



E.L. Haynes Public Charter School

E.L. Haynes Board of Trustees Regular Meeting

Date and Time

Thursday September 12, 2024 at 6:00 PM EDT

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Record Attendance			1 m
B. Call the Meeting to Order			1 m
C. VOTE to Approve Minutes from May 14, 2024 Meeting	Approve Minutes	Lisa Carlton Waller	1 m
D. VOTE to Approve Minutes from August 22, 2024 Meeting	Approve Minutes	Lisa Carlton Waller	1 m
E. VOTE to Approve Minutes from August 20, 2024 Meeting	Approve Minutes	Lisa Carlton Waller	1 m
F. Public Comment	Discuss		10 m
II. CEO Update			6:15 PM

	Purpose	Presenter	Time
A. CEO Update	FYI	Hilary Darilek	10 m
III. Governance Committee			6:25 PM
A. Discuss Conflict of Interest Policy	Discuss	Katie Wynne	3 m
B. Discuss and Vote on SY 2024-25 Staff Signature Authority	Vote	Katie Wynne	2 m
C. Discuss SY 2024-25 Board Recruitment Updates and Next Steps	Discuss	Roshelle Payes	5 m
IV. Audit, Finance, and Facilities			6:35 PM
A. FY24 Fiscal Updates	Discuss	Justin Rydstrom	10 m
V. Community Relations Committee			6:45 PM
A. Annual Fund Update	FYI	Katie Wynne	3 m
B. Discuss 20th Anniversary Event Updates and Asks	Discuss	Fonda Sutton	7 m
VI. School Performance Committee			6:55 PM
A. Reflect on the SY 2023-24 Organizational Dashboard and Outcomes	Discuss	Rikki Hunt Taylor	15 m
B. Review SY 2023-24 DC CAPE Results	Discuss	Rikki Hunt Taylor	15 m
VII. Closed Session			7:25 PM
A. Personnel Discussion	Discuss	Lisa Carlton Waller	20 m
B. Contract Negotiations	Discuss	Hilary Darilek	15 m
VIII. Closing Items			8:00 PM
A. Adjourn Meeting	Vote		1 m

Coversheet

VOTE to Approve Minutes from May 14, 2024 Meeting

Section:	I. Opening Items
Item:	C. VOTE to Approve Minutes from May 14, 2024 Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for May 2024 Board Meeting on May 14, 2024

APPROVED



E.L. Haynes Public Charter School

Minutes

May 2024 Board Meeting

Date and Time

Tuesday May 14, 2024 at 6:00 PM

Location

E.L. Haynes Public Charter School
4501 Kansas Avenue, NW
High School - Think Tank
Washington, DC 20011

Trustees Present

F. Sutton, J. Hanna, K. Simpkins, L. Carlton Waller, L. Johnson-Law (remote), L. Robinson Mills, M. Hall, M. Kovner, N. Greene, R. Laine, R. Payes, T. Gibian (remote)

Trustees Absent

G. Navidi-Kasmai, J. Niles

Guests Present

A. Brooks, Basil Chawkat, Brittany Wagner Friel, Candace Cunningham, Christina Burke (remote), Christina Saunders (remote), DiAnté McGriff, Emily Hueber Stoetzer, Gwyn Prater (remote), H. Darilek, J. Callahan, Joel Brown (remote), K. Wynne, P. Rayamajhi, R. Hunt Taylor, Rob Murphy, Tashiyra Freeman (remote)

I. Opening Items

A. Record Attendance

B.

Call the Meeting to Order

L. Carlton Waller called a meeting of the board of trustees of E.L. Haynes Public Charter School to order on Tuesday May 14, 2024 at 6:00 PM.

C. Approve Minutes

L. Carlton Waller made a motion to approve the minutes from April 2024 Board Meeting on 04-09-24.

R. Payes seconded the motion.

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

D. Public Comment

There were no public comments.

II. CEO Update

A. CEO Update

CEO Hilary Darilek provided high-level remarks to:

- Recognize outgoing Trustees and E.L. Haynes leaders: Norm Greene, Gaberella Navidi-Kasmai, and Joe Callahan.
- Review of progress made towards organizational strategic goals including academics, talent, and organizational development.
- Give an update on the status of the DC Uniform Per Student Funding Formula (UPSFF).
- Share that the Public Charter School Board (PCSB) approved reconfiguring the 5th grade to be part of the elementary school.
- Provide an update regarding enrollment for SY24-25.

III. School Performance Committee

A. Reflections and Discussion on Q3 Academic Data

Chief Academic Officer Rikki Hunt Taylor provided an overview of current academic data and facilitated discussion in response to questions from Trustees regarding the following topics:

- Math scores in certain middle school grades.
- The impacts of block scheduling on learning, including how the middle school will adjust their schedules next year based on positive outcomes at the high school.
- Post-graduation data to describe outcomes for E.L. Haynes graduates, specifically our college persistence rate.

- Sense of belonging and attendance.

IV. Governance Committee

A. VOTE to re-appoint Richard Laine and Fonda Sutton to Board of Trustees (2nd Term)

R. Payes made a motion to re-appoint Richard Laine and Fonda Sutton to a second term on the Board of Trustees, effective July 1, 2024.

M. Kovner seconded the motion.

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

B. VOTE to re-appoint Lisa Carlton Waller for a one-year extension

R. Payes made a motion to re-appoint Lisa Carlton Waller for a one-year extension, effective July 1, 2024.

M. Kovner seconded the motion.

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

C. Discuss and VOTE on the officer slate for SY 2024-2025

R. Payes made a motion to approve the officer slate for SY 2024-2025, effective July 1, 2024.

R. Laine seconded the motion.

SY24-25 Officer Slate

- Lisa Carlton Waller, Chair
- Lenora Robinson-Mills, Vice Chair
- Jaymes Hanna, Treasurer
- Tom Gibian, Secretary
- Fonda Sutton, Chair-Elect

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

D. Review and discuss SY 2024-25 Board Meeting Calendar and Committee Assignments

- Trustees were instructed to review the proposed SY24-25 Board Meeting Calendar and flag scheduling conflicts during the Board Retreat on June 7.
- Trustees reviewed new committee assignments for select Trustees.

E. SY 2024-25 Board Recruitment Update and Next Steps

- Roshelle Payes shared an overview of the board's recruitment needs.

V. Audit, Finance, and Facilities

A.

Discuss and VOTE on proposed FY25 Budget

N. Greene made a motion to approve the FY25 Budget as presented by the Audit, Finance, and Facilities Committee.

R. Laine seconded the motion.

Richard Laine urged school leaders to allocate additional resources for additional interventions and learning supports during the summer / back-to-school season—potentially increasing expenses beyond those outlined in the proposed FY25 budget. The Board agreed that this is an important issue that school leaders should seek to swiftly address in a thoughtful way.

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

B. VOTE on Board Signatory Resolution

L. Robinson Mills made a motion to remove Norm Greene as an E.L. Haynes Organizational Signatory and add Jaymes Hanna, effective July 1, 2024, through June 30, 2025.

