



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

Democracy Prep Endurance Charter School Board of Trustees Meeting

Thursday, October 12, 2017
240 East 123rd Street, New York, NY 10027

Meeting Minutes

PRESENT

Khary Barnes
Rashida La Lande
Sonya Crosswell
Donald Porter
Ross Fromer

ABSENT

Craig Canton
Christina Grant
Katie Duffy

GUESTS

Kent Anker
Rick Abare
Benjamin Feit
Greg Spreeman
Kimberly Mendez

Khary Barnes, Board Chair, called the meeting to order at 6:47 pm.

School Update:

Rick Abare, Special Assistant to the CEO of Democracy Prep Public Schools (DPPS), delivered an update on the school's 2016-17 New York State and Regents Exam results. At the middle school level, students in all grades significantly outperformed peers attending district schools, and students in grades 7 and 8 surpassed city and state proficiency levels. Math student proficiency decreased slightly from 2016, which was consistent with a trend observed at other DPNY schools. The Office of the Superintendent is conducting item analyses to better target instruction in advance of the 2018 administration. On ELA state exams, DPE performed in line with other DPNY schools. Proficiency levels continue to improve as students progress the DPPS curriculum into higher grade levels. Median growth percentiles for both Math and ELA surpassed last year's performance.

Benjamin Feit, Chief of Staff at DPPS, mentioned that school culture at the middle school has remained positive and consistent since the school's new principal, Katherine Perez, joined the leadership team. There has been relative continuity with regards to teachers and staff. In the first year of the school's renewal term, the high school is now serving grades 9-11. With Pia Dandiya continuing as Campus Director, the school is fully staffed and close to full enrollment.

Network Update:

Mr. Feit confirmed that DPPS's newest campus, Democracy Prep at the Agassi Campus, is now open in Las Vegas, NV. The DPPS community in Las Vegas, though new, has come together in support of those community members that were affected by the recent mass shooting. The school

has provided social workers to counsel students, families, and staff, and DPPS community members in NY and NJ have sent letters of support to those in Las Vegas.

Kent Anker, General Counsel for DPPS, mentioned that many schools initiated service projects addressing disaster relief to aid the communities affected by the most recent hurricanes. Although Baton Rouge was affected by last year's flooding, no DPPS campuses were directly affected by this year's natural disasters.

Mr. Anker also shared exciting news that Freedom Prep High School in Camden received its first college acceptance. A female ACT student received a full scholarship offer to the University of Harrisburg.

Mr. Feit advised that School Reviews are beginning to take place under the direction of the new superintendent, Natasha Trivers. She has taken over leadership of the curriculum team, ensuring that the network's instructional programs are as cohesive and rigorous as possible across all campuses.

Democracy Prep has hired Rochelle Ritchie to join the team as Director of External Affairs. Ms. Ritchie has extensive press experience and will lead the current communications team of eight members. Her key roles will include promoting the DPPS brand in a cohesive manner to ensure we attract high-quality talent and reach parents, students, and prospective colleges effectively; acting as the key spokesperson with members of the press; and developing and executing a differentiated external affairs strategy, especially in DPPS regions outside of NY.

DPPS received a second round of federal expansion funding that requires the network to expand by about twelve schools by the 2020-21 school year. Mr. Feit expressed confidence that the network has developed the efficient and scalable models necessary to execute this level of growth within that time period. The success and scaling capabilities are supported by both the tech systems and personnel structures already in place at the network level. School Reviews, as well as Operational Reviews, allow individual schools and staff members within the network to leverage the benefits of being part of the larger DPPS professional and network community. The CMO will not need to grow extensively in order to accommodate these additional campuses, though it will continue to grow its expertise and focus on scaling efficiencies and cost-effective measures that have been successful across the network thus far.

In response to a question from Mr. Frommer, Mr. Feit explained that SUNY had recently adopted new regulations that will allow certain high-performing SUNY-authorized charter schools to develop their own teacher certification programs. This is a major step forward in the efforts to reduce barriers to entry in the workplace for teachers, as well as to allow schools to take the steps necessary in hiring and training in order to achieve the student outcomes for which they are held accountable. DPPS currently provides extensive training and professional development for teachers. Because DPE is not a SUNY-authorized school, it will not be eligible to apply for approval to certify its teachers.

Finance & Audit Committee Update:

Greg Spreeman, Democracy Prep's Chief Financial Officer, delivered finance report. Board members should expect to see a draft FY17 audit shortly. DPE appears to be roughly on track to satisfy its FY18 projections, but a more firm determination will be made shortly once the first audited enrollment count is taken into consideration.

