



# E.L. Haynes Public Charter School

## October 2022 Board of Trustees Meeting

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### **Date and Time**

Tuesday October 4, 2022 at 6:15 PM EDT

### **Location**

**E.L. Haynes Public Charter School**

4501 Kansas Avenue, NW

Washington, DC 20011

High School Think Tank

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### **Agenda**

#### **I. Opening Items**

**A.** Record Attendance

**B.** Call the Meeting to Order

**C.** Approve Minutes

Approve minutes for August 2022 Board Meeting on August 25, 2022

**D.** Public Comment

#### **II. CEO Update**

**A.** CEO Update

**III. Governance**

- A.** Recruitment Update and Next Steps

**IV. School Performance**

- A.** SY 2022-2023 Organizational Dashboard

**V. Audit, Finance, and Facilities**

- A.** FY22 Budget Update
- B.** FY23 Early Budget Updates
- C.** FY22 Audit Update

**VI. Community Relations Committee**

- A.** Annual Fund Update
- B.** FY23 EOY Giving Plan and FY23 Development Plan
- C.** Three-Year Event Strategy

**VII. Closed Session**

- A.** Personnel Discussion

**VIII. Closing Items**

- A.** Adjourn Meeting

# Coversheet

## Approve Minutes

<b>Section:</b>	I. Opening Items
<b>Item:</b>	C. Approve Minutes
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for August 2022 Board Meeting on August 25, 2022

APPROVED



## E.L. Haynes Public Charter School

### Minutes

#### August 2022 Board Meeting

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##### **Date and Time**

Thursday August 25, 2022 at 6:00 PM

##### **Location**

**E.L. Haynes Public Charter School**

4501 Kansas Avenue, NW

Washington, DC 20011

High School 1st Floor PD Room

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##### **Trustees Present**

E. Westendorf, F. Sutton, J. Edelman, J. Hanna, L. Carlton Waller, M. Hall (remote), M. Kovner, N. Greene, R. Laine, R. Payes, T. Gibian

##### **Trustees Absent**

G. Navidi-Kasmai

##### **Guests Present**

A. Brooks, B. Wagner-Friel (remote), Basil Chawkat, DiAnte McGriff, Dominique Moore, Emily Hueber Stoetzer, Gwyn Prater, H. Darilek, J. Callahan, Joshua Biederman, Joy Clarke, K. Wynne, K. Yochum, M. Boyer, Matan Karasov, Myles Bradshaw, R. Hunt Taylor, R. Murphy

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#### **I. Opening Items**

##### **A. Record Attendance**

##### **B.**

### Call the Meeting to Order

T. Gibian called a meeting of the board of trustees of E.L. Haynes Public Charter School to order on Thursday Aug 25, 2022 at 6:20 PM.

### C. Approve Minutes

T. Gibian made a motion to approve the minutes from May 2022 Board of Trustees Meeting on 05-26-22.

E. Westendorf seconded the motion.

The board **VOTED** unanimously to approve the motion.

### D. Public Comment

M. Bradshaw posed the following questions:

- What is the process by which directors and other leaders are evaluated? To what standards are they held?
- How will restorative justice practices live throughout the entire year, and why weren't all directors and senior leaders required to participate?

J. Edelman asked if M. Bradshaw had conversations with senior leaders about his concerns.

M. Bradshaw said he did not engage in any conversations.

## II. CEO Update

### A. CEO Update to Board of Trustees

H. Darilek expressed that the school year has gotten off to a strong start and thanked staff for all they did to prepare for that. She shared that campus visitors are now allowed and highlighted that local leaders visited campus during the first day of school. She then thanked staff for leading students through testing in the spring, results from which will be shared soon. She concluded her opening by recognizing ROAR leader Dominique Moore for contributions, including the upcoming Back to School Kickback and Cookout.

H. Darilek summarized the 2025 Strategic Plan and highlighted priorities for the 2022-23 School Year, which include:

- engaging our community in a conversation about the future of intersession and our school calendar;
- continuing to improve our staff evaluation system for all staff;

- planning major changes to our cross-campus facilities and enrollment models.

R. Hunt Taylor outlined this year's academic priorities and updates, which include launching Academic Leadership Week - an opportunity campus-based leaders to discuss instruction, instructional coaching and feedback, and aligning academic systems. J. Biederman and J. Clarke, High School Assistant Principals, reflected on Academic Leadership Week and expressed a desire for there to be more spaces in which campus-based leaders can interact with other campus-based leaders. R. Laine asked how this momentum will continue. R. Hunt Taylor responded that they are in the process of outlining similar programming throughout the school year. T. Gibian expressed that the year's theme, "Reconnecting with Our Students: Every Child Seen, Heard, and Loved" was bold and wonderful.

H. Darilek provided additional updates, which include the following information.

- This year's theme is reconnecting to our students: every child seen, heard, and loved.
- We are fully instructionally staffed, with the exception of three long-term subs, most of whom were brought on to cover leave requests from full-time staff.
- There have four E.L. Haynes alumni serving on our staff team this year.
- We only have 139 students across all three campuses that don't have the required vaccinations to stay in school, and that number decreases every day. This does not include COVID-19 vaccinations.
- We continue to require indoor masks.
- We are over-enrolled, especially in the 6th and 9th grades, however that number has decreased throughout the first week of school.

### **III. Governance Committee**

#### **A. Review 2022-2023 Conflict of Interest Policy**

J. Callahan shared the Conflict of Interest Policy and highlighted recent changes.

#### **B. Review 2022-2023 School Year Committee Assignments**

J. Callahan reviewed committee assignments and leadership.

### **IV. School Performance Committee**

#### **A. Review 2022-2023 Academic Priorities**

R. Hunt Taylor outlined SY22-23 priorities at a high level and shared that School Performance Committee members will soon receive a calendar invitation for the first meeting.

## V. Community Relations Committee

### A. Annual Fund Update

J. Callahan shared that the FY22 fundraising goal was exceeded. The goal was to raise \$725,000; we raised \$1,126,200.50. A large portion of these funds were time-limited COVID-19-related grants.

### B. Upcoming Events at E.L. Haynes

J. Callahan shared a schedule of upcoming events during which trustees can engage with staff, students and families.

R. Laine made a motion to Move into Closed Session.

T. Gibian seconded the motion.

The board **VOTED** unanimously to approve the motion.

## VI. Closing Items

### A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:00 PM.

Respectfully Submitted,

T. Gibian

# Coversheet

## CEO Update

<b>Section:</b>	II. CEO Update
<b>Item:</b>	A. CEO Update
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	October Board Meeting Deck (10.4.22).pdf



# Walkabout Questions

We will split into pairs / small groups for 15 minutes to discuss these questions and connect.

1. At E.L. Haynes, nearly half of our students and families identify as Hispanic / Latino. As we celebrate Hispanic Heritage Month and honor our diverse community in our classrooms, **what Hispanic / Latinx leader or individual inspires you?**
2. Our work is anchored by our Core Values. **Which Core Value are you thinking about right now and why?** Lead for Equity, Choose Joy, Achieve Excellence, Succeed Together, or Own Our Learning?

# OCTOBER 2022 BOARD OF TRUSTEES MEETING

October 4, 2022





# Board of Trustees Meeting

October 4, 2022  
6:15 p.m. - 8:00 p.m.