M. Kovner seconded the motion.

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

VI. Community Relations Committee

A. Annual Fund Update

Fonda Sutton and Joe Callahan provided updates regarding the Annual Fund.

B. FY25 Fundraising Goals

Fonda Sutton and Joe Callahan provided an overview of the organization's FY25 fundraising goals.

C. Discuss E.L. Haynes 20th Anniversary Event

Fonda Sutton and Joe Callahan shared updates regarding planning for the 20th Anniversary Event.

D. Upcoming Events at E.L. Haynes

Fonda Sutton shared an overview of upcoming cross-campus and campus-based events that Trustees may attend.

VII. Closed Session

A. Discussion on Personnel Issues and Proprietary Information

L. Carlton Waller made a motion to Move to Closed Session.

J. Hanna seconded the motion.

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

VIII. 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,
L. Carlton Waller

Coversheet

VOTE to Approve Minutes from August 22, 2024 Meeting

Section:	I. Opening Items
Item:	D. VOTE to Approve Minutes from August 22, 2024 Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Special Board Meeting on August 22, 2024

APPROVED



E.L. Haynes Public Charter School

Minutes

Special Board Meeting

Date and Time

Thursday August 22, 2024 at 4:30 PM

Location

Virtual via Zoom

Trustees Present

F. Sutton (remote), J. Niles (remote), K. Simpkins (remote), L. Carlton Waller (remote), L. Robinson Mills (remote), M. Hall (remote), M. Kovner (remote), N. Greene (remote), R. Laine (remote), R. Payes (remote), T. Gibian (remote)

Trustees Absent

L. Johnson-Law

Guests Present

A. Brooks (remote), H. Darilek (remote), J. Rydstrom (remote), K. Wynne (remote), P. Rayamajhi (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

L. Carlton Waller called a meeting of the board of trustees of E.L. Haynes Public Charter School to order on Thursday Aug 22, 2024 at 4:36 PM.

C. Move to Closed Session

L. Carlton Waller made a motion to move to closed session.

L. Robinson Mills seconded the motion.

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

II. Closed Session

A. Discussion on Contract Negotiations

III. 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 5:44 PM.

Respectfully Submitted,

R. Laine

Coversheet

VOTE to Approve Minutes from August 20, 2024 Meeting

Section:	I. Opening Items
Item:	E. VOTE to Approve Minutes from August 20, 2024 Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Special Board Meeting on August 20, 2024

APPROVED



E.L. Haynes Public Charter School

Minutes

Special Board Meeting

Date and Time

Tuesday August 20, 2024 at 5:00 PM

Location

Virtual via Zoom at <https://elhaynes-org.zoom.us/j/84440647490>

Trustees Present

F. Sutton (remote), J. Niles (remote), K. Simpkins (remote), L. Carlton Waller (remote), L. Johnson-Law (remote), L. Robinson Mills (remote), M. Hall (remote), M. Kovner (remote), R. Laine (remote), R. Payes (remote), T. Gibian (remote)

Trustees Absent

J. Hanna

Guests Present

A. Brooks (remote), H. Darilek (remote), J. Rydstrom (remote), K. Wynne (remote), P. Rayamajhi (remote)

I. Opening Items**A. Record Attendance****B. Call the Meeting to Order**

L. Johnson-Law called a meeting of the board of trustees of E.L. Haynes Public Charter School to order on Tuesday Aug 20, 2024 at 5:06 PM.

C. Move to Closed Session

L. Robinson Mills made a motion to Move to closed session.

M. Kovner seconded the motion.

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

II. 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 6:52 PM.

Respectfully Submitted,

L. Robinson Mills

Coversheet

Reflect on the SY 2023-24 Organizational Dashboard and Outcomes

Section: VI. School Performance Committee
Item: A. Reflect on the SY 2023-24 Organizational Dashboard and Outcomes
Purpose: Discuss
Submitted by:
Related Material: ELH Dashboard (SY 2023-24)_Final.pdf

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD																
DASHBOARD METRIC	ES				MS				HS				ELH			
ORGANIZATIONAL PRIORITIES	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
ORG PRIORITIES: By the end of the 2023-24 School Year, at least 50% of students will meet their above average growth goal in ELA	2023-24	46%		40%		38%		19%		24%		12%		36%		24%
	Target			50%				50%				50%				50%
	2022-2023			35%				21%				18%				25%
ORG PRIORITIES: By the end of the 2023-24 School Year, at least 50% of students will meet their above average growth goal in Math	2023-24	37%		30%		34%		14%		53%		58%		38%		33%
	Target			50%				50%				50%				50%
	2022-2023			31%				15%								23%
TIER 1 INSTRUCTION: By June 2024, 75% of classrooms will effectively use discourse techniques and appropriate types of questions as evidenced by classroom observations.	2023-24	47%		53%		29%		63%		41%		56%		38%		57%
	Target			75%				75%				75%				75%
	2022-23															
TIER 1 INSTRUCTION: By June 2024, 75% of core content classes will utilize effective small group teaching techniques during their learning blocks at least 75% of the time as evidenced by classroom observations.	2023-24	53%		67%		38%		75%		47%		61%		45%		67%
	Target			75%				75%				75%				75%
	2022-23															
TIER 1 INSTRUCTION: By June 2024, 75% of classrooms will provide rigorous grade-level tasks as evidenced by classroom observations and learning task audits.	2023-24	82%		73%		29%		69%		65%		78%		59%		73%
	Target			75%				75%				75%				75%
	2022-23															
MTSS AND STUDENT SUPPORTS: By June 2024, 75% of students enrolled in READ 180 will meet their lexile growth goal.	2023-24					42%		54%								
	Target							75%				75%				
	2022-2023															
MTSS AND STUDENT SUPPORTS: By June 2024, 75% of students enrolled in an evidenced-based math intervention (Bridges, Math Mastery, Math 180) will meet their math goal as evidenced by EOY Math Inventory or MClass math scores.	2023-24															
	Target	75%		75%				75%				75%				75%
	2022-23															
CAMPUS GOAL (ES): By June 2024, 75% of ELA teachers will implement evidenced-based reading strategies in the classroom as evidenced by classroom observations and SAP IPG Foundational Skills Tool.	2023-24	100%		100%												100%
	Target			75%												
	2022-23															
CAMPUS GOAL (ES/MTSS): By June 2024, 75% of students enrolled in an ES evidenced-based reading intervention (DD Foundations, Burst) will meet average growth or better by EOY Dibels scores.	2023-24															
	Target			75%												
	2022-23															
CAMPUS GOAL (MS): By June 2024, 75% of teachers will effectively utilize developmental designs framework and strategies in every classroom as evidenced by classroom observations.	2023-24															
	Target							75%								
	2022-23															
CAMPUS GOAL (MS): By June 2024, 75% of students will meet at least 75% of their IEP goals due to new co-teaching structure and whole child case management.	2023-24	63%														
	Target							75%								
	2022-23															
CAMPUS GOAL (HS): By June 2024, 60% of students making quarterly GPA growth (% of students growing from average 2.0 to 3.0 GPA)	2023-24								64%	34%	62%	40%				
	Target								60%	60%	60%	60%				
	2022-23															