Pathways Update:

With Democracy Prep's Pathways program having moved from DPPS to DPNY, the MOU setting forth the terms of DPE's participation in the program must be revised. In this MOU, DPE will transfer per-pupil funds for students that have shifted out of DPE into the Pathways program to DPNY. DPNY has already ratified the agreement.

MOTION: Motion to authorize Khary Barnes to negotiate and execute the Pathways Agreement with Democracy Prep New York Charter Schools on behalf of DPE.

Motion unanimously approved at 7:51pm.

Mr. Spreeman proposed increasing the threshold for capital assets that require board approval from \$1,000 to \$2,500.

MOTION: Motion to empower the Finance & Audit Committee to review the Financial Policies & Procedures Handbook and to make updates as appropriate.

Motion unanimously approved at 7:59pm.

MOTION: Motion to approve the Board Meeting calendar, with the November meeting likely to be rescheduled.

Motion unanimously approved at 8:03pm.

MOTION: Motion to approve the minutes from the Board's June 13, 2017 meeting.

Motion unanimously approved at 8:04pm.

MOTION: Motion to adjourn the meeting.

Motion unanimously approved at 8:06pm.



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Democracy Prep New York Charter Schools Board of Trustees Meeting

Thursday, December 14, 2017
240 East 123rd St. New York, NY 10035

Meeting Minutes

PRESENT

Khary Barnes
Sonya Crosswell
Ross Frommer
Donald Porter
Katie Duffy

ABSENT

Craig Canton
Rashida La Lande
Christina Grant

GUESTS

Greg Spreeman
Kent Anker
Rick Abare

Khary Barnes, Board Chairperson, called the meeting to order at 6:52 p.m.

MOTION: Motion to approve the minutes from the Board's October 12, 2017 meeting.

Motion approved unanimously at 6:55 p.m.

Schools Update

Katie Duffy, Chief Executive Officer of Democracy Prep Public Schools ("DPPS"), began her DPE update by noting that Trimester 1 had recently come to an end, with report card distribution and parent teacher conferences happening this week.

Kent Anker, Vice President of Policy & General Counsel for DPPS, updated the board on how the school was settling into its expanded space in Taino, noting that folks have settled in well after last summer's construction. Mr. Anker briefly touched on ongoing work to the HVAC systems and the collective leverage of the DPPS co-located schools in getting work prioritized.

Khary Barnes, Chairperson of Democracy Prep Endurance Charter School, asked Ms. Duffy and Mr. Anker if they would have chosen to expand had they had possessed their present knowledge of the organization's experience operating in Taino Towers before making the decision. Mr. Anker stated that despite DPPS' need to perform work on the space, the facility's funding considerations and the emergence of synergies between the DPPS schools are highly beneficial. Ms. Duffy added that she was constantly encouraged by the community that has taken shape amongst the various DPPS schools in Taino.

Ms. Duffy updated the board on the structure of the interactions between DPECS Principals and the Superintendent's Team, noting that this year's added bandwidth has been critical to improving

the feedback supports to the school leaders. She also mentioned that the scope of this structure would be examined further.

Network Update

Ms. Duffy updated the DPECS Board on goings-on throughout the network. She touched briefly on recent college acceptances for scholars at Freedom Prep High in Camden, the first class of seniors to graduate from the charter. Ms. Duffy also discussed the recent hiring of Rochelle Ritchie in the role of Director of External Affairs. Formerly working in PR and Media in DC and Baltimore, DPPS is excited to have a veteran of the press heading up its Communications Team. Ms. Duffy also noted the departure of Benjamin Feit, formerly Chief of Staff for DPPS, who left in favor of long sought-after work in Massachusetts politics.

Ms. Duffy moved on to comments on current expansion potential in San Antonio, Indianapolis, Detroit and Pine Bluff. In response to an inquiry from Mr. Frommer, Ms. Duffy briefly contrasted the differing situations in each locale and noted that organizations from these areas had approached DPPS to begin these conversations.

Mr. Barnes inquired about the status of SUNY's initiative to allow qualified organizations to self-certify teachers. Ms. Duffy noted that SUNY was currently facing some opposition but that DPPS would be prepared to put a plan in place as soon as possible, should the initiative be finalized.