## AGENDA

- **WELCOME**
- **OPENING ITEMS**
- **CEO UPDATE**
- **GOVERNANCE COMMITTEE**
- **SCHOOL PERFORMANCE COMMITTEE**
- **AUDIT, FINANCE, AND FACILITIES COMMITTEE**
- **COMMUNITY RELATIONS COMMITTEE**
- **CLOSED SESSION**



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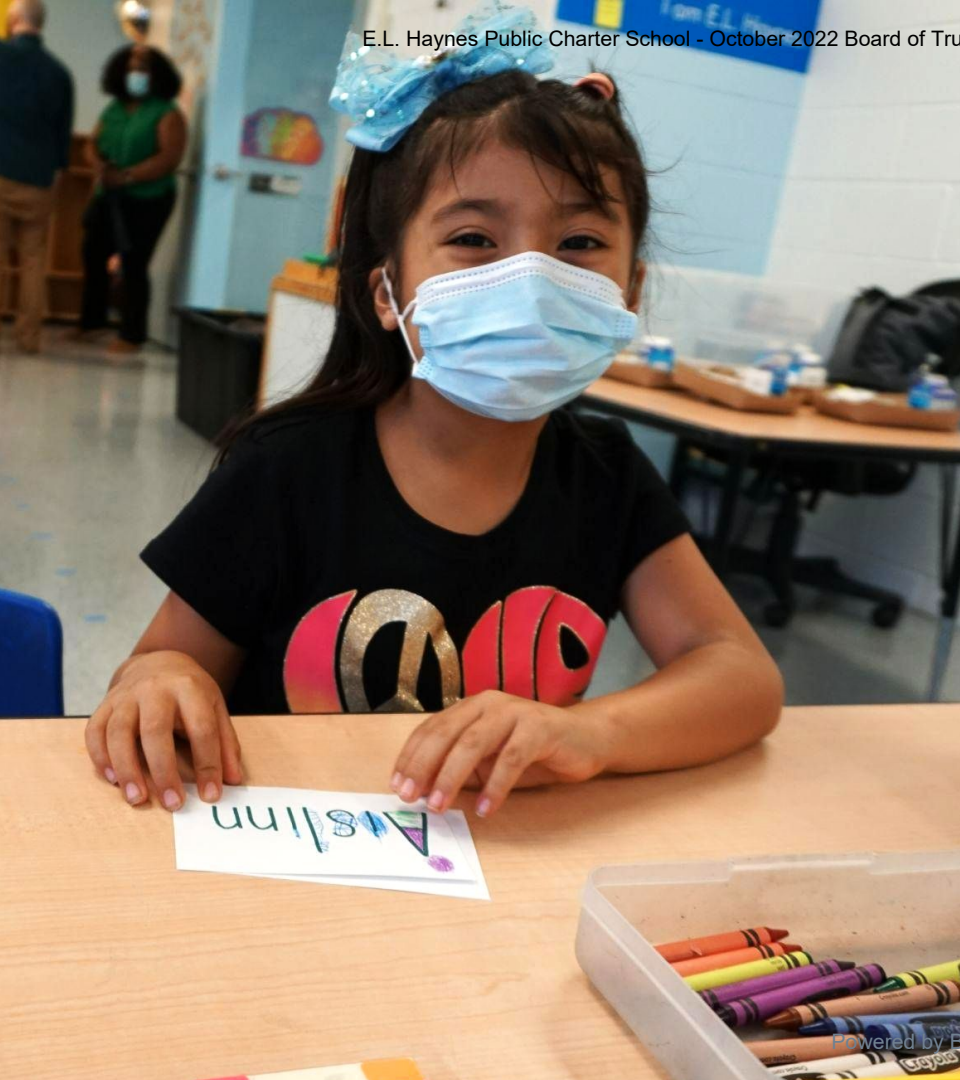


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# SY 2022-2023 Board Recruitment Needs

FY 23 Recruitment Needs	
Current Membership	12
Current Vacancies	3
Total Expiring Terms	3
Possible One-Year Extensions	2
<b>TOTAL POSSIBLE NEEDS</b> <i>(as of 6/30/23)</i>	<b>6</b>
Total Expiring Terms (2024)	1
Possible One-Year Extensions	1
Possible Expiring First Terms	3
<b>TOTAL POSSIBLE NEEDS</b> <i>(as of 6/30/24)</i>	<b>4-7</b>
<i>Note - This will depend on the number of One-Year extensions in FY23.</i>	

## Demonstrated Needs

- Financial Management
- Education Expertise
- DC Government Understanding and Expertise
- Fundraising and Governance
- Parent / Family Voice - particularly one from upper elementary / middle school
- Neighbors (Individual or institutional)
- Latino / Latina representation

## Committee Needs

- Chair, School Performance Committee (23-24)
- Chair, Board of Trustees (23-24)
- Chair, Audit, Finance, & Facilities Committee (23-24)
- Treasurer (23-24)

## Characteristics

- Deep commitment to equity
- Team player
- Willing to do the work
- Understanding and commitment to our vision and strategy for the future





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# School Performance Committee

## SCHOOL PERFORMANCE COMMITTEE

- **FIRST WEEKS OF SCHOOL**
- **UNDERSTANDING PARCC SCORES**
- **QUARTERLY DASHBOARD REVIEW**
- **TIMELINE AND PROCESS FOR  
CALENDAR DECISION**

