

**December 11, 2019 | 8am**

Board members present: Lydia Adelfio, John Duncan, Jerenze Campbell, Chantal Eldridge, Gretchen Guffy, Betsy Hanlon, Margaret Horn, Roneal Josephs, Tom O'Hara, Nasir Qadree (by phone), Art Moran, Neville Waters, JD Wilde (by phone)

Absent: Deidra Henry-Spire

CCPCS Staff present: Russ Williams, Shonda Andrews, Clarice Ulu

## Agenda

- I. Call to Order
- II. Chairman's Remarks
- III. Routine Business
  1. Approval of September Minutes
  2. Approval of Audit Minutes
  3. Approval of Jerenze Campbell Minutes
  4. Resolution for Jerenze Campbell 2 year term
- IV. CEO Update
- V. PMF and STAR Frameworks Review
- BREAK (10 min)
- VI. Trinidad Annex Update/Discussion
- VII. CEO Goals Finalized (Vote)  
Committee Goals Finalized
- VIII. Committee Reports & Goals
  1. Academic Committee
  2. Development Committee
  3. Finance Committee
  4. Governance Committee
- IX. Executive Session

## Minutes

Lydia Adelfio, Board Chair, called the meeting to order.

### Chair's Remarks

Lydia welcomed Jerenze Cambell officially to the board and indicated that everyone is looking forward to working with him. Lydia also welcomed Clarice Ulu as the board liaison. The Board retreat will be on Friday, April 24, so please mark your calendars.

### Routine Business

#### Approval of Minutes

**Action Requested:** Approval of minutes from September 18, 2019 quarterly meeting

**Motion approved**

**Action Requested:** Approval of Audit Minutes November 26, 2019

**Motion approved**

**Action Requested:** Approval of Minutes to add Jerenze Campbell as Board Member December 4, 2019

**Motion approved**

#### **Resolution to appoint Jerenze Campbell to 2 year term**

**Action Requested:** Resolution to appoint Jerenze Campbell as a new parent director for a two year term

**Motion approved**

### CEO Update

Russ Williams updated the board:

There are two new principals this year: Mr. Samuels at the Capitol Hill campus and Mr. Dukes at Shaw.

- Congress Heights is the only 5-star school in Ward 8. Niya has done a great job with staff, students and families to help accomplish this. Lydia and Gretchen attended the awards ceremony along with Hanseul Kang, DC State Superintendent of Education. Brightwood has been our highest academic rated school in our network for several years. Its middle school is 5-star, the school as a whole is 4 star.
- Petworth's scores slipped. Nazo Burgy, principal, is anxious to look at the data and will work with Kate Merrill, Demetria Gartrell, Laura Berger and Russ Williams to put together an action plan. The lowest performing students did not see much improvement.
- We are working harder to challenge the students so that they will do better in testing, but we do not teach to the test. The best intervention is strong instruction.
- Interim testing does not correlate evenly with PMF outcomes. We use Illuminate as a measure of content mastery, but schools use it inconsistently.
- We are pushing campuses to focus on PMF and the STAR Framework. It's all about focus and execution.

- Our re-enrollment numbers improved. We are at 80% for returning families, but our goal is higher. Families are looking for the right fit for their kids. All campuses are good, but Brandy (Trinidad) and Niya's (Congress Heights) are the best in terms of returning families.
- The buses started in early November. They have been a positive addition. They are even being utilized on Saturdays. Each bus can take up to 26 students. We have 3 rotating drivers.
- Recently, there was a city-wide all charter event with arts presentations and Center City won two of the three events.
- All schools have 2 enrichments and we are encouraging arts in our schools. Tom and Neville were judges at a recent poetry slam with 18 student participants.
- We are working on diversity PD and will have our second session on race and equity tomorrow for campus leaders and central office staff. It is important to be more intentional.
- Russ and his team are beginning a pilot of the Leadership Development scope and sequence in an effort to keep good teachers in the classroom while also offering them opportunities for growth. Effective observation and coaching techniques will be for Principals and APs. Russ will reach out to OSSE to determine if our leadership program can have enough rigor for a certification.