Finance Update

Greg Spreeman, Chief Financial Officer for DPPS, updated the board on the current status of the DPECS budget. Mr. Spreeman noted the typical early year expenditures on books and other instructional resources. He also noted that both revenues and expenses were down, but in lockstep. This is primarily due to less than expected enrollment in 11th grade. Ms. Duffy commented that the Superintendent's team was aware of the issue and have been working aggressively with Ms. Dandiya, Campus Director for DPE High School, to ensure this does not become an ongoing issue.

In response to a question from the board, Mr. Spreeman went into detail about the location and meaning of some individual line items.

MOTION: Motion to adjourn the meeting.

Motion approved unanimously at 7:52 p.m.



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Democracy Prep New York Charter Schools Board of Trustees Meeting

Thursday, May 3, 2018
240 East 123rd St. New York, NY 10035

Meeting Minutes

PRESENT

Khary Barnes
Sonya Crosswell
Ross Frommer
Donald Porter
Craig Canton

ABSENT

Katie Duffy
Rashida La Lande
Christina Grant

GUESTS

Greg Spreeman
Kent Anker
Kimberly Mendez

Khary Barnes, Board Chairman, called the meeting to order at 6:54 p.m.

MOTION: Motion to approve the minutes from the previous Board meeting, held on December 14, 2017.

Motion approved unanimously at 6:55 p.m.

Kent Anker, Executive Vice President of Policy & General Counsel for DPPS, begins the meeting by explaining the process by which the Board can reduce the number of trustees per the DPE Board bylaws. Before the reduction is official, the State Department of Education will need to approve the signed resolution stating intent to reduce the number of trustees. Mr. Anker states, in response to a question from Mr. Barnes, that if the Board wishes to add trustees in the future, the same process would need to take place.

Mr. Anker reads the resolution aloud, and distributes copies of the resolution to all present.

MOTION: Motion to approve the resolution to reduce the number of trustees on the DPE Board from Eight trustees to Five.

Motion approved unanimously at 7:01 p.m.

Mr. Anker reads aloud the resolution for the resignation of Rashida LaLande.

MOTION: Motion to approve the resignation of Rashida LaLande.

Motion approved unanimously at 7:08 p.m.

Mr. Anker reads aloud the resolution for the resignation of Craig Canton.

MOTION: Motion to approve the resignation of Craig Canton.

Motion approved unanimously at 7:09 p.m.

Network Update

Mr. Anker begins the Network Update by stating that schools across the network continue to receive positive news regarding college admissions. One student from Democracy Prep Charter High was named a recipient of the Jack Kent Cooke Scholarship for attendance at Brown University. Additionally, two students from Democracy Prep Harlem High won the duo state championship in Speech & Debate. A number of students were semifinalists and quarterfinalists in various sub-categories at the State Speech & Debate competitions.

The network teams have been busy preparing to take over management of a turnaround school in San Antonio, Texas. This is one of the first district-charter partnerships in Texas, so there is a deep interest in making this partnership work in the region. An Executive Director for DP Texas has recently been hired, and he is busy recruiting and hiring staff for the upcoming 2018-19 school year. In response to a question from Mr. Barnes, Mr. Anker states that Leader U will not play an immediate role in staffing leadership positions in San Antonio; however, as the school grows from an elementary to middle school, over time Leader U will come to play a bigger role in leadership training in the region.

Mr. Anker also gives an update on the conclusion of the CSP monitoring visit. He gives a general overview of the terms of the federal CSP grant and how the network has been using grant funds, as one of the few CMOs across the nation that has received the grant twice. The monitoring team did a deep dive into network operations and the measures in place to evaluate successful implementation of the grant program. The recent Mathematica study on civic engagement is one of the external evaluations funded by the federal CSP grant. Mr. Barnes gives a brief overview of his interview with the monitoring team.

Schools Update

Mr. Anker gives a brief school update, stating that the end of the school year is always a challenging time for middle and high schools with regards to behavioral issues. Mr. Barnes asks how the school typically deals with stakeholders and parents when there are behavioral challenges. Mr. Anker explains the role of the Director of Crisis Management, Dr. Amier Carmel, who liaises between school staff, parents, mental health professionals, and ACS when necessary. At Taino, specifically, an additional security guard and increased screening for visitors has been implemented. Thus far in the school year, there have been no complaints from parents and families to the Board directly.

School trips across the network have also recently concluded, and DPEH's 11th grade students completed their first trip to Korea.