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

INSTRUCTION																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
CLASS: "Instructional Support" rating on the CLASS	2023-24				3.76												
	Target				4.00												
	2022-2023				3.85												
EARLY LITERACY: % of students in K-5 on-level or making average growth or better on DIBELS (BOY includes only students on-level)	2023-24	53%	64%	71%													
	Target				90%												
	2022-23	46%	75%	87%													
ELA GROWTH: % of students who meet their growth target on i-Ready (K-8) or Reading Inventory (HS)	2023-24		63%	59%		57%	52%			53%	63%						
	Target				75%				75%			75%					
	2022-23		61%	65%		56%	54%			51%	53%						
MATH GROWTH: % of students K-8 who meet their growth target on i-Ready	2023-24		57%	60%		53%	43%										
	Target				75%				75%								
	2022-23		58%	64%		45%	41%										
ELA K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or above on ELA i-Ready	2023-24	19%	31%	51%													
	Target				40%												
	2022-2023	15%			45%												
MATH K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or above on math i-Ready	2023-24	18%	29%	50%													
	Target				56%												
	2022-23	13%	27%	39%													
ELA 3-10 ACHIEVEMENT: % of students who score a 4 or above on the ELA PARCC assessment (Q1-Q3 ES based on ANET Predictions).	2023-24	24%	25%	27%	25%	36%	32%	34%	21%	33%	38%	33%	23%				22%
	Target				31%				38%				41%				
	2022-23	16%	21%	23%	20%	30%	33%	30%	31%	39%	38%	32%	33%				26%
MATH 3-10 ACHIEVEMENT: % of students who score a 4 or above on the math PARCC assessment (Q1-Q3 ES based on ANET Predictions).	2023-24	36%	32%	37%	20%	20%	16%	12%	15%	36%	38%	32%	13%				15%
	Target				32%				23%				21%				
	2022-23	19%	23%	26%	22%	20%	22%	16%	13%	5%	12%	14%	13%				14%
INTERVENTION: % of students enrolled in Read 180/HS Literacy Intervention meeting average growth or better.	2023-24						58%	53%				70%					58%
	Target											75%					75%
	2022-23											13%					57%
COACHING: % of coached teachers whose students achieve their student centered coaching goal	2023-24	56%	74%	80%			50%	50%			70%	74%					
	Target				85%				85%			85%					
	2022-23	17%	65%			17%	43%			0%	30%						
TEACHER SUPPORT/COACHING: % 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	2023-24	81%			89%	83%			71%	95%			92%				
	Target				85%				85%				85%				
	2022-23	73%		83%	63%	95%		82%	83%	83%		88%	74%				

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

INSTRUCTION																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
CULTURE & WELLNESS																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
MTSS AND STUDENT SUPPORTS: By May 2024, all campuses will have a functioning MTSS structure that is aligned to our MTSS philosophy and approach (ON = On Track; OFF = Off Track; C = Complete)	2023-24																
	Target				OFF				OFF				OFF				OFF
90% ATTENDANCE: % of students meeting attendance requirements of 90% or more of their enrolled days	2023-24	77%	73%	77%	75%	84%	77%	77%	72%	70%	63%	60%	53%				
	Target				90%				90%				80%				
	2022-23	72%	66%	70%	72%	71%	62%	65%	64%	60%	52%	53%	50%				
IN-SEAT ATTENDANCE: Average attendance rate	2023-24	92%	92%	92%	92%	93%	92%	92%	91%	89%	88%	88%	86%				
	Target				90%				90%				85%				
	2022-23	92.3%	91.1%	91.2%	91	91.8%	90.3%	90.6	90.0%	88.4%	86.2%	85.9%	85.0%				
SUSPENSIONS: % of students suspended at least once	2023-24	0	0.2%	0.2%	0.2%	0.5%	0.9%	2.2%	4.6%	0.5%	0.9%	1.4%	2.0%				
	Target				0%				3%				5%				
	2022-23	0.0%	0.0%	0.6%	0.6%	0.8%	0.8%	1.9%	3.2%	2.1%	2.8%	4.7%	6.2%				
SOCIAL EMOTIONAL LEARNING: % of students who improve at least one level on the SEL assessment	2023-24																
	Target																
	2022-23																
STUDENT MENTAL HEALTH AND WELLNESS: % of students who agree that "there is at least one adult in the school building with whom I can share a concern/problem"	2023-24	86%			78%	58%			60%	71%			75%				
	Target				85%				75%				80%				
	2022-23	81%	89%	94%	68%	63%	71%	78%	92%	79%							
RELATIONSHIPS: % of students who agree that they feel connected to a trusted adult at their school	2023-24	81%			83%	53%			51%	67%			73%				
	Target				88%				75%				75%				
	2022-23	83%	80%	94%	60%	59%	58%	73%	67%	73%							

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

INSTRUCTION																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

STUDENT AND FAMILY ENGAGEMENT																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
STUDENT ENGAGEMENT: % of STUDENTS who agree or strongly agree that "I like coming to school."	2023-24	64%			64%	43%			32%	36%			43%	45%			47%
	Target																
	2022-23	83%	85%	82%	82%	54%	48%	58%	58%	62%	52%	54%	54%	66%	59%	59%	59%
STUDENT ENGAGEMENT: % of STUDENTS who agree or strongly agree that "what I am learning in class is CHALLENGING. "	2023-24	67%			60%	59%			54%	62%			60%	62%			58%
	Target																
	2022-23	87%	83%	82%	82%	68%	63%	75%	75%	64%	64%	67%	67%	73%	86%	72%	72%
STUDENT ENGAGEMENT: % of STUDENTS who agree or strongly agree that "what I am learning in class is INTERESTING. "	2023-24	74%			72%	46%			39%	51%			58%	54%			56%
	Target																
	2022-23	87%	83%	82%	82%	68%	63%	75%	75%	64%	64%	67%	67%	73%	86%	72%	72%
STUDENT ENGAGEMENT: % of STUDENTS who agree or strongly agree that "what I am learning in class is IMPORTANT. "	2023-24																
	Target																
	2022-23	87%	83%	82%	82%	68%	63%	75%	75%	64%	64%	67%	67%	73%	86%	72%	72%
STUDENT ENGAGEMENT: % of FAMILIES who agree or strongly agree that "I believe my student is challenged in their classes"	2023-24	74%			84%	76%			76%	80%			85%	76%			82%
	Target																
	2022-23	78%	83%	85%	85%	70%	80%	83%	83%	78%	77%	84%	84%	73%	86%	72%	72%
FAMILY ENGAGEMENT: % of FAMILIES who agree or strongly agree that "I feel connected to my child(ren)'s teachers..."	2023-24	87%			89%	73%			76%	78%			93%	80%			86%
	Target																
	2022-23	80%	83%	90%	90%	68%	72%	64%	64%	67%	73%	81%	81%	80%	79%	84%	84%
FAMILY ENGAGEMENT: % of students whose families receive a direct contact within two school days of an unexcused absence	2023-24	11%	9%	6%	6%	5%	5%	3%	3%	23%	20%	16%	13%				
	Target				75%				75%				75%				
	2022-23	12%	7%	9%	8%	10%	8%	10%	8%	17%	15%	15%	14%				
PROGRESS MEETINGS: % of students whose families participate in at least 2 student progress meetings (Q1 and Q2 results based on participation in 1 progress meeting)	2023-24				38%	16%	28%	16%	17%	63%	71%	37%	50%				
	Target				85%				60%				60%				
	2022-23	61%	89%	67%	67%	32%	52%	37%	38%	78%	85%	64%	65%				
FAMILY VOICE: % of families who agree that the school seeks their opinions about important issues (Diverse Input)	2023-24	79%			84%	81%			81%	79%			87%	79%			84%
	Target				75%				75%				75%				
	2022-23	89%	88%	90%	90%	86%	91%	87%	87%	89%	89%	90%	90%	91%	93%	80%	80%
WOULD RECOMMEND: % of families who would recommend E.L. Haynes to a friend or neighbor	2023-24	94%			94%	83%			83%	91%			93%	90%			90%
	Target				90%				90%				90%				90%
	2022-23	95%	90%	95%	95%	84%	91%	77%	77%	93%	94%	87%	87%	94%	92%	84%	84%

