

DCI Board of Trustees
Open Board Meeting Minutes
March 18th, 2021

1. Recording starts at 4:32pm
2. Attendees: Andrea Lachenmayr, Sarah Snyder, Shalini Shybut, Leroy Clay, David Carl, Anna Zawislanski, Deanna Troust, Clinton Randolph, Elani Lawrence, Alexandra Pardo Yuanxia Ding
 - a. Also Attending:
 - i. Mary Shaffner, Lauren Games, Melody Maitland, DCI
 - ii. Members of the DCI Community
3. Introduction to the DCI Board - Andrea Lachenmayr
 - a. Individual Trustee and DCI staff intros
 - b. Special Introduction of New Board Members
 - c. Meeting process
4. Comments from the Community
5. Determination of Quorum: Yes
6. Votes (To be conducted by roll call)
 - a. Approve Previous Minutes: Approved
 - i. 2 abstentions
7. Management Report - Mary Shaffner, DCI Executive Director
 - a. Mary Shaffner reported on the following topics
 - i. Navigating hybrid learning for this year and next year
 1. Mayor's Office announced on Monday that cohorts are now recommendations not requirements. This has caused us to pause planning on subject week model.
 2. ATL and Family In-Person Classes have been taking place on Fridays.
 - ii. Priority Populations: Priority Populations have had higher attendance and higher academic performance.
 - iii. MAP testing data and results: DCI has not experienced the learning loss that others have experienced and we are working to create a recovery plan.
 - iv. IB update: There are no IB exams this year, so we are submitting predictive grades. This is additional lift for the entire staff.
 - v. College: College acceptances are coming in. We have both POSSE scholars and presidential scholars so far.
 - vi. Staffing: Hiring is underway. It is not nearly as intense as in past years as we grow to capacity.
 - vii. Vaccination Update: The whole staff was able to access vaccinations. The city has opened up even more vaccinations for teachers. Our anonymous polls indicate that over 85% have been vaccinated.

- viii. Recruitment: Applications are down 20% vs the citywide rate of 34%. We are adding tour dates for in person tours.
 - ix. Violence against Asian and Asian-American community: We are offering support to our staff, students, and families.
- b. Questions:
- i. Comment from staff that students are doing amazing things.
 - ii. Learning Loss: Some students were not tested, but overall the data looks good. The final draft is coming soon. We have seen no COVID learning loss but some subgroup discrepancies. Those gaps existed pre-COVID and are not closing. We are increasing access to meet all student needs.
 - iii. 3 Tiers in response to the intervention model: Tier 1 supports universal needs, Tier 2 supports non-universal needs, and Tier 3 supports individual needs.
 - iv. Are there trends along enrollment? Application process is completed by the MSDC lottery. Applications are down 18-20% from past years. Re-enrollment info is coming soon. Most transcript requests have been for private schools.
 - v. Reopening: Too early to say. We have a full community Town Hall on Wednesday.
 - vi. Are other charters changing their plans as well? Yes, other charter middle and high schools are changing their plans due to the new guidance.
 - vii. Six foot social distancing, is that limiting? Facilities manager has measured out the building for both 6 and 3 feet. If we can reduce to 3 feet, we can increase capacity to 75%.
 - viii. Is there a reason why we have not changed to 3 feet? DC has been very conservative around reopening. We appreciate the city's support and recognize how challenging it is.
 - ix. Will surrounding jurisdictions impact DC's choice? We think so. Prince William County, Louden County, Fairfax County, MOCO, NYC, etc., are all planning to open in the fall.
 - x. Rethinking plan: We are working on it and need to get staff feedback before announcing to the community. We are also still waiting on exact guidance from the city.
8. Finance Committee Report - Leroy Clay
- a. Leroy Clay presented on the following topics:
 - i. Mayor will submit the budget to DC Council on April 22nd. The City requested and received an extension. We will not know until then about per pupil funding. We are working on a budget in the meantime.
 - ii. We received notice from OSSE that we will receive an allocation of funding from COVID relief bill, but do not know how much it will be.
 - iii. We are doing well financially and outperforming our budget. We assumed we would not get an increase in per pupil funding but the city did increase by 3%. This is driving why we are outperforming as well as savings.
9. Education Committee Report - Melody Maitland

