

**LOCAL EDUCATION AGENCY (LEA) NAME:** LAYC Career Academy Public Charter School

**BOARD CHAIR NAME:** Lori Kaplan

**SUBMISSION DATE:** 2/22/23

**SUBJECT (choose one):**

Mission Statement Amendment Request

Mission Statement and Educational Approach Amendment Request

## **SCHOOL BACKGROUND AND PROPOSAL SUMMARY**

---

**Campus name(s):** LAYC Career Academy Public Charter School

**Year(s) opened:** 2012

**Grades served:** Adult

**Year the school will undergo its next charter review or renewal:** 2026

**Proposal summary:**

In order to more effectively support youth and young adults in our community, LAYC Career Academy is requesting to make two changes to its charter:

1. Raise the age limit from 24 to 30 years old
2. Change the wording in its mission to reflect this new age group as follows.

Current mission statement:

LAYC Career Academy engages and empowers young people between the ages of 16 and 24 by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.

Proposed mission statement:

LAYC Career Academy engages and empowers older youth and young adults by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.

**Year the school plans to adopt the proposed changes:** SY2023-24

**When did the school's board approve the proposed changes?** *Please attach minutes from the meeting and vote results.* February 8, 2023. Draft meeting meetings are attached. These will be approved at the April 2023 board meeting.

## MISSION STATEMENT

---

**1. In the table below, write the school's current and proposed mission statements.**

<b>Current Mission Statement</b>	<b>Proposed Mission Statement</b>
LAYC Career Academy engages and empowers young people between the ages of 16 and 24 by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.	LAYC Career Academy engages and empowers older youth and young adults by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.

**2. What is the school's rationale for changing its mission statement?**

The transition to adulthood has changed dramatically for this generation as compared to those preceding it. According to the US Census Bureau:

- More young adults are living in poverty and fewer are employed compared with Baby Boomers in 1980.
- Young adults earn \$2,000 less today annually than young adults did in 1980 when adjusted for inflation.
- Unlike prior generations of young adults, the majority of Millennials have never been married.
- More young adults live with their parents as compared to the same age group in 1980. The pandemic has intensified this trend. In July 2022, half of adults ages 18 to 29 were living with one or both of their parents. This significantly higher than the share who were living with their parents in 2010 (44% on average that year) or 2000 (38% on average).

LAYC Career Academy began by serving 16- to 24-year-old students because our goal was to help young people make a successful transition to adulthood. However, we are now seeing that the transition is starting later and taking longer; young people are still trying to establish themselves professionally, personally and academically late into their twenties.

There is a lot of unmet demand in the 25- to 30-year-old age group for programs similar to LAYC Career Academy.

- We have seen a lot of interest from young adults in their later twenties on our social media sites. Forty one percent of people who view the school's Instagram page and 50% of those who view the Facebook page are 25-34 years old. The percent of people who are in the school's

current age band viewing these sites is lower for both Instagram (23 %) and Facebook (27%).

- The school also shared a survey with young adults to gauge their interest and found a high level of interest for daytime classes for our medical assistant and information technology programs.
- The number of DC residents aged 25-34 is significantly higher than the number of 15- to 24-year-olds:

15-24	80,328	11.60%
25-34	153,790	22.22%

- Over the last year, we have gotten several requests from older former students about enrolling. We have many former students who have matured and want to come back and finish. We also get calls from older students who want to enroll for the first time and referrals of older friends and family from current students. Right now, we can't enroll them.
- There are many people in DC in this age group without a college diploma. 37.37% of people 25+ in DC have less education than an associate's degree.

Young adults who are 25 to 30 years old are going through many of the developmental steps that were more common for the 18- to 24-year-old age group in earlier generations. LAYC Career Academy would like to support these young adults as they make these transitions. Older young adults are more likely to succeed in programs like ours:

- Older students have better persistence than younger students (Comings, Parella, and Soricone (1999), Ziegler et al. (2006), Sabatini et al. (2011))
- Students who have been enrolled more than once have better results. (Comings, Parella, and Soricone (1999))

Students who are 25 to 30 years old need these opportunities and we want to support them as they look to strengthen their future prospects through education.

