendment to the Use Agreement.*

*As of September 30, 2000, IDEA is preparing a proposal to DCHD to purchase the Carver School.*

- ✓ *On March 16, 2000, IDEA entered into a \$150,000 loan agreement with Branch Banking & Trust Company to finance its short-term cash flow requirements. Under the terms of the loan, IDEA could draw any amount up to \$150,000 on or before March 16, 2001. Interest is at Prime plus 1.0% per annum. At September 30, 2000, the amount borrowed on the loan was \$-0-.*
- ✓ *As of September 30, 2000, IDEA has cash in a bank in excess of the Federal Deposit Insurance Corporation's \$100,000 limit by approximately \$124,500.*

• SY 2000-2001 (FY 2001)

- ✓ *IDEA currently occupies the Carver School pursuant to an August 30, 1999 Use Agreement with DC Public Schools (DCPS) that provides for a monthly rental payment of \$1541 and also provides for an offset against rent of the cost of repairs and improvements that IDEA makes to the premises. IDEA has submitted a list of rent offsets totaling \$239,562 to DCPS. In the April 6, 2000 extension to the Use Agreement, DCPS agreed that rental payments for months subsequent to January 2000 would be deferred until DCPS determined the final offset amount allowed.*

*As of September 30, 2001, IDEA is in the exploratory phase of purchasing the Carver School from DCPS.*

- ✓ *As of September 30, 2001, IDEA had cash in a bank in excess of the Federal Deposit Insurance Corporation's \$100,000 limit by approximately \$707,910.*

• SY 2001-2002 (FY 2002)

- ✓ *On October 11, 2001, IDEA signed a commitment letter with Allfirst Bank to finance its short-term cash flow requirements. Under the term of the commitment letter, IDEA could draw any amount up to \$350,000 as a revolving loan and a bridge loan in an amount up to, but not exceeding, the lesser of \$935,000 or 85% of the appraised value of the Carver School. A portion of the bridge loan is to be used to purchase the Carver School. The total commitment is \$1,285,000. As of September 30, 2001, the amount borrowed on this commitment was \$-0-.*

DISTRICT OF COLUMBIA BOARD OF EDUCATION  
Public Charter School Office

A Five-Year Review of

THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL

---

• 2002-2003 (FY 2003)

- ✓ *On May 1, 2002, IDEA obtained a loan from the District of Columbia (DC) to finance the acquisition, construction, rehabilitation, renovation, equipping, and furnishing of an education building located in DC and to pay the costs related to the financing. DC financed the loan with the issuance of \$2.6 million in variable rate demand revenue bonds.*

*In order to enhance the marketability of the Series 2002 Bonds, (the bonds), IDEA requested Allfirst Bank (the Bank) to issue to the Trustee the Bank's irrevocable, transferable direct-pay letter of credit to provide payment for and secure the payment of the principal of and interest on, and the purchase price of the Bonds.*

- ✓ *IDEA received a grant from the District of Columbia Public Charter School Credit Enhancement Fund (the Fund) in the amount of \$426,000. According to the terms of the grant, the funds must be deposited in an interest bearing account with the Bank. The grant is solely for the purpose of providing additional collateral for the reimbursement obligations of IDEA under the Letter of Credit. The grant, at all times, shall be deposited with the Bank unless an act of default occurs. Upon termination of the grant, as defined in the agreement, the grant shall revert to the Fund. As of September 30, 2003, the balance in the account was approximately \$432,000.*

C. Liability Coverage

- ✓ The Trustees have acquired and maintained appropriate levels of liability insurance over the five-year period.

\*\*\*\*\*

# **APPENDICES**

**APPENDIX A**

**CONTRACT**

**BETWEEN THE DISTRICT OF COLUMBIA BOARD OF EDUCATION**

**AND**

**THE TRUSTEES OF THE INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA)  
PUBLIC CHARTER SCHOOL**

**CONTRACTUAL AGREEMENT**

**BETWEEN**

**THE DISTRICT OF COLUMBIA BOARD OF EDUCATION**

**AND**

**THE BOARD OF TRUSTEES OF THE INTEGRATED DESIGN  
ELECTRONICS ACADEMY PUBLIC CHARTER SCHOOL**

**July 1, 1998**

**CONTRACTUAL AGREEMENT BETWEEN  
THE DISTRICT OF COLUMBIA BOARD OF EDUCATION  
AND THE  
BOARD OF TRUSTEES OF THE INTEGRATED DESIGN ELECTRONICS  
ACADEMY PUBLIC CHARTER SCHOOL**

The District of Columbia Board of Education (Board) herewith grants a charter for the establishment of the Integrated Design Electronics Academy Public Charter School (School), effective on July 1, 1998. Such charter shall remain in force for a period of fifteen years, through June 30, 2013, pursuant to the *D. C. School Reform Act of 1995, as amended*, (*School Reform Act*) and pending availability of funding, unless revoked by the Board pursuant to provisions of the *School Reform Act*. Such charter may be renewed by the Board upon submission of an appropriate application for renewal by the Board of Trustees (Trustees) of the School and appropriate review and action by the Board, pursuant to §2212 of the *School Reform Act*. The Board shall review the School once every 5 years, beginning on the date that is 5 years after the date on which the charter is granted or renewed, to determine whether the charter should be revoked for the reasons described in § 2213 (b)(1)(B) in accordance with the procedures for such revocation established under §2213(c) of the *School Reform Act*.

This contract and the approved application for the School, properly amended and submitted as required by the Board, shall constitute a legal and binding agreement between the Trustees and the Board.

**Section I: GENERAL**

- A. The School shall comply with all terms and provisions of its charter and subsequent amendments approved by the Board, provisions of the *School Reform Act*, and all other pertinent federal and District statutes.
- B. Should the School seek to revise its charter, the school shall prepare a petition for approval of the revision(s) and submit the petition to the Board. The provisions of the *School Reform Act*, §2203,(c)(10) shall apply to such a petition for revision(s) in the same manner as such provisions apply to a petition to establish a public charter school.
- C. Reports submitted to the Board by the School shall be approved by the Trustees and shall bear the signature of the Chairperson of the Trustees.

**Section II: FOCUS OF THE INTEGRATED DESIGN ELECTRONICS  
ACADEMY PUBLIC CHARTER SCHOOL**

- A. The School shall integrate academic and vocational course work using the JROTC Program for team work and leadership. A solid background in mathematics, science and English will be stressed so that students will be able to score well on academic assessments as well as prepare themselves for higher education and the world of work.
- B. The School will serve approximately 150 students in grades 9 through 12 in SY 1998-1999, increasing to 175 students in SY 1999-2000, 220 students in SY 2000-2001, and to 225 students in SY 2001-2002, the maximum number of students to be enrolled under the terms of this charter.

### Section III: BOARD OF TRUSTEES

- A. The School shall be governed by a Board of Trustees, whose number shall not exceed fifteen (15), in a manner consistent with the *School Reform Act* and provisions of the approved charter. (*School Reform Act*, §2204(c)(6)).

- B. The Trustees shall be established pursuant to §2205 of the *School Reform Act*. The first (interim) Trustees shall be established not later than May 29, 1998, and shall exercise all of the powers and shall be subject to all of the duties of a Board of Trustees.

The Trustees shall be elected or selected pursuant to §2205 of the *School Reform Act* on the earliest practicable date, but not later than 30 days, after classes at the School have commenced.

- C. The Trustees shall be fiduciaries of the School and shall set overall policy for the School. The Trustees may make final decisions on matters related to the operation of the School, consistent with its charter, the *School Reform Act*, and other applicable laws.

- D. The Trustees are held accountable to and by the Board for ensuring that the School provides a sound educational program, ensures the health, safety and security of students, employees, and guests of the School, and adheres to all provisions of its charter and all pertinent District and federal regulations.

- E. The Trustees shall ensure that their fiduciary responsibilities are not compromised by the appointment of such trustees to salaried positions in the School, thus resulting in a conflict of interest. Exceptions may be in the election/selection of teacher representatives to serve as Trustees.

- F. The Trustees recognize the Board as the eligible chartering authority with legal responsibility for:

1. Monitoring the operations of the School;
2. Ensuring that the School complies with applicable laws and the provisions of the charter granted to such school; and
3. Monitoring the progress of the School in meeting student academic achievement expectations specified in the charter granted to the School.

- G. The Board, as the eligible chartering authority, may require the School to produce any book, record, paper, or document, if the Board determines that such production is necessary for the eligible chartering authority to carry out its functions under the *School Reform Act*.

- H. The name, address, telephone number and a resume of each member of the Trustees shall be submitted to the Board within five days of establishment of the Trustees, and such information shall be updated within five days of any change in the directory information or membership on the Trustees.

#### **Section IV: EDUCATIONAL PROGRAM**

- A. The School shall implement an educational program that provides students with the knowledge, proficiency, and skills needed to become nationally and internationally competitive students and educated individuals in the 21st century; and to perform competitively on any district-wide assessments. (*School Reform Act, §2202(3)*).
- B. Not later than August 31, 1998, the School shall submit the content and performance standards by grade level/instructional level for student achievement and advancement. The School's curricula shall be available for Board review not later than August 31, 1998.
- C. The School shall monitor and report student progress on at least a quarterly basis and shall provide the necessary services to support students' academic success and overall development. The School shall achieve both the academic and nonacademic goals outlined in its charter.
- D. The School, for the purposes of Part B of the Individuals With Disabilities Act (IDEA) and the Rehabilitation Act of 1973, has elected to be treated as an LEA and shall take the necessary action to ensure that identified students are provided an appropriate education. Not later than July 31, 1998, the School shall submit a plan that outlines the process for delivery of full services from the point of referral through evaluation/assessment, development of Individualized Education Plans (IEP's), and delivery of special education and related services to identified students.

#### **Section V. STUDENT ASSESSMENT**

- A. Students enrolled in the School shall participate in any District-wide assessments.
- B. Not later than August 31, 1998, the School shall submit a description of the manner in which the school will conduct any district-wide assessments. (*School Reform Act, §2202(1)*).