- a. Melody Maitland presented on the following topics:
 - i. Hybrid Phases: There have been some roadblocks and we may need advocacy from the community.
 - ii. Outline of recovery plan to receive feedback. We want to make it as comprehensive as possible.
- 10. Public Affairs Committee Report - Deanna Troust
 - a. Deanna Troust presented on the following topics:
 - i. Applications/Recruitment: Applications are down 20% from past years.
 - ii. Messaging around reopening: We are advocating for cohorting restrictions to be loosened. This was changed this week.
 - iii. Press: The Washington Informer quoted Mary Shaffner.
 - iv. Response to Atlanta shooting: The school has responded both publicly and for staff and students.
- 11. Governance Committee Report - David Carl
 - a. David Carl presented on the following topics:
 - i. We have been onboarding new board members over the past month.
 - ii. The committee is making future plans for re-engaging, strategic plans, etc.
 - iii. We are considering a return to the strategic plan in a retreat format in the fall.
 - iv. After reviewing conflict of interest of forms and the annual conflicts disclosure policy, all board members need to resubmit those questionnaires annually. Please send to Andrea and copy Lauren.
 - 1. Question: Can you share on Basecamp? Yes.
 - v. Request: If anyone plans to leave the board this summer/fall, please let us know.
- 12. Upcoming Events
 - a. Town Hall - March 24th
 - b. Francophonie Month - Soiree Francophone March 25th to celebrate French language and French-speaking cultures.
 - c. Middle School Promotion will be virtual
 - d. In-Person senior events may be possible
- 13. New Business - None
- 14. Next Meeting - April 22 because of Spring Break
 - a. Committee meetings will remain scheduled the week before Spring Break.
- 15. Adjourn Public Session: Approved
 - a. OMA Exemption 12
- 16. Training on DCIs Data Dashboard - Melody Maitland
 - a. Overview of DCI's goals - and focus on Data
 - b. Overview of Student Data Dashboard. Different Data we look at:
 - i. Grades
 - ii. Assessment
 - iii. Attendance
 - iv. Culture

- v. By Subgroup
 - c. Thinking about how we look at Data - training staff of Data protocol.
 - d. Creating a Data Dashboard for each team
17. Adjourning Close Session: Approved

**DCI Board of Trustees
Open Board Meeting Minutes
April 22nd, 2021**

1. Recording starts 4:32pm
2. Attendees: Andrea Lachenmayr, Sarah Snyder, Elani Lawrence, Anna Zawislanski, David Carl, Deanna Troust, Shalini Shybut, Leroy Clay, Alexandra Pardo, Clinton Randolph, Yuanxia Ding
3. Also Attending: Mary Shaffner, Lauren Games, Denise Lyons, Melody Maitland, DCI; Mohammad Bashshiti, Building Hope; Lizzie Banks, EdForward
4. Introduction to the DCI Board - Andrea Lachenmayr, Board Chair
 - a. Individual Trustee and DCI staff intros
 - b. Meeting process
5. Comments from the Community
6. Determination of Quorum: Yes
7. Votes (To be conducted by roll call)
 - a. Approve Previous Minutes: Approved
8. Finance Report & SY 21-22 Budget - Leroy Clay, Treasurer, & Denise Lyons, COO
 - a. Leroy Clay and Denise Lyons reported on the following topics:
 - i. Budget for School Year 2021-2022
 1. Key points for budget
 - a. Revenue
 - i. Assumed 2% increase to Per Pupil Funding
 - ii. Assumed 2% increase to Facilities Funding
 - iii. Enrollment numbers have been increased to 1,520 students.
 - iv. Short Term Investments
 - v. Removed ESSER Phase 1 funding, which was exhausted this school year.
 - b. Expenses
 - i. Staffing
 1. Positions added include 15 teachers, 3 new education leadership, 9 student support, 5 operations support, and 5 business/operations support.