**3. Describe the school's philosophy for educating students. Include how the school ensures all students—including students with disabilities, English learners, economically disadvantaged and at-risk students, and students above or below grade level—benefit from the proposed mission statement and the school's educational philosophy.**

LAYC Career Academy's educational program is highly flexible and personalized, meeting students where they are and enabling them to progress at the pace that works best for them. We offer part-time and full-time enrollments, as well as in-person and virtual class options. Career Academy students are almost 100% economically disadvantaged/ at-risk. They are older than their peers in traditional high schools, and they are anxious to meet their goals as quickly as possible. At the same time, they often need to balance school with conflicting demands on their time, such as employment, care-giving for a family member, or trying to meet basic needs. Using an evidence-based, personalized learning model, Career Academy administrators, faculty, and staff tailor individual schedules to meet each student's needs, using classroom lessons, one-on-one instruction, and online learning tools to support achievement and keep students engaged and motivated. This personalized approach is highly effective for students with disabilities, English learners, economically disadvantaged and at-risk students, and for differentiating instruction for students with different levels of prior education. It helps all older youth and young adults to strengthen their academic skills, learn English, gain a GED and/or succeed in career training for high-growth occupations.

In addition to this personalized approach to learning and strong wraparound supports, the school also employs specialized staff who are trained to support English Language learners (ELL) and students with disabilities. The ELL team provides small classes to ensure strong support and the special education team supports students by pushing into classes and working with students one-on-one outside the classroom as needed.

**4. Will the proposed mission statement impact curricular choices, including resources, assessments, standards, and instructional strategies? No**

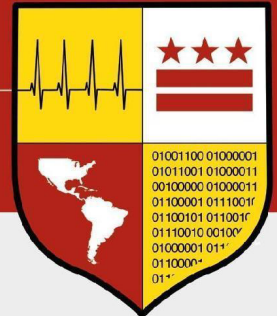
**If so, complete questions 4a and 4b.**

- a. Identify the new curricular choices the school will adopt and provide a rationale for the curricular shift. N/A**
  
- b. Describe the long-range plan for curriculum implementation and professional development. How will the school ensure implementation fidelity? N/A**

**5. How did the school engage its internal community in revising the mission statement? Include evidence demonstrating student, staff, and parent support for the proposed changes.**

Leaders from Career Academy have conducted careful outreach and consultation with key stakeholders that may be affected by the school raising its age limit.

- Students: We talked in depth with our student ambassadors / student council and sent a survey to our entire student body about raising our age limit. All but one of the students who replied to the survey (96%, n=24) supported the age limit increase. (Evidence: Student ambassador meeting minutes and survey results)
- Staff: We conducted two sets of focus groups with all staff about raising the age limit and also surveyed staff regarding the proposed changes to our mission statement. 100% of staff reported supporting the age limit change in their survey responses. Staff were helpful in thinking through potential challenges with implementing this change as well as ways to mitigate them. Staff strongly support raising the age limit. (Evidence: Meeting minutes and survey results)
- Board: The school's board has discussed these proposed changes at three board meetings over the course of the last year and is supportive of the proposed changes. (Evidence: Board meeting minutes)
- Other schools: We have reached out to the other adult charter schools in the city to inform them of our interest in raising our age range, including Carlos Rosario, Goodwill Excel, Academy of Hope, Community College Prep, YouthBuild PCS, Maya Angelou, Briya PCS, The Family Place, and the Next Step PCS. None of these schools had any reservations about our age increase. In addition, Next Step, Carlos Rosario, and Goodwill generously shared their best practices for serving a broader age group. (Evidence: Emails to and from schools)
- City leaders: Career Academy has consulted the Ward One State Board of Education Representative who did not anticipate any concerns from the community. Career Academy also reached out to the school's ANC Commissioner, who likewise did not express concerns. (Emails to and from city leaders)



February 23, 2023

Lea Crusey, Chair  
Michelle Walker-Davis, Executive Director  
District of Columbia Public Charter School Board (DC PCSB)  
3333 14th Street, NW #210  
Washington, DC 20010

Dear Ms. Crusey and Dr. Walker-Davis:

Throughout its eleven years, LAYC Career Academy has helped youth and young adults to obtain a college preparatory education, career training in high-growth occupations and/or college-credit classes. Notable outcomes include:

- Tier 1 scores in our charter goals for student progress in math and ELA; student achievement; and career and college readiness
- Students have earned 468 certifications in the last four years and 79 certifications thus far in SY22-23
- Home to the first-place national champion in Microsoft Excel in 2018 and the third-place national champion in Microsoft Word in 2022
- Ninety five percent of students are working or in college within six months of graduation

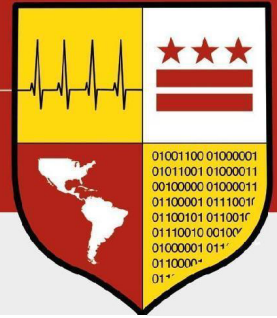
In order to more effectively support youth and young adults in our community, LAYC Career Academy is requesting to make two changes to its charter:

1. Raise the age limit from 24 to 30 years old
2. Change the wording in its mission to reflect this new age group as follows.

Current mission statement:

LAYC Career Academy engages and empowers young people between the ages of 16 and 24 by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.

Proposed mission statement:



LAYC Career Academy engages and empowers older youth and young adults by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.

## Rationale

### Changes in the transition to adulthood

The transition to adulthood has changed dramatically for this generation as compared to those preceding it. According to the US Census Bureau:

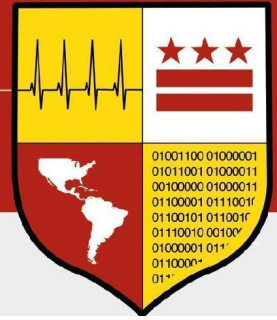
- More young adults are living in poverty and fewer are employed compared with Baby Boomers in 1980.
- Young adults earn \$2,000 less today annually than young adults did in 1980 when adjusted for inflation.
- Unlike prior generations of young adults, the majority of Millennials have never been married.
- More young adults live with their parents as compared to the same age group in 1980. The pandemic has intensified this trend. In July 2022, half of adults ages 18 to 29 were living with one or both of their parents. This significantly higher than the share who were living with their parents in 2010 (44% on average that year) or 2000 (38% on average).

LAYC Career Academy began by serving 16- to 24-year-old students because our goal was to help young people make a successful transition to adulthood. However, we are now seeing that the transition is starting later and taking longer; young people are still trying to establish themselves professionally, personally and academically late into their twenties.

### Demand from 25- to 30-year-olds

There is a lot of unmet demand in the 25- to 30-year-old age group for programs similar to LAYC Career Academy.

- We have seen a lot of interest from young adults in their later twenties on our social media sites. Forty one percent of people who view the school's Instagram page and 50% of those who view the Facebook page are 25-34 years old. The percent of people who are in the school's current age band viewing these sites is lower for both Instagram (23 %) and Facebook (27%).



- The school also shared a survey with young adults to gauge their interest and found a high level of interest for daytime classes for our medical assistant and information technology programs.
- The number of DC residents aged 25-34 is significantly higher than the number of 15- to 24-year-olds:

15-24	80,328	11.60%
25-34	153,790	22.22%

- Over the last year, we have gotten several requests from older former students about enrolling. We have many former students who have matured and want to come back and finish. We also get calls from older students who want to enroll for the first time and referrals of older friends and family from current students. Right now, we can't enroll them.
- There are many people in DC in this age group without a college diploma. 37.37% of people 25+ in DC have less education than an associate's degree.

Young adults who are 25 to 30 years old are going through many of the developmental steps that were more common for the 18- to 24-year-old age group in earlier generations. LAYC Career Academy would like to support these young adults as they make these transitions. Older young adults are more likely to succeed in programs like ours:

- Older students have better persistence than younger students (Comings, Parella, and Soricone (1999), Ziegler et al. (2006), Sabatini et al. (2011))
- Students who have been enrolled more than once have better results. (Comings, Parella, and Soricone (1999))

Students who are 25 to 30 years old need these opportunities and we want to support them as they look to strengthen their future prospects through education.

### Community Outreach and Consultation

Leaders from Career Academy have conducted careful outreach and consultation with key stakeholders that may be affected by the school raising its age limit.