# Senior Retreat



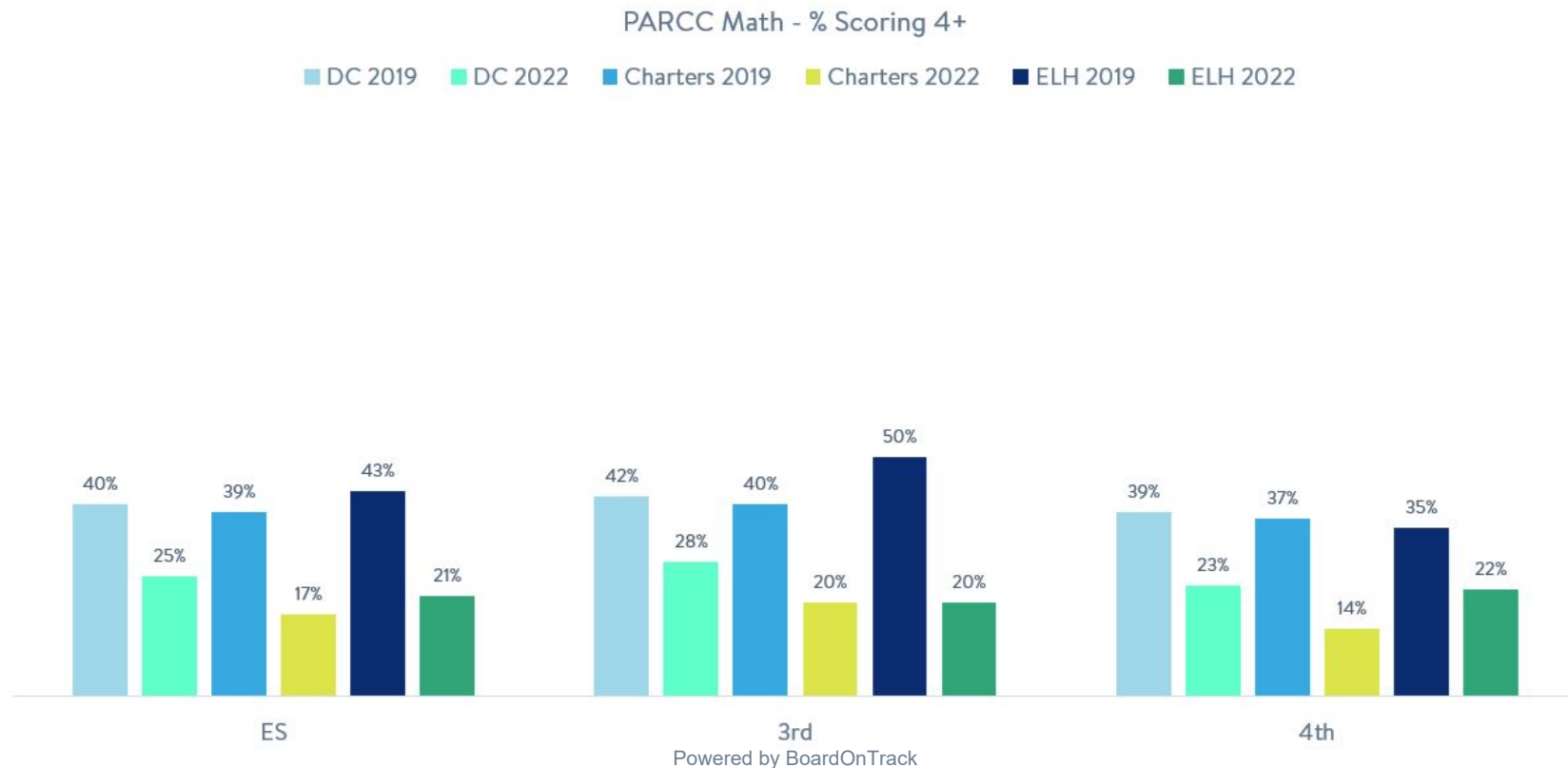
# School Performance Committee

## SCHOOL PERFORMANCE COMMITTEE

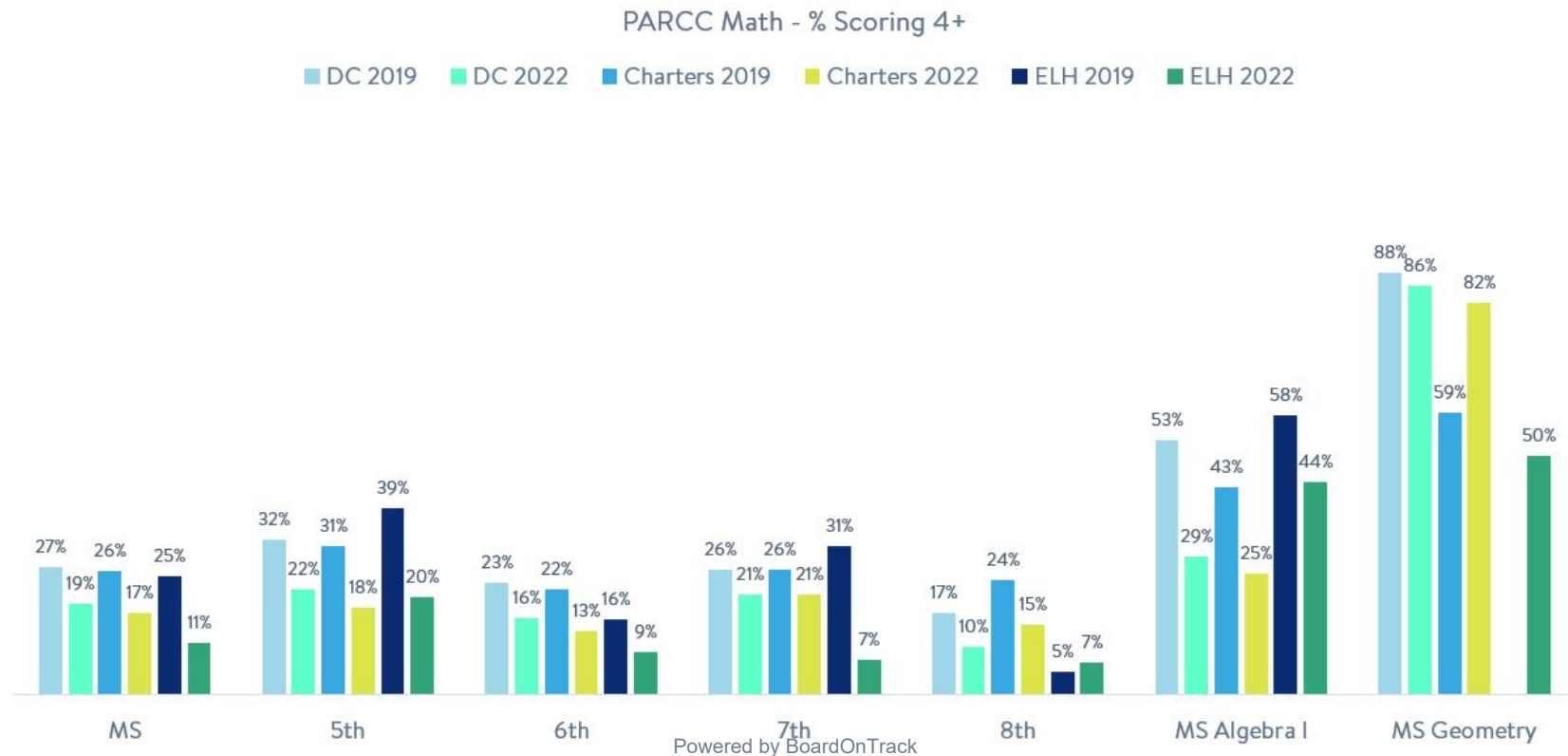
- FIRST WEEKS OF SCHOOL
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# Math 4+

# ES Math 4+ Compared to City



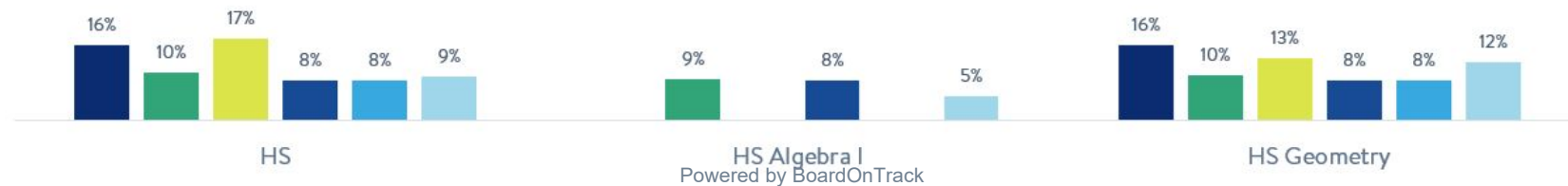
# MS Math 4+ Compared to City



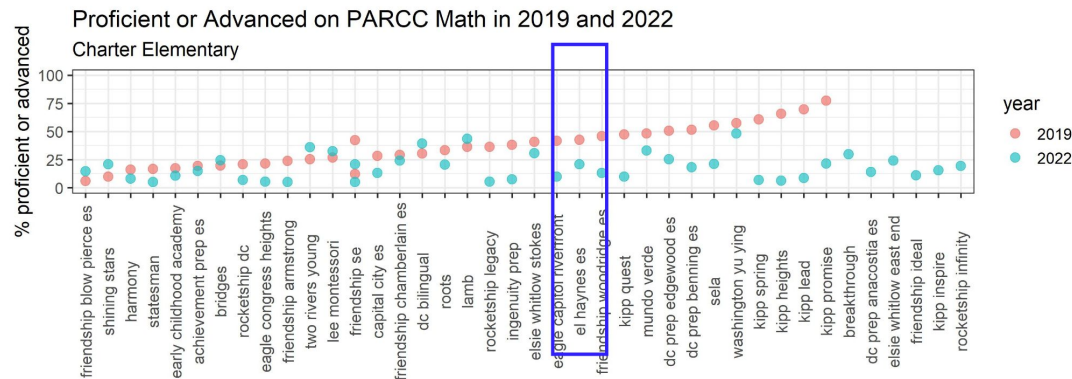
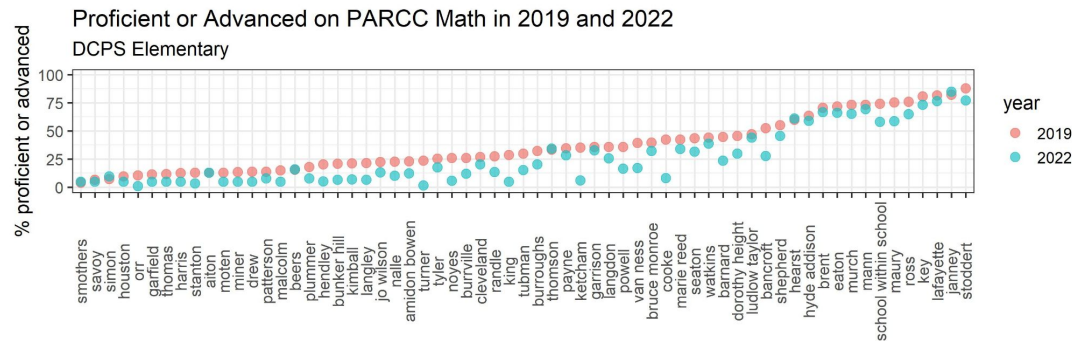
# HS Math 4+ Compared to City