#### **Section VI. TUITION, FEES AND PAYMENTS**

- A. Pursuant to the *School Reform Act, §2204(c)(2)*, the School, with the exception of nonresident students, shall not impose fees or otherwise require payment for participation in any program, educational offering, or activity that:
  - 1. enrolls students in any grade from 9 through grade 12; or
  - 2. is funded in whole or part through an annual local appropriation.

- B. The School may impose fees or otherwise require payment, at rates established by the Trustees of the School, for any program, educational offering, or activity not described in 1 or 2 above, including adult education programs, or for field trips or similar activities.
- C. The School shall apply the nonresident tuition rates established by the District of Columbia Public School System for the enrollment of nonresident students. (*School Reform Act, §2206(e)*).

#### **Section VII: ACCOUNTABILITY**

- A. The School shall develop a local school accountability plan with measurable performance targets for at least a five-year period. Such plan shall include baseline data and indicators of incremental gains on at least an annual basis for each management goal area and for the academic and nonacademic goals and objectives established for the student population. The accountability plan shall be submitted not later than July 29, 1998, with the specific targets for student achievement to be appended upon the acquisition of baseline data from the initial academic assessment of students.
- B. The Board shall conduct a monitoring site visit to the School not less than once in each academic quarter during the School's first year of operation and not less than once in each academic semester in subsequent years, for the purpose of fulfilling its oversight responsibilities, pursuant to §2211 of the *School Reform Act*.

#### **Section VIII: FACILITY**

- A. By June 30, 1998, the School shall submit to the Board documentation that an appropriate facility has been acquired for the School, including (I) a description of the site where the School will be located, any buildings on the site, and any buildings proposed to be constructed on the site, and (II) information demonstrating that the eligible applicant has acquired title to, or otherwise secured the use of the facility. (*School Reform Act, §2202*).

The Phelps High School has been approved as a site for the School until the School can identify a permanent location. Upon execution, the Use Agreement shall serve as documentation that a facility has been acquired. The School has submitted the letter of approval from the Office of the Chief Operating Officer, DCPS.

The School also is in negotiations with Southeastern University for a facility.

- B. The School shall provide to the Board documentation of inspection and approval of the facility by the District of Columbia Government building inspector and a certificate of occupancy from the Department of Consumer and Regulatory Affairs prior to the first day of School for teachers should the School elect not to use a DCPS facility

## **Section IX: BACKGROUND CHECKS**

- A. The School shall ensure the conduct of a background check/clearance of all employees and volunteers, the results of which shall be received by the School prior to the first day on which such employee or volunteer is scheduled to report for duty/work.
- B. Background reports for all employees and volunteers shall be made available to the Board during its monitoring visits. In cases in which the report revealed criminal activity by persons to be hired or accepted as volunteers by the school, a copy of the report shall be submitted to the Board within 24 hours of receipt by the school.

## **Section X: DISTRICT OF COLUMBIA PUBLIC SCHOOL SYSTEM SERVICES**

The School shall identify services needed from the District of Columbia Public School System in the following school year, not later than June 15, 1998 for SY 1998-99, and not later than February 15th in ensuing years (unless multi-year contracts have been executed), initiate negotiations with the Superintendent of Schools for services and compensation for such services with a goal toward achieving mutual agreement and a signed contract not later than July 15th. (School Reform Act, §2209).

## **Section XI: ARTICLES OF INCORPORATION**

The Trustees shall file with the District Government by May 29, 1998, following final review by the Board, Articles of Incorporation and By-Laws of the School. *A public charter school shall be nonsectarian and shall not be affiliated with a sectarian school or religious institution. A public charter school shall be organized under the District of Columbia Nonprofit Corporation Act (D. C. Code, sec. 29-501 et. seq.). (School Reform Act, §2204(c)(15) and (16)).*

## **Section XII: ACCREDITATION**

The School shall initiate the accreditation process not later than forty-five days following the opening of the School and shall provide to the Board of Education copies of official documentation that such process has begun, reports of progress from the accrediting body, and immediate notification of any barriers to full accreditation or any potential for loss of full accreditation once achieved. The School shall obtain accreditation at the earliest possible date allowable by the accreditation body, but not later than five years of the initial opening date, and shall maintain full accreditation throughout the life of the charter. (School Reform Act, §2202(16)).

### **Section XIII: REPORTING REQUIREMENTS**

#### **A. Census**

The School shall provide to the Board student enrollment data necessary for the Board to comply with Section 3 of Article II of the Act of February 4, 1925 (D.C. Code, sec. 31-404) (relating to the census of minors.) See *School Reform Act, §2204(c)(12)*.

#### **B. Compulsory School Attendance**

The School shall ensure adherence to provisions of D. C. Law 8-247, "District of Columbia Compulsory School Attendance Amendment Act of 1990," section 4 of which is highlighted below:

"The principal or head teacher of each public, independent, private, or parochial school, and each teacher who gives private instruction, shall, in accordance with the rules adopted by the Board pursuant to Title I of the APA, report to the Board the name, address, sex, and date of birth of each minor who resides permanently or temporarily in the District who transfers between schools or who enrolls in or withdraws from his or her school."

#### **C. Membership/Calculation of Number of Students**

1. Not later than September 15th of each year, the School shall calculate and report to the Board, on a form to be provided by the Board, the following student membership information: (*School Reform Act, §2402*).
  - (a) The number of students, including nonresident students and students with special needs, enrolled in each grade from grade nine through grade twelve.
  - (b) The amount of fees and tuition assessed and collected from the nonresident students described in (a) above.
2. Not later than March 15th of each year, the School shall submit to the Board a report of student membership in the same form and manner as described in Section 1 above. (*School Reform Act, §2402*).

#### **D. Annual Report**

The Trustees shall submit to the Board, not later than July 15th of each year an annual report of progress for the academic year ending on June 30th of that year. The contents of such report shall include, but may not be limited to, the following: (*School Reform Act, §2204(c)(11)*).

1. A report on the extent to which the school is meeting its mission and goals as stated in the approved petition for the School, including a discussion of annual and incremental gains toward long-range objectives;
2. Student performance on any district- wide assessments, including a discussion of pre- and post data comparisons as well as annual and longitudinal comparisons over the period of the charter;
3. Grade advancement for students enrolled in the public charter, including a discussion of annual and longitudinal comparisons over the period of the charter;
4. Graduation rates, college admission test scores, and college admission rates including a discussion of annual and longitudinal comparisons over the period of the charter;
5. Types and amounts of parental involvement;
6. Official student enrollment;
7. Average daily attendance;
8. Average daily membership;
- \*9. A financial statement audited by an independent certified public accountant in accordance with Government auditing standards for financial audits issued by the Comptroller General of the United States;
10. A report on school staff indicating the qualifications and responsibilities of such staff; and
11. A list of all donors and grantors that have contributed monetary or in-kind donations having a value equal to or exceeding \$500 during the year that is the subject of the report.

*Data described in items 1 through 8 and 10 above shall not identify the individuals to whom the data pertain.*

*\*Shall be submitted by November 15th (45 days after September 30th - close of the fiscal year.)*

The annual report shall be organized with a table of contents and identified appendices, as needed.

The Trustees shall submit twenty copies of the annual report to the Board and shall make such report available for review by the community.

#### **E. Annual Audits**

The Trustees of the School shall submit to the Board by November 15th ( 45 days following the end of the fiscal year on September 30th ) audit reports for the preceding fiscal year as follows: *(School Reform Act, §2202(6)(A)).*

1. Financial statement
2. Administrative operations
3. Programmatic operations

The School may elect to use information from the Board's Monitoring Report to meet the requirements of 2 and 3 above.

#### **Section XIV: FEES**

By November 15th of each year, the School shall pay to the Board a fee in the amount of one-half of one percent of the annual budget of the School, to cover the cost of undertaking the on-going administrative responsibilities of the Board, the eligible chartering authority. (School Reform Act, §2211(b)).

#### **Section XV: CONTRACTING AUTHORITY**

*DC School Reform Act of 1995, §2204(c)*

(A) *Notice Authority.* - Except in the case of an emergency (as determined by the eligible chartering authority of a public charter school), with respect to any contract proposed to be awarded by the public charter school and having a value equal to or exceeding \$10,000, the school shall publish a notice of a request for proposals in the District of Columbia Register and newspapers of general circulation not less than 30 days prior to the award of the contract.

(B) *Submission to the Authority.* -

- (i) *Deadline for Submission.* - With respect to any contract described in subparagraph (A) that is awarded by a public charter school, the school shall submit to the Authority, not later than 3 days after the date on which the award is made, all bids for the contract received by the school, the names of the contractor who is awarded the contract, and the rationale for the award of the contract.
- (ii) *Effective Date of Contract.* -
  - (I) *In General.* - Subject to subclause (II), a contract described in subparagraph (A) shall become effective on the date that is 15 days after the date the school makes the submission under clause (i) with respect to the contract, or the effective date specified in the contract, whichever is later.
  - (II) *Exception.* - A contract described in subparagraph (A) shall be considered null and void if the Authority determines, within 12 days of the date the school makes the submission under clause (i) with respect to the contract, that the contract endangers the economic viability of the public charter school.

**Section XVI: APPLICATION FOR CHARTER RENEWAL**

Should the Trustees of the School desire to renew the charter, the Trustees shall file an application to renew the charter with the Board not later than 120 days nor earlier than 365 days before the expiration of the charter. The application shall contain the following: (School Reform Act, §2212).

- A. A report on the progress of the School in achieving the goals, student achievement expectations and other terms of the approved charter.
- B. All audited financial statements of the School for the preceding 4 years.