2. We plan to increase teacher salaries based on payscale.
 3. There will also be a line item increase of teacher pay scale based on pay scale comparison findings.
 4. We have added a line item to increase the lowest payscale to move towards DC cost of living.
 - ii. We decreased international field trip funding from 700k to 500k and added a contingency of 2% of the total budget.
 2. Contingency Plans (0% PPF Increase)
 - a. In the case of a 0% Per Pupil Funding increase, instead of the assumed 2% increase, we will remove the increase to the teacher payscale.
 - b. The debt service ratio will be reduced to 1.19. This is still above the 1.10 requirement set by investors.
 3. Budget made with assumptions and contingency plans for investors' deadline. The city has not released its final budget for the year.
 4. Questions:
 - a. Does this take into account the proposed 3.4% increase from the city? We always budget lower than what the city plans and are assuming a 2% PPF increase.
 - b. Do the additional staff positions support ELL students? We still have not done the calculation on the impact these positions would have on our ELL students.
 - c. What are additions for this year that you mentioned we may hold on? We may wait on two more assistant principal roles, one for middle school and one for high school. We are adding these additional in-person staff members now, which we had held on during distance learning. We are also adding a counseling director and high school counselor.
 - d. How is the budget built to support learning loss? EL and SPED determine hiring needs for student support and continuum of services based on needs of incoming students. There is also the potential to hire a school psychologist.
 - e. SPED cooperative for recovery planning? We have already integrated this into our continuum of services. We are very confident with where we are with student support services and budget needs.

- f. High school continues to grow - will there be an increased budget for athletics? Yes, we are adding an assistant athletic director as well as ACE assistant director to support sports and extracurriculars over the coming years.
 - g. What is the process? We are not passing the budget tonight. This is for board review over the next month. Any questions can be submitted on Basecamp and the budget will be submitted by next month to investors.
 - h. Clarifications: Investors for our organization are our lenders since we are a nonprofit organization.
 - ii. Monthly Finance Committee Report
 - 1. We continue to do well and outperform our current budget.
 - 2. Originally forecasted that we would end the year with a slight net loss. Now we predict we will have a net income of about \$3.4 million.
9. Happy Earth Day! Management Report - Mary Shaffner, DCI Executive Director
- a. Mary Shaffner reported on the following topics:
 - i. Happy Earth Day: This week's newsletter is an Earth Day Dispatch written by Denise Lyons. LVV green club has been active during COVID. Cherry blossoms are all over DCI's campus.
 - ii. Hybrid Phase 4 is beginning on May 3rd for teachers and May 5th for students.
 - 1. There are a potential 600 students coming in person.
 - 2. Classes will be half-day hybrid classes.
 - 3. Most teachers will be using swivel cameras.
 - 4. There is potential to switch to full virtual learning if families opt not to come. We will be reassessing this regularly.
 - 5. The mayor wants all schools to open 100% in person this fall. We are currently getting the school ready.
 - 6. There is a Hybrid Town Hall meeting for families next week.
 - 7. Mary participated in instructional rounds with the middle school. It was amazing to see how our teachers are connecting even on Zoom. We are thrilled to be back in person but excited to see that engagement virtually.
 - 8. There will be no PARCC testing this school year. We are reviewing requirements around testing for next year.
 - 9. My School DC lottery results were released. In person tours are happening Mondays, Wednesdays, and Fridays. Enrollment for matched students is due on May 3rd.
 - 10. Francophonie month was in March and included cooking, dancing, and storytelling.
 - 11. Class of 2021 college acceptances are coming in. They have been shared via padlet. Formal selections are coming up.
 - 12. Questions:

- a. Re-enrollment for current families? Re-enrollment will begin in May. The largest gap is between 8th and 9th grade. Most families who are leaving are going to privates and DCPS application schools.
- b. Progress on graduation plans? We are 95% certain that graduation will be in person with limitations. Promotion for 8th grade will be virtual. Potential graduation venues are the rose garden on the Walter Reed campus or at DCI's gym.