PARCC Math - % Scoring 4+

■ DC 2019 ■ DC 2022 ■ Charters 2019 ■ Charters 2022 ■ ELH 2019 ■ ELH 2022

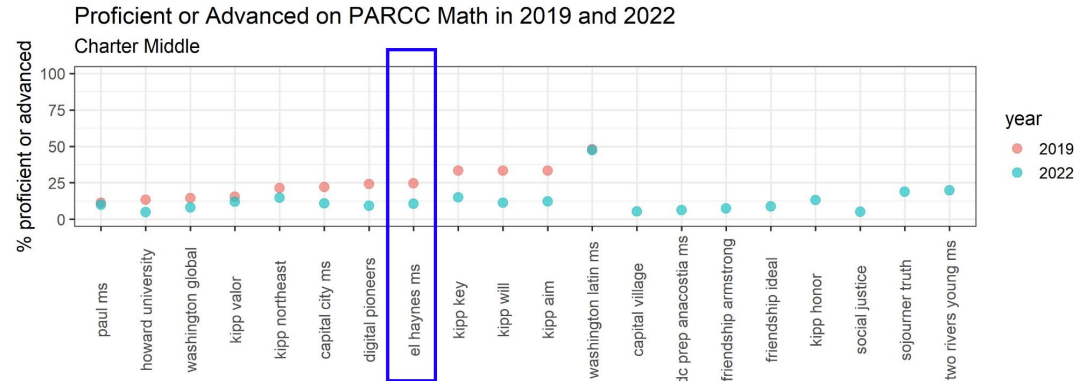
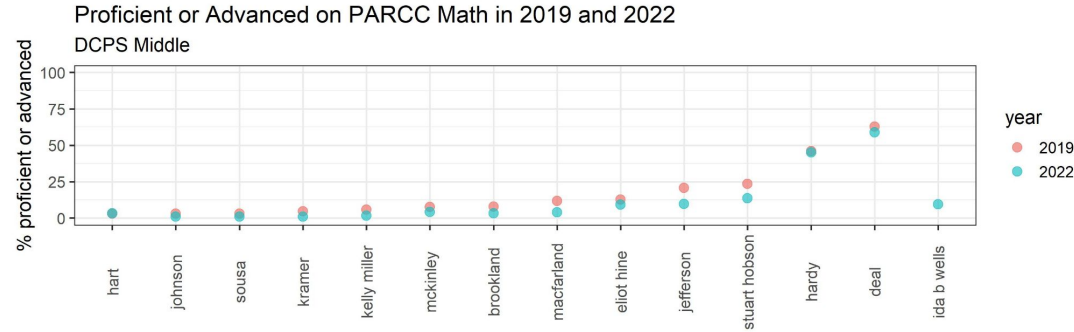


# ES Math Change from 2019 - School Comparison

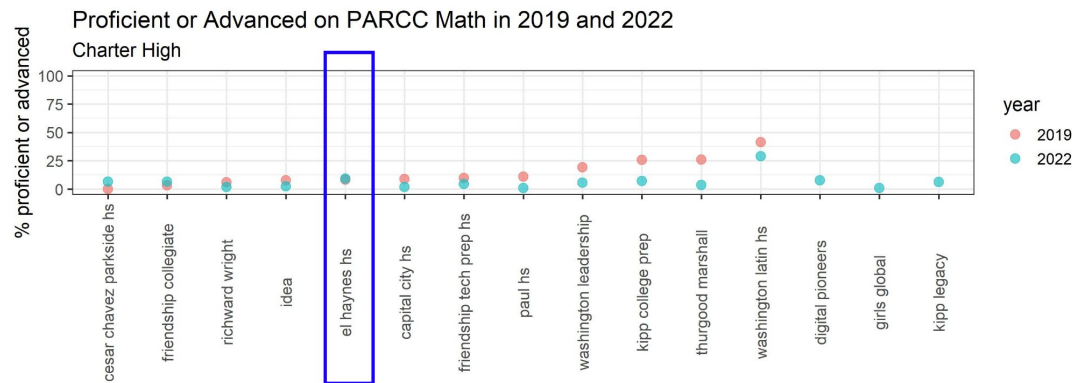
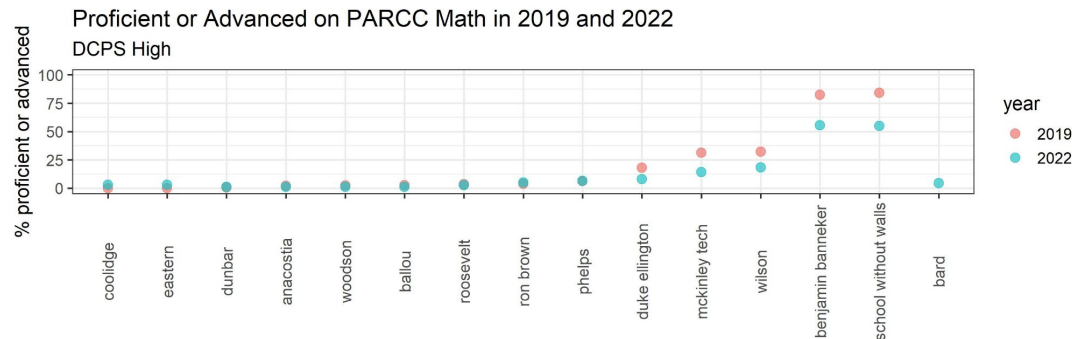