**Section XVII: ANNUAL PAYMENTS**

The Board and the Trustees understand that pursuant to the *School Reform Act*, §2403, the following shall apply:

(A) *INITIAL PAYMENT. - In General, - Except as provided in clause (ii), not later than October 15 of each year, the Mayor shall transfer, by electronic funds, an amount equal to 75 percent of the amount of the annual payment for each public charter school determined by using the formula established pursuant to section 2401(b) of the School Reform Act to a bank designated by such school.*

(ii) *REDUCTION IN CASE OF NEW SCHOOL. - In the case of a public charter school that has received a payment under subsection (b) in the fiscal year immediately preceding the fiscal year in which a transfer under clause (i) is made, the amount transferred to the school under clause (i) shall be reduced by an amount equal to 75 percent of the amount of the payment under subsection (b).*

(B) *FINAL PAYMENT - (i) Except as provided in clauses (ii) and (iii), not later than May 1 of each year, the Mayor shall transfer the remainder of the annual payment for a public charter school in the same manner as the initial payment was made under subparagraph (A).*

(ii) *ADJUSTMENT FOR ENROLLMENT. - Not later than March 15 of each year, if the enrollment number of a public charter school has changed from the number reported to the Mayor and the Board of Education, as required under section 2402(a), the Mayor shall increase the payment in an amount equal to 50 percent of the amount provided for each student who has enrolled in such school in excess of such enrollment number, or shall reduce the payment in an amount equal to 50 percent of the amount provided for each student who has withdrawn or dropped out of such school below such enrollment number.*

(iii) *REDUCTION IN CASE OF NEW SCHOOL. - In the case of a public charter school that has received a payment under subsection (b) in the fiscal year immediately preceding the fiscal year in which a transfer under clause (i) is made, the amount transferred to the school under clause (i) shall be reduced by an amount equal to 25 percent of the amount of the payment under subsection (b).*

(b) *PAYMENTS TO NEW SCHOOLS.- (3)(A) IN GENERAL. - Not later than June 1, 1998, and not later than June 1 of each year thereafter, the Chief Financial Officer of the District of Columbia shall pay from the New Charter School Fund, to each public charter school described in paragraph (5), an amount equal to 25 percent of the amount yielded by multiplying the uniform dollar amount used in the formula established under section 2401(b) by the total anticipated enrollment as set forth in the petition to establish the public charter school.*

Section XVIII: REVOCATION

A. Charter or Law Violations; Failure to Meet Goals (*School Reform Act, §2213*)

- (1) In general subject to paragraph (2), the Board, as an eligible chartering authority that has granted a charter to a public charter school, may revoke the charter if the Board determines that the school --

(A) committed a violation of applicable laws or a material violation of the condition, terms, standards, or procedures set forth in the charter, including violations relating to the education of children with disabilities; or

(B) failed to meet the goals and student academic achievement expectations as set forth in the charter.

- (2) SPECIAL RULE -- an eligible chartering authority may not revoke a charter under paragraph (1)(B) except pursuant to a determination made through a review conducted under section 2212(a)(3)(B)

B. Fiscal Mismanagement (*School Reform Act, §2213*)

The Board as the eligible chartering authority shall revoke the charter of a school to which it has granted a charter if the Board determines that the school --

- (1) has engaged in a pattern of nonadherence to generally accepted accounting principles;
- (2) has engaged in a pattern of fiscal mismanagement; or
- (3) is no longer economically viable.

C. Revocation procedures shall adhere to the *School Reform Act, §2213*.

Signed this 1st day of July, 1998.

District of Columbia Board of Education

Trustees of the Integrated Design Electronics  
Academy Public Charter School

Milma R. Hammy  
President

Donald J. Delandrea  
Chairperson

Sonye Vidal Knislow

Barbara L. Bush

[Signature]

Marsha L. Bunker

[Signature]

Anthony C. Beebe

Benjamin T. Bonham Jr.  
Ann C. Wilcox

Homer P. [Signature]

**APPENDIX B**

**CERTIFICATE OF INCORPORATION (October 9, 1997)**

**INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA)  
PUBLIC CHARTER SCHOOL**

**CERTIFICATE OF AMENDMENT (July 16, 1998)**

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
DEPARTMENT OF CONSUMER AND REGULATORY AFFAIRS  
BUSINESS REGULATION ADMINISTRATION



**CERTIFICATE**

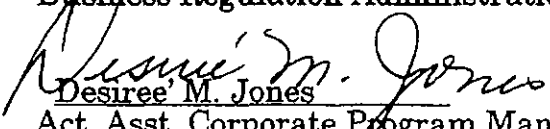
**THIS IS TO CERTIFY** that all applicable provisions of the DISTRICT OF COLUMBIA NONPROFIT CORPORATION ACT have been complied with and accordingly, this **CERTIFICATE of INCORPORATION** is hereby issued to

**INTEGRATED DESIGN ELECTRONICS ACADEMY**

as of **OCTOBER 9TH, 1997.**

W. David Watts  
Director

Katherine A. Williams  
Administrator  
Business Regulation Administration

  
Desiree M. Jones  
Act. Asst. Corporate Program Manager  
Corporations Division

Marion Barry, Jr.  
Mayor

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
DEPARTMENT OF CONSUMER AND REGULATORY AFFAIRS  
BUSINESS REGULATION ADMINISTRATION



**C E R T I F I C A T E**

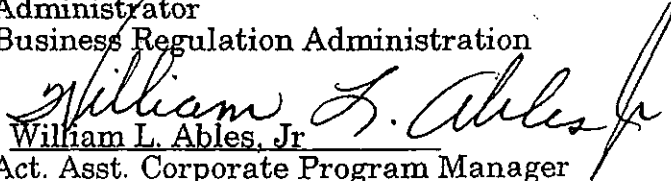
**THIS IS TO CERTIFY** that all applicable provisions of the DISTRICT OF COLUMBIA NONPROFIT CORPORATION ACT have been complied with and accordingly, this **CERTIFICATE of AMENDMENT** is hereby issued to

**INTEGRATED DESIGN ELECTRONICS ACADEMY  
PUBLIC CHARTER SCHOOL**

as of **July 16th , 1998 .**

Dwight H. Reeves  
Interim Director

Patricia A. Montgomery  
Administrator  
Business Regulation Administration

  
William L. Ables, Jr.  
Act. Asst. Corporate Program Manager  
Corporations Division

Marion Barry, Jr.  
Mayor

## **APPENDIX C**

### **ARTICLES OF INCORPORATION**

#### **INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA) PUBLIC CHARTER SCHOOL**

ARTICLES OF INCORPORATION  
OF THE  
INTEGRATED DESIGN ELECTRONICS ACADEMY

To: Department of Consumer and Regulatory Affairs  
Corporation Division  
614 H Street N.W.  
Washington, D.C. 20001

We, the undresigned natural persons of the age of twenty-one (21) years or more, acting as incorporators of a non-profit corporation under the Corporation Act (D.C. Code, 1981 Edition, Title 29, Ch. 5) adopt the following ARTICLES OF INCORPORATION for such Corporation:

FIRST: The name of the corporation is INTEGRATED DESIGN ELECTRONICS ACADEMY.

SECOND: The period of its duration is perpetual.

THIRD: The purpose or purposes for which the corporation is organized are:

a) Said corporation is organized exclusively for charitable, educational and scientific purposes, within the meaning of Section 501(c) (3) of the Internal Revenue Code or corresponding section of any future Federal tax code, including the establishment and conduct of a Chartered High School under the District of Columbia Public School System.

b) The specific purpose of the Corporation is to manage, operate, guide, direct and promote education in general academic subjects and specialized training in electronics at the Academy which shall be classified as a Washington, D.C. "chartered" school.

FOURTH: The Corporation will have one class of voting members.

FIFTH: The qualifications, privileges and rights of the members shall be determined by the Board of Directors (herein designated as Board of Trustees).

SIXTH: The manner in which the trustees shall be elected or appointed shall be provided and set out in the By-laws.

**FILED**  
OCT - 9 1997  
BY: \_\_\_\_\_

SEVENTH: The Provisions for the regulation of the internal affairs of the corporation, including provisions for distribution of assets on dissolution of final liquidation are:

a) No part of the net earnings of the organization shall inure to the benefit of or be distributable to its members, trustees, directors, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c) (3) purposes. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of, or in opposition to, any candidate for public office.

b) Notwithstanding any other provision of these articles, the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from Federal income tax under Section 501(c) (3) of the Internal Revenue Code (or corresponding section of any future Federal tax code or (b) by an organization, contributions to which are deductible under section 170(c) (2) of the Internal Revenue Code ( or corresponding section of any future Federal tax code).

c) Upon dissolution of this corporation/organization assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code, or corresponding section of any future Federal tax code, or shall be distributed to the Federal government, or to a state or local government, for public purposes.

d) However , if the named recipient is not then in existence or no longer a qualified distributee, or unwilling or unable to accept the distribution, then the assets of this corporation/organization shall be distributed to a fund , foundation or corporation organized and operated exclusively for the purpose specified in Section 501(c) (3) of the Internal Revenue Code (or corresponding section of any further Federal tax code).

Eighth: The address including street and number of the initial registered office of the corporation is 704 26th St. , N.E. (Phelps) , Washington DC 20002 and the name of the initial registered agent is Mrs Marsha L. Brevard.

NINTH: The number of Directors constituting the initial Board of Directors is three (3) and the names and addresses, including street number of the persons who are to serve as Directors until the first annual meeting or until their successors be elected and qualified are:

BG (R) Donald Delandro  
5121 Nannie Helen Burroughs Ave., N.E.  
Washington, D.C. 20019

Mrs. Glenda Partee  
1001 Connecticut Ave., N.W.  
Washington, D.C. 20006

Mrs. Marsha Brevard  
2800 New York Ave., 2nd Floor N.E.  
Washington, D.C. 20002

TENTH: The name and address, including street and number of each incorporator is:

BG (R) Donald Delandro  
5121 Nannie Helen Burroughs Ave., N.E.  
Washington, D.C. 20019

Mrs. Glenda Partee  
1001 Connecticut Ave., N.W.  
Washington, D.C. 20006

Mrs. Marsha Brevard  
2800 New York Ave., 2nd Floor N.E.  
Washington, D.C. 20002

Date: October 8, 1997.

Donald Delandro

BG (R) Donald Delandro

Glenda Partee

Mrs. Glenda Partee

Marsha Brevard

Mrs. Marsha Brevard

Subscribed and Sworn Before me this 8<sup>th</sup> day of October 1997.