10. Education Committee Report - Jamila Frone

- a. Melody Maitland reported on the following topics:
 - i. Enrollment
 - ii. Hybrid Phase 4 logistics

11. Public Affairs Committee Report - Deanna Troust, Committee Chair

- a. Deanna Troust reported on the following:
 - i. We are being proactive about communicating and messaging about the hybrid model as well as continuing communications over the summer.
 - ii. We discussed dynamics around vaccination in our community and member schools. We plan to share resources on vaccinations and medical care.
 - iii. Plans to communicate about in-person school with DCI's immediate neighbors. Elani informed Ward 4 neighbors about the influx of traffic and students.
 - 1. We have received questions about the half day schedule.
 - iv. Voyager Scholarship Applications are due May 1st.
 - v. We discussed graduation and promotion plans.
 - vi. Questions
 - 1. Simulcast of last year's virtual graduation was amazing. Will we have a chance to offer that for those who cannot attend? We are looking into it depending on location.

12. Governance Committee Report - David Carl, Vice Chair

- a. David Carl presented on the following topics:
 - i. Reopening Hybrid Model
 - ii. Graduation
 - iii. OMA procedures
 - iv. Budget

13. Upcoming Events -

- a. Town Hall/PTO meeting, April 28th
- b. Acceptance Day, May 7th
- c. 8th Grade Promotion, June 15th
- d. High School Graduation, June 11th or 12th

14. New Business - None

15. Next Meeting - May 20 and we will be joined by HS Principal Ms. Bailey to discuss 2021 Graduation Plans.

16. Adjourn Public Session: All Board Members Unanimously Approved.
17. In Executive Session - Emeritus Proposal Policy Discussion - Exemption 10
 - a. Motion to Adjourn Executive Session: Unanimously Approved

**DCI Board of Trustees
Board Meeting Minutes
May 20th, 2021, 4:30pm**

1. Recording begins at 4:30pm
2. Introduction to the DCI Board - Andrea Lachenmayr
 - a. Individual Trustee and DCI staff intros¹
 - b. Meeting process
3. Comments from the Community²
4. Determination of Quorum
 - a. Trustees Attending (via Zoom): Andrea Lachenmayr, Leroy Clay, Elani Lawrence, Alexandra Pardo, Deanna Troust, David Carl, Lisa Grillo, Anna Zawislanski, Sarah Snyder, Yuanxia Ding. Clinton Randolph, Jamilam Frone, Shalini Shybut
 - b. Also Attending: Mary Shaffner, Lauren Games, Melody Maitland, Chris Nace, DCI; Lizzie Banks, EdForward DC
5. Votes (To be conducted by roll call)
 - a. Approve Previous Meeting Minutes: Approved
 - b. Approve SY21-22 Budget: Approved
6. Finance Report - Leroy Clay, Committee Chair
 - a. Leroy Clay reported on the following topics:
 - i. SY 21-22 Budget
 1. No major changes have been made to the proposed DCI budget from the last meeting.
 2. The Mayor is expected to release her budget next week.
 3. VOTE (listed above): Approved
 - ii. Monthly Finance Committee Report
 1. Financial results have not changed. We are forecasting to end the year with a \$4m income, because we had planned that the PPP

¹ As a reminder, public attendance at the open meeting is for purposes of observation only. Except for specially invited staff making presentations requested by the board, only board members are permitted to participate in board reporting, deliberations and vote. At the board's discretion, the board may offer a defined period for public comment.

² At the beginning of the meeting, individual attendees who volunteered to speak will be allocated up to 2 minutes each in the order in which they registered, if desired. The Board may ask clarifying questions but will otherwise refrain from commenting on community comments during the comment period. In the event of significant turnout, the board may preference staff and family members in the allocation of time for public comment.

would stay the same but it was increased. As well as lowered expenses for field trips, etc.