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

INSTRUCTION																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

MISSION AND GRADUATE PROFILE

DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
GPA: % of students with a weighted GPA of 3.0 or above this year	2023-24					49%	43%	42%	42%	44%	42%	43%	43%				
	Target								45%			40%					
	2022-23					47%	47%	50%	52%	39%	40%	41%	39%				
GPA Growth: % of students growing from average 2.0 to 3.0 GPA Baseline: SY 22-23 25% GPA Growth .1 or Greater, 13% GPA Growth .2 or Greater	2023-24									64%	34%	62%	40%				
	Target																
	2022-23																
9TH GRADE ON TRACK: % of first-time 9th graders who are on track to graduate in 4 years	2023-24									91%	89%	86%	99%				
	Target												98%				
	2022-23									95%	93%	91%	98%				
GRADUATION RATE: % of cohort graduating within 4 years (Q1-Q3 shows % of enrolled cohort on track to graduate, Q4 shows ACGR)	2023-24									85%	88%	87%	93%				
	Target												90%				
	2022-23									97%	96%	92%	94%				
SAT: % of the Senior Class who score >= 480 on EBRW and 530 on Math on the SAT (College Board criteria)	2023-24												8%				
	Target												20%				
	2022-23												3%				
AP PERFORMANCE: % of AP students who passed at least one AP exam with a score of at least a 3	2023-24												51%				
	Target												35%				
	2022-23												33%				
COLLEGE ACCEPTANCE: % of graduating seniors accepted to a 2- or 4-year postsecondary institution	2023-24										59%	80%	100%				
	Target												100%				
	2022-23										45%	77%	100%				
COLLEGE ENROLLMENT: % of students who enroll in a 2- or 4-year postsecondary institution within 2 years of graduating	Class of 2023																
	Target												70%				
	Class of 2022																
	Class of 2021												53%				
Class of 2020												64%					

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

TALENT																		
DASHBOARD METRIC		ES				MS				HS				ELH				NOTES & UPDATES
TALENT METRICS		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
ORG PRIORITIES (INVESTING IN OUR PEOPLE): By April 2024, identify and communicate robust medical health plans to replace CareFirst POS and PPO plans that meet the needs of our diverse staff community. (ON = On Track; OFF = Off Track; C = Complete)	2023-24																	Talent Team will host an all-staff focus group to learn more about additional benefits offerings options that align with staff needs on 11/29.
	Target																C	
ORG PRIORITIES (INVESTING IN OUR PEOPLE): By May 2024, create and share a Haynes "Our Investment in You" one-pager that details all financial investments made in individual full-time Haynes employees. (ON = On Track; OFF = Off Track; C = Complete)	2023-24																	Talent team has created draft one-pager and finalizing inputs for staff members.
	Target																C	
ORG PRIORITIES (GROWTH & DEVELOPMENT): By March 2024, codify a management vision for all Haynes people managers that is aligned with our Core Values and Manager Competencies.(ON = On Track; OFF = Off Track; C = Complete)	2023-24																	Managers have engaged in two sessions to codify the why, what, and how around expectations for people management at Haynes.
	Target																C	
ORG PRIORITIES (CELEBRATE EXCELLENCE): By June 2024, create a Haynes awards celebration that recognizes full-time staff members' exceptional performance in achieving outcomes for students, commitment to our school community, our core values, and milestone recognitions.(ON = On Track; OFF = Off Track; C = Complete)	2023-24																	THRIVE awards were implemented during the October All-Staff Meeting. Proposal created for end of year staff awards program.
	Target																C	
EARLY HIRING (HIRING): % of instructional vacancies known by May 1 filled by June 1	2023-24																73%	
	Target																90%	
	2022-23																96%	
RETENTION (HIRING): % of staff retained	2023-24																85%	
	Target				85%				85%				85%				85%	
	2022-23				84%				80%				78%				81%	
RISE: % of staff who agree that RISE checkpoints provide meaningful feedback and support needed to meet my goals in my role	2023-24	79%			83%	81%			68%	91%			83%	84%			76%	
	Target				84%				85%				85%				85%	
	2022-23	56%	63%		36%	65%	56%		64%	62%	73%		62%	61%	65%		60%	
CUSTOMER SERVICE (HR): % of staff agree that they receive a response that sufficiently helps to address their personnel matters (benefits, payroll, leave, etc.)	2023-24	74%			62%	61%			77%	65%			51%	66%			63%	
	Target				85%				85%				85%				85%	
	2022-23	31%	47%		32%	50%	56%		56%	40%	43%		53%	38%	49%		50%	
STAFF SUPPORT/COACHING (RISE): % of non-instructional staff who agree that through coaching and feedback from my manager, I receive specific actions to develop in my role	2023-24	79%			77%	75%			72%	91%			90%	83%			79%	
	Target																85%	
	2022-23	56%	63%		36%	65%	56%		64%	62%	73%		62%	61%	65%		60%	
MANAGER TRAINING (RISE): % of managers who believe they have the support needed to be effective managers	2023-24	71%			74%	80%			71%	78%			76%	76%			73%	
	Target																85%	
	2022-23																	