#### PMF and STAR Frameworks

- Tier 1 - Brightwood and Congress Heights
- Tier 2 - Four school: Petworth and Trinidad; Capitol Hill and Shaw are both struggling Shaw's drop from Tier 1 was partly due a change in leadership and the loss of an ELA teacher
- Russ noted that getting the right staff in the building is an important way to prepare for highly effective teacher loss, trying to build in some redundancies.
- Our school PMF are volatile and don't show a trend. Russ is hopeful the leadership pipeline will help to minimize turnover, determine if we need to co-teach, and figure out how to staff with ESL, Math and intervention supports.
- Just 50% of DC students are in Tier 1 (per Scott Peterson from PCSB)
- Next year CC will be partnering with NYU to have teaching interns. This year we got 2-4 teachers from Urban Teachers. These programs shift due to increased costs and when we reach out to the local universities, often their students are so young and need a great deal of mentoring. We don't have the resources to compensate someone to manage and coach interns.
- Improving our schools is our best marketing tool.
- There has been no movement concerning the integration of PMF and STAR Frameworks due to Scotts upcoming departure and search for his replacement.

- OSSE and DCPCSB have talked about the possibility of the PMF and STAR Frameworks coming together as one system. Having two systems is confusing for both parents and schools. There has been no movement concerning the integration of PMF and STAR Frameworks due to Scotts upcoming departure and search for his replacement.
- School environment across campuses is pretty constant. We are trying to get better at predicting volatility in re-enrollment. There tends to be big volatility in K and 6th grades.

**Action:** Laura Berger will share the STAR metrics with the Academic Committee.

#### Update on Trinidad Annex

Russ is still chatting with Father Carlonni and the Archdiocese of Washington (ADW) about the possibility of purchasing the Trinidad Annex. Peter Moriarity, the architect, spent over 40 pro bono working hours measuring all of the spaces and creating drawings because we want to understand the options for renovating vs. a new building.

In talking to a zoning attorney, Russ understands that it is best if we do not have issues with the parking nor zoning issues. We need clarity from the ADW on timeline and process. Russ keeps working with Fr. Carlonni to get him on board. Russ, Lydia, JD, Tom and Kelly will have a call regarding the lease extension proposal. The ADW, not the Pastors, made the conversion happen and it was important that CC service the children in their parishes.

#### CEO Goals Finalized (vote)

Russ updated his SY2019-20 goals based on the suggestions from the September 2019 meeting.

**Action Requested:** Approval of Russ's Goals revised 2019-2020 goals

**Motion approved**

#### Committee Goals Finalized

All Committee goals have been compiled for SY2019-20

**Action Requested:** Approval of Committee goals

**Motion approved**

#### Committee Reports

Committee goals should relate to and support each other.

#### Academic Committee - Margaret Horn

The committee is focused on policies, attendance and transparency. The committee continues to refine a talent dashboard to gauge how we recruit and retain teachers. The goals remain the same and we are aligned with Russ' goals.

#### Development Committee - Art Moran

There are five goals this year. We have a new flyer for Global Ambassadors which we will send to bigger donors to send out soon.

Roneal is working on a lead for a corporate sponsorship for Congress Heights Safe Passage program. Roneal also mentioned Million Women Mentors and Girls Who Code, Black Girls Who Code, etc who could be possible partners. Clarice will compile a list of individual donors since the beginning of the fiscal year. The committee is also focused on volunteer opportunities at the campus level, and would like to schedule a day of service.

**Action:** If Board members have any ideas for a large donor, please tell Art asap.

#### Finance Committee - Betsy Hanlon

The committee goals are similar to the past two years. Financial performance has been strong allowing us to focus on LHI and maintenance. The school cannot do all of the projects at once so they must be prioritized. There is the added step of waiting for ADW approval for LHI, which mostly must be done over the summer. The insurance for the buses are costing more than we expected. The budget cycle will start in mid-February.

#### Governance Committee - Neville Waters

Neville filled in for Deidra and welcomed the new board parent, Jarenze Campbell. Tom continues to look for a board member with ties to the ADW. Progress on the strategic plan and alignment with goals will be discussed at the retreat.

Meeting adjourned for Executive Session.