George H. Fild, notary  
My Commission expires: 8/14/99

**ARTICLES OF AMENDMENT  
TO  
ARTICLES OF INCORPORATION  
OF  
INTEGRATED DESIGN ELECTRONICS ACADEMY PUBLIC CHARTER SCHOOL**

To: Department of Consumer and Regulatory Affairs  
Corporation Division  
614 H Street, N.W.  
Washington, D.C. 20001

Pursuant to the provisions of the District of Columbia Nonprofit Corporation Act, the undersigned adopts the following Articles of Amendment to its Articles of Incorporation:

**FIRST:** The name of the corporation is: Integrated Design Electronics Academy Public Charter School.

**SECOND:** The following amendments to the Articles of Incorporation were adopted by the Corporation in the manner prescribed by the District of Columbia Nonprofit Corporation Act:

The Fourth Article is amended in its entirety in the following manner:

Fourth The Corporation shall have no members.

The Fifth Article is amended in its entirety in the following manner:

Fifth The Trustees, officers, employees shall have limited liability and rights of indemnification to the full extent permitted by the Code of Laws of the District of Columbia, as it exists on the date hereof or may hereafter be amended, and any other applicable law. The Corporation shall indemnify any person who was or is a Trustee, officer, employee of the Corporation against expenses (including attorneys' fees), judgments, fines and amounts paid in settlements actually and reasonably incurred in connection with the defense of an action or proceeding, or threatened action or proceeding, by reason of the fact that such person was or is a Trustee, officer, or employee of the Corporation; provided however, that the Corporation only shall indemnify volunteers from civil liability to the full extent permitted by the Code of Laws of the District of Columbia, as it

**FILE**  
JUL 16 1998  
111.A

exists on the date hereof or may hereafter be amended, and any other applicable law. The Board of Trustees is hereby empowered to contract in advance to indemnify such persons.

**THIRD:** The amendments were adopted in the following manner: The amendments were adopted by a consent in writing signed by all members entitled to vote with respect hereto.

Date: June 18, 1998

**INTEGRATED DESIGN ELECTRONICS ACADEMY PUBLIC CHARTER SCHOOL**

By: Donald J. Delandro June 18, 1998  
BG (R) Donald Delandro

Its: President

ATTEST:

By: William N. Johnson

Its: Secretary

**APPENDIX D**

**BYLAWS OF**

**INTEGRATED DESIGN ELECTRONICS ACADEMY (IDEA)  
PUBLIC CHARTER SCHOOL, INC.**

## BYLAWS

### OF

Integrated Design Electronics Academy(IDEA) Public Charter School, INCORPORATED

A Washington, DC Nonprofit Public Benefit Corporation

## ARTICLE I

### OFFICES

The corporation's principal office shall be fixed and located at such place within the attendance boundaries of the Washington, DC School as the Board of Trustees ("Board") shall determine. The Board is granted full power and authority to change the principal office from one location to another within such attendance boundaries in the Washington, DC School District.

## ARTICLE 2

### PURPOSE

The specific and general purposes of the corporation are described in the Articles of Incorporation.

## ARTICLE 3

### MEMBERS

#### Section 3.1 Members

The corporation shall have members. The members of this corporation include the Charter school staff, business partners and parents of students enrolled in the Charter school. Any action, which would otherwise by law require approval by a majority of all members or approval by the members, shall require only approval of the Board. All rights, which would otherwise by law vest in the members, shall vest in the board.

### Section 3.2 Associates

Nothing in this Article 3 shall be construed to limit the corporation's right to refer to persons associated with it as "members" even though such persons are not members, and no such reference by the corporation shall render anyone a member. Such individuals may originate and take part in the discussion or any subject that may properly come before any meeting of the Board, but may not vote. The corporation may confer, by amendment of its Articles of Incorporation or of these Bylaws; some or all of a member's rights, set forth in the Washington, DC Nonprofit Corporation Law, upon any person who does not have the right to vote for the election of Trustees, on a disposition of substantially all of the assets of the corporation, on a merger, on a dissolution, or on changes to the corporation's Articles of Incorporation or Bylaws, but no such person shall be a member. The Board may also, but without establishing memberships, create an advisory council or honorary board or such other auxiliary groups as it deems appropriate to advise and support the corporation.

### Section 3.3 Annual Meeting

The corporation shall hold an annual meeting each September for the purpose of electing Trustees and the transaction of other business.

## ARTICLE 4

### TRUSTEES(Board of Trustees)

#### Section 4.1 General Powers

Subject to the limitations of the Washington, DC Nonprofit Public Benefit Corporation Law, the corporation's Articles of Incorporation and these Bylaws, the activities and affairs of the corporation shall be conducted and all corporate powers shall be exercised by or under the direction of the Board. The Board may delegate the management of the corporation's activities to any person(s), Management Company or committees, however composed, provided that the activities and affairs of the corporation shall be managed and all corporate powers shall be exercised under the ultimate direction of the Board. No assignment, referral or delegation of authority by the Board or anyone acting under such delegation shall preclude the Board from exercising full authority over the conduct of the corporation's activities, and the Board may rescind any such assignment, referral or delegation at any time.

#### Section 4.2 Specific Powers

Without prejudice to its general powers, but subject to the same limitations set forth above, the Board shall have the following powers in addition to any other powers enumerated in these Bylaws and permitted by law:

a. To select and remove all of the officers, agents and employees of the corporation; to prescribe powers and duties for them which are not inconsistent with law, the corporation's Articles of Incorporation or these Bylaws; and to fix their compensation;

b. To conduct, manage and control the affairs and activities of the corporation and to make such rules and regulations therefor which are not inconsistent with the law, the corporation's Articles of Incorporation or these Bylaws, as it deems best;

c. To adopt, make and use a corporate seal and to alter the form of the seal from time to time, as it deems best;

d. To borrow money and incur indebtedness for the purpose of the corporation, and to cause to be executed and delivered therefor, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations and other evidences of debt and securities therefor;

e. To carry on a business at a profit and apply any profit that results from the business activity to any activity in which it may lawfully engage;

f. To act as trustee under any trust incidental to the principal object of the corporation, and receive, hold, administer, exchange and expend funds and property subject to such trust;

g. To acquire by purchase, exchange, lease, gift, devise, bequest, or otherwise, and to hold, improve, lease, sublease, mortgage, transfer in trust, encumber, convey or otherwise dispose of real and personal property;

h. To assume any obligations, enter into any contracts or other instruments, and do any and all other things incidental or expedient to the attainment of any corporate purpose;

i. To carry out such other duties as are described in the Charter.

#### Section 4.3 Number, Election and Term of Trustees

a. The authorized number of Trustees shall be fifteen (15) until changed by amendment of these Bylaws.

b. Each of the following persons shall occupy automatically a position with the Board of Trustees of the corporation, ex officio with right to vote:

(1) Two (2) parents of students then attending IDEA Academy, each of whom shall be elected by the majority vote of those parents, of students then attending IDEA Academy; present and voting at the annual meeting of the corporation.

(2) Eleven (11) at large members, each of whom shall be elected at the Annual Meeting, by the majority vote of the members;

(3) Two (2) members of the faculty of IDEA Public Charter School each of whom shall be elected at-large by the faculty of the IDEA Public Charter School.

(4) The Director of the IDEA Public Charter School will be a non-voting member of the Board and serve ex-officio as secretary of the Board;

c. The members of the initial Board of Trustees for the Academy will be selected by the incorporators and are set forth in Appendix 11 of the charter school application. Four of the initial Trustees will serve a three-year term through the 2001/2002 school year and three will serve a two-year term through the 2000/2001 school year. Elections for the board members will be held at the Annual board meeting. The terms of the board members will be staggered. All board members terms will be for two years thereafter. Each Trustee who is appointed or elected by virtue of holding another position as described above, shall continue as a Trustee of the corporation so long as they hold such other position. Each person who was elected as a Trustee by virtue of being a parent with one or more children attending the IDEA Public Charter School shall automatically be deemed to have resigned and be removed from the Board at any time which at least one child of such person no longer attends IDEA. If a child of a board member graduates from IDEA during the term of the parent, the parent will be allowed to complete his or her term.

#### Section 4.4 Resignation and Removal

Subject to the provisions of the Washington, DC Nonprofit Public Benefit Corporation Law, any Trustee may resign effective upon giving written notice to the Chairman or the Secretary or the Board, unless the notice specifies a later effective time. If the resignation is effective at a future time, a successor may be selected before such time, to take office when the resignation becomes effective. A Trustee may be removed without cause by a majority of the Trustees then in office.

#### Section 4.5 Vacancies

a. A Board vacancy or vacancies shall be deemed to exist if any Trustee dies, resigns, or is removed, or if the authorized number of Trustees is increased.

b. The Board may declare vacant the office of any Trustee who has been convicted of a felony, or has been found to have breached any duty arising under the Washington, DC Nonprofit Public Benefit Corporation Law or to be of unsound mind, by any court of competent jurisdiction, or has failed to attend two (3) or more meetings of the Board of Trustees in any calendar year, without reasonable excuse.

c. Any member of the Board may initiate removal of a Trustee for one or more of the reasons listed in Section 4.5.b above. The Board shall hold a public meeting within ten (10) school attendance days of receiving such a request. Such meeting shall be conducted with regard for the reasonable due process rights of all parties and in public, except where either the Board or the Trustee whose removal is sought requests a closed session. Where a closed session is held, the final action of the Board of Trustees shall be taken in public.

d. A vacancy on the Board shall be filled in the same manner of selection as that used to select the Trustee whose office is vacant, provided that vacancies to be filled by election by Trustees may be filled by a majority of the remaining Trustees, although less than a quorum.

e. No reduction of the authorized number of Trustees shall have the effect of removing any Trustee before the expiration of the Trustee's term of office.

f. The members of the Board will select the officers of the Board. The officers will be Chairman, Assistant-Chairman, Secretary and Treasurer. The term of office shall be for one year. In case of dismissal or resignation from the Board or other vacancies on the Board, volunteers will be asked to apply and serve the remainder of the term for that particular Board member. The Board may choose not to reorganize at the time of seating the new board member. Attendance at Board meeting is mandatory. Missing three(3) meeting in a row without reasonable notification to the Secretary will result in immediate dismissal from the Board.

g. Operation of the Board. The Board will meet at least once a month to discuss the Public Charter School's operation and hear reports/updates from each Board member, consider and adopt policies and consider requests and concerns from parents, students and teachers. A majority vote of those present at a Board meeting will constitute action by the Board.