7. Presentation by Chris Nace, DCI Director of Student Support Services
 - a. Chris Nace reported on DCI's Student Support Department:
 - i. Mission: To proactively and collectively address identified areas of academic, language, and/or behavior needs through the use of evidence-based, differentiated practices, that focus on closing learning gaps and preparing our students for post-secondary success.
 - ii. Student Support by the Numbers:
 1. 394 students participate in student support.
 2. 249 have an individualized educational plan (IEP)
 3. DCI has 93 3 student support classrooms across the building.
 4. There are 34 staff members in the Student Support Department.
 - iii. Student Support Statistics:
 1. 80% of students received college acceptances
 2. 42% receive related services
 3. 1% are privately placed
 4. 58% have a specific learning disability
 5. 48% of specialised instruction inside hours
 6. 72% are predicted to pass
 - iv. 6 Areas of the department include: Building Successful Students/Transition; Math Support, English/Reading Support, Humanities/STEM Support, Full Time Self Contained Class, Co-Taught Classes
 - v. Pandemic Planning: A proactive approach
 1. We have created 30, 60, or 90 day re-entry plans for students. We want to do these for all students next year.
 2. We are increasing collaboration with parents and general education teachers on mental health planning and support, as well as providing them with tools to be successful.
 3. Plan for recovery: We have created DC's recovery model.
 - vi. Problem of Practice
 1. Goal: IB is for all, but does not have to look the same for all. The goal is for 90% of students with formal support to pass their coursework. This is an incremental goal that will be increased over time.
 2. Approach: We will introduce smaller classes in our core content areas in high school, specifically for students who are not passing the classes. These classes have the same curriculum as general education classes.
 - vii. Transition Planning ensures students are ready for the next phase of their life.
 1. 4 of 5 are pursuing college after graduation
 2. 100% have a plan

3. All have started initial phases of transition planning
 4. 82% participated in Pre-Employment Transition Services programs
 5. 98% have applied for vocational rehabilitation services
- viii. Seniors are going to college!
- b. Questions:
- i. What does it look like to start developing a plan for a 6th grader and how do they progress?
 1. The basis of the plan is career planning and career exploration. It develops with them as they grow.
 - ii. Dual praxis certification for content: how does this work?
 1. DCI gave teachers the classes and study tools so that they can teach the class in the content area. Three high school teachers have done this; they sat in on classes and have gone through curriculum. One did this in the reverse: they were a content teacher and are now also a SPED teacher.
 - iii. Where does ELL fit into the department?
 1. ESOL can be focused on just language learning or on ESOL plus support. We spend a lot of time collaborating with the Language Director to target support to each student's needs.
 - iv. We have talked about the challenges of students with disabilities through the pandemic - what is working?
 1. Some students have outperformed what they have done previously. We have found very little learning loss this year. Some test better in different environments and will help with informing testing environments in the future.
 - v. Are we tracking this data to find trends?
 1. Yes, we have multiple years of data that we have for tracking and are able to see so much growth. High school is different from middle school because of credits vs preparation. All students can reach the IB diploma, we just need to adjust what it looks like for each student.
 - vi. Testing - what is it and what are the specific interventions?
 1. The common interventions are extended time, individual testing, and small group testing for summative assessments and standardized testing. We are also learning to be more flexible for time and settings, recognizing that some students have worked better on their own. We want to encourage this and help them gain independence.
8. Management Report - Mary Shaffner, DCI Executive Director
- a. Mary Shaffner reported on the following topics:
 - i. Hybrid
 1. We are 3 weeks done with hybrid and are halfway through!
 2. Around 500 students attend for a half day.
 3. Around 70-100 stay for the full day.

