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The SEED Public Charter School of Washington, DC

A N N U A L R E P O R T
Academic Year 2018-2019

Presented to
The District of Columbia Public Charter School Board

Submitted by
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ANNUAL REPORT NARRATIVE

I. SCHOOL DESCRIPTION

A. Mission and Belief Statements

The SEED Public Charter School of Washington, D.C. (SEED PCS), a public charter school, is a public college-preparatory boarding school whose primary mission is to provide an outstanding, intensive educational program that prepares children, both academically and socially, for success in college and beyond.

SEED PCS achieved its mission for the 2018-19 school year with a 100% College Acceptance Rate.

SEED PCS began operating in 1998 under the authorization from DC PCSB and operates one campus in Ward 7. In 2018-2019, the school served scholars in grades seven through twelve. SEED PCS was founded by The SEED Foundation, a nonprofit organization that provides management and support services to the school. SEED PCS is one of three DC charter schools that operates a boarding program, and it receives additional public funding to operate this residential component. All SEED PCS scholars live on campus from Sunday evening to Friday afternoon.

SEED PCS offers a college-preparatory curriculum in small classroom settings. From 4:00 p.m. - 7:45 p.m. each day, scholars participate in the Student Life Program, where they engage in academic enrichment, character programming with the Habits for Achieving Life-Long Success (HALLS) curriculum, and also receive academic intervention services.

SEED'S Belief Statements

College-Bound Culture

SEED provides scholars with the academic, organizational, and life skills that enable them to attend and graduate from college.

A 24-Hour Learning Environment

SEED commits to keeping every scholar safe and secure, to using the gift of time, and to providing fulfilling academic and life experiences.

Positive Culture of High Expectations

SEED scholars and staff are expected to relentlessly pursue excellence and to consistently exhibit the SEED core values

Integrated & Engaging Program to Foster Love of Learning

SEED helps each scholar find his or her passion through academics, enrichment programs, social/emotional supports, and authentic experiences.

Individual Scholar Support

SEED commits to targeted scholar support and coordinated communication between scholars, parents, and practitioners.

Focus On Data & Continuous Improvement

SEED school use assessments and data analysis to show scholars their own progress and to keep practitioners focused and accountable.

Recruiting & Nurturing Outstanding Educators

SEED school commits to hiring exceptional adults, and to supporting them so that they can better guide the achievement and success of SEED scholars.

Family & School Partnership

SEED collaborates with families to support the success of SEED scholars.

Community Relationships

SEED is committed to establishing relationships with community organizations to enhance the college readiness process for SEED scholars.

Core Values

SEED PCS believes that everyone deserves a safe, supportive, and orderly learning environment and the foundation of our school culture rests on our five core values, Respect, Responsibility, Self-Discipline, Integrity, and Compassion:

Respect is being civil, cordial, courteous, and polite toward peers and adults and tolerating differences by treating others as you want to be treated.

Responsibility is taking ownership of and being accountable for your actions and doing what you are supposed to do for the betterment of yourself and the SEED community.

Self-Discipline is controlling your behavior and actions and doing what is expected of you without reminders.

Integrity is doing the right thing, even when no one is looking.

Compassion is being concerned, helpful, and supportive toward other people and the community, and thinking about how another person will feel before you act.

B. School Program

Grades and Age Levels Served

In the 2018-2019 school year, SEED PCS served 284 young men and women, ages eleven to nineteen, in grades seven through twelve. This was the first year in the

school's history where the SEED PCS accepted incoming 9th grade scholars only. This year also marked SEED's fifteenth graduating class.

To ensure that our scholars are prepared academically for college, we offer a rigorous college-preparatory curriculum which incorporates the appropriate mix of content areas, deep development of writing and critical thinking skills so that scholars are prepared for college-level coursework.

Curriculum Design

The majority of new scholars entered SEED PCS two to three years behind grade level. To address this, we developed a supportive curriculum, focusing heavily on reading and math. The school continues to use the EL Education Curriculum that fostered a culture of literacy and prepared all of our scholars for a rigorous, college-preparatory upper school curriculum. Eureka Math-Great Minds is a robust curriculum that includes tools that equipped educators with formative items and analytical tools designed to help track scholars' progress and identify areas of growth. In science and social studies classes, scholars embraced the Discover Education Curriculum, which was a customized curriculum that supports the Common Core standards by using digital content. Scholars had access to computers and research materials that assisted them with their work, both of which were available during the academic day and evening programming.

The goal for the middle school program, which comprised of 7th and 8th grade scholars, was to prepare students for success in an academically demanding high school. The school's focus was to foster a culture of exploratory learning and literacy in order to prepare our middle school scholars for the school's aggressive college-preparatory upper school curriculum. The assessment system included Measures of Academic Progress (MAP) growth assessment, which holds scholars accountable to a performance framework of benchmarks based on national college readiness standards. Scholars who failed a core subject: ELA, math, social studies or science were required to attend remediation and/or summer school.