# MS Math Change from 2019 - School Comparison



# HS Math Change from 2019 - School Comparison



# ELA 4+

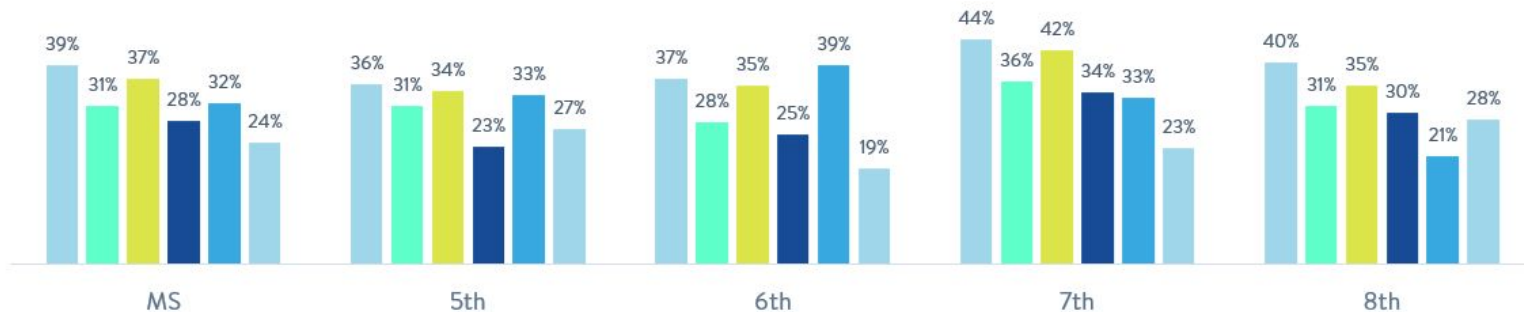
# ES ELA 4+ Compared to City



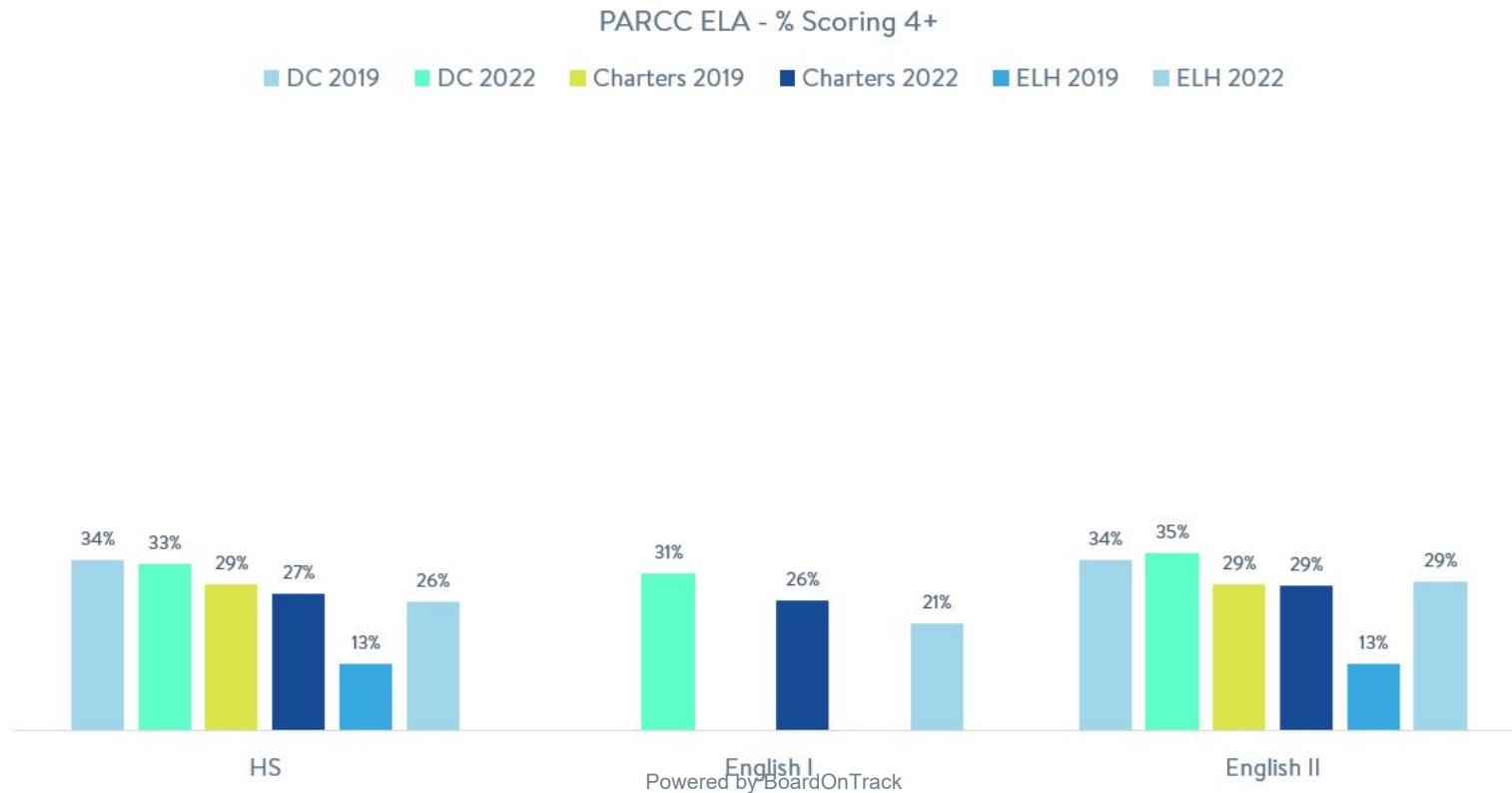
# MS ELA 4+ Compared to City

PARCC ELA - % Scoring 4+

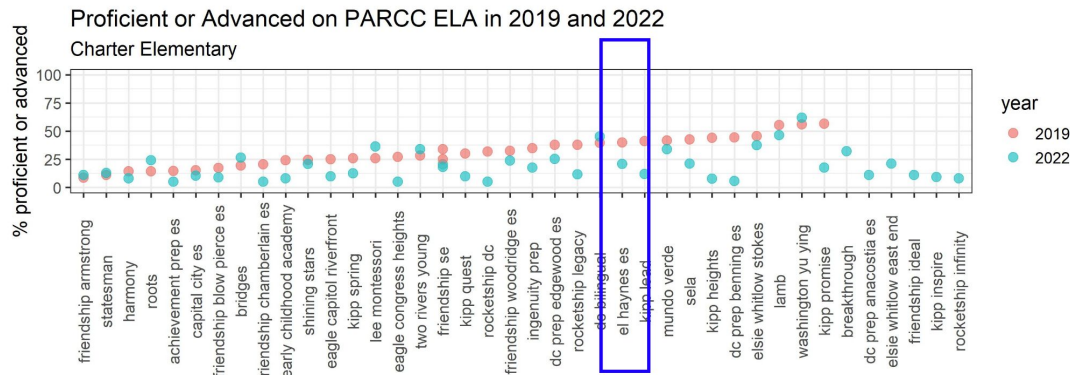
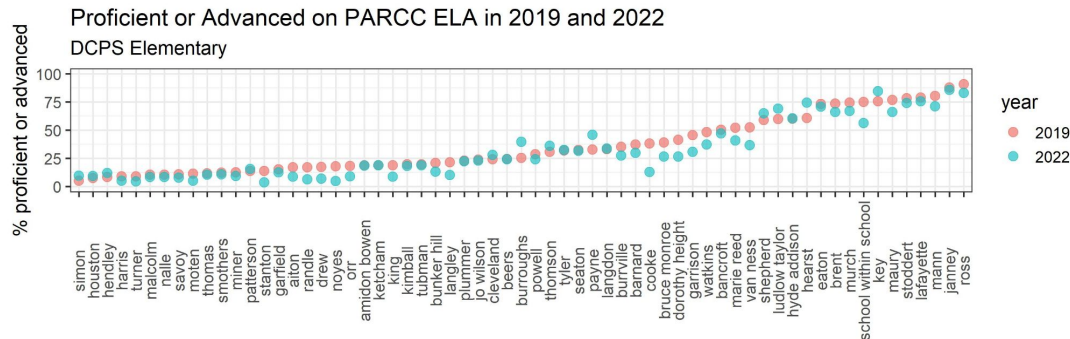
■ DC 2019 ■ DC 2022 ■ Charters 2019 ■ Charters 2022 ■ ELH 2019 ■ ELH 2022



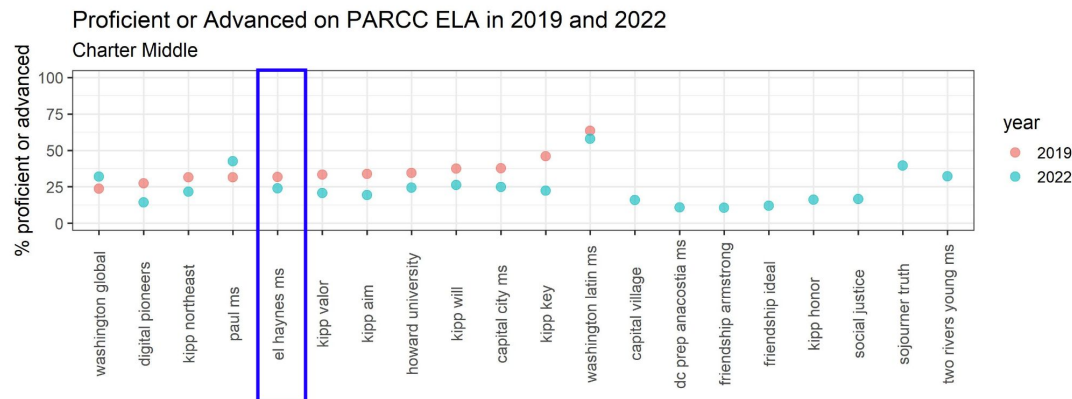
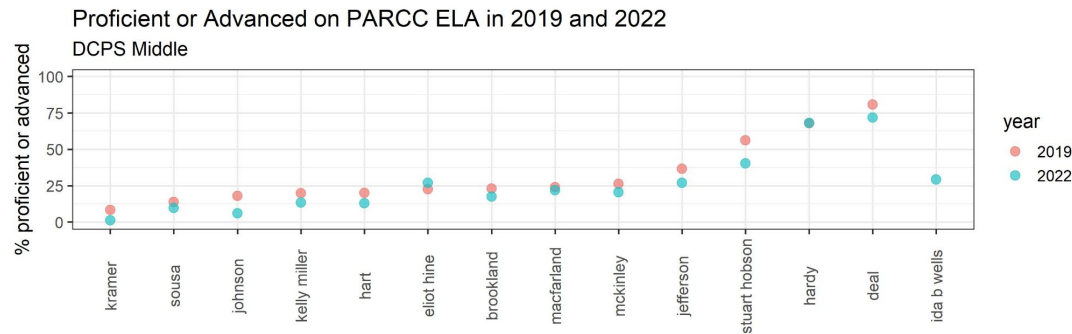
# HS ELA 4+ Compared to City



# ES ELA Change from 2019 - School Comparison

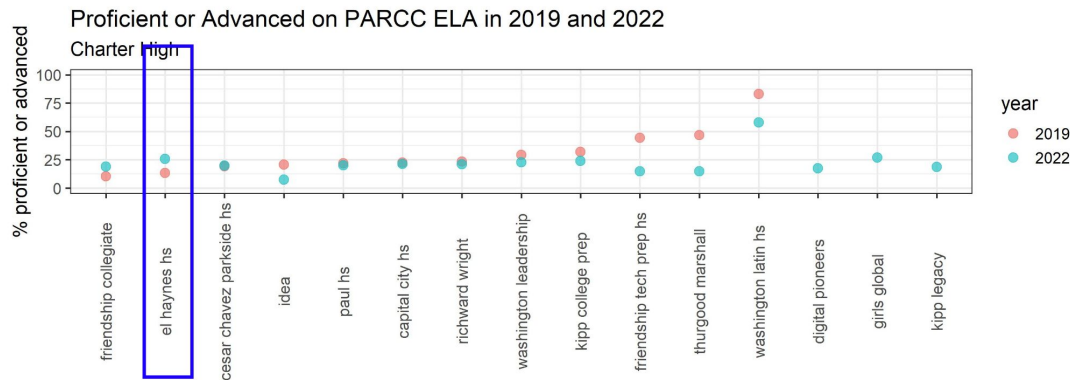
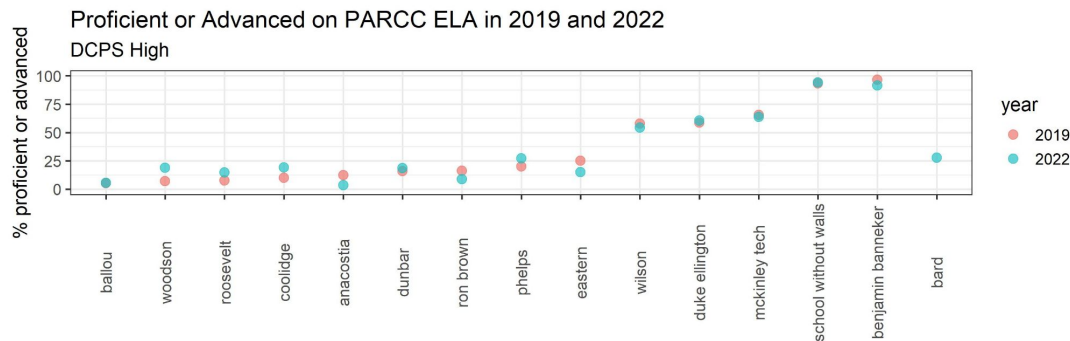