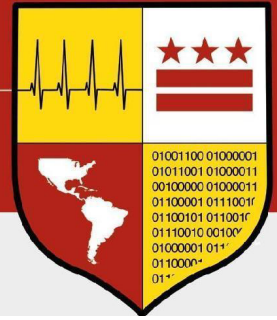
- Students: We talked in depth with our student ambassadors / student council and sent a survey to our entire student body about raising our age limit. All but one of the students who replied to the survey (96%, n=24) supported the age limit increase.



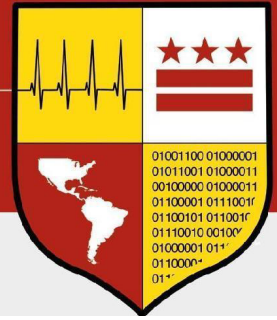


# LAYC CAREER ACADEMY

Public Charter School



In summary, there are a large number of young adults in DC who are struggling to gain the income and independence that previous generations attained earlier in adulthood. LAYC Career Academy would like to extend its age limit from 24 to 30 in order to support these young adults to grow personally, professionally and academically.



- Staff: We conducted two sets of focus groups with all staff about raising the age limit and also surveyed staff regarding the proposed changes to our mission statement. 100% of staff reported supporting the age limit change in their survey responses. Staff were helpful in thinking through potential challenges with implementing this change as well as ways to mitigate them. Staff strongly support raising the age limit.
- Board: The school's board has discussed these proposed changes at three board meetings over the course of the last year and is supportive of the proposed changes.
- Other schools: We have reached out to the other adult charter schools in the city to inform them of our interest in raising our age range, including Carlos Rosario, Goodwill Excel, Academy of Hope, Community College Prep, YouthBuild PCS, Maya Angelou, Briya PCS, The Family Place, and the Next Step PCS. None of these schools had any reservations about our age increase. In addition, Next Step, Carlos Rosario, and Goodwill generously shared their best practices for serving a broader age group.
- City leaders: Career Academy has consulted the Ward One State Board of Education Representative who did not anticipate any concerns from the community. Career Academy also reached out to the school's ANC Commissioner, who likewise did not express concerns.

### **Plans to implement this change with excellence**

The greatest concern raised by students, staff, and other schools that already serve this age range is managing different maturity levels within the classroom. The school plans to take the following steps as suggested by staff, students and other school leaders to manage this potential challenge:

1. Create special groups with the student support department or separate counselors for younger vs. older students.
2. Hold discussions about age difference in orientation to prepare students prior to enrollment. For minor students, parents will be included in these conversations.
3. As our enrollment grows and we are able to hire more teachers, we will consider offering specialized classes for older and younger students.

The school also realizes that its enrollment may grow significantly as a result of this change. The school has looked at increased staffing and resources needed as our enrollment may grow from its current level of 115 students to 130, 145, 160, 175, and ultimately 200 students.

**Latin American Youth Center Career Academy PCS**

**Board of Trustees Meeting**

**MINUTES**

**February 8, 2023**

**6:15 PM**

Trustees Participating: Lori Kaplan, Linda Moore, Talib Robinson, Juan Carlos Pereira, Emmanuel Caudillo, Kate Brannon, Dean D’Angelo, Benjamin Ruiz

Staff, Contractor & Students Participating: Nicole Hanrahan, Erica Lloyd (Director of Career and College Access) Richard Moreno (Building Hope); Daniela Santos, Jeffrey Williams, Vanessa Brotsky (students)

<b>ITEM/SUBJECT</b>	<b>DISCUSSION</b>	<b>ACTION/PROPOSED ACTION</b>
Motion to open the meeting	.	The meeting was called to order by Lori Kaplan following a motion by Talib Robinson and seconded by Dean D’Angelo.
Approval of Meeting Minutes		Minutes were approved unanimously following a motion by Dean D’Angelo and second by Kate Brannon respectively.
Student Perspective: Report from students about their experience in school.	Erica Lloyd, LAYCCA Director of Career and College Access. <ul style="list-style-type: none"><li>• Daniella Santos, a student in the Medical Assistant Program gave an overview of her experience in that program and the academy’s support services.</li></ul>	