The school offered Acceleration Academy Intervention to more than 40 scholars during winter break (February) and spring break (April). The purpose of the academies was to support students' personal academic barriers with specific standards and engagement. We had two math teachers and two English teachers who were tasked with creating PARCC pre and post-assessments, as well as innovative lesson plans.

During the Student Life Program (4:00 p.m. -7:45 p.m.) scholars were exposed to a variety of curricular programs in the areas of STEM, Arts, Health/Fitness and Well Being, Entrepreneurialism/Leadership, academic interventions and literacy enrichment through DEAR (Drop Everything and Read).

SEED PCS high school program provided rigorous and relevant courses and experiences that prepared scholars to be admitted to and succeed in college and beyond. Scholars are required to earn twenty-five credits to graduate. SEED PCS offered an additional three and one-half credits in electives, giving scholars opportunities to enrich learning and build a competitive pre-collegiate profile.

During the 2018-2019 school year, high school scholars enrolled in the following course areas: English, mathematics, science, social studies, music, art, physical education/health, and Spanish. In addition, scholars were given the opportunity to enroll in elective courses such as public speaking and SAT prep. Advanced Placement courses were also offered in US History, Government, Biology, AP Calculus, English Language and English Literature. Every scholar who enrolled in an AP course took the appropriate exam.

SEED PCS high school scholars had the opportunity to participate in a dual enrollment program. Through Dual Enrollment, SEED PCS students took challenging college courses that were not offered at their home high school, while earning college credits that can be transferred to many postsecondary institutions.

The school partnered with Peer Group Connection (PGC) for High School. PGC is an evidence-based program that supports and eases scholars' successful transition from middle to high school. The program taps into the power of high school juniors and seniors to create a nurturing environment for incoming freshmen. Once per week, pairs of junior and senior peer leaders meet with groups of 10-14 freshmen in outreach sessions designed to strengthen relationships among students. These peer leaders are simultaneously enrolled in a credit-bearing, year-long leadership PGC course taught by school faculty during regular school hours.

The unique nature and mission of SEED PCS provided round-the-clock learning opportunities and wrap-around services. The boarding program incorporated study habits, life skills development, athletics, and enrichment activities into the daily life of all scholars.

Family and Community Engagement

With the understanding that all families want the best for their scholars, SEED PCS recognizes families as full partners in their scholars' education and welcomes their active involvement. To this end, families had access to their scholars' progress at any time via the PowerSchool Parent Portal and climate data via Kickboard. Parents/guardians were encouraged to contact staff via phone, email, informal meet and greet sessions, monthly meetings, and attend scheduled family day celebrations. Staff members were required to reach out to families & caregivers on a regular basis, via phone calls, postcards, and home visits. The FACE Office also coordinated quarterly listening sessions or conducted surveys with families to gain feedback about our program. Conferences were held on a quarterly basis for staff and parents/guardians. Parents/Guardians were encouraged to shadow their children in the

classroom and in the residence halls, request meetings with faculty and staff, and/or offer feedback around programming via online Google surveys.

SEED PCS allocated funding towards family engagement activities through the Office of Family and Community Engagement (FACE). The FACE Office created a Family Engagement Plan as required by Title 1. We had monthly family events/celebrations as well as a weekly newsletter that contained topics such as Common Core State Standards, Parent Education, College Readiness, PARCC, SAT/ACT, and much more. The team hosted book and article reviews on parenting and education.

The FACE Office managed the school's website, social media accounts, Blackboard messaging and administers numerous parental surveys. The FACE Office created the Parent Action Team that promoted educational excellence and ambassador opportunities for scholars and families that encouraged a stronger community. The team included family representatives by grade level and gender to facilitate celebrations, family networking events, marketing and community engagement, educational opportunities, and building a strong culture. The team also included committees such as beautification, family and scholar events, advocacy, communication, and education.

The Parent Action Team scheduled regular family coffees coupled with parent/guardian learning opportunities, and family and child events. All parents/guardians and community support workers were encouraged to participate. Furthermore, families were also encouraged to participate in workshops and information sessions held throughout the 2018-2019 school year designed to support raising adolescents and increasing student achievement in the 21st Century. More specifically, workshops on social media and teens, literacy and math support, content area skills, effective communication, healthy eating, conflict resolution, managing finances, and decision making provided families with an opportunity to grow within their parenting and support of their child's academic success.

The FACE Office partnered with The Flamboyant Foundation and Parents Amplifying Voices in Education (PAVE) to support family engagement and autonomous parent leadership. Through our high school Program Leadership Community (PLC), we implemented a parent and scholar representative position to serve on our team.

The Director of Family and Community Engagement (FACE) is the McKinney-Vento liaison for homeless, migrant, and runaway scholars. The tasks are to identify and ensure that scholars in this subgroup discreetly receive the services necessary to achieve academic success. Upon request, the FACE Office also provided transportation assistance to families in need to attend school meetings, student performances, as well as transportation home at the end of the week.