# MS ELA Change from 2019 - School Comparison





# HS ELA Change from 2019 - School Comparison



# School Performance Committee

## SCHOOL PERFORMANCE COMMITTEE

- FIRST WEEKS OF SCHOOL
- UNDERSTANDING PARCC SCORES
- **QUARTERLY DASHBOARD REVIEW**
- TIMELINE AND PROCESS FOR CALENDAR DECISION

# SY 2022-23 PRIORITIES: “Deeper...Not Wider”

## Instruction

*Stronger Tier 1  
Classroom Instruction*

*Quality Coaching and  
Support for Teachers*

***Aligned Academic  
Systems, including  
MTSS, ILT, ALT, and  
Student Discipline,  
Assessment Strategy***

## Individualized Student Supports

*Evidence-based  
Interventions*

*High Dosage Tutoring*

***Deepen  
understanding of  
SIOP and new Sped  
Models***

## Wellness

*Social Emotional  
Learning*

*Wellness Supports  
for Students and  
Staff*

***Re-defining and  
re-investing in our  
school-wide culture***

## Family Engagement

*Provide a welcoming and  
inclusive environment*

*Improve and increase  
family communication*

***Partner with families on  
students' learning and  
progress***

*Build family connections  
and community*

*Increase family voice*

# Quarterly Dashboard Alignment

## Instruction

Growth  
Interventions  
Growth  
Coaching

## Culture and Wellness

Attendance  
SEL  
Relationships  
Suspensions

## Family Engagement

Direct Contact  
Progress Mtgs  
Family Voice  
Recommend  
Re-enrollment

## Talent and Operations

Early hiring  
Retention  
Rise  
HR Satisfaction  
Budget/Finance

## Mission and Graduate Profile

9th grade on track, AP courses, SAT, College Acceptance, College Enrollment

## Race and Equity

Equity Attendance, At Risk Achievement, MLL and Sped Progress, Diverse Input,  
Inclusive Community and Decision-Making

# School Performance Committee

## SCHOOL PERFORMANCE COMMITTEE

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- **TIMELINE AND PROCESS FOR  
CALENDAR DECISION**

# Timeline and Process

Key Question / Issue	Decision-Making Process	Stakeholder	Involvement
<b>How do we use time to drive student achievement?</b> <i>Calendar and The Future of Intersession</i>	Gather Input from Groups and Individuals and Decide	Board	<ul style="list-style-type: none"> <li>Final Discussion</li> </ul>
		Chiefs	<ul style="list-style-type: none"> <li>Approve Final Proposal to Board</li> </ul>
		CAO	<ul style="list-style-type: none"> <li>Leads process and designs and recommends strategy based on best practices, research, feedback, and input</li> </ul>
		Core Leadership	<ul style="list-style-type: none"> <li>Provides critical input to the development of the strategy</li> <li>Wrestles with the change management challenges</li> </ul>
		Staff	<ul style="list-style-type: none"> <li>Survey</li> <li>Campus-Based Focus Groups</li> </ul>
		Families	<ul style="list-style-type: none"> <li>Survey</li> <li>Campus-Based Focus Group</li> </ul>
		Students	<ul style="list-style-type: none"> <li>Survey</li> <li>Focus Group</li> </ul>



# Board of Trustees Meeting

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## AGENDA

- WELCOME
- OPENING ITEMS
- CEO UPDATE
- GOVERNANCE COMMITTEE
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# AFF Goals

**SY 2022-2023**



# Goals for SY 2022-2023

- **Support Investments in Our Students** - support investments in academic and wellness strategy including strategic investments using federal funds (ESSERs)
- **Support Investments in Our Staff** - support the school's effort to develop our total compensation philosophy and outline our new teacher and staff compensation model to be implemented over multiple years.
- **Support Long-Term Facilities Planning** - determine the feasibility of a transformative facility project that consolidates and improves our physical spaces in service of our academic vision.
- **Ensure Timely Budgets, Audits, and Tax Filings** - review and approve annual budgets, financial audits, and tax filings to ensure that the organization is compliant with all necessary fiscal requirements.
- **Review Multi-year Budgets and Ensure Sustainability** - review multi-year budgets and provide recommendations to ensure the long-term financial sustainability of the organization while investing in our students, facilities, and staff.

# **SY 2021-22**

# **Fiscal Updates**

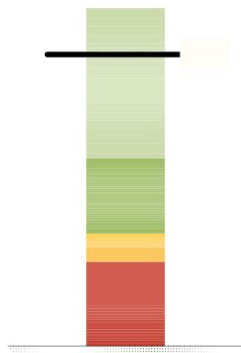
# SY 2021-22 Fiscal Updates

## Key Performance Indicators



### Days of Cash

*Cash balance at year-end divided by average daily expenses*

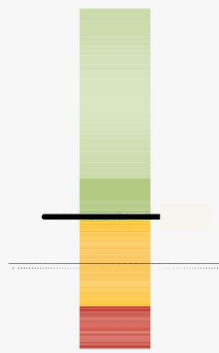


**156 DAYS OF CASH AT YEAR'S END**

The school will end the year with 156 days of cash.

### Gross Margin

*Revenue less expenses, divided by revenue*

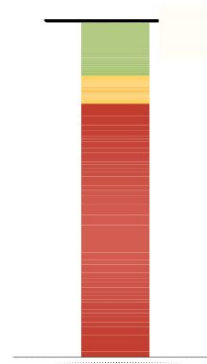


**5.5% GROSS MARGIN**

The forecasted net income is \$2.0m, which is \$1.8m above the budget. It yields a 5.5% gross margin.

### Grants Invoiced

*Federal grants requested divided by federal grants awarded.*

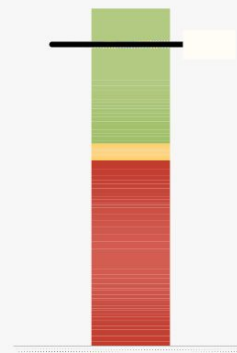


**100% GRANTS INVOICED**

Additional revenue moved to FY23 Jul-Sep draw downs.

### DSCR

*Amount of cash flow available to meet annual interest and principal payments on debt*



**DSCR IS 1.79**

According to our M&T covenants, debt service needs to be above 1.00.

# SY 2021-22 Fiscal Updates

- We ended the year with 156 days of cash. This represents \$725k more than projected. The majority of this stems from staff vacancies and lower than projected expenses in furniture, computers, office supplies, and curriculum.
- In recognition of these anticipated savings, we pushed off over \$100k of Federal Revenue to SY22-23 and \$300k of Support Corp donations for SY24-25.
- As a result of COVID-19 we saw increases in PPE supplies as well as nurse and testing fees.
- We received a \$1.5M favorable end of year unrealized SWAP liability gain that is a non-cash event but will inflate our net income.

# **SY 2022-23**

# **Fiscal Updates**

# SY 2022-23 Fiscal Update

**Headline:** Overall the budget is on track with higher than expected student enrollment and increased staffing costs due to implementation of the new teacher salary scale.

## Revenues

- 34k more in UPSFF facilities funding (\$30 more per student)
  - NOTE: We finalized our budget last year before the final amount was released
- 10k more in the Mayor's Supplemental funding than budgeted
- Expecting positive adjustment in October due to increased enrollment (very conservatively more than 150k)

## Expenditures

- 189k more in salary expenses than budgeted (for the full fiscal year)
- We are still in the first month of school and will have a better estimate of expenses towards the end of Q1 (October/November)

# **SY 2021-22 Audit Updates**

# SY 2021-22 Audit Updates

**Headline:** Annual fiscal audit is in-progress and on-track with RSM. We have engaged with Gray, Gray, and Gray to do the 403(b) audit.