4. We have sent surveys to students, family, and staff. The results have been overwhelmingly positive.
 5. Everyone who has requested to join will be able to by next week.
 6. We are focusing on getting everyone back into the building, including testing protocols.
 7. We conducted COVID testing for all staff and students and ALL were NEGATIVE!
 - a. Quarantine regulations have changed.
 - ii. Planning for SY21-22
 1. We are writing the continuous education plan to submit to OSSE.
 2. Next week we are announcing that we plan to be fully in person for all students next year.
 - a. We are planning for folks who cannot come back in person yet.
 3. We do not want to do a hybrid model next year.
 4. We would like to create an Ad Hoc Committee for Re-Opening next school year.
 5. We are paying vaccinated staff \$250 for showing their vaccination card. And we are encouraging all students 12+ to be vaccinated as well.
 - iii. Hiring
 1. We are hiring two new APs to split up the grades more evenly.
 2. We are adding a Director of Counseling to support counseling and student support.
 3. We are adding a Family Engagement Coordinator.
 - iv. Students are making their college choices this month!
 - v. Athletics practices and some competitions have started.
 - vi. Upcoming events include:
 1. IB Project Showcase on May 27th
 2. In Person Graduation on June 12th
 3. Virtual Promotion on June 15th
 - b. Questions:
 - i. Are we required to test again? No, it is not required to do so at all. We are thinking about how to figure this out for next year.
 - ii. What will the college counseling team look like this year? We have one new and one returning college counselor as well as academic counselors.
9. Education Committee Report - Jamila Frone
- a. Jamila Frone reported on the following topics:
 - i. The committee discussed hybrid and reopening plans.
10. Public Affairs Committee Report - Anna Zawislanski
- a. Anna Zawislanski reported on the following topics:
 - i. Much of what was discussed by the committee has been covered.
 - ii. We discussed how to incentivize and support more vaccinations as well as how to become a vaccination site.

- iii. We discussed a plan to communicate with families about reopening.
 - iv. The Voyager College Scholarship fund is almost closed. Tomorrow is the last day to donate!
 - 1. Question: Will DCI match or donate? Yes, we already have.
 - 2. Hines Urban Atlantic generously donated 6k.
- 11. Governance Committee Report - David Carl, Vice Chair
 - a. David Car reported on the following topics:
 - i. We would like to give Melissa Kim emeritus trustee status.
 - ii. We would like to create an Ad Hoc Committee for the reopening composed of one member from each committee.
 - iii. We propose that we move our 1 month off to July instead of August.
- 12. Upcoming Events
 - a. IB Projects Virtual Showcase - May 27
 - b. 8th Grade Promotion - June 15th
 - c. Senior Graduation - June 12th
 - i. Senior graduation will take place in the rose garden on the Walter Reed campus. It will be filmed for those who cannot attend. It will be informal for families; they can bring blankets and chairs to sit on.
- 13. New Business - None
- 14. Next Meeting - June 17th @ 4:30pm
 - a. There is no meeting in July. We will be back in August.
- 15. Adjourn Public Session: Approved

**DCI Board of Trustees
DRAFT Board Meeting Minutes
June 17th, 2021, 4:30pm**

- 1. Recording started at 4:30pm
- 2. Attendees: Andrea Lachenmayr, Deanna Troust, Anna Zawislanski, David Carl, Alexandra Pardo, Elani Lawrence, Shalini Shybut, Sarah Snyder, Leroy Clay, Jamila Frone, Yuanxia Ding, Melissa Kim, Clinton Randolph
 - a. Also Attending: Lauren Games, Mary Shaffner, Deidra Bailey, Maya Stewart,DCI; Lizzie Banks, EdForwardDC
- 3. Introduction to the DCI Board - Andrea Lachenmayr, Board Chair
 - a. Individual Trustee and DCI staff intros
 - b. Meeting process
- 4. Comments from the Community
- 5. Determination of Quorum:
 - a. Votes (To be conducted by roll call):
 - i. Approve Previous Minutes: Approved (1 abstention)
 - ii. Approve Emeritus status for Melissa Kim: Approved
 - iii. Approve Teacher Scale: Approved