SEED PCS had programs in place via the McKinney-Vento Act that provided scholars with educational supplies, such as backpacks, books, school supplies, field

trip and activity funds, and uniforms, as well as dormitory supplies (e.g. towels, bedding, and personal toiletries).

Lastly, SEED PCS had two-parent trustees on the school Board of Trustees who represented the parent voice in an official capacity and attended events to engage with the larger community.

II. School Performance

A. SEED PCS has adopted the PMF as its goals and academic achievement expectations.

PARCC Results

The 2018-2019 Partnership for Assessment of Readiness for College and Careers (PARCC) scores were publicly released in August. There were strong gains in SEED DC's Grade 7 and Grade 8 English scores and Grade 7 math scores in both Level 3+ and Level 4+. Despite the increase in proficiency rates in middle school and high school math, SEED DC experienced a decrease in high school English scores.

2018-2019 Practices to Prep for the PARCC Assessment:

- 2017-2018 PARCC Scores were analyzed.
- Twenty-seven (27) MS scholars that earned a high Level 1 or Low 2 were placed in extended (double periods) daily English and math classes.
- All teachers participated in school-wide data digs.
- All teachers owned a data goal related to PARCC.
- Teachers participated in weekly data meetings during common planning periods.
- MS and HS students participated in Acceleration and Empowerment Academies (February, March, and April).
- Four school-wide PARCC test prep days (PARCC BOOTCAMP).
- Math teachers created school-wide math academic vocabulary list.
- Ongoing professional development for English and math teachers.
- Ongoing review of MAP (Measurement of Academic Progress) data.
- Provided student incentives.

PARCC Results & Growth Rates

Last school year we focused intensely on academic improvement. The increase of scholars that improved by score is close to 50%. Below are the summarized growth rates by grade level:

PARCC 2018-19	ELA	No. of Students	Level 4+	Change	Level 3+	Change
	Middle School	99	19.2%	11.2%	54.5%	23.2%
	G7	54	27.8%	12.0%	59.3%	18.9%
	G8	45	8.9%	4.7%	48.9%	26.0%
	High School	41	2.4%	-10.4%	24.4%	-6.4%

PARCC 2018-19	Math	No. of Students	Level 4+	Change	Level 3+	Change
	Middle School	85	11.1%	0.3%	43.4%	-0.4%
	G7	54	18.5%	11.5%	57.4%	11.8%
	G8	45	2.2%	-9.4%	26.7%	-0.4%
	High School	43	7.0%	7%	23.3%	-1.0%

Grade Level 7 Math	No. of Students	Total Participates	Percent by Increase
Improved by Level	15	53	28%
Improved by Score	25	53	47%

Grade Level 7 Reading/Writing	No. of Students	Total Participates	Percent by Increase
Improved by Level	26	53	49%
Improved by Score	37	53	70%

Grade Level 8 Math	No. of Students	Total Participates	Percent by Increase
Improved by Level	1	45	2%
Improved by Score	9	45	20%

Grade Level 8 Reading/Writing	No. of Students	Total Participates	Percent by Increase
Improved by Level	10	45	22%
Improved by Score	18	45	40%

Grade Level 10 Math	No. of Students	Total Participates	Percent by Increase
Improved by Level	17	40	43%
Improved by Score	28	40	70%

Grade Level 10 Reading/Writing	No. of Students	Total Participates	Percent by Increase
Improved by Level	10	39	26%
Improved by Score	15	39	38%

Next Steps:

- Intervention block was added to the bell schedule for all scholars.
- All teachers are slated to have Pacing Guides aligned to the standards.
- All teachers will own data goals related to PARCC.

- Teachers will participate in (3) weekly data meetings during common planning periods.
- SEED DC will offer Acceleration Academies for middle and high school scholars (February and April).
- Four school-wide PARCC test prep days (PARCC BOOTCAMP).
- Short cycles assessments will be provided in between MAP.
- Review MAP data ongoing and provide student incentives.

B. Unique Accomplishments

SEED PCS high school earned a Tier 1 status for the 2017-2018 school year.

SEED PCS scholars enjoyed a range of valuable opportunities during the school year and the summer months that promoted growth in social and cultural awareness, leadership skills, personal development, and service to the community. Our belief is that these rich educational experiences ensure we were doing all that we can do to prepare scholars academically, socially and emotionally for success in college and beyond.

SEED Falcon Theatre was recognized by the American High School Theatre Festival as one of the nation's BEST theatre programs and given the opportunity to perform the Edinburgh Festival Fringe in Edinburgh, Scotland during the Summer of 2020.

THE SEED PCS was also invited to be a featured performance artist at the DC Black Theater Festival in Summer 2019.