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD

RACE & EQUITY

DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
EQUITY ATTENDANCE: % of students (by subgroup) who attended 90% or more of their enrolled days	All Students	77%	73%	77%	75%	84%	77%	77%	72%	70%	63%	60%	53%				
	SPED	68%	64%	73%	71%	78%	73%	70%	61%	68%	62%	55%	46%				
	Gap	-9%	-9%	-4%	-4%	-6%	-4%	-7%	-11%	-2%	-1%	-5%	-7%				
	Target				-5%				-5%				-5%				
	2022-23 Gap	-9%	-5%	-3%	-5%	-11%	-10%	-12%	-15%	-9%	-11%	-11%	-9%				
AT RISK ELA ACHIEVEMENT: % of students who are designated at risk meeting expectations in ELA on ANET (Q1-Q3) and PARCC (Q4)	2023-24	17%	9%	15%	7%	25%	24%	25%	14%	22%	31%	29%	20%				
	Target				35%				25%				25%				
	2022-23	11%	13%	15%		20%	26%	24%		31%	33%	31%					
AT RISK MATH ACHIEVEMENT: % of students who are designated at risk meeting expectations in math on ANET /Transcend (Q1-Q3) and PARCC (Q4)	2023-24	23%	20%	26%	4%	20%	12%	7%	12%	28%	32%	25%	12%				
	Target				35%				25%				25%				
	2022-23	11%	11%	13%		16%	19%	9%		3%	8%	9%					
ELL PROGRESS: % of ELL students meeting their ACCESS growth goal (Increasing to next level is the goal in 2022-23)	2023-24				50%				18%				39%				
	Target				63%				43%				49%				
	2022-23				57%				10%				25%				
SPED PROGRESS: % of goals students are progressing on or have mastered	2023-24																
	Target	85%	85%	85%	85%				85%				85%				
	2022-23	92%	92%			93%	89%			58%	64%						
DIVERSE INPUT ORGANIZATION: % of staff who agree that decisions made by organizational leadership are based on input from a diverse group of staff	2023-24	42%			33%	34%			43%	46%			33%	43%			39%
	Target				75%				75%				75%				75%
	2022-23	33%	34%		21%	52%	63%		50%	48%	50%		32%	48%	53%		37%
DIVERSE INPUT CAMPUS: % of staff who agree that decisions made by campus leadership are based on input from a diverse group of staff	2023-24	39%			57%	50%			48%	56%			54%	50%			54%
	Target				75%				75%				75%				75%
	2022-23	31%	47%		29%	67%	63%		76%	65%	52%		43%	51%	51%		48%
INCLUSIVE COMMUNITY: % of staff who agree that their identity is valued at work and contributes to their accomplishments	2023-24	75%			77%	69%			72%	61%			60%	64%			70%
	Target				75%				75%				75%				75%
	2022-23	53%	59%		50%	73%	71%		76%	72%	73%		57%	66%	64%		53%
INCLUSIVE DECISION MAKING: % of staff who agree that their opinion seems to count	2023-24	71%			80%	66%			64%	57%			58%	64%			67%
	Target				75%				75%				75%				75%
	2022-23	51%	66%		50%	69%	78%		76%	68%	70%		53%	65%	73%		60%
ORG PRIORITIES (RACIAL EQUITY METRIC): By the end of 2023-2024 School Year, at least 75% of ELH Staff will agree or strongly agree that "my identity is valued at work and contributes to my accomplishments."	2023-24	75%			77%	69%			72%	61%			60%	64%			70%
	Target				75%				75%				75%				75%
	2022-23	53%			50%	73%			76%	71%			57%	66%			60%

E.L. HAYNES 2023-2024 ORGANIZATIONAL DASHBOARD																		
ORGANIZATIONAL DEVELOPMENT																		
DASHBOARD METRIC		ES				MS				HS				ELH				NOTES & UPDATES
ORGANIZATIONAL DEVELOPMENT METRICS		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
ORG PRIORITIES (LONG TERM FACILITIES PLANNING): Remain on track for campus consolidation by SY2026-27 through design development with stakeholder input and an enrollment and financing model by June 30, 2024. (ON = On Track; OFF = Off Track; C = Complete)	2023-24																ON	
	Target																	C
ORG PRIORITIES (SCHOOL OPERATIONS MODEL): By June 2024, create Standard Operating Procedures (SOPs) that outline a clear and defined approach to minimizing academic learning disruptions and maximizing available resources. (ON = On Track; OFF = Off Track; C = Complete)	2023-24																	
	Target																	O
ORG PRIORITIES (EXCEPTIONAL FINANCES): Maintain healthy financials as measured by the quarterly Key Performance Indicators (days of cash, gross margin, grant reimbursements, and debt-service coverage ratio). (ON = On Track; OFF = Off Track; C = Complete)	2023-24																ON	
	Target																	C
DAYS OF CASH ON HAND: Days of cash-on-hand is above the threshold required by our loan covenants and PCSB requirements	2023-24													134				
	Target																	136
	2022-2023																	134
DEBT SERVICE COVERAGE RATIO: The Debt-Service Coverage Ratio remains below the threshold set by our loan covenants (1).	2023-24													1.35				
	Target													1	1	1	1	
	2022-2023																	1.41
GROSS MARGIN: The Gross Margin (revenue less expenses, divided by revenue) is above 1% on a quarterly basis	2023-24													0.40%				
	Target													-5%	-5%	-5%	-5%	
	2022-2023																	0.20%
GRANTS INVOICED: By June 30, 2024, 100% of federal grants will be invoiced.	2023-24													2%				
	Target																	100%
	2022-2023																	100%
ENROLLMENT: % of students enrolled by June 1 based on target enrollment	2023-24																	
	Target				100%			100%				100%	100%	100%	100%	100%	100%	100%
	2022-2023				101%			99%			95%							98%
FUNDRAISING: % of 2023-24 fundraising goal met	2023-24																\$570K	\$864K
	Target																	\$805K
	2022-23													\$107K	\$707K	\$798K		\$824K
SUPPLIES & MATERIALS: % of staff who agree that they have the materials and equipment needed to do their work	2023-24	71%			77%	72%			72%	80%			78%	75%				77%
	Target				90%			95%				90%						90%
	2022-23	82%	88%	86%	92%	93%	97%	77%	91%	85%	84%	91%	87%					87%
TECHNOLOGY: % of staff who agree that they have the technology needed to do their work	2023-24	83%			80%	84%			92%	91%			85%	87%				85%
	Target				90%			95%				90%						90%
	2022-23	82%			92%			77%			84%							
WORKSPACE: % of staff who agree that they have the workspace needed to do their work	2023-24	63%			63%	91%			96%	52%			43%	66%				64%
	Target				90%			95%				90%						90%
	2022-23	82%			92%			77%			84%							
RE-ENROLLMENT: % of families that return to E.L. Haynes in the following year	2023-24																	
	Target				90%			90%				90%						
	2022-23																	

Coversheet

Adjourn Meeting

Section: VIII. Closing Items
Item: A. Adjourn Meeting
Purpose: Vote
Submitted by:
Related Material: September 2024 Board Meeting Deck_09.12.24.pdf

SEPTEMBER 2024 BOARD OF TRUSTEES MEETING

September 12, 2024





Board of Trustees Meeting

September 12, 2024

6:00 p.m. - 8:00 p.m.

AGENDA

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



Board of Trustees Meeting

September 12, 2024
6:00 p.m. - 8:00 p.m.