- Accounting procedures remain the same year over year with EdOps controls
- Reviewing and continuing to tighten internal controls at E.L. Haynes
- Final audit is due to PCSB on 12/15 this year; internal deadline is 11/4 for AF&F review



# Questions?



# Board of Trustees Meeting

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# FY23 Development Plan

- **Overall Goals**
- **Government Grants**
- **Foundation Grants**
- **Corporate Support**
- **Individual Giving**
  - **Special Events**
  - **EOY Giving Campaign**

## Upcoming Opportunities to Engage with the E.L. Haynes Community

Opportunities with Staff		Major Events		Opportunities with Students	
Date	Detail	Date	Detail	Date	Detail
10/21/2022 8:30 - 9:30 a.m.	All-Staff Meeting (HS Gym)	10/13/2022 6 - 8:00 p.m.	Hispanic Heritage Month Celebration (HS Gym)	10/17/22 - 10/21/22	Homecoming Week (HS)
12/15/2022	All-Staff Winter Celebration			10/27/2022 5:00 p.m.	Volleyball Game (Senior Night, HS Gym)
				11/09/2022 TBD	Social Studies Fair (MS)
				<a href="#">Fall sports MS/ HS schedule</a>	



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**This meeting is governed by the Open Meetings Act. Please address any questions or complaints arising under this meeting to the Office of Open Government at [opengovoffice@dc.gov](mailto:opengovoffice@dc.gov).**


**Be Kind.**  
**Work Hard.**  
**Get Smart.**

# Coversheet

## SY 2022-2023 Organizational Dashboard

<b>Section:</b>	IV. School Performance
<b>Item:</b>	A. SY 2022-2023 Organizational Dashboard
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	E.L. Haynes Quarterly Dashboard For Board Meeting (10.4.22).pdf



 <b>E.L. HAYNES</b>		<b>E.L. HAYNES GOALS DASHBOARD</b> 2022-23 SCHOOL YEAR											
<b>INSTRUCTION</b>													
<b>DASHBOARD METRIC</b>		<b>ES</b>				<b>MS</b>				<b>HS</b>			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>CLASS:</b> "Instructional Support" rating on the CLASS	<b>2022-23</b>												
	Target				4.00								
	2021-22				3.93								
<b>EARLY LITERACY:</b> % of students in K-4 on-level or making average growth or better on DIBELS (BOY includes only students on-level)	<b>2022-23</b>												
	Target				90%								
	2021-22	33%	75%		80%								
<b>ELA GROWTH:</b> % of students K-8 who meet their <a href="#">growth target</a> on i-Ready, and % of HS students who grow on Reading Inventory	<b>2022-23</b>												
	Target				75%				75%				75%
	2021-22				45%		50%		44%				
<b>MATH GROWTH:</b> % of students K-8 who meet their <a href="#">growth target</a> on i-Ready and % of HS students who grow on math growth assessment	<b>2022-23</b>												
	Target				75%				75%				75%
	2021-22				49%		60%		49%				
<b>ELA K-2 ACHIEVEMENT:</b> % of students in K-2 scoring mid-grade level or above on ELA i-Ready (includes not tested)	<b>2022-23</b>												
	Target				40%								
	2021-22	10%			32%								
<b>MATH K-2 ACHIEVEMENT:</b> % of students in K-2 scoring mid-grade level or above on math <a href="#">i-Ready</a>	<b>2022-23</b>												
	Target				56%								
	2021-22	7%			30%								
<b>ELA 3-10 ACHIEVEMENT:</b> % of students who score a 4 or above on the ELA PARCC assessment (Q1-Q3 based on <a href="#">ANET Predictions</a> )	<b>2022-23</b>												
	Target				31%				38%				41%
	2021-22	27%	27%	26%	21%	28%	37%	37%	24%	38%	30%	30%	26%
<b>MATH 3-10 ACHIEVEMENT:</b> % of students who score a 4 or above on the math PARCC assessment (Q1-Q3 based on <a href="#">ANET Predictions</a> )	<b>2022-23</b>												
	Target				32%				23%				21%
	2021-22	21%	23%	22%	21%	8%	9%	8%	11%	11%	12%	12%	9%
<b>INTERVENTION:</b> % of students enrolled in Read 180/HS Literacy Intervention meeting their Lexile Growth Goal	<b>2022-23</b>												
	Target								75%				75%
	2021-22								47%				
<b>COACHING:</b> % of coached teachers whose students achieve their student centered coaching goal	<b>2022-23</b>												
	Target				85%				85%				85%
	2021-22												
<b>TEACHER SUPPORT/COACHING:</b> % of teachers who agree that through coaching and feedback from either my instructional coach or manager, I receive specific actions to improve my teaching practice	<b>2022-23</b>												
	Target				85%				85%				85%
	2021-22	41%	49%	49%	36%	57%	52%	48%	46%	61%	51%	58%	50%

CULTURE & WELLNESS													
DASHBOARD METRIC		ES				MS				HS			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>90% ATTENDANCE:</b> % of students meeting attendance requirements of <a href="#">90% or more of their enrolled days</a>	<b>2022-23</b>												
	Target				90%				90%				80%
	2021-22	63%	49%	55%	58%	72%	48%	51%	49%	60%	33%	38%	34%
<b>IN-SEAT ATTENDANCE:</b> Average <a href="#">attendance rate</a>	<b>2022-23</b>												
	Target				90%				90%				85%
	2021-22	89.5%	86.4%	87.8%	88.1%	91.0%	84.7%	85.1%	85.2%	85.6%	78.9%	79.3%	78.6%
<b>SUSPENSIONS:</b> <a href="#">% of students suspended</a> at least once	<b>2022-23</b>												
	Target				0%				3%				5%
	2021-22	0.0%	0.0%	0.6%	0.6%	1.4%	1.7%	3.6%	3.9%	2.0%	2.0%	4.3%	5.6%
<b>SOCIAL EMOTIONAL LEARNING:</b> <a href="#">% of students</a> who improve at least one level on the SEL assessment	<b>2022-23</b>												
	Target												
	2021-22												
<b>STUDENT MENTAL HEALTH AND WELLNESS:</b> % of students who agree that "there is at least one adult in the school building with whom I can share a concern/problem"	<b>2022-23</b>												
	Target				85%				75%				80%
	2021-22		74%	82%	85%		67%	58%	64%		74%	72%	77%
<b>RELATIONSHIPS:</b> % of students who agree that they feel connected to a trusted adult at their school	<b>2022-23</b>												
	Target				88%				75%				75%
	2021-22	86%	78%	81%	88%	67%	68%	56%	61%	69%	73%	68%	68%

FAMILY ENGAGEMENT													
DASHBOARD METRIC		ES				MS				HS			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>FAMILY ENGAGEMENT:</b> % of students whose families receive a direct contact within two school days of an unexcused absence	<b>2022-23</b>												
	Target				75%				75%				75%
	2021-22	6%	8%	8%	8%	8%	10%	9%	9%	15%	12%	11%	10%
<b>PROGRESS MEETINGS:</b> % of students whose families participate in at least 2 <a href="#">student progress meetings</a> (Q1 and Q2 results based on participation in 1 progress meeting)	<b>2022-23</b>												
	Target				85%				60%				60%
	2021-22	51%	90%	67%	68%	39%	68%	38%	39%	66%	89%	59%	60%
<b>FAMILY VOICE:</b> % of families who agree that the school seeks their opinions about important issues	<b>2022-23</b>												
	Target				75%				75%				75%
	2021-22												
<b>WOULD RECOMMEND:</b> % of families who would recommend E.L. Haynes to a friend or neighbor	<b>2022-23</b>												
	Target				90%				90%				90%
	2021-22												
<b>RE-ENROLLMENT:</b> % of families that return to E.L. Haynes in the following year	<b>2022-23</b>												
	Target				90%				90%				90%
	2021-22												