#### Section 4.6 Place of Meetings

Meetings of the Board may be held at the principal office of the corporation or at any other place that has been designated in the notice of the meeting or, if there is no notice, by resolution of the Board.

#### Section 4.7 Annual Meeting

The Board shall hold an annual meeting for the purposes of organization, selection of Trustees and officers, and the transaction of other business.

#### Section 4.8 Regular Meetings

Regular meetings of the Board, including the annual meeting, shall be held without call or notice on such dates and at such times and places as may be from time to time fixed by the Board.

#### Section 4.9 Special Meetings

- a. The Chairman of the Board or the Assistant-Chairman may call special meetings of the Board for any purpose (s) at any time
- b. Special meetings of the Board may be held only after each Trustee has received four (4) days notice by first class mail or forty-eight (48) hours notice given personally or by telephone, telegraph, telex, fax or other similar means of communication.
- c. Any such notice shall be addressed or delivered to each Trustee at the Trustee's address as it is shown on the records of the corporation or as may have been given to the corporation by the Trustee for purposes of notice or, if an address is not shown on the corporation's records or is not readily ascertainable, at the place at which the meetings of the Trustees are regularly held.
- d. Notice by mail shall be deemed received at the time a properly addressed written notice is deposited in the United States mail postage prepaid. Any other written notices shall be deemed received at the time it is personally delivered to the recipient or is delivered to a common carrier for transmission, or is actually transmitted by the person giving the notice by electronic means to the recipient. Oral notice shall be deemed received at the time it is communicated, in person or by telephone or wireless, to the recipient or to a person at the office of the recipient whom the person giving the notice has reason to believe will promptly communicate it to the receiver.

#### Section 4.10 Retirements Applicable to Meetings

Notwithstanding, any other requirements contained in these Bylaws, all meetings of the corporation shall be held in compliance with all applicable requirements of the Washington, DC School District.

#### Section 4.11 Quorum and Voting

Eight (8) of the authorized Trustees then in office shall constitute a quorum. The Board shall attempt to reach a general consensus on all actions before the Board; provided, however, that every act or decision done or made by a majority of the Trustees present at a meeting duly held at which a quorum is present is an act of the Board. A meeting at which a quorum is initially present may continue to transact business notwithstanding the withdrawal of Trustees, if any action taken is approved by at least a majority of the required quorum for such meeting. Trustees may not vote by proxy.

#### Section 4.12 Waiver of notice

Notice of a meeting need not be given to any Trustee who signs a waiver of notice, a written consent to the holding of the meeting, an approval of the minutes of the meeting whether before or after the meeting, or who attends the meeting without protesting the lack of notice prior thereto or at its commencement. All such waivers, consents and approvals shall be filed with the corporate records or made a part of the minutes of the meetings.

#### Section 4.13 Adjournment

A majority of the Trustees present, whether or not a quorum is present, may adjourn any Trustees' meeting to another time and place. If a meeting is adjourned for more than twenty--four (24) hours, notice of such adjournment to another time or place shall be given, prior to the time scheduled for the continuation of the meeting, to the Trustees who were not present at the time of the adjournment.

#### Section 4.14 Rights of Inspection

Every Trustee has the absolute right to inspect and copy all books, records and documents of every kind and to inspect the physical properties of the corporation provided such inspection is conducted at a reasonable time after reasonable notice, and provided that such right of inspection and copying is subject to the corporation's obligations to maintain the confidentiality of certain books, records and documents under any applicable federal state or local law.

#### Section 4.15 Fees and Compensation

Trustees shall not receive any compensation for their services; however, the Board may approve the reimbursement of a Trustee's actual and necessary expenses incurred in the conduct of the corporation's business. The corporation shall carry liability insurance covering the Trustees and officers of the corporation as described in the Charter in the conduct of the corporation's business.

#### Section 4.16 Restriction of Interested Trustees

Not more than forty-nine percent (49%) of the persons serving on the Board at any time may be interested persons. An interested person is (a) any person compensated by the corporation for services rendered to it within the previous twelve (12) months, whether as a full-time or part-time employee, independent contractor or otherwise excluding any reasonable compensation paid to a Trustee as a Trustee; and (b) any brother, sister, ancestor, descendant, spouse, brother-in-law, sister-in-

law, son-in-law, daughter-in-law, mother-in-law or father-in-law of any such person. However, any violation of the provisions of this Section shall not affect the validity or enforceability of any transaction entered into by the corporation.

#### Section 4.17 Standard of Care

- a. A Trustee shall perform all duties of a Trustee, including duties as a member of any committee of the Board on which the Trustee may serve, in good faith, in a manner such Trustee believes to be in the best interests of the corporation and with such care, including the duty to make reasonable inquiries, as an ordinarily prudent person in a like situation would use under similar circumstances.
- b. In performing the duties of a Trustee, a Trustee may rely on information, opinions, reports or statements, including financial statements and other financial data, in each case prepared or presented by:
  - (1) One or more officers or employees of the corporation whom the Trustee believes to be reliable and competent in the matters presented;
  - (2) Legal counsel, independent accountants or other persons as to matters that the Trustee believes to be within such person's professional or expert competence; or
  - (3) A committee of the Board upon which the Trustee does not serve as to matters within its designated authority, provided the Trustee believes that the committee merits confidence and the Trustee acts in good faith, after reasonable inquiry when the need therefor is indicated by the circumstances, and without knowledge that would cause such reliance to be unwarranted.
- c. Except with respect to assets that are directly related to the corporation's charitable programs, the Board shall avoid speculation in investing, reinvesting, purchasing, acquiring, exchanging, selling and managing the corporation's investments. Instead, the Board is to consider the permanent disposition of the funds, the probable income, and the probable safety of the corporation's capital and is to comply with the express terms of the instrument or agreement, if any, pursuant to which the assets were contributed to the corporation.

## ARTICLE 5 OFFICERS

### Section 5.1 Officers

The officers of the corporation shall be a Director and an Assistant Director. The corporation may also have, at the discretion of the Board, a chairman and Assistant chairman and such other officers as may be elected or appointed.

### Section 5.2 Election

The officers of the corporation, shall be chosen at the annual meeting of the Board and shall serve at the pleasure of the Board, and shall hold their respective offices until their resignation, removal or other disqualification from service, or until their respective successors shall be elected.

### Section 5.3 Subordinate Officers

The Board may elect, and may empower the Director to appoint, such other officers as the business of the corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in these Bylaws or as the Board may from time to time determine.

### Section 5.4 Removal

The Board may remove any officer, either with or without cause, at any time or, except for an officer chosen by the Board, by any officer upon whom the Board may confer such power of removal. Any such removal shall be without prejudice to the rights, if any of officers under any contract of employment.

### Section 5.5 Resignation

Any officer may resign at any time by giving written notice to the Board; such resignation may not prejudice the rights, if any, of the corporation under any contract to which the officer is a party. Any such resignation shall take effect at the date of the receipt of such notice or later specified therein and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

### Section 5.6 Vacancies

A vacancy in any office because of death, resignation, removal, disqualification or any other cause shall be filled in the manner prescribed in these Bylaws for regular election or appointment to such office, provided that such vacancies shall be filled as they occur and not on an annual basis.

#### Section 5.7 Director

Subject to such powers, if any, as may be given by the Board to the chairman of the Board, if there is such an officer, the Director is the general manager and chief executive officer of the corporation and has, subject to the control of the Board, general supervision, direction and control of the business and officers of the corporation. The Director has the general management powers and duties usually vested in the office of Director and general manager of a corporation as well as such other powers and duties as may be prescribed from time to time by the Board and as are described in the Charter.

#### Section 5.8 Assistant Director

In the absence or disability of the Director, the Assistant Director, if any is appointed shall, perform all the duties of the Director and, when so acting, shall have all the powers and be subject to all the restrictions upon, the Director. The Assistant Director shall have such other powers and perform such other duties as the Board may prescribe from time to time.

#### Section 5.9 Secretary

a. The Secretary shall keep or cause to be kept, at the principal office or such other place as the Board may order, a book of minutes of all meetings of the Board and its committees, including the following information for all such meetings: the time and place of holding; whether regular or special; if special, how authorized; the notice thereof given; the names of those present and absent, and the proceedings thereof. The Secretary shall keep, or cause to be kept, at the principal office in Washington, DC, the original or a copy of the corporation's Articles of Incorporation and Bylaws, as amended to date, and a register showing the names of all Trustees and their respective addresses. The Secretary shall keep the seal of the corporation and shall affix the same on such papers and instruments as may be required in the regular course of business, but failure to affix it shall not affect the validity of any instrument.

b. The Secretary shall give, or cause to be given, notice of all meetings of the Board and any committees thereof required by these Bylaws or by law to be given, and shall distribute the minutes of meetings of the Board to all its members promptly after the meetings; shall keep the seal of the corporation in safe custody; shall see that all reports, statements and other documents required by law are properly kept or filed, except to the extent the same are to be kept or filed by the Treasurer; and shall have such other powers and perform such other duties as may be prescribed from time to time by the Board.

#### Section 5. 10 Chief Financial Officer (Treasurer)

a. The Chief Financial Officer of the corporation shall keep and maintain, or cause to be kept and maintained, adequate and correct accounts of the properties and

business transactions of the corporation, including accounts of its assets, liabilities, receipts and disbursements. The books of account shall at all times be open to inspection by any Trustee.

b. The Chief Financial Officer shall deposit, or cause to be deposited, all money and other valuables in the name and to the credit of the corporation with such depositories as may be designated from time to time by the Board. The Chief Financial Officer shall disburse the funds of the corporation as may be ordered by the Board, and shall render to the Director and Trustees, upon request, an account of all transactions as Chief Financial Officer and of the financial condition of the corporation. The Chief Financial Officer shall present an operating statement and report, since the last preceding regular Board meeting, to the Board at all regular meetings. The Chief Financial Officer shall have such other powers and perform such other duties as may be prescribed from time to time by the Board. Notwithstanding anything to the contrary contained herein, the funds of the corporation shall be held in one or more interest bearing accounts at a government insured financial institution on behalf of the corporation and shall be disbursed upon the direction of the Chief Financial Officer of the corporation.