6. Emeritus Presentation to Melissa Kim - Andrea Lachenmayr
 - a. Andrea Lachenmayr presented Melissa Kim with the emeritus award for longstanding and valued service.
7. EOY Report by High School Principal Deidra Bailey and Middle School Principal Maya Stewart
 - a. Deidra Bailey and Maya Stewart presented on the following topics:
 - i. Five Year Strategic Plan Update
 1. IB Metrics
 - a. This has been the 2nd year of no IB exams.
 - b. Eleven students are eligible for IB career certificates, which is 55% of the cohort.
 - c. Forty-six students are eligible for IB Diploma, which is 65% of the Diploma Programme cohort.
 2. Language
 - a. Forty graduates so far have earned the biliteracy seal. More may qualify for the biliteracy seal once we receive IB results.
 3. Agency
 - a. Ninety-six percent of 8th graders completed their Community Projects.
 - b. One hundred and thirteen out of 191 10th graders have completed their Personal Projects.
 - c. Twenty percent of middle schoolers participated in ACE (Athletics, Clubs, and Engagement) over the course of the year.
 - d. Eighty-three percent of middle schoolers could name a trusted adult.
 - ii. SY20-21 Reflections
 1. Annual Goals for SY20-21 included:
 - a. Protecting physical and psychological safety of our students and staff.
 - i. Facility Enhancements were met.
 - ii. PPE and CDC aligned operating procedures were met.
 - iii. Health and wellness goals were met.
 - b. Nurturing authentic relationships
 - i. For staff, this included book clubs, staff buddies, DEI training, and more. This goal was met.
 - ii. For students, this included ATL/Families and ACE activities. This goal was met.
 - iii. For parents and the community, this included equitable parent partnerships. This goal has been categorized as “not yet met” as we believe that we

have not yet been proactive enough about these partnerships.

- c. Fostering a more equitable learning environment and reducing subgroup discrepancies
 - i. The goal of providing support for teachers in this unique learning era was met.
 - ii. The goal of refining collaborative and data-based IB instructional practices was not yet met.
 - iii. The goal to ensure our teaching is horizontally aligned as a first step to 6-12 vertical articulation is not yet met.
- iii. Class of 2021 Celebrations
 - 1. 94.6% Graduation Rate
 - 2. 93% College Admission
 - 3. Over \$9 million in scholarships
 - 4. Acceptances into 172 universities and colleges
 - 5. 2 Posse Scholars
 - 6. 1 Trachtenberg Scholar
 - 7. Dowdy Scholar at NC A&T
 - 8. First Ivy League acceptances
- iv. Look Forward
 - 1. Wellness:
 - a. Staff and students have been traumatized to varying degrees.
 - b. Building our Continuing Education Plan, we have considered how we will support students and staff intentionally.
 - 2. Retention:
 - a. Thirty of 267 8th graders are in danger of retention.
 - b. Three 12th graders will complete a 5th year.
 - c. Two 12th graders are on track for August graduation.
 - d. Retention solely affected students of color. Distance Learning furthered the gap between work completion and mastery.
 - 3. IB for All as equity:
 - a. Equitable and culturally responsive instructional practices are needed across subjects.
 - b. We need to define IB for All in terms of instruction and mindset.
- b. Questions and Comments:
 - i. We are using this data to level set, we do not know yet what the end result is yet. IB results are released in July. We want to reach 75% and want to rethink the program for those who need it. The program should be

rigorous for students where it matters. We are considering how to prepare students for the full diploma.

- ii. This is a hard year to be led by data and we are hoping that this year is not viewed as standard. We were given the option to sit for exams and declined due to the pandemic
- iii. Where in the world did students sit for exams? Internationally and in some open districts, they were not given the option.
- iv. Discussion of IB for All at DCI and how to improve the program to make it accessible for all students.
- v. Are there practices in the IB program that won't be continued from next year? We implemented conversations and planning earlier in the process and are continuing to give ourselves the room to grow options for students with formal supports, such as students completing 5th years if needed for physical or mental health.
- vi. Question regarding athletics funding: Super proud of our athletics program. There has been a funding issue between leagues, not individual schools. We are growing the program in all areas.
- vii. Parent teacher conferences - how was this perceived by the students and staff? Parent teacher conferences are a hard lift on staff, and we are looking at options to continue that in a way that would be sustainable for families.
- viii. Social justice issues and their place in the IB curriculum: instructional practices (how we teach IB) is social justice work. Delivering IB to all is a part of that work. We are introducing equity audits across disciplines. Exposure to cultures and lives that are unlike their own is incredibly important. We can confidently say that it is already happening at DCI. The push now is to codify and question.