MISSION & GRADUATE PROFILE													
DASHBOARD METRIC		ES				MS				HS			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>GPA:</b> <a href="#">% of students with a weighted GPA of 3.0</a> or above this year	<b>2022-23</b>												
	Target								45%				40%
	2021-22					41%	39%	41%	44%	45%	38%	41%	40%
<b>9TH GRADE ON TRACK:</b> <a href="#">% of first-time 9th graders</a> who are on track to graduate in 4 years	<b>2022-23</b>												
	Target												98%
	2021-22									95%	99%	99%	98%
<b>GRADUATION RATE:</b> <a href="#">% of cohort</a> graduating within 4 years (Q1-Q3 shows % of enrolled cohort on track to graduate, Q4 shows ACGR)	<b>2022-23</b>												
	Target												90%
	2021-22									74%	96%	91%	94%
<b>SAT:</b> % of the Senior Class who score >= 480 on EBRW and 530 on Math on the SAT ( <a href="#">College Board criteria</a> )	<b>2022-23</b>												
	Target												20%
	2021-22												5%
<b>AP PERFORMANCE:</b> % of AP students who passed at least one AP exam	<b>2022-23</b>												
	Target												35%
	2021-22												28%
<b>COLLEGE ACCEPTANCE:</b> % of graduating seniors <a href="#">accepted to a 2- or 4-year postsecondary institution</a>	<b>2022-23</b>												
	Target												100%
	2021-22										30%	83%	99%
<b>COLLEGE ENROLLMENT:</b> % of students who enroll in a 2- or 4-year postsecondary institution within 2 years of graduating	<b>Class of 2022</b>												
	Target												70%
	Class of 2021												51%
	Class of 2020												64%

RACE & EQUITY																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>EQUITY ATTENDANCE:</b> % of students (by subgroup) who <a href="#">attended 90%</a> or more of their enrolled days	<b>All Students</b>																
	<b>SPED</b>																
	<b>Gap</b>																
	<b>Target</b>				-5%				-5%				-5%				
	2021-22 Gap	-14%	-5%	-14%	-18%	-15%	-13%	-18%	-16%	-13%	-9%	-13%	-12%				
<b>AT RISK MATH ACHIEVEMENT:</b> % of students who are designated at risk meeting expectations in math on ANET (Q1-Q3) and PARCC (Q4)	<b>2022-23</b>																
	<b>Target</b>				35%				25%				25%				
	2021-22	9%	9%	9%	14%	7%	7%	5%	8%	6%	12%	8%	6%				
<b>AT RISK ELA ACHIEVEMENT:</b> % of students who are designated at risk meeting expectations in ELA on ANET (Q1-Q3) and PARCC (Q4)	<b>2022-23</b>																
	<b>Target</b>				35%				25%				25%				
	2021-22	16%	16%	18%	7%	26%	32%	29%	16%	31%	29%	23%	21%				
<b>ELL PROGRESS:</b> % of ELL students meeting their ACCESS growth goal	<b>2022-23</b>																
	<b>Target</b>				63%				43%				49%				
	2018-19				31%				12%				42%				
<b>SPED PROGRESS:</b> % of goals students are progressing on or have mastered	<b>2022-23</b>																
	<b>Target</b>				85%				85%				85%				
	2021-22	80%	84%	87%	87%	73%	75%	77%	78%	55%	55%	58%	60%				
<b>DIVERSE INPUT ORGANIZATION:</b> % of staff who agree that decisions made by <b>organizational leadership</b> are based on input from a diverse group of staff	<b>2022-23</b>																
	<b>Target</b>				80%				80%				80%				80%
	2021-22	41%	44%	35%	32%	43%	52%	52%	46%	46%	60%	48%	50%	45%	55%	46%	45%
<b>DIVERSE INPUT CAMPUS:</b> % of staff who agree that decisions made by <b>campus leadership</b> are based on input from a diverse group of staff	<b>2022-23</b>																
	<b>Target</b>				80%				80%				80%				80%
	2021-22	41%	44%	35%	32%	43%	52%	52%	46%	46%	60%	48%	50%	45%	55%	46%	45%
<b>INCLUSIVE COMMUNITY:</b> % of staff who agree that their identity is valued at work and contributes to their accomplishments	<b>2022-23</b>																
	<b>Target</b>				85%				85%				85%				85%
	2021-22	47%	68%	57%	54%	60%	67%	74%	69%	71%	74%	65%	61%	58%	72%	64%	63%
<b>INCLUSIVE DECISION MAKING:</b> % of staff who agree that their opinion seems to matter	<b>2022-23</b>																
	<b>Target</b>				70%				70%				70%				70%
	2021-22	41%	66%	54%	50%	47%	70%	78%	62%	64%	68%	65%	61%	51%	69%	65%	59%

TALENT & OPERATIONS																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>EARLY HIRING:</b> % of instructional vacancies known by May 1 filled by June 1	<b>2022-23</b>																
	Target																90%
	2021-22																60%
<b>RETENTION:</b> % of staff retained	<b>2022-23</b>																
	Target				85%				85%				85%				85%
	2021-22				85%				85%				92%				86%
<b>RISE:</b> % of staff who agree that RISE provides clarity and transparency for their role	<b>2022-23</b>																
	Target				84%				85%				85%				85%
	2021-22																
<b>RISE FEEDBACK:</b> % of staff who agree that RISE provides the feedback and support I need to develop in my role	<b>2022-23</b>																
	Target																85%
	2021-22																
<b>CUSTOMER SERVICE (HR):</b> % of staff agree they receive timely responses regarding personnel matters (benefits, payroll, leave)	<b>2022-23</b>																
	Target				85%				85%				85%				85%
	2021-22																
<b>ENROLLMENT:</b> % of students enrolled by June 1 based on target enrollment	<b>2022-23</b>																
	Target				100%				100%				100%				100%
	2021-22																89%
<b>FUNDRAISING:</b> % of 2022-23 fundraising goal met	<b>2022-23</b>																
	Target																\$725k
	2021-22													\$515K	\$1.05M	\$1.09M	\$1.1M
<b>BUDGET EXPENSES:</b> ELH operates within 3% of our annual expense budget (Note: Based on budget vs actual year-to-date)	<b>2022-23</b>																
	Target																2%
	2021-22													6.3%	2.6%		
<b>SUPPLIES:</b> % of staff who agree that they have the materials and equipment needed to do their work	<b>2022-23</b>																
	Target				90%				95%				90%				90%
	2021-22	88%	85%	84%	86%	77%	89%	85%	92%	82%	89%	93%	86%	83%	87%	89%	89%

# Coversheet

## Three-Year Event Strategy

<b>Section:</b>	VI. Community Relations Committee
<b>Item:</b>	C. Three-Year Event Strategy
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	Three Year Event Strategy (FINAL) 9.29.22.pdf

**E.L. HAYNES PUBLIC CHARTER SCHOOL****Three Year Event Strategy*****FY23 - FY 25***

**Background.** As we look to build back our event strategy and individual, corporate, and foundation engagement following the COVID-19 pandemic closures, we are also designing an event strategy that will culminate in our 20th Anniversary celebration and will help support the potential need for a capital campaign.

Timing	Details	
Fall 2022	Target Date	Early December
	Target Audience	Families
	Potential Location:	Restaurant
	Goal	\$5,000 - \$7,500
	Notes	Small casual function, designed to engage families and kick-start EOY giving campaign.  Framed as a community building event.
Spring 2023	Target Date	May 2023
	Target Audience	25-50
	Potential Location:	Private Residence or Restaurant Room
	Goal	N/A
	Notes	Small cultivation event with “ask” around a targeted strategic plan priority
Fall 2023	Event #1 Target Date	September 15 - October 15
	Target Audience	Families
	Potential Location:	TBD
	Goal	\$5,000 - \$7,5000
	Notes	Host a family event “Loteria” as a way to engage families in an event that is not just a cocktail party function.
	Event # 2 Target Date	October / November 2023
	Target Audience	200-250
	Potential Location:	Longview Gallery / Similar
	Goal	\$150,000



**E.L. HAYNES PUBLIC CHARTER SCHOOL****Three Year Event Strategy*****FY23 - FY 25***

	<b>Notes</b>	"Homecoming" - Major Event
<b>Spring 2024</b>	<b>Target Date</b>	April 2024
	<b>Target Audience</b>	25-50
	<b>Potential Location:</b>	Private Residence or Restaurant Room
	<b>Goal</b>	Engaging major donors -Pledges for Anniversary Event
	<b>Notes</b>	Small Cultivation Event
<b>Fall 2024</b>		<b>E.L. Haynes 20th Anniversary Event</b>
	<b>Target Date</b>	Late October / Early November 2024
	<b>Target Audience</b>	400-500 (including comping whole staff)
	<b>Potential Location:</b>	Large Venue (i.e. National Museum for Women in the Arts)
	<b>Goal</b>	\$250,000-\$300,000
	<b>Notes</b>	