Khary Barnes, Board Chairman, called the meeting to order at 6:35 p.m.

**MOTION:** Motion to approve minutes from previous Board meeting, held on June 7, 2018. 
*Motion approved unanimously at 6:38 p.m.*

**Network Update**

Kent Anker, EVP and General Counsel, gave the Network Update. He informed the board that Democracy Prep at the Stewart Campus in San Antonio, TX, was in the midst of School Leader PD, with the first day of school to be in mid-August.

In response to a question from Donald Porter on the biggest challenges facing the network, Mr. Anker responded that managing growth and expansion while maintaining high quality, in addition to finding school leaders that are also mission leaders have both been key challenges. School leader PD has been one of the main avenues to help maintain quality in schools. The Office of the Superintendent works to ensure quality and culture are at the forefront of professional development.

The School Review process that occurs twice a year at each school also reinforces consistency in school quality – though this process will become more difficult to sustain as the network continues to grow. Schools administer nationally-normed MAP exams across the network as a comparison point for performance. Internal assessments are also normed across the network, and school leaders challenge themselves to remain competitive across network schools.

DP You is another way the network unites culturally to reinforce mission.
Schools Update

Katherine Perez, Principal at DPEMS, gave the Schools Update.

Ms. Perez mentioned that one of her goals at the beginning of the year was to bring joy into classrooms, in an effort to remain true to the school’s founding vision as a place of high rigor, but one where kids can be kids. DPEMS recently celebrated Black History Month with a panel of Black professionals and a STEP performance, as well as Women’s History Month with a dress-up day and conversations about gender identification and acceptance.

Another goal for the year was to enforce aggressive monitoring which involved giving extensive feedback on student work and challenging students toward growth. This required teachers and staff to be even more intentional about reaching all scholars, even those who are high-performing. As a result, DPEMS outperformed all NY middle schools on Math T3 exams, and 6th grade Reading had the highest passing grades in NY. All exams are normed across the network and given blind so that teachers cannot teach directly to the test. DPEMS was in the top quartile of best school reviews this year. Evaluation of the school occurs in twice-yearly school reviews, and Ms. Perez is evaluated through School Leader Evals.

82% of staff members are returning, with five new staff members hired this year. Challenges for the school have included making sure scholars show DREAM values outside of school, and this will be a bigger focus in the upcoming school year. Staff encourage students to take initiative and ownership of their individual journeys and education through a proposal system. In response to a question from Mr. Frommer, Ms. Perez said she is most proud of scholars’ Math scores this year, and wants to work towards strengthening culture and making students feel like they have a stronger voice.

**MOTION:** Motion to authorize DPPS to submit 2017-18 DPE Annual Report, pending review by Board Chair and Secretary.
*Motion approved unanimously at 7:19p.m.*

**MOTION:** Motion to approve the 2018-19 School Budget.
*Motion approved unanimously at 7:32p.m.*

**MOTION:** Motion to approve the 2018-19 Financial Policies and Procedures Manual.
*Motion approved unanimously at 7:37p.m.*

**MOTION:** Motion to approve the 2018-19 Management Agreement, subject to minor changes.
*Motion approved unanimously at 7:41p.m.*

**MOTION:** Motion to approve the 2018-19 Personnel Manual.
*Motion approved unanimously at 8:01p.m.*

**MOTION:** Motion to approve the 2018-19 Student & Family Handbook.
*Motion approved unanimously at 8:02p.m.*

**MOTION:** Motion to approve the 2018-19 Board Meeting Calendar.
*Motion approved unanimously at 8:03p.m.*
MOTION: Motion to approve the 2018-19 School Instructional Calendar.  
Motion approved unanimously at 8:03 p.m.

MOTION: Motion to reapprove Pia Dandiya as School Leader at DPEHS and Katherine Perez as School Leader at DPEMS.  
Motion approved unanimously at 8:14 p.m.

MOTION: Motion to approve Khary Barnes as trustee for next three years until July 2021.  
Khary Barnes recused himself, and motion was approved unanimously at 8:04 p.m.

MOTION: Motion to approve Katie Duffy as trustee for next three years until July 2021.  
Motion approved unanimously at 8:04 p.m.