## COMMITTEES

### Section 6.1 Board Committees

The Board may, by resolution adopted by a majority of the Trustees then in office, provided that a quorum is present, create one or more standing or ad hoc committees, each consisting of at least two (2) members of the Board, to serve at the pleasure of the Board. Appointments to such Board committees shall be by majority vote of the Trustees then in office, and the chairperson of such Board committees shall be appointed by chairman of the Board. Unless otherwise provided in these Bylaws or by the laws of Washington, DC, each committee shall have all of the authority of the board to the extent delegated by the Board, except that no committee, regardless of Board resolution, may:

- a. Fill vacancies on the Board or on any committee which has the authority of the Board;
- b. Fix compensation of Trustees for serving on the Board or any committee;
- c. Amend or repeal Bylaws or adopt new Bylaws;
- d. Amend or repeal any resolution of the Board, which by its express terms is not so amendable or repealable;
- e. Appoint committees of the Board or the members thereof,
- f. Spend corporate funds to support a nominee or applicant for Trustee after there are more people nominated for Trustee than can be elected;

g. Approve any action for which the Washington, DC Nonprofit Public Benefit Corporation Law requires the approval of the Board.

#### Section 6.2 Meetings and Action of Board Committees

The Board shall have the power to prescribe the manner in which proceedings of any such board committee shall be conducted. In the absence of any such prescription, the committee shall have the power to prescribe the manner in which its proceedings shall be conducted. Unless the board or such committee shall otherwise provide, meetings and actions of Board committees shall be governed by, held and taken in accordance with, the provisions of these Bylaws, which concern meetings of the Board. Special meetings of committees may also be called by resolution of the Board. Notice of special meetings of Board committees shall be given to any and all alternate members who shall have the right to attend all meetings of the committee. The Board may adopt rules for the government of any Board committee not inconsistent with the provisions of these Bylaws.

#### Section 6.3 Executive Committee

The Board may, by resolution adopted by a majority of the Trustees then in office appoint an Executive Committee composed of no less than five (5) Trustees to act in the name of the Board. The Executive Committee may conduct business in the name of the Trustee provided a quorum of the Executive Committee is present. Appointments or elections to such Board committees shall be by majority vote of the Trustees then in office and the chairperson of such Board committees shall be the chairman of the Board or a Trustee appointed by chairman of the Board. The Director will serve as the non-voting administrative officer of the Executive Committee. Subject to the restrictions composed by law and by the Bylaws, the Executive Committee shall have the authority to resolve agenda items when the Board delegates an item to the Executive Committee. The Executive Committee shall report all actions it takes to the Board at the Trustee Board's next meeting.

#### Section 6.4 Other Committees

a. The Director, subject to the limitations imposed by the Board, or the Board may create other committees, either standing or special to serve the Board that do not have the powers of the Board. The Director shall appoint members to serve on such committees, and shall designate the committee chairperson. Each member of a committee shall continue as such until the next annual election of officers and until his or her successor is appointed, unless the member sooner resigns or is removed from the committee.

b. The Director, the chairperson of the committee or a majority of the committee's voting members may call meetings of a committee. Each committee shall

meet as often as is necessary to perform its duties. Notice of a meeting of a committee may be given at any time and in any manner reasonably designed to inform the committee members of the time and place of the meeting. A majority of the voting members of a committee shall constitute a quorum for the transaction of business at any meeting of the committee. Each committee may keep minutes of its proceedings and shall report periodically to the Board. A committee may take action by majority vote.

c. Any member of a committee may resign at any time by giving written notice to the chairperson of the committee or to the Director. Such resignation, which may or may not be made contingent upon formal acceptance, shall take effect upon the date of receipt or at any later time specified in the notice. The Director may, with prior approval of the Board, remove any appointed member of a committee. The Director, with the Board's approval shall appoint a member to fill a vacancy in any committee or any position created by an increase in the membership for the unexpired portion of the tenure.

## ARTICLE 7

### SELF-DEALING TRANSACTIONS

#### Section 7.1 Definition

Self-dealing transaction means a transaction to which the corporation is a party and in which one or more of the Trustees ("interested Trustee(s)") has a material financial interest. Notwithstanding this definition of self-dealing transaction, the following transactions are not self-dealing transactions, and are subject to the Board's general standard of care:

- a. An action by the Board forming the compensation of a Trustee as a Trustee or officer of the corporation;
- b. A transaction which is part of a public or charitable program of the corporation if the transaction is (1) approved or authorized by the corporation in good faith and without unjustified favoritism, and (2) results in a benefit to one or more Trustees or their families because they are in a class of persons intended to be benefited by the program;
- c. A transaction of which the interested Trustees have no actual knowledge, and which does not exceed the lesser of one percent (1%) of the corporation's gross receipts for the fiscal year immediately preceding the year in which such transaction occurs or One Hundred Thousand Dollars (\$100,000).

### Section 7.2 Action of the Board

If the transaction appears to be a self-dealing transaction, the interested Trustee must demonstrate the following in order to sustain the validity of the transaction:

a. That, prior to consummating the transaction or any part thereof the Board authorized or approved the transaction in good faith by vote of a majority of the Trustees then in office excluding the vote of the interested Trustee(s) and with knowledge of the material facts concerning the transaction and the interested Trustee's interest in it. Action by a committee of the Board will not satisfy this requirement;

b. That either:

(1) Prior to authorizing or approving the transaction, the Board considered and in good faith determined after reasonable investigation that the corporation could not have obtained a more advantageous arrangement with reasonable effort under the circumstances; or

(2) The corporation in fact could not have obtained a more advantageous arrangement with reasonable effort under the circumstances.

c. That the corporation entered into the transaction for its own benefit; and

d. That the transaction was fair and reasonable as to the corporation at the time the corporation entered the transaction.

### Section 7.3 Interested Trustee's Vote

In determining whether the Board validly met to authorize or approve a self-dealing transaction, interested Trustees may be counted to determine the presence of a quorum, but an interested Trustee's vote may not be counted toward the required majority for such authorization, approval or ratification.

### Section 7.4 Committee Approval

A Board committee may approve a self-dealing transaction in a manner consistent with the standards prescribed for approval by the Board if it was not reasonably practical to obtain approval of the Board prior to entering into the transaction; the Board determines in good faith that the committee met the same requirements the Board would have had to meet in approving the transaction; and the Board ratifies the transaction at its next meeting by a vote of a majority of the Trustees then in office, excluding the vote of the interested Trustee(s).

#### Section 7. 6 Persons Liabe and Extent of Liability

If a self-dealing transaction has not been approved as provided above, the interested Trustee(s) may be required to do such things and pay such damages as a court may *provide* as an equitable and fair remedy to the corporation, considering any benefit received by it and whether or not the interested Trustee(s) acted in good faith and with the intent of the best interests of the corporation.

#### Section 7. 7 Statute of Limitations

An action to remedy an improper self-dealing transaction, brought by a proper party under the Washington, DC Nonprofit Public Benefit Corporation Law, must be commenced either:

a . Within two ( 2 ) years after written notice putting forth the material facts of the transaction and the interested Trustee's interest in it was filed with the Corporation Counsel in accordance with the Washington, DC Corporation Counsel's regulations; or

b. If no such notice is filed, within three (3) years after the transaction occurred, except that the Corporation Counsel shall have ten (10) years after the transaction occurred within which to file an action.

#### Section 7.8 Corporate Loans and Advances

The corporation shall not make any loan of money or property to or guarantee the obligation of any Trustee or officer, unless approved by the Corporation Counsel; provided, however, that the corporation may advance money to a Trustee or officer of the corporation or any subsidiary for expenses reasonably anticipated to be incurred in the performance of the duties of such officer or Trustee, if in the absence of such advance, such Trustee or officer would be entitled to be reimbursed for such expenses by the corporation, its parent or any subsidiary.

#### Section 7.9 Annual Statement of Certain Transactions

The annual statement required by the Washington, DC Nonprofit Public Benefit Corporation Law shall be furnished to the Trustees for any fiscal year in which a transaction or indemnification of the kind described in a. or b. below took place:

a. A transaction in which the corporation or a parent or subsidiary was a party and a Trustee or officer of the corporation or a parent or subsidiary or a holder of more than ten percent (10%) of the voting power of the corporation or a parent or subsidiary had a direct or indirect material financial interest and which involved Fifty Thousand Dollars (\$50,000) or more or which was one of a number of such transactions which involved the

same interested person and which amounted in the aggregate to Fifty Thousand Dollars (\$50,000) or more; or

b. Any indemnification or advances aggregating more than Ten Thousand Dollars (\$10,000) paid during the fiscal year to any officer or Trustee of the corporation or a parent or subsidiary.

Such statement shall be mailed or delivered to the Trustees within one hundred twenty (120) days after the close of the corporation's fiscal year.

## ARTICLE 8

### OTHER PROVISIONS

#### Section 8.1 Validity of Instrument

Subject to the provisions of applicable law, any note, mortgage, evidence of indebtedness, contract, conveyance or other written instrument and any assignment or endorsement thereof executed or entered into between the corporation and any other person, shall be valid and binding on the corporation when signed by the Director or any Assistant Director and the Secretary or Treasurer of the corporation, unless the other person has actual knowledge that the signing officers had no authority to execute the same. Any such instruments may be signed by any other person(s) and in such manner and from time to time shall be determined by the Board and, unless so authorized by the Board, no officer, agent or employee shall have any power or authority to bind the corporation by any contract or engagement, to pledge its credit, or to render it liable for any purpose or amount.