In the summer of 2018-2019, approximately 43 scholars participated in experiential learning and external opportunities programming. Scholars, and a few chaperones, engaged in local, national, and international experiences focused on STEM enrichment, social innovation, cultural and language studies, environmental restoration and conservation, and community service and development. Scholars traveled to Greece, Jamaica, Brazil, Costa Rica, Belize, Japan, and state-side to Alabama, New Jersey, and Wyoming through our external partnerships. These partnerships, such as Experiment in International Living, LearnServe, Girls Going Global, Fish & Richardson, and The Princeton-Blairstown Center, provided great support in our goal to strengthen the scholar experience and maximize scholar learning and development.

C. List of Donors

Donors who gave \$500 or More	
Name	Amount
Total Donation Amount	\$50,300.00
David J. Steinberg	\$25,000.00
Marina Ottaway	\$2,000.00
Royce Dalby	\$3,000.00
Share Fund	\$10,000.00
Michael P. Galvin	\$5,000.00
Patricia Locke	\$1,200.00
Kinnari Patel	\$600.00
Clyde Relick	\$2,000.00
Henry O'Connor	\$500.00
Smith-Richardson Foundation	\$1,000.00

2018 - 2019 Data Report

SY 2018-19 Annual Report Campus Data Report

Source Data Point

PCSB	LEA Name: SEED PCS
PCSB	Campus Name: SEED PCS of Washington DC
PCSB	Grades served: 7--12
PCSB	Overall Audited Enrollment: 284

Enrollment by grade level according to OSSE's Audited Enrollment Report

Grade	PK3	PK4	KG	1	2	3	4	5	6
Student Count	0	0	0	0	0	0	0	0	0
Grade	7	8	9	10	11	12	Altern-ative	Adult	SPED*
Student Count	58	49	71	39	37	30	0	0	0

*Note: This field is only filled in for St. Coletta Special Education PCS as it is the only charter LEA that exclusively serves students with disabilities.

Student Data Points

School	Total number of instructional days:
	Number of instructional days, not including holidays or professional development days, for the majority of the school. 180 If your school has certain grades with different calendars, please note it.
PCSB	Suspension Rate: 27.1%
PCSB	Expulsion Rate: 2.11%
PCSB	Instructional Time Lost to Out-of-School Suspension Rate: 0.81%
PCSB	In-Seat Attendance: 94.3%*
PCSB	Average Daily Attendance:
	The SRA requires annual reports to include a school's average daily membership. To meet this requirement, PCSB will provide following verified data points: (1) audited enrollment; (2) mid-year withdrawals; and (3) mid-year entries. (No action necessary.)
PCSB	Midyear Withdrawals: 7.0% (20 students)*
PCSB	Midyear Entries: 0.4% (1 student)*
PCSB	Promotion Rate (LEA): 99.6%

PCSB (SY17-18)	College Acceptance Rates: 100.0%
PCSB (SY17-18)	College Admission Test Scores: 73.1%
PCSB (SY17-18)	Graduation Rates: 100.0%

Faculty and Staff Data Points

School **Teacher Attrition Rate:** 30.8%

School **Number of Teachers:** 35
 “Teacher” is defined as any adult responsible for the instruction of students at least 50% of the time, including, but not limited to, lead teachers, teacher residents, special education teachers, and teacher fellows.

Teacher Salary
 School Average: \$67,332
 Range -- Minimum: \$50,000 Maximum: \$89,059

Executive Compensation
 Salaries of the five most highly-compensated individuals in the organization, if over \$100,000 for SY18-19.

School \$214,291.19
 \$173,138.64
 \$150,209.00
 \$109,999.92
 \$107,493.84

*Notes:

The provided in-seat attendance rates align to the in-seat attendance rates available in OSSE’s SY 2018-19 Data Validation Application as of August 2019. However, the validated rates that OSSE will publish in the DC School Report Card following Metric Calculation Confirmation this fall may vary slightly.

Unvalidated MYW and MYE rates are provided based on examining student movement between 10/5 and 5/31 in SY 2018-19, attempting to mimic the DC School Report Card business rules as closely as possible. However, the validated rates that OSSE will publish in the DC School Report Card following Metric Calculation Confirmation this fall may vary slightly.

The SEED Public Charter School
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Appendix A 2018 - 2019 Staff Roster

Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Aderinkola, Janet	B.S., Biology	Middle School Science Teacher	8/1/2016			Active
Alexander, Delta	None	Part-time SLA	8/28/2019			Active
Alexander, Sharon	None	Student Life Counselor	3/22/2013			Active
Alexander, Tajai	None	Cafeteria Monitor	8/1/2016	4/29/2019	06/15/2019	Terminated
Alexander, Terrance	None	Physical Education Teacher	12/16/2007			Active
Allen, Ehlehne	BA, English	High School History Teacher	8/7/2017		06/30/2019	Terminated
Aiston, Ronald	None	Hvac Technician	9/7/2016			Active
Andrews, Jumani	None	Part-time SLA	08/08/2019			Active
Armstrong, Dianne	M.S. Counseling & Human Development/Ed	HR Manager	4/30/2018			Active
Arndt, Kenneth	B.S. Accounting	Managing Director	4/4/2016			Active
Ayi, Richard	EdD, Educational Administration	High School Science Teacher	8/20/2018		11/13/2018	Terminated
Bagley, Lamar	PhD, Urban Educational Leadership, K-12	Director Of Student Life	8/28/2005			Active
Barber, Lorenzo	None	Hall Monitor	8/20/2018		02/28/2019	Terminated
Barfield, Keisha	B.S., Social Work	Math Teacher	1/4/2017			Active
Beilido, Daniel	B.A., Africana Studies	Evening Dean Of Students	8/15/2017			Active
Ben, Bonivia	None	Part-Time Substitute	10/24/2011			Active
Blagmon, Donovan	B.S. Sports Medicine	Part-time SLA	8/29/2019			Active
Bonnette, James	None	Dedicated Aide	8/30/2010			Active
Bouknight, Kevin	ME, Elementary Education & Special Education	Special Education Coordinator	8/28/2007			Active
Bradley, James	M.S., Biology	Science Teacher	6/18/2018		08/06/2018	Terminated
Braxton, Ahmed	B.A. Africana Studies	Student Life Counselor	08/20/2019			Active
Broadus-Neuoha, Robin	B.S., Accounting	Payroll Manager	3/20/2017			Active
Brown, Indian L	B.A. Political Science	Student Life Coordinator	1/28/2002			Active

Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Brown, LeVeisha	None	Overnight/Morning SL Assistant	8/1/2016			Active
Brown, Matthew	B.S., Child and Adolescent Studies	Life Skills Counselor	8/7/2017		06/30/2019	Terminated
Brown, Rodney	MFA	Overnight/Morning SL Assistant	9/8/2019			Active
Brown, Tamika	M.S. Exceptional/Special Education	Special Education Teacher	8/2/2018		06/30/2019	Terminated
Butler, Jessica	MEd, Education/ M.A. Sociology	Special Education Teacher	8/7/2017		01/24/2019	Terminated
Cannon, Ellen	B.A., Political Science	Middle School Social Studies T	8/15/2016			Active
Carroll, Janice	None	Student Life Counselor	8/9/2011			Active
Carson, Dianne	M.S. Education	HS Sped Math Teacher	8/2/2018		08/07/2018	Terminated
Childress, Anthony	None	Campus Operation Technician	3/7/2017			Active
Clayton Jones, Denita	M.S. Elementary Education	Student Life Counselor Cohort Lead	9/8/2009			Active
Cook, Christine	M.A., Teaching	Middle School ELA Teacher	8/6/2014			Active
Cooper, Danisha	B.S. Sociology	Overnight/Morning SL Assistant	08/08/2019			Active
Cox, Savola	B.A. Sociology	Student Life Counselor	8/1/2016			Active
Curtis, Vikki Michelle	M.S. Counseling and Mental Health	Student Life Counselor Cohort Lead	3/10/2008		06/30/2019	Terminated
Davis, Jade	B.S. Political Science	Social Studies Teacher	8/2/2018			Active
Dieke, Obie	B.S. Interdisciplinary Studies	Part-time SLA	08/08/2019			Active
Dorsey, Richard	B.S. Mathematics	High School Math Teacher	8/2/2018		06/30/2019	Terminated
Douglas, Christopher	B.S. Psychology	Student Life Counselor	2/8/2007		06/30/2019	Terminated
Dowd, Brendan	None	Campus Operations Manager	11/3/2015			Active
Durham, Curtis	M.A. Teaching	Assistant Principal	7/1/2018			Active
Elliott, Vanessa	Ph. D, Educational Leadership	Science Teacher	7/16/2012		08/01/2018	Terminated
Epps, Thomas	M.S., City and Regional Planning	Enrollment Coordinator	8/15/2012		06/30/2019	Terminated
Evans, Khalina	None	Part-Time Substitute SLA	11/17/2004		06/30/2019	Terminated

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Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Faison, Deborah L.	None	Evening Nurse	3/22/2004			Active
Farmer, DeQuan	B.S., Criminal Justice	Student Life Assistant	9/14/2017		01/11/2019	Terminated
Fazzett, Jasmine	PhD, School Psychology	School Psychologist	8/3/2016			Active
Felder-Carey, Raquilla	B.S. Sociology	Part-time SLA	08/08/2019			Active
Fernandini-Altabas, Jose	B.A., Secondary Education	Spanish Teacher	11/5/2018		01/11/2019	Terminated
Fitzgerald, John	None	Student Life Counselor	8/1/2016		9/20/2019	Terminated
Fletcher, Calvin	B.A. Sociology	Overnight/Morning SL Assistant	08/20/2017			Active
Ford, Bryon	B.A. English	Student Life Counselor Cohort Lead	8/1/2016			Active
Foreman, Katrina	None	Substitute SLA	9/20/2019			Active
Frasier, Jordan	B.A., Administration of Justice	College Counselor	10/16/2018			Active
Gaddis, Terilyn	B.S., Mathematics	High School Math Teacher	6/18/2018			Active
Glover, Delonte	None	Systems Administrator 1	9/26/2016			Active
Gosney, Yolande	MEd, Leadership of Education Organizations	English Teacher	8/6/2018			Active
Graham, Asia	M.S. Social Work	Social Worker	8/2/2018			Active
Grant, Randee	None	Night Time Manager	8/8/2011			Active
Greenaway, Kerwin	M.S., Education	High School Science Teacher	8/15/2012			Active
Greenlee, Brianna	MEd, Education	Substitute Teacher	02/06/2019		9/30/2019	Terminated
Gudger, Ricky	None	Night Time Resident Assistant	8/6/2014			Active
Hail, William	B.A. Communications	Student Life Counselor Cohort Lead	9/28/2016			Active
Harley, Christian	B.A., History	High School History Teacher	8/7/2017			Active
Harrod, Cherita	M.S. Educational Administration	Intervention Coordinator	7/1/2009			Active
Harrod, Dayvon	B.S., Business Administration	Data Administrator	11/13/2012			Active
Harvell, Kile	M.S. Human Services	Substitute SLA	08/08/2019			Active

Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Henderson, Chante	B.A. Human Relations	Substitute SLA	08/08/2019			Active
Hicks, Gina	None	Assistant To The Principal	11/10/2009			Active
Holloway, Alexis	B.S., Criminal Justice	School Receptionist	9/12/2016			Active
Holman-Jones, Rashida	M.S. Educational Administration	Director Of Family And Community Eng	7/1/2008			Active
Holmes, Norman	M.S., Public Administration	History/Social Studies Teacher	10/31/2018		11/14/2018	Terminated
Honore, Shnydine	A.A., Mass Communications	Student Life Counselor	8/15/2012			Active
Hook, Shayla	MEd, Education	Resource Specialist Teacher	11/26/2018		8/26/2019	Terminated
Howard, Marjorie	None	Development Coordinator	8/7/2015			Active
Huggins III, Romia	B.S., Business Administration	Student Life Counselor Cohort Lead	8/1/2005			Active
Hughes, Terrence	M.A., Music	Music Teacher	1/3/2017			Active
Inman, LaShaun	MEd, Educational Leadership	Head Of School	8/1/2007			Active
Irving, Marshae	None	Substitute SLA	2/1/2015		06/30/2019	Terminated
Irving, Martineae	B.S. Criminal Justice	Substitute Student Life Assistant	09/10/2019			Active
Island, Asia	B.A. Biology	Life Skills Counselor	8/6/2018		09/20/2018	Terminated
January, Ikeya	None	Substitute Resident Advisor	1/19/2016		06/30/2019	Terminated
Jessup, Michalea	B.S., Family & Consumer Sciences	Student Life Counselor	8/14/2017			Active
Johnson, Jashee	B.S. Criminal Justice	English Teacher	8/2/2018			Active
Jones (Burley), Yelva	M.A., Education/Teacher Leadership	Middle School ELA Teacher	8/13/2016			Active
Jones, Brian	M.A., Humanistic/Multicultural Education	Student Life Counselor Cohort Lead	8/1/2016			Active
Jones, Camella	None	School Nurse	7/31/2017			Active
Jones, Jonathon	B.A., Pan African Studies	Student Life Assistant	8/18/2017			Active
Jones, Pauline	B.A., Spanish	Spanish Teacher	8/2/2018		09/23/2018	Terminated
Jones, Tia	B.A. Sociology	Student Life Counselor	02/10/2019			Active

*The SEED Public Charter School
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Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Joseph, Nicolette	B.S. Biology	Special Education Science Teacher	08/08/2019		9/4/2019	Terminated
Lake Montero, Rosalyn	B.S. Global Studies & Spanish	Spanish Teacher	8/2/2018			Active
Lee, Davon	B.S., Mathematics	Special Education Teacher	8/14/2014			Active
Lee, Scottie	None	Part-Time Student Life Assistant	11/5/2018			Active
Lesesne, Michael	MEd, Education	Physics Teacher	08/08/2019		9/4/2019	Terminated
Lewis, Mark	B.S., Business Management	Health Teacher	4/30/2010			Active
Lilly, Sherrill	M.A. Dance/ M.S. Education-2018	Physical Education Teacher	1/4/2016			Active
Makie, Vito	B.S., Business Management	Assistant To The Office Of The	12/1/2012			Active
Marsh, Jacob	None	Student Life Assistant	9/16/2016			Active
Marsh, Melody	B.A., Administration of Justice	Middle School Social Studies Teacher	8/13/2016			Active
Marshall, Brandon	AA. Early Childhood Education	Part-time SLA	08/08/2019			Active
Matthews, Keyana	None	Overnight/Morning SL Assistant	8/2/2018		06/30/2019	Terminated
McCamley, Andrew	B.A., History	Life Skills Counselor	8/15/2012			Active
McCauley, Jeffery	M.F.A. Painting and Illustration	Physical Education Teacher	9/6/2011			Active
Mewborn, Frank	B.S., Social Science	Student Life Counselor	8/2/2016			Active
Miller, Kenyatta	B.A. Psychology	Student Life Counselor	12/17/2017			Active
Morgan, Hanley	None	Temporary Worker	10/3/2009		06/30/2019	Terminated
Morgan, Janita	None	Substitute Resident Advisor	8/1/2016			Active
Murphy, Sean-Michael	B.S., Biology	Student Life Counselor Cohort Lead	11/17/2008			Active
Norwood, Duane	B.S., Social Science	Social Studies Teacher	8/2/2018			Active
Nutridge, Davette	B.S. Criminal Justice	Special Education Teacher	8/31/2015			Active
Ochsendorf, Elisabeth	M.A., Child and Family Studies	Director Of Student Life	8/1/2009			Active
Pack, Christian	PhD, Spanish	High School Spanish Teacher	02/15/2019			Active

Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Parke, Clifford	B.S. Sociology	Student Life Counselor	8/22/2016			Active
Parks, Robert	None	Campus Operations Techn	1/3/2017		01/11/2019	Terminated
Parrott Gaffney, Janique	M.A., Teaching	Special Education Teacher	10/19/2013		08/01/2018	Terminated
Pasley, Virginia	MA Journalism	Special Education ELA Teacher	08/08/2019			Active
Pearl, Stacey M.	MEd, Special Education	Assistant Head of School	7/1/2009			Active
Price, Antonio	None	Student Support Aide	8/2/2018		08/30/2018	Terminated
Qualls, Audrey	B.S., Social Science	Social Studies Teacher	8/2/2018		10/26/2018	Terminated
Quiros, Rigoberto	M.S. Environmental Management	Middle School Science teacher	8/2/2018		06/30/2019	Terminated
Richardson, Colleen	B.A., Psychology	Finance And Operations Coordin	7/1/2010			Active
Roberto, Maria	M.S. Mathematics	Special Education Math Teacher	08/08/2019			Active
Rooks, Christopher	M.A., Education	Instructional Coordinator/Math Teacher	1/6/2014			Active
Sauls, Sasha	None	Part-Time Substitute SLA	10/29/2018			Active
Saunders, Emmanuel	None	Overnight/Morning SL Assistant	10/14/2003		09/21/2018	Terminated
Scott, Quinhon	EdD, Urban Education Leadership	Principal	12/12/2016			Active
Sheffield, Monae	None	Overnight/Morning SL Assistant	8/2/2018			Active
Shelton, Beverly	None	Part-Time Substitute	2/1/2015	9/4/2019		Active
Shuford, Angela	M.A., Special Education	Special Education Teacher	8/15/2012		08/01/2018	Terminated
Simmons, Keirra	None	Evening Receptionist/Hall Monitor/SLA	4/20/2018	8/27/2019		Active
Sinclair, Roberta	Associates	Student Life Counselor	1/19/2016			Active
Smallwood, Barrington	None	Overnight/Morning SL Assistant	11/26/2018			Active
Sorto, Jessica	None	Part-time SLA	08/08/2019			Active
Steton, Kevin	B.S. Recreation Administration	Student Life Assistant	8/7/2017		01/15/2019	Terminated
Street, Michael	None	Technical Support Manager	1/1/2015			Active

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Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Subramanian, Kamala	B.A., Printmaking	Art Teacher	8/1/2005			Active
Sweatner, Kevin	M.A. Teaching	Special Education Teacher	8/6/2018		06/30/2019	Terminated
Taylor, Rod	B.S. Human Services	History/Social Studies Teacher	11/26/2018			Active
Taylor, Tina	M.S. Educational Administration	Student Life Counselor	8/19/2015			Active
Taylor-Mason, Somone	M.A. Special Education	Special Education Math Teacher	08/08/2019			Active
Templeton, Tammy	B.S. Business Administration	Accounting Manager	1/19/2016			Active
Terrell, Raphael	None	Temporary Worker	6/10/2013			Active
Terry, Carolyn	None	Overnight/Morning SL Assistant	8/8/2011			Active
Thompson, Darryl	BS, Business Management	Assistant Dean Of Students	1/4/2016			Active
Thompson, Joseph	None	Athletic Director	8/13/2003			Active
Thompson, Leslie	B.A., African American Studies	Dir Of Experiential Learning & External C	6/9/2005			Active
Tibbs, Kalisha	M.S., Social Work	Dedicated Aide	9/12/2005			Active
Totten, Elisha	M.S., Education Administration	Special Education Coordinator	2/3/2015		08/01/2018	Terminated
Travers, Marcus	B.S. Criminal Justice	Student Support Services Coordinator	9/18/2017		06/30/2019	Terminated
Turner, Joy	B.S. Public Health: Family Science	Dedicated Aide	10/25/2018			Active
Tyler, Michael	M.A., Special Education	High School SPED Math	8/20/2018		01/21/2019	Terminated
Tyson, Angela	B.A., Public Affairs	Dean Of Students	8/7/2017			Active
Tyson, Cheryl	M.A., Psychology	Attendance Coordinator/Registrar	12/13/2016			Active
Udodi, Christine	B.S. Psychology	Night Time Resident Assistant	8/16/2014			Active
Vasquez, Fidel	None	Campus Operations Techn	9/3/2013			Active
Walker, Nakeda	None	Administrative Assistant SSS	9/4/2015			Active
Wallace, Sherita	M.A., Secondary Special Education	Dir Student Support Svcs	8/10/2018			Active
Wells, Veliska	None	Part-Time Substitute SLA	10/26/2018			Active

Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee?
Washington, Devonntae	None	Part-time SLA	08/08/2019			Active
Washington, Jasmine	B.A. Sociology	Substitute Student Life Assistant	8/2/2018			Active
Watkins, Tai'Wane	M.S. Social Work	Program Coordinator Health/Fit	10/21/2012			Active
Watson, Talisha	B.S. Family and Consumer Science	Student Life Counselor	8/15/2016		11/16/2018	Terminated
Weinberg, Alysa	M.S. Social Work	Social Worker	8/22/2018		06/30/2019	Terminated
Westbrook, Ebony	B.S., Communications	Student Life Counselor Cohort Lead	8/6/2014		08/29/2018	Terminated
Wheeler, Kama	M.A., Clinical Counseling Psychology	Special Education Teacher	8/6/2001		06/30/2019	Terminated
White, Sonia	B.A., Social Work	Student Life Counselor Cohort Lead	8/1/2005			Active
Williams, Matthew	M.A. History	Substitute Teacher	12/11/2018		8/30/2019	Terminated
Williams, Michelle D.	None	Family Specialist	3/17/2003			Active
Williams, Shelia	None	Substitute Hall Monitor	12/10/2013		06/30/2019	Terminated
Willis, Jacalyn	B.S. Human Resources Management	Academic Administrative Coordinator	08/29/2019			Active
Wilson, Mark	BS, Biology	Middle School Science Teacher	8/7/2017		11/08/2018	Terminated

Appendix B
2018 - 2019 Board Roster

Mecha Inman

Ex-Officio
Head of School
minman@seedschooldc.org

Dennis Chestnut

Parent Trustee
dchestnut.chestnut@gmail.com
City of Residence: Washington, DC

Vasco Fernandes

Chairman of the Board/PC Liaison
Vasco.f.r.fernandes@gmail.com
City of Residence, McLean, VA

Marc Miller

Emeritus
miller@mwmlaw.com
City of Residence, Washington, DC

Huck O'Connor

Finance Committee Chair
heoconnor@comcast.net
City of Residence: Washington, DC

Marina Ottaway

Executive Committee Chair
marina.ottaway@wilsoncenter.org
City of Residence: Washington, DC

Lesley Poole

Trustee
lesley@seedfoundation.com
City of Residence: Washington, DC

Tasha Poulson

Parent Trustee
Tsnp5916@gmail.com
City of Residence: Washington, DC

Desa Sealy

Trustee
Desasealy@gmail.com
City of Residence: Washington, DC

Ken Slaughter

Trustee
kslaughter@mac.com
City of Residence: Washington, DC

David Steinberg

Development Committee Chair
steinberg@steinberg36.com
City of Residence: Washington, DC

Rajiv Vinnakota

Co-Founder
Rajiv.Vinnakota@aspeninstitute.org
City of Residence: Washington, DC

Appendix C

SEED DC
 Budget vs Actual Board Financials
 For the Twelve Months Ending
 30-Jun-19

	Actual YTD
<hr/>	
OPERATING REVENUE:	
Per Pupil Allocations	13,771,492
Federal Entitlements	617,290
Income from Grants and Donations	159,414
Restricted Grants	-
Released from Restrictions	-
In-Kind Donations	-
Interest Income	104,605
Other Income	244,829
TOTAL OPERATING REVENUE	<hr/> 14,897,630 <hr/>
OPERATING EXPENSES:	
Total Supplies and Services	4,474,864
Total Personnel	9,343,494
TOTAL OPERATING EXPENSES	<hr/> 13,818,358 <hr/>
NET OPERATING INCOME/(LOSS)	<hr/> 1,079,272 <hr/>
Depreciation and Amortization	1,070,049
TOTAL EXPENSES	<hr/> 14,888,407 <hr/>
NET OPERATING INCOME/(LOSS) AFTER D&A	<hr/> 9,223 <hr/>

Appendix D

FY 20 SEED School of DC Budget

Expenses	FY 20 Proposed Budget
Revenue	
Per-Pupil	12,869,257
Federal Grants	650,000
Fundraising	315,000
Interest income	125,000
Other Income	180,000
TOTAL REVENUE	14,139,257
Expenses	
Staff Related	8,604,522
Occupancy	4,110,874
Depreciation & Amortization	1,100,000
TOTAL EXPENSES	13,815,396
Net from Operations	323,862