MOTION: Motion to adjourn the meeting.  
Motion approved unanimously at 8:13 p.m.
School Update

Pia Dandiya, Principal at DPEHS, gave the Schools Update. She began by discussing the opening of DPEH’s first College Counseling office employing 2 counselors serving 59 scholars. The College Application Class has been going on small group trips to target schools. Scholars have all taken the SAT and ACT exams, and some will take the exams again in August and October. The average score on the ACT was 1075, and aiming to push to 1130. DPEH has made three AP courses available for scholars for the first time: American Literature, Biology, and Computer Science. Scholars in Grades 9-11 are going on college visits twice a year, and Juniors take a College Readiness course. Scholars applying Early Decision to college will have applications due on November 1 and November 15.

In response to a question from Mr. Porter regarding the importance of school brand in college admissions, Ms. Dandiya mentions the great work the College Access team at the CMO has done to build the Democracy Prep brand and leverage existing relationships with college admissions offices across the country. The Advanced Regents graduation requirement also sets scholars apart in the admissions process. College counselors have attended National College Counselor conferences, allowing time to network with other schools and admissions representatives in this effort.

In response to a question from Mr. Frommer about DP’s reputation for college success, Kent Anker spoke to CREDO studies that have shown DP schools as highly effective in preparing scholars for college. The Charter Schools Program reports on DP’s ability to effectively use grant funds has also highlighted areas of success in college access and preparation across the network.
Ms. Dandiya mentions that her proudest moment last year was the Junior class performance on Regents exams. While only 9% of Black students in NY graduate with an Advanced Regents diploma, an impressive 99% of DP graduates do, which leads to greater opportunity for scholars in the college application process, as the Advanced Regents diploma is associated with lesser need for remediation in college.

An opportunity for improvement in the future is managing schoolwide conflict. Evaluating how scholars can more effectively engage in discussion and without leveraging social media, etc. is a priority for the school. Staff has been diligent and quick to respond when these situations arise.

DPEH’s schoolwide goal is to “Lift Every Voice.” The school is introducing identity celebrations for scholars in weekly town halls. DPEH celebrated African Heritage month with a fashion show and a potluck; every month onwards will celebrate a different heritage or identity. The message school leadership intends to send to scholars through these efforts is: *who you are is who we want.* These celebrations also welcome involvement by parents, families, and the community.

In response to a question from Mr. Porter on whether there were any areas of academic disappointment, Ms. Dandiya mentioned that Korea III exam performance has been particularly difficult. It has been challenging to find a staff member who can teach the rigor of the course while also being an appropriate culture fit.

In response to a question from Ms. Cromwell about offering multiple language courses, Ms. Dandiya replied that the school prioritizes Korean language, maintaining this cultural connection integral to the DP model, and at this time the school does not have the resources to expand.

**MOTION:** Motion to approve minutes from previous Board meeting, held on July 12, 2018. 
*Motion approved unanimously at 7:26p.m.*

**Network Update**

Mr. Anker, EVP and General Counsel, gave the Network Update, mentioning that our newest elementary school has successfully opened in San Antonio, Texas.

The annual network-wide professional development event, DP YOU, is coming up at the end of October. Mr. Frommer will attend and sit on a panel to speak about the upcoming 2018 elections. This is always a great opportunity to support culture and fellowship across the network and promote the importance of professional development and our mission. Pedro Martinez, Superintendent of San Antonio Independent School District, will be giving a presentation with Katie Duffy on immigration and supports for ELL scholars across the network.

Becky LeBlond, Director of the Global Citizens Program, recently wrote a piece as a guest blogger for EdWeek about the Global Citizens Program at Democracy Prep and the importance of studying abroad, with the message: *You can’t change the world if you haven’t seen it.*

Mr. Anker also informed the Board that this would be DP’s last year operating in Congress Heights, Washington, D.C. DPPS will no longer be managing the school and is currently working with the Board to find another operator. DPPS holds itself accountable the same way it does its scholars, and the network was not able to achieve the growth and achievement promised to the community, and
we think the students would be better served by another operator. The level of trauma in the school and surrounding community was unlike anything we’ve seen previously; we were unable to gain trust from the community, leaving us unable to control the school environment. The network is disappointed in this outcome and takes full responsibility for its failures in Congress Heights.

**Financial Updates**

Greg Spreeman, Chief Financial Officer, mentions that annual audits are in process and seem to be proceeding well.

In response to a question from Mr. Frommer about healthcare costs, Mr. Spreeman mentions that because the staff demographic hasn’t changed tremendously and DP has continued to expand consistently over the past few years, the network has been able to hold healthcare costs flat.