#### Section 8.2 Construction and Definitions

Unless the context otherwise requires, the general provisions, rules of construction, and definitions contained in the General Provisions of the Washington, DC Nonprofit Corporation Law and in the Washington, DC Nonprofit Public Benefit Corporation Law shall govern the construction of these Bylaws. Without limiting the generality of the foregoing, words in these Bylaws shall be read as the masculine or feminine gender, and as the singular or plural as the context requires, and the word "person" includes both the corporation and a natural person. The captions and headings in these Bylaws are for convenience of reference only and are not intended to limit or define the scope or effect of any provision.

#### Section 8.3 Authority to Vote Securities

The Director, or any other officer(s) authorized by the Board is authorized to vote, represent and exercise on behalf of the corporation rights incident to any and all voting securities of any other corporation(s) standing in the name of this corporation. The

authority granted herein may be exercised either in person or by any person authorized to do so by proxy or by power of attorney executed by the Director or authorized officer.

#### Section 8.4 Fiscal Year

The Board shall set the fiscal year of the corporation.

#### Section 8.5 Conflict of Interest

Any Trustee, officer, key employee, or committee member having an interest in a contract or other transaction presented to the Board or a committee thereof for authorization, approval or ratification shall make a prompt, firm and frank disclosure of his or her interest to the Board or committee prior to its acting on such contract or transaction. Such disclosure shall include all relevant and material facts known to such person about the contract or transaction, which might reasonably be construed to be adverse to the corporation's interest. The body to which such disclosure is made shall thereupon determine, by majority vote, whether the disclosure shows that a conflict of interest exists or can reasonably be construed to exist. If a conflict is deemed to exist, such person shall not vote on, nor use his or her personal influences on, nor participate (other than to present factual information or to respond to questions) in the discussion or deliberations with respect to, such contract or transaction. The minutes of the meeting shall reflect the disclosure made, the vote thereon and, where applicable, the abstention from voting and participation. The Board may adopt conflict of interest policies requiring:

- a. Regular annual statements from Trustees, officers, key employees to disclose existing and potential conflict in interest; and
- b. Corrective and disciplinary actions with respect to transgressions of such policies.

For the purpose of this Section, a person shall be deemed to have an "interest" in a contract or other transaction if he or she is the party (or one of the parties) contracting or dealing with the corporation, or is a Trustee, trustee or officer has a significant financial or influential interest in the entity contracting or dealing with the corporation.

#### Section 8.6 Interpretation of Charter

In any instance in which the provisions of these Bylaws are in conflict with the provisions of the Charter, the provisions of these Bylaws shall control.

## ARTICLE 9

### INDEMNIFICATION OF AGENTS OF THE CORPORATION; PURCHASE OF LIABILITY INSURANCE

#### Section 9.1 Definitions

For the purpose of this Article, "agent" means any person who is or was a Trustee, officer, employee or other agent of this corporation, or is or was serving at the request of this corporation as a Trustee, officer, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust or other enterprise, or was a Trustee, officer, employee or agent of a foreign or domestic corporation which was a predecessor corporation of this corporation or of another enterprise at the request of such predecessor or corporation; "proceeding" means any threatened, pending or completed action or proceeding, whether civil criminal administrative or investigative; and "expenses" includes without limitation, attorneys' fees and any expenses of establishing a right to indemnification under this Article.

#### Section 9.2 Indemnification of Agents

a. This corporation may indemnify any person who was or is a party, or is threatened to be made a party, to any proceeding (other than an action by or in the right of this corporation to procure a judgment in its favor, an action brought under the Washington, DC Nonprofit Public Benefit Corporation Law, or an action brought by the Corporation Counsel of Washington, DC or a person granted relator status by the Corporation Counsel of Washington, DC for any breach of duty relating to assets held in charitable trust) by reason of the fact that such person is or was an agent of this corporation, against expenses, judgment, fines, settlements and other amounts actually and reasonably incurred in connection with such proceeding if such person acted in good faith and in a manner such person reasonably believed to be in the best interests of this corporation and, in the case of a criminal proceeding, such person had no reasonable cause to believe his or her conduct was unlawful. The termination of any proceeding by judgement, order, settlement, conviction or upon a plea of *no lo contendre* or its equivalent shall not, of itself create a presumption that the person did not act in good faith and in a manner which the person reasonably believed to be in the best interests of this corporation, nor that the person had reasonable cause to believe that the person's conduct was unlawful.

b. This corporation may indemnify any person who was or is a party, or is threatened to be made a party, to any threatened, pending or completed action by or in the right of this corporation, or brought under the Washington, DC Nonprofit Public Benefit Corporation Law, or brought by the Corporation Counsel of Washington, DC or a person

granted relator status by the Corporation Counsel of Washington, DC for breach of duty relating to assets held in charitable trust, to procure a judgment in its favor by reason of the fact that such person is or was an agent of this corporation, against expenses actually and reasonably incurred by such person in connection with the defense or settlement of such action if such person acted in good faith, in a manner such person believed to be in the best interests of this corporation and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances. No indemnification shall be made under this Section 9.2 b.:

(1) In respect of any claim, issue or matter as to which such person shall have been adjudged to be liable to this corporation in the performance of such person's duty to this corporation, unless and only to the extent that the court in which such proceeding is or was pending shall determine upon application that, in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for the expenses which such court shall determine;

(2) Of amounts paid in settling or otherwise disposing of a threatened or pending action, with or without court approval; or

(3) Of expenses incurred in defending a threatened or pending action which is settled or otherwise disposed of without court approval unless it is settled with the approval of the Corporation Counsel of Washington, DC.

c. To the extent that an agent of this corporation has been successful on the merits in defense of any proceeding referred to in subsection a. or b. of this Section 9.2 or in defense of any class issue or matter therein, the agent shall be indemnified against expenses actually and reasonably incurred by the agent in connection therewith.

d. Except as provided in subsection c. of this Section 9.2, any indemnification under this Section 9.2 shall be made by this corporation only if authorized in the specific case, upon a determination that indemnification of the agent is proper in the circumstances because the agent has met the applicable standard of conduct set forth in subsection a. or b. of this Section 9.2, by:

(1) A majority vote of a quorum consisting of Trustees who are not parties to such proceeding; or

(2) The court in which such proceeding is or was pending, upon application made by this corporation or the agent or the attorney or other person rendering services in connection with the defense whether or not such application by the agent, attorney or other person is opposed by this corporation.

e. Expenses incurred in defending any proceeding may be advanced by this corporation prior to the final disposition of such proceeding upon receipt of an undertaking by or on behalf of the agent to repay such amount unless it shall be

determined ultimately that the agent is entitled to be indemnified as authorized by this Section 9.2.

f. No provision made by this corporation to indemnify its or its subsidiaries Trustees or officers for the defense of any proceeding, whether contained in the Articles of Incorporation, these Bylaws a resolution of the Trustees, an agreement or otherwise, shall be valid unless consistent with this Section 9.2. Nothing contained in this Section 9.2 shall affect any right to indemnification to which persons other than such Trustees and officers may be entitled by contract or otherwise.

g. No indemnification or advance shall be made under this Section 9.2, except as provided in Section 9.2 c. or Section 9.2 d.(2) hereof in any circumstances where it appears:

(1) That it would be inconsistent with a provision of the Articles of Incorporation, these Bylaws or an agreement in effect at the time of accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid, which prohibits or otherwise limits indemnification; or

(2) That it would be inconsistent with any condition expressly imposed by a court in approving a settlement.

#### Section 9.3 Purchase of Liability Insurance

Upon and in the event of a determination by the Board to purchase such insurance, this corporation may purchase and maintain insurance on behalf of any agent of the corporation against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such whether or not this corporation would have the power to indemnify the agent against such liability under the provisions of this Article; provided, however, that this corporation shall have no power to purchase and maintain such insurance to indemnify any agent of this corporation for violation of the Washington, DC Nonprofit Public Benefit Corporation Law.

#### Section 9.4 Non-Applicable to Fiduciaries of Employee Benefit Plans

This Article 9 does not apply to any proceeding against any trustee, investment manager or other fiduciary of an employee benefit plan in such person's capacity as such, even though such person may also be an agent, as defined in Section 9. 1, of the employer corporation. The corporation shall only have the power to indemnify such trustee, investment manager or other fiduciary to the extent permitted by the Washington, DC General Corporation Law.

ARTICLE 10  
AMENDMENTS

Section 10.1 Bylaws

These Bylaws will be reviewed at least once every four (4) years and shall be documented as to the date of such review. New Bylaws may be adopted or these Bylaws may be amended or repealed by a majority vote of the Board.

CERTIFICATE OF ADOPTION OF BYLAWS

I certify that I am the elected and acting Secretary of IDEA Academy, Incorporated, a Washington, DC nonprofit public benefit corporation, and that the foregoing Bylaws, comprising 21 pages constitute the Bylaws of such corporation as adopted at a meeting of the Board of Trustees held on \_\_\_\_\_.

IN WITNESS WHEREOF, I have signed my name and affixed the seal of the corporation to this certificate on \_\_\_\_\_.

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Witness

**APPENDIX E**

**SAT 9 SCORES 2001-2002 FOR THE D. C. BOARD OF EDUCATION SCHOOLS RANKED  
BY COMBINED READING AND MATHEMATICS SCORES**

**2001-2002 SAT-9 Scores****DC Board of Education Charter Schools:****Ranked by Combined Reading and Mathematics Scores \***

|                          |    |    |    |
|--------------------------|----|----|----|
| Community Academy PCS    | 49 | 50 | 99 |
| E. Whitlow Stokes PCS    | 49 | 47 | 95 |
| Roots PCS                | 47 | 47 | 94 |
| Hyde Leadership PCS      | 45 | 44 | 88 |
| Children's Studio PCS    | 46 | 40 | 85 |
| IDEA PCS                 | 37 | 41 | 77 |
| Next Step PCS            | 37 | 39 | 76 |
| Options PCS              | 37 | 39 | 76 |
| IDEAL Academy PCS        | 40 | 35 | 74 |
| KIMA PCS                 | 35 | 38 | 73 |
| Booker T. Washington     | 38 | 35 | 73 |
| Village Learning PCS     | 35 | 36 | 72 |
| Techworld PCS            | 34 | 34 | 68 |
| Richard Milburn (Rabaut) | 28 | 33 | 61 |
| Jos Arz Academy PCS*     | 24 | 30 | 55 |

\* Line indicates schools failing to meet adequate yearly progress. For elementary and middle/junior high schools the criterion was 77; for high schools the criterion was 80.