	<ul style="list-style-type: none"> <li>• Jeffrey Williams, who has completed the GED and is now in the IT program, has completed several IT certifications. Jeffrey expressed support for raising the academy's age limit to 30 to provide opportunities to get additional certifications.</li> <li>• Vanessa Brodsky is a GED student and will soon enroll in the College Pathway Program. She is dually enrolled in Bard College now and plans to enroll in UDC to study liberal arts.</li> </ul>	
Board Chair's Report	<ol style="list-style-type: none"> <li>1. Lori Kaplan elicited ideas for new board members, especially people with IT and medical backgrounds.</li> <li>2. Lori asked about trustees' preferences for hybrid v in-person board meeting. The overall preference was for a hybrid option.</li> </ol>	<p>Kate Brannon offered to look for IT professionals.</p> <p>Nicole will look for medical professionals.</p> <p>Talib will check with a former LAYCCA student who is in the medical field.</p>

		<p>Juan Carlos will reach out to IT professionals.</p> <p>There is an additional need for a board member with a marketing background.</p> <p>Nicole will disseminate a pitch for recruiting board members.</p>
	<b>Board Committee Updates</b>	
<ul style="list-style-type: none"> <li>Strategic Planning</li> </ul>	<p>Nicole has released the RFP for a strategic planning consultant. Four proposals have been received to date. The deadline for receiving proposals is February 13, 2003.</p>	<p>Nicole will convene the strategic planning committee to review and make recommendations regarding the proposals.</p>
<ul style="list-style-type: none"> <li>Proposal to Raise the Age Limit</li> </ul>	<p>Nicole presented an update on the proposal to raise the age limit for students enrolled at the academy. Students have been consulted and 96% of students reporting are supportive of the proposal. 100% of staff support the proposal and the PCSB staff leadership expressed support of proposal.</p>	<p>Talib made a motion to change the academy's mission statement</p> <p>From:</p> <p>LAYC Career Academy engages and empowers young people between the ages of 16 and 24 by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.</p>

	<p>If the school increases its age limit, this will likely lead to a higher enrollment and subsequent increases in revenue and expenses like staffing, technology and classroom materials.</p>	<p>To:</p> <div data-bbox="1032 285 1419 579" style="border: 1px solid black; padding: 5px;"> <p>LAYC Career Academy engages and empowers older youth and young adults by providing a college preparatory education, career training in high-growth occupations and/or college-credit classes.</p> </div> <p>Kate made a motion to submit a formal proposal to the PCSB for a charter amendment that reflects the new mission statement and that extends the student enrollment age limit from 24 to 30. The motion was seconded by Talib and carried unanimously.</p>
<ul style="list-style-type: none"> <li>• Governance</li> </ul>	<p>Linda Moore, Governance Committee chair, presented drafts of the Board Conflict of Interest Policy and Agreement and Board Self-Evaluation. Trustees will receive both forms electronically and are</p>	<p>Trustees are requested to complete and return the Board Self-Evaluation and Conflict of Interest Documents by 3-8-23.</p>

	requested to complete and return them by 3-8-23. She also presented a proposed onboarding procedure for new trustees.	
• Pathways	No report is available.	
ED's Update	<ul style="list-style-type: none"> <li>• There are 8 graduates to date this year.</li> <li>• Nicole is working with leaders of other adult school leaders to get the adult rate on the UPSFF increased.</li> <li>• Nicole and students will give testimony at the City Council's budget hearing.</li> <li>• The mask mandate is schedule to be lifted during the week of 3/6/2003.</li> <li>• The recruitment specialist resigned last week and a team of staff members will assume those responsibilities until the position is filled.</li> <li>• A veteran staff member is going on long term disability leave.</li> </ul>	
Financial Report	Kate presented the financial report for the	

	<p>period ending 12/31/2022.</p> <ul style="list-style-type: none"> <li>• LAYC CA had \$2.7 M in cash.</li> <li>• The school maintained a healthy balance sheet with sufficient cash on hand.</li> <li>• Debt ratio was 12%, below the recommended target on 50%.</li> </ul>	
Other Discussion	<p>Lori suggested a beginning a board conversation about establishing a student stipend account. Nicole suggested a stipend account of about \$100/week per student. Talib also expressed support for stipends for students. Richard Moreno suggested checking with the Give Back Foundation for possible funding.</p>	
Motion to close the meeting & adjournment		<p>Talib made a motion to adjourn. Motion was seconded by Dean and was passed unanimously. The meeting was adjourned at 7:45pm.</p>