**MOTION**: Motion to adjourn the meeting.
*Motion approved unanimously at 8:06 p.m.*
MINUTES

Present
Khary Barnes
Sonya Crosswell
Ross Frommer
Donald Porter

Absent
Katie Duffy

Guests
Rick Abare
John Lindquist

Khary Barnes, Board Chair, called the meeting to order at 6:38 p.m.

Network Update:
Rick Abare, Special Advisor to the CEO for Democracy Prep Public Schools (DPPS), updated the Board on news from around the DPPS Network. Mr. Abare discussed DP-YOU, the yearly professional development event, which brought over 850 Democracy Prep employees to San Antonio for two days of workshops, training sessions and seminars. Mr. Abare thanked Ross Frommer, Democracy Prep Endurance (DPE) Trustee, noting that Mr. Frommer’s participation in this year’s event marked the first time a sitting Board member had led a session at DP-YOU. Feedback for Mr. Frommer’s sections has been extremely positive.

Mr. Abare continued his update by noting that Trimester 1 is coming to a close across the network, bringing with it end of Trimester assessments and parent-teacher conferences. Mr. Abare discussed improvements made to end of trimester assessment results tracking systems, created by the data team and used internally by School Leaders, Teachers and the Office of the Superintendent to assess standard and item level performance for each scholar.

School & Academic Update:
Mr. Abare shifted to a discussion around the performance of Democracy Prep Endurance Scholars on 2018 New York State Assessments (NYSAs) and Regents Examinations. Mr. Abare explained that there’s a lot to be happy about looking back at the 2018 NYSAs, noting proficiency on Math and ELA exams exceeding local district proficiency in 6th, 7th and 8th grade in both subjects. In Mathematics, proficiency rates equaled or exceeded City and State rates in all three grades and in 6th and 8th grade in ELA with 7th grade ELA approaching. Noting this, Mr. Abare discussed 7th grade as an area of focus for DPE Middle Leadership and the Office of the Superintendent, with stronger supports and increased frequency of teacher coaching feedback loops.

Mr. Abare also called attention to new graphs on this report that examine the proportion of students whose exam score lands in each proficiency level; 1, 2, 3 or 4, and compared DPE results to those of District 5, New York City and New York State. These graphs help add context to binary proficiency
rates by giving a proxy on DPE’s ability to move scholars up from level to level during their time at DPE. This phenomenon is especially visible in mathematics.

Mr. Abare discussed aspects of the 2018 NYSA that make direct comparisons to the 2017 NYSA challenging. The number of testing days was reduced from three to two which logically necessitated a change in test structure. Mr. Abare noted that the New York State Department of Education has committed to keeping this structure unchanged for the next two academic years, which will allow for much more accurate measures of year-over-year changes in proficiency.

Mr. Abare briefly discussed Regent’s Exam pass rates at DPE High School, noting strong pass rates in challenging subjects like Physics and Algebra II and noting the observation that, though decreases in pass rates in Algebra I and ELA were experienced across the City and Statewide, more direct attention was being paid to these areas to shore up instruction in areas where the exams difficulty levels increased from 2017 to 2018.

**College Access:**

John Lindquist, Assistant Director for the College Access & Success Team (CAST) at Democracy Prep Public Schools, introduced himself to the Board. Mr. Lindquist, an eight-year veteran of Democracy Prep, began his career with DP as a High School teacher at Democracy Prep Charter High (DPCHS). After two years teaching, Mr. Lindquist transitioned to a role as Assistant Principal under now Superintendent Natasha Trivers, for three years. His work with Seniors at DPCHS made him a natural fit on the College Access & Success Team, where this is his third year as Assistant Director. Mr. Lindquist fulfils many roles on CAST including overseeing the Alumni Coaching program and supporting High School based College Counselors in their use of CAST systems.

Following his introduction, Mr. Lindquist detailed his time working with DPE High School College Counselors during the last two school years, as DPE High scholars grew into 11th grade last year and 12th grade this year. Mr. Lindquist then detailed some of the tools he uses to maintain information flow from schools to network and described how he supports school-based Counselors and Alumni.

Mr. Lindquist and the Board discussed various enrollment strategies and where DPE High School Seniors found themselves in the process of applying to college, as well as clarifying differences between Early Decision and Early Application. Prompted by a question from the Board, Mr. Lindquist also discussed the importance of college visits, the challenge of finding schools that ‘fit’ scholars and the overarching thought process behind where our scholars are going. Ensuring our scholars receive the best aid at schools that will support them throughout their four years is paramount for CAST.