AGENDA

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

Board of Trustees Meeting

September 12, 2024
6:00 p.m. - 8:00 p.m.

AGENDA

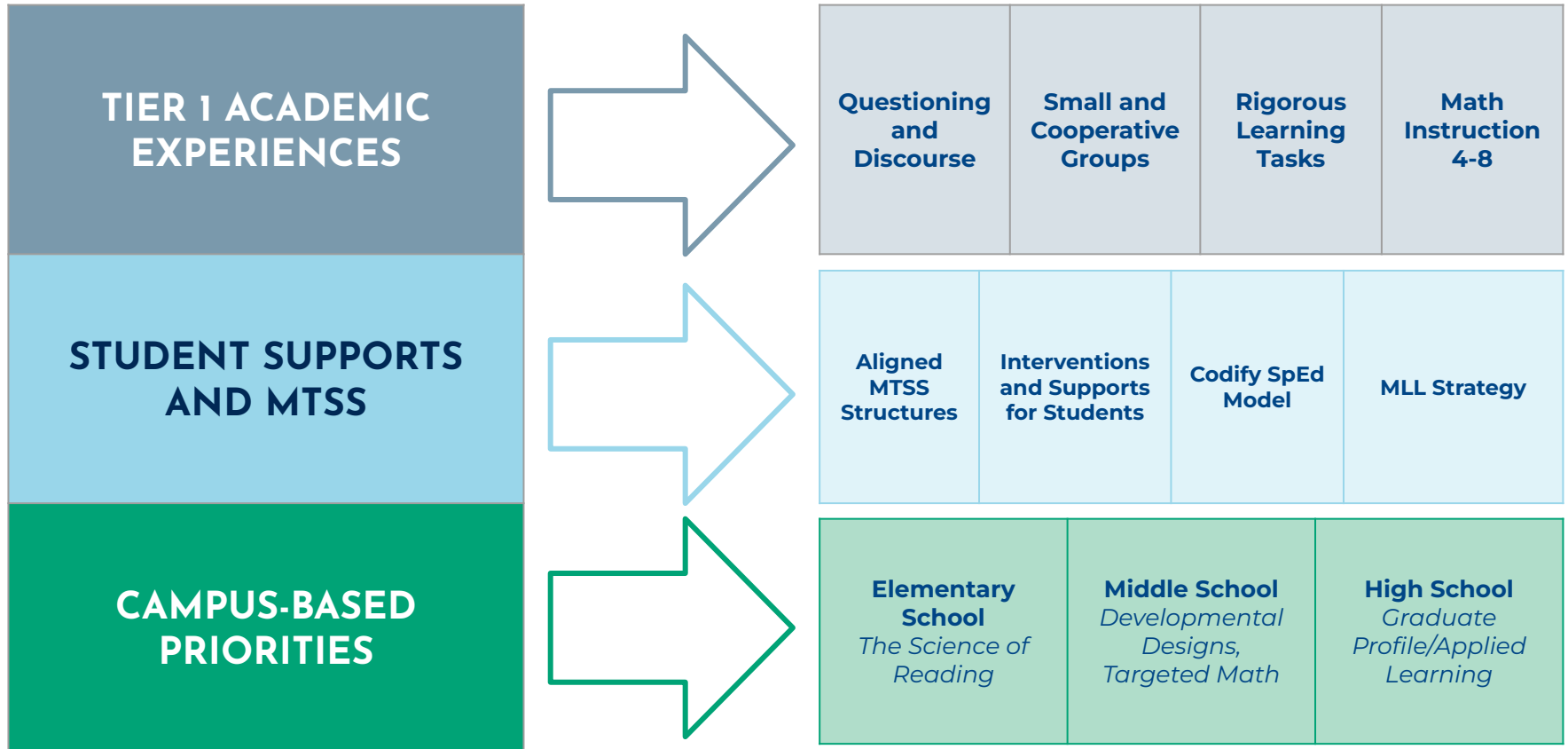
- WELCOME
- OPENING ITEMS
- **CEO UPDATE**
- GOVERNANCE COMMITTEE
- AUDIT, FINANCE, AND FACILITIES COMMITTEE
- COMMUNITY RELATIONS COMMITTEE
- SCHOOL PERFORMANCE COMMITTEE
- CLOSED SESSION



STRATEGIC PRIORITIES: SY 2024-25 - YEAR 5

Our Racial Equity Commitment		
ACADEMICS	TALENT	ORGANIZATIONAL DEVELOPMENT
Tier 1 Academic Experiences	Investing in Our People	Long-Term Facilities Planning
Student Supports and MTSS	Growth and Development	Exceptional Finances
Campus-Based Priorities	Talent Enablers	Optimize Operations Functions

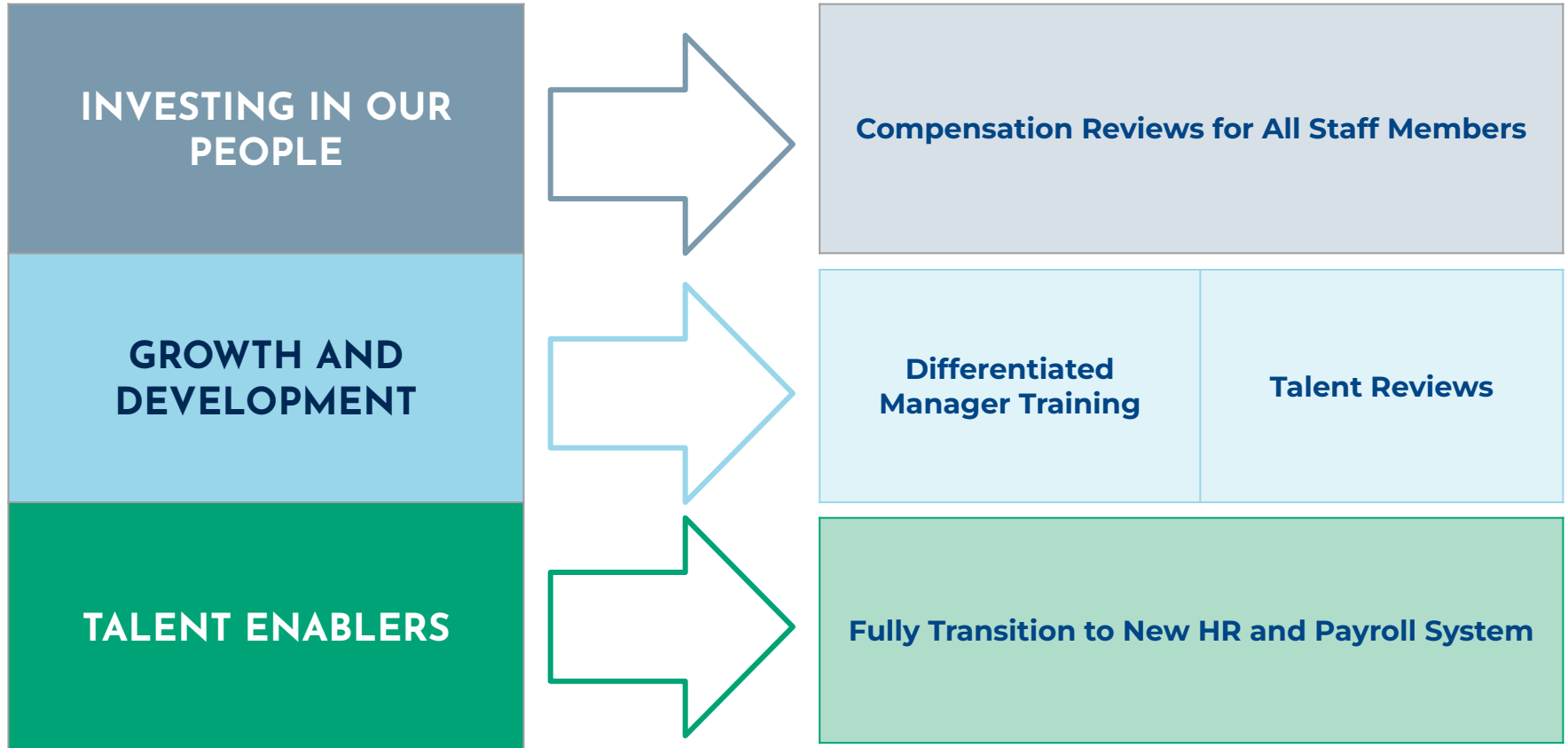
ACADEMIC PRIORITIES: SY 2024-25 - YEAR 5