8. Education Committee Report - Shalini Shybut, Committee Chair

a. Shalini Shybut reported on the following topics:

- i. The main focus of the committee meeting was on summer and fall re-opening plans.
 1. The vast majority of students did not suffer learning loss due to COVID.
 2. We need to attempt to understand the data around students in order to design the appropriate supports and schedules.
 3. Challenges include identifying deeper program issues.
 - a. We will take a trauma-informed response when students return to school.
- ii. Routines as a committee were also discussed and include goalsetting and information sharing process.
- iii. We need increased flexibility in decision making as we continue in a more normal world.

9. Opening Committee - Anna Zawislanski, Committee Chair

a. Anna Zawislanski presented on the following topic:

- i. First meeting was held. We will meet bi-monthly.
- ii. Opening for full in-person learning in the fall:
 - 1. Logistics
 - 2. Communications
 - 3. Cohorts by grade(s)
 - 4. Vaccinations
 - a. We want to get to the highest vaccination rate possible.
 - b. Those who are vaccinated will not have the quarantine if they are exposed to COVID unless they show symptoms.
 - c. How to focus on eligible students.
 - d. Vaccination clinic being offered here at DCI.
 - e. Last day to be vaccinated will be communicated to families.

10. Finance Report - Leroy Clay III, Committee Chair

- a. Leroy Clay presented on the following topics:
 - i. Teacher Scale - Vote: Approved
 - 1. Payscale increases to both teaching and non-teaching staff.
 - 2. When DCI first opened, the largest focus was on the first years of teaching as that was the level of most staff.
 - 3. We want to raise salaries to a living wage for some of the lower salary scales.
 - 4. Questions:
 - a. How competitive is this range against other charters? We looked at DCPS, charter, and EdFuel. Full comparison charts were shared on Basecamp with the board.
 - b. Have you lost candidates due to salary? We have in the past, and we are trying to be as close to the competitors as possible.
 - c. Are there other financial things/incentives that DCI could use to retain great staff? We have bonuses for both all staff and by performance, extra pay for coaching and aftercare, stipends for subject coordinators and other leadership roles.
 - d. Any staff or faculty that are out of alignment with this scale will be brought up to scale? Yes, all teachers are on that scale. Any changes will be made for next school year.
 - e. Are these years at DCI or years of total experience? This is for years of total experience.
 - ii. Support of Staff Bonus
 - 1. Bonuses to all returning staff in appreciation of the hard work they have done this year. This will be \$1000 per staff member and will go out this month.
 - iii. Financial Condition: DCI continues to do very well and is outperforming the budget. Last year when we finalized our budget, we did not know what

the per pupil funding would be, so our revenue has exceeded what was expected. Extra grants were also received. Some savings are due to not being in person.

11. Public Affairs Committee Report - Deanna Troust, Committee Chair

- a. Deanna Troust reported on the following topics
 - i. Enrollment and retention
 1. We are slowly accepting new students from the waitlist.
 2. We are running a campaign to get the remaining 40% of the re-enrollments.
 - ii. Communications regarding re-opening
 1. Full comms plan in order to fully prepare.
 - iii. We plan to engage with families through many different mediums: text messages, calls, app notifications, meetings, etc.
 - iv. Events: In-Person Graduation, virtual promotion, in-person prom
 - v. Questions:
 1. What is the status of enrollment from the feeder schools? Stokes and DCB were lower than usual, working with the feeders to get those students to come. Also working on accepting more students from the lottery.

12. Governance Report - David Carl, Vice Chair

- a. Discussed Emeritus status for Melissa Kim.
- b. Discussed opening, staffing, and vaccines.

13. Management Report - Mary Shaffner, DCI Executive Director

- a. Most topics were covered already.
- b. The IB project showcase is online.

14. Next Meeting - August 19th at 4:30pm

- a. No Meeting Date in July - Back in August

15. Adjourn Public Session

- a. Approved