When Mr. Lindquist mentioned that college visits were important to exposing scholars to smaller liberal arts schools that may fly under the radar, but which provide great aid and supports, Don Porter, Trustee, noted a St. Olaf’s pennant. Mr. Lindquist mentioned that St. Olaf’s was his alma mater, and this provided a prescient backdrop to the subsequent discussion on the intricacies of choosing institutions that best support our scholars all the way through college.
MOTION: Motion to approve the minutes from the board’s September 20th, 2018 meeting.

Motion passed unanimously at 7:59 p.m.

MOTION: Motion to enter Executive Session.

Motion passed unanimously at 8:00 p.m.

MOTION: Motion to exit Executive Session.

Motion passed unanimously at 8:30 p.m.

MOTION: Motion to adjourn.

Motion passed unanimously at 8:30 p.m.
Khary Barnes, Board Chair, called the special meeting to order at 6:55 p.m.

Discussion of Merger:

Kent Anker, DPPS Executive Vice President and General Counsel, explained to the Board that the special meeting had been duly noticed and convened pursuant to the statutory requirements for a merger. Notice had been placed in the newspaper and each Trustee had been mailed the merger documents between five and ten days before the meeting as required. Mr. Anker explained that ¾ of the Board present for quorum (not including Ms. Duffy who was on the phone) needed to vote in favor of the merger resolution for the merger to move forward. Mr. Anker further informed the Board that Democracy Prep New York Charter Schools had voted in favor of the merger at its special meeting on December 13, 2018. Ms. Duffy explained the academic and enrollment advantages of a merger. Board members asked a number of questions concerning student retention, the impact on programming of having a merged entity, governance and finances for the new entity.

Andrew Stubbs, DPPS Interim CFO, introduced himself, then presented to the Board concerning DPE’s and DPNY’s year end audit report and each entities’ cash flow projections for the remainder of the fiscal year. The Board questioned Mr. Stubbs extensively concerning the financial presentation.

The Board then moved to enter Executive Session to discuss confidential personnel and other matters.

MOTION: Motion to enter Executive Session.

*Motion passed unanimously at 7:45 p.m.*

MOTION: Motion to exit Executive Session.
Motion passed unanimously at 9:00 p.m.

MOTION: Motion to approve the Resolution of a Special Meeting of the Board of Trustees of Democracy Prep Endurance Charter School in the form distributed to the Trustees and attached to the minutes of the Special Meeting, which among other things, resolved that the Plan of Merger be adopted; that the Chair was authorized to execute and deliver the Plan of Merger; empowered the Chair to make any amendments that might be required by the authorizer; to execute any necessary governmental filings; to take any further action to execute and deliver any further agreements or instruments and to take any action to effectuate the Plan of Merger; authorized the Secretary to certify any necessary resolutions; and authorized Democracy Prep Public Schools to file the necessary papers with SUNY.

Motion passed unanimously by those Trustees present at 9:05 p.m.

MOTION: Motion to adjourn Special Meeting.

Motion passed unanimously at 9:05 p.m.
Khary Barnes, Board Chair, called the meeting to order at 9:05 p.m.

MOTION: Motion to approve the minutes from the November 19, 2018 meeting.

Motion passed unanimously at 9:10 p.m.

The Board discussed the terms of the Promissory Note that Democracy Prep Endurance had entered into with Democracy Prep Public Schools Inc. on December 12 by unanimous consent.

MOTION: Motion to: 1) approve and ratify the December 12, 2018 action by Unanimous Written Consent of the Board of Trustees in which the Board deemed it to be in the best interest of Democracy Prep Endurance to execute the Note and authorized Mr. Barnes to execute the Note on behalf of Democracy Prep Endurance Charter School; and 2) extend the Event of Default provision in Section 10 of the Note concerning Security from December 31, 2018 to January 31, 2019.

Motion passed unanimously at 9:25 p.m.

Legal Update

Mr. Anker provided a legal update of an action filed with the EEOC by a former employee of Democracy Prep Endurance.

School Update

Mr. Anker informed the Board that so far in early admissions Democracy Prep Endurance scholars had been admitted to:

• UPenn
• Tufts
• NYU
• Drexel
• Pace (with $100k over 4 years!)
• Howard (2 scholars)
• Boston College

The Board was encouraged by the early results.

MOTION: Motion to adjourn the regular meeting.

Motion passed unanimously at 9:45 p.m.