Finance Update

Greg Spreeman, Chief Financial Officer for DPPS, updates the board on the current status of the DPECS budget. He informs the Board that we will be seeing about an 8.5% increase in GenEd per-pupil funding in the next school year. At the current per-pupil funding level, DPEH is running a healthy budget, projecting an end-of-year profit. The Board will need to approve the budget in next

month's meeting. In response to a question from Ross Frommer about additional programming to come from surplus funds, Mr. Anker replies that when construction on Taino is finished in the next year, discussions on how best to spend surplus will resume.

MOTION: Motion to adjourn the meeting.

Motion approved unanimously at 7:51 p.m.



DEMOCRACY PREP

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Democracy Prep New York Charter Schools Board of Trustees Meeting

Thursday, June 7, 2018
240 East 123rd St. New York, NY 10035

Meeting Minutes

PRESENT

Khary Barnes
Ross Frommer
Donald Porter

ABSENT

Katie Duffy
Sonya Crosswell

GUESTS

Greg Spreeman
Kent Anker
Kimberly Mendez

Khary Barnes, Board Chairman, calls the meeting to order at 6:53 p.m.

MOTION: Motion to approve the minutes from the previous Board meeting, held on December 14, 2017.

Motion approved unanimously at 6:54 p.m.

Schools Update

Kent Anker briefly discusses updates being made to Personnel and Student and Family Handbooks. All updates will be reviewed and approved in next month's meeting.

Mr. Anker also mentions that the theatre program at DPEH is performing *Cinderella* this week. The Speech and Debate team at DPEH was featured in a documentary by The Guardian, which follows a group of students going to the National tournament.

High school graduations across the network are coming up. DPCHS, BPHS, and DPHHS will all be graduating on June 25, 2018. DPAC had its first graduating class this year – 7 out of 40 seniors will graduate. Freedom Prep High School will also graduate its first senior class on June 14, 2018.

Network Update

Mr. Barnes asks if there are any updates regarding the Federal CSP Monitoring Visit. Mr. Anker responds that we should be receiving the first draft of the report by the end of June, and we will be given the opportunity to make suggestions and edits.

Mr. Anker mentions that the CMO is looking forward to the possibility of certifying teachers through SUNY if their proposal is accepted. Mr. Anker explains some of the benefits of being able to certify teachers and further develop a contained classroom model for 9th grade students.

In response to a question from Mr. Frommer, the group discusses the Mayor's new proposal regarding specialized high school admissions. Mr. Anker responds that he does not think charter schools would be affected if this proposed policy goes into effect. He also mentions that DPPS has not historically steered students toward the specialized high school exam.

In response to a question from Mr. Barnes about school leadership, Mr. Anker replies that Pia Dandiya and Katherine Perez will continue to be the school leaders at DPEHS and DPEMS, respectively. Margaret Marrer, Assistant Superintendent, will be focusing on regions outside of New York going forward, while Natasha Trivers, Superintendent, will continue to directly coach Ms. Dandiya and Steve Popper, Assistant Superintendent, will continue to directly coach Ms. Perez.

Though there are no pending issues to discuss with the Community & Family Committee, there have recently been more behavioral issues at DPEMS than normal. Mr. Anker mentions that though there is significant gang activity in the surrounding community, altercations at school do not appear to be gang-related. Schools have been depending more on crisis intervention support from the network, and Dr. Amier Carmel, Director of Crisis Management, has been focusing more time on DPEMS and DPEHS than previously. So far, there has been no police activity at schools, and issues are not hindering education in schools.

Mr. Anker mentions that there has been more training for staff members and students regarding social media use and cyberbullying. There has been a strong community effort to steer scholars away from this behavior and engagement, and to reemphasize the tenets of being part of this community and being respectful and responsible on social media. As a result, the CMO has made some shifts in Codes of Conduct, based on local occurrences and national trends.

Finance Update

Greg Spreeman, Chief Financial Officer, reviewed the initial draft of the school budget for the upcoming year with Mr. Porter, and the budget will be approved at next month's meeting.

Mr. Spreeman mentions there will be an increase in per-pupil funding next year, and the budget reflects a significant surplus planned. Mr. Porter and Mr. Frommer ask if there are any spending opportunities we should consider for the schools. Mr. Spreeman responds, saying that he will brainstorm and present options for capital expenditures at a later meeting. He mentions that across the network, school leaders are asked to be thoughtful about budgets and to build from the perspective of Special Education needs first, then build outward to General Education. Priorities that could lead to additional expenditures in budget include: hiring a greater number of certified teachers, more tenured staff with varied experience, and staff benefits.

MOTION: Motion to adjourn the meeting.

Motion approved unanimously at 7:50 p.m.