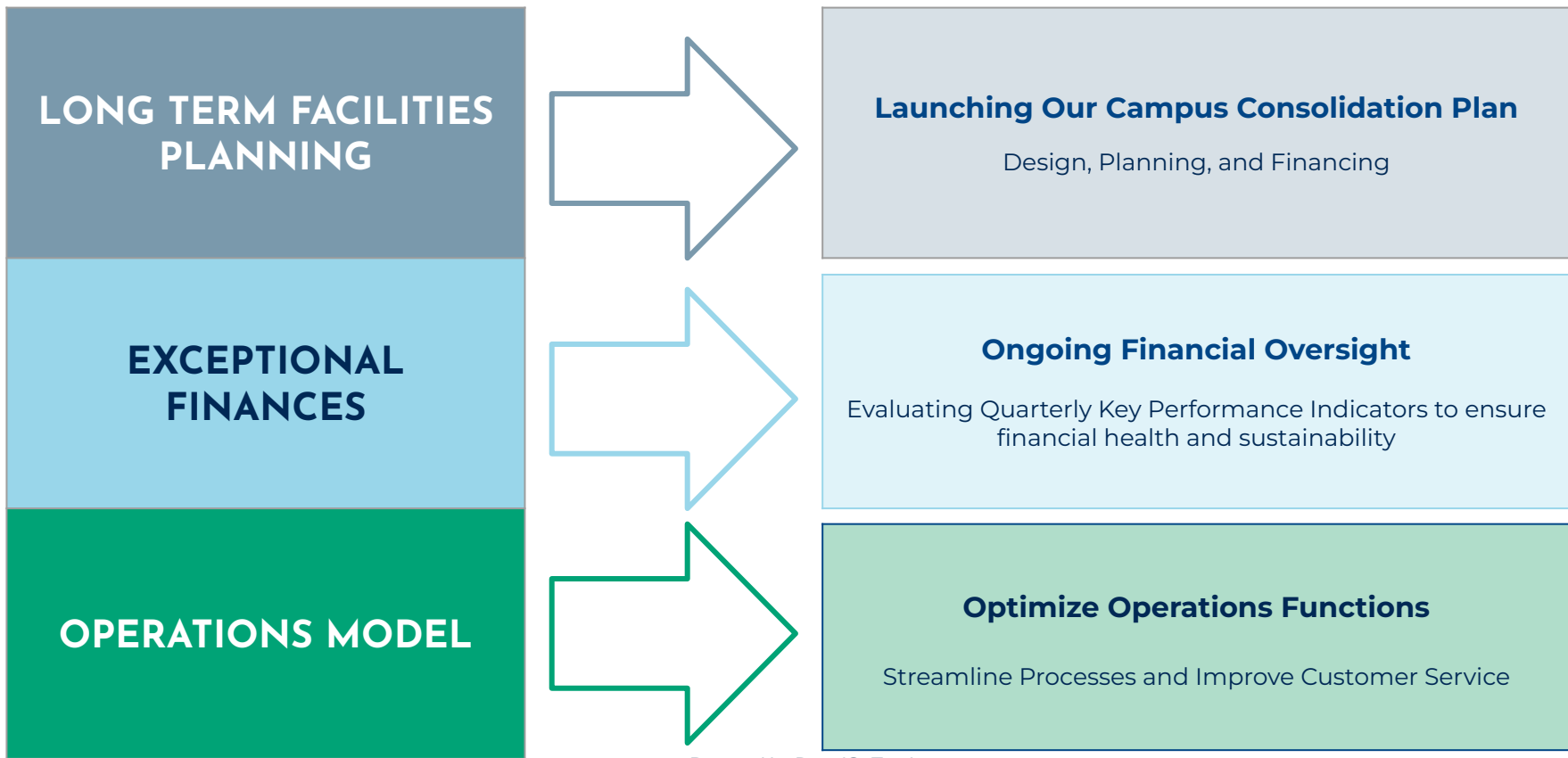
SOCIAL-EMOTIONAL LEARNING (SEL)

Powered by BoardOnTrack

TALENT PRIORITIES: SY 2024-25 - YEAR 5

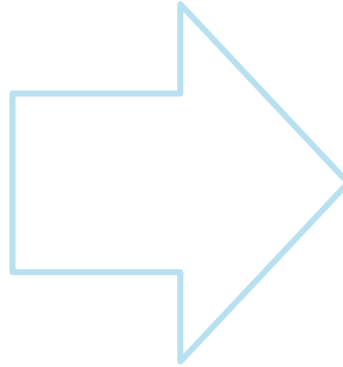


ORGANIZATIONAL DEV. PRIORITIES: SY 2024-25 - YEAR 5



STRATEGIC PRIORITIES: SY 2024-25 - YEAR 5

**OUR RACIAL EQUITY
COMMITMENT**



**Launching and
Implementing Our Equity
Framework**



Board of Trustees Meeting

September 12, 2024
6:00 p.m. - 8:00 p.m.

AGENDA

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

Governance Committee

Agenda

Governance

- Discuss Conflict of Interest Policy
- Discuss and **VOTE** on SY 2024-25 Staff Signature Authority
- Share High-Level SY 2024-25 Recruitment Needs

Conflict of Interest Policy

Please fill out and submit your conflict of interest forms to Katie Wynne (kwynne@elhaynes.org) **by Friday, October 4, 2024.**

E.L. Haynes Conflict of Interest Policy

The purpose of this Conflict of Interest Policy is to protect the E.L. Haynes Public Charter School's interest when it is contemplating entering into a transaction or arrangement with an officer or director of the Corporation, or other interested persons as defined by the policy.