# BOARD OF EDUCATIONS PUBLIC CHARTER SCHOOLS

## SAT 9 SCORES SY 01, 02, 03

| Schools & Grades                                 | Years | Reading Scores | Math Scores       | Combined |
|--------------------------------------------------|-------|----------------|-------------------|----------|
| <b>ELEMENTARY SCHOOL GRADES PRE-K - 5TH</b>      |       |                |                   |          |
| Children's Studio School                         | 2001  | 49.5           | 46.6              | 96       |
|                                                  | 2002  | 46.3           | 40.2              | 87       |
|                                                  | 2003  | 45.2           | 45.3              | 91       |
| Community Academy                                | 2001  | 45.5           | 44.0              | 90       |
|                                                  | 2002  | 49.0           | 50.0              | 99       |
|                                                  | 2003  | 50.1           | 53.9              | 104      |
| Elsie Whitlow Stokes                             | 2001  | 53.2           | 44.6              | 98       |
|                                                  | 2002  | 48.5           | 45.1              | 94       |
|                                                  | 2003  | 48.4           | 52.0              | 100      |
| Hyde Leadership                                  | 2001  | 42.4           | 43.3              | 87       |
|                                                  | 2002  | 47.7           | 45.9              | 94       |
|                                                  | 2003  | 54.3           | 55.2              | *109     |
| Ideal Academy                                    | 2001  | 45.9           | 46.1              | 92       |
|                                                  | 2002  | 39.6           | 40.1              | 77       |
|                                                  | 2003  | 41.5           | 40.8              | 82       |
| Roots                                            | 2001  | 45.8           | 46.8              | 93       |
|                                                  | 2002  | 45.4           | 46.2              | 92       |
|                                                  | 2003  | 46.9           | 53.1              | 103      |
| Village Learning Center                          | 2001  | 32.7           | 39.1              | 72       |
|                                                  | 2002  | 35.1           | 30.9              | 66       |
|                                                  | 2003  | 28.7           | 35.5              | 64       |
| <b>MIDDLE SCHOOL GRADES 6<sup>TH</sup> - 8TH</b> |       |                |                   |          |
| Barbara Jordan                                   | 2001  | NA             | NA                | NA       |
|                                                  | 2002  | NA             | NA                | NA       |
|                                                  | 2003  | 37.6           | 40.6              | 78       |
| Hyde Leadership                                  | 2001  | 42.4           | 43.3              | 87       |
|                                                  | 2002  | 47.7           | 45.9              | 94       |
|                                                  | 2003  | 44.9           | 43.3              | 88       |
| Ideal Academy                                    | 2001  | 45.9           | 46.1              | 92       |
|                                                  | 2002  | 39.6           | 40.1              | 77       |
|                                                  | 2003  | 41.5           | 40.8              | 82       |
| Options                                          | 2001  | 36.2           | 37.0              | 76       |
|                                                  | 2002  | 34.9           | 37.6              | 73       |
|                                                  | 2003  | 39.5           | 44.3              | 84       |
| Roots                                            | 2001  | 45.8           | 46.8 <sup>1</sup> | 93       |
|                                                  | 2002  | 45.4           | 46.2              | 92       |
|                                                  | 2003  | 44.4           | 48.6              | 93       |

# BOARD OF EDUCATIONS PUBLIC CHARTER SCHOOLS

## SAT 9 SCORES SY 01, 02, 03

|                                                            |      |      |      |    |
|------------------------------------------------------------|------|------|------|----|
| Village Learning Center                                    | 2001 | 32.7 | 39.1 | 72 |
|                                                            | 2002 | 35.1 | 30.9 | 66 |
|                                                            | 2003 | 35.6 | 35.4 | 71 |
| <b>HIGH SCHOOL GRADES 9<sup>TH</sup> - 12<sup>TH</sup></b> |      |      |      |    |
| Jos-Arz                                                    | 2001 | NA   | NA   |    |
|                                                            | 2002 | 24.0 | 30.0 | 55 |
|                                                            | 2003 |      | **   |    |
| Booker T. Washington                                       | 2001 | 35.0 | 36.0 | 71 |
|                                                            | 2002 | 38.0 | 35.0 | 70 |
|                                                            | 2003 | 29.5 | 32.4 | 62 |
| Hyde Leadership                                            | 2001 | 42.4 | 43.3 | 87 |
|                                                            | 2002 | 47.7 | 45.9 | 94 |
|                                                            | 2003 | 36.9 | 36.6 | 74 |
| IDEA                                                       | 2001 | 37.0 | 40.8 | 78 |
|                                                            | 2002 | 36.8 | 40.1 | 77 |
|                                                            | 2003 | 37.9 | 39.7 | 78 |
| Karnit                                                     | 2001 | 38.2 | 37.0 | 75 |
|                                                            | 2002 | 36.8 | 37.2 | 74 |
|                                                            | 2003 | 38.9 | 42.0 | 81 |
| Next Step                                                  | 2001 | 24.5 | 30.9 | 76 |
|                                                            | 2002 | 36.8 | 40.5 | 78 |
|                                                            | 2003 | 29.5 | 26.2 | 56 |
| Village Learning Center                                    | 2001 | 32.7 | 39.1 | 72 |
|                                                            | 2002 | 35.1 | 30.9 | 66 |
|                                                            | 2003 | 34.5 | 36.8 | 71 |

\*This score does not include grades 4<sup>th</sup> and 5<sup>th</sup>

\*\*Special Education data was not available 7/8/03

**APPENDIX F**

**OFFICIAL NOTICE AND TERMS AND CONDITIONS OF ACCREDITATION BY THE  
COMMISSION ON ELEMENTARY SCHOOLS OF THE  
MIDDLE STATES ASSOCIATION OF  
COLLEGES AND SCHOOLS**

THE COMMISSION ON SECONDARY SCHOOLS  
OF THE  
MIDDLE STATES ASSOCIATION

LET IT BE KNOWN THAT

*Integrated Design & Electronics Academy Public Charter School*

HAS DEMONSTRATED TO EVALUATORS THAT IT IS EFFECTIVELY ADVANCING THE QUALITY OF THE  
EDUCATIONAL EXPERIENCE IT OFFERS ITS STUDENTS

AND

COMPLIES WITH THE STANDARDS ESTABLISHED BY THE COMMISSION ON SECONDARY SCHOOLS AND  
APPROVED BY THE MEMBERS OF THE ASSOCIATION

AND IS THEREFORE, GRANTED

ACCREDITATION

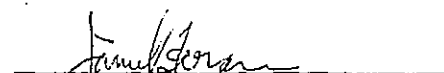
FOR THE PERIOD

*November 1, 2003 – November 1, 2008*

SUBJECT TO THE TERMS OF ACCREDITATION MAINTENANCE SET BY THE MIDDLE STATES ASSOCIATION

  
Executive Director of the Commission



  
Chair of the Commission



## Middle States Commission on Secondary Schools

3624 Market Street, Philadelphia, PA 19104-2680 Tel: 215-662-5603 Fax: 215-662-0957  
www.css-msa.org info@css-msa.org

### OFFICIAL NOTIFICATION OF ACCREDITATION

November 1, 2003

LTC William T. Dexter  
Principal

Integrated Design & Electronics Academy (IDEA) Public Charter School  
1027 45th Street, N.E.  
Washington, DC 20019

Dear LTC Dexter:

On behalf of the Commission on Secondary Schools of the Middle States Association of Colleges and Schools, it is my pleasure to notify you that the Commission has awarded **ACCREDITATION** to:

#### **Integrated Design & Electronics Academy (IDEA) Public Charter School**

Since you are participating in the *Continuous School Improvement* protocol, accreditation is for a period not to exceed five years, ending on **November 1, 2008**. Should you choose to elect to continue with the second phase of this protocol, the accreditation may be extended for the next five years.

In addition, over the next five years, the school will be expected to continue to meet Commission standards as well as assume the following obligations:

1. The school must notify the Commission office prior to making any substantive changes to the goals for which the school received accreditation.
2. During the third year of implementation (probably during the **Fall 2005**), a Mid-Point Reviewer will be appointed to conduct a one-day, onsite visit to assess progress and suggest next steps. The Mid-Point Reviewer will report to the Commission on the school's progress.
3. Just prior to the close of the fourth accreditation year, the school should re-initiate the planning process for the purposes of developing Phase II goals and preparing for the Middle States mini-visit team (probably during the **Spring of 2008**) in order to extend the accreditation for another five years.
4. The school will make every effort to fulfill its commitment to implement action plans and meet goals.

Integrated Design & Electronics Academy (IDEA) Public Charter School  
Washington, DC  
November 1, 2003  
Page 2 of 2

5. The school will submit an Annual Profile updating statistical data on the school.
6. The school will pay annual membership dues.
7. The school will submit an annual Nomination form, listing faculty members recommended and willing to serve on visiting committees. It is expected, by Commission policy, that your school release at least one staff member per year to serve on teams.

Please accept our sincere congratulations on the recognition of your school as an accredited member of the Middle States Association of Colleges and Schools. Enclosed please find your Commission on Secondary Schools accreditation certificate. We are pleased that your school has begun the growing circle of *Continuous School Improvement* accredited schools.

Sincerely,



Susan K. Nicklas, Ed.D.  
Executive Director

enc.

Mid-Point Review: **Fall 2005**  
Mini-visit: **Spring 2008**  
Next Full Team Visit: **Spring 2013**  
Expiration of Accreditation: **11/1/2008**

MSA Internal School Code: DC049

**APPENDIX G**

**LETTER Of FEBRUARY 25, 2005,  
TRANSMITTING THE DRAFT REPORT  
TO THE EXECUTIVE DIRECTOR OF THE SCHOOL**