This policy is intended to supplement but not replace any applicable state and federal laws governing conflicts of interest applicable to nonprofit and charitable corporations.

Definitions

Interested Person:

- I. An individual who is a founder of the Corporation, or who is a current or former trustee, director, member, member of a designated body, officer, or key leader of the Corporation; a family member of any of the individuals identified in sub-subparagraph (i);
- II. An entity identified as submitting a petition to establish the Corporation pursuant to § 38-1802.02(13);
- III. An entity in which an individual identified in sub-subparagraph (i) serves as a member of the board of directors or has a financial interest; or
- IV. An entity in which a family member of an individual identified in sub-subparagraph (i) serves as a member of the board of directors or has a financial interest.

Definitions (cont.)

Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment or family:

- a. An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement, or
- b. A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

When a conflict of interest contract may be allowed

A conflict of interest exists for any contract or transaction between E.L. Haynes and an interested party, but such conflicting interest transactions are not necessarily prohibited provided that the procedures below are followed, and the Board of Trustees authorizes the transaction in good faith and the transaction is fair to E.L. Haynes at the time that it is authorized.

Procedures

- Duty to Disclose
- Determining Whether a Conflict of Interest Exists
- Procedures for Voting on Conflicting Interest Transactions
- Records of Proceedings

See the **Conflict of Interest Form** for more information.

This will need to be signed by all Board of Trustees, Officers of E.L. Haynes, and Procurement staff.

Violations of the Conflict of Interest Policy

- If the board or committee has reasonable cause to believe that a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- If, after hearing the member's response and after making such further investigation as warranted by the circumstances, the board or committee determines that the member has in fact failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.
- The board or committee must also determine whether the transaction is void or voidable as a result of the conflict of interest.

VOTE

*Staff Signature Authority
SY 2024-25*

**On the proposed
resolution, granting
organizational signature
authority to:**

- **Hilary Darilek**
- **Rikki Hunt Taylor**
- **Justin Rydstrom**

**Effective September 30,
2024, through October 1,
2025.**

Governance Committee

Agenda

- **Conflict of Interest Policy**
- **VOTE on Staff Signature Authority for the SY 2024-25**
- **Review Recruitment Needs for SY 2024-25**

SY 2024-25 Board Recruitment Needs

FY25 Recruitment Needs	
Current Membership	12
FY25 Vacancies	3
Total Expiring Terms	1
Possible One-Year Extensions	2
Expiring First Terms	3
TOTAL POSSIBLE NEEDS <i>(as of 6/30/25)</i>	6-9

Demonstrated Needs

- Financial Management
- Education Expertise
- DC Government Understanding and Expertise
- Fundraising and Governance
- **MS / Upper ES Parent / Family Voice**
- Neighbors (Individual or institutional)
- **Latino / Latina representation**

Committee Needs *(see next slide)*

- *Treasurer (SY 2025-26)
- *Chair, Audit, Finance, & Facilities Committee (SY 2025-26)
- Chair, Community Relations Committee (SY 2025-26)
- *Secretary (SY 2026-27)
- Chair, Governance (SY 2026-27)

**Currently held by a Trustee whose term will end but is not term-limited.*

Characteristics

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

SY 2024-25 BOARD COMMITTEE ASSIGNMENTS

Name	School Performance	Audit, Finance, and Facilities	Governance	Community Relations
Lisa Carlton, Chair	<i>Ex Officio</i>	<i>Ex Officio</i>	<i>Ex Officio</i>	<i>Ex Officio</i>
Lenora Robinson-Mills*, Vice-Chair		X		
Jaymes Hanna, Treasurer		Chair		
Tom Gibian, Secretary	X			
Michael Hall		X	X	
LaJoy Johnson-Law*				X
Mark Kovner			X	
Richard Laine	Chair	X		
Jennie Niles		X		
Roshelle Payes*			Chair	X
Keylon Simpkins	X	X		
Fonda Sutton, Chair-Elect				Chair



Board of Trustees Meeting

September 12, 2024
6:00 p.m. - 8:00 p.m.

AGENDA

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

Audit, Finance, and Facilities

Agenda

Audit, Finance, and Facilities

- **FY24 Fiscal Updates**

FY24 Fiscal Updates and KPIs

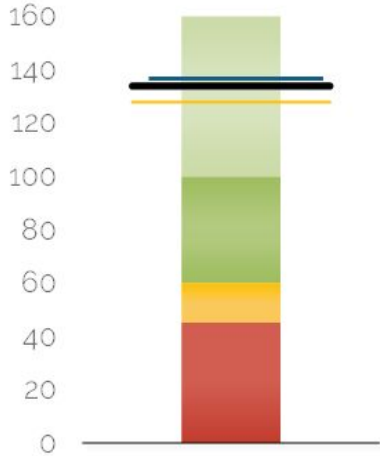
Q4/Soft Close

FY24 Fiscal Updates - Year in Review/Soft Close/Audit

- Continued strong financials through Q4, ending the year with 134 days of cash. This is the same amount as reported in Q3 and triple the required target.
- We have increased our cash-on-hand \$2.8m from the start of the SY and have ended the year with a net income of \$1.8m.
- Annual fiscal audit starts next month with RSM. Gray, Gray, and Gray will do the 403(b) audit again this year. Internal prep for both audits has already begun.

Days of Cash

Cash balance at year-end divided by average daily expenses

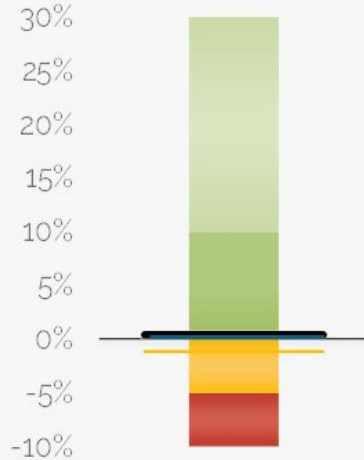


134 DAYS OF CASH AT YEAR'S END

The school will end the year with 134 days of cash. This is above the recommended 60 days, and the same as last month.

Gross Margin

Revenue less expenses, divided by revenue

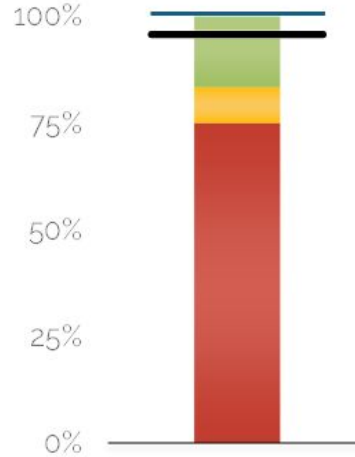


0.4% GROSS MARGIN

The forecasted net income is \$1.8m, which is \$2.2m above the budget. It yields a 0.4% gross margin.

Grants Invoiced

Federal grants requested divided by federal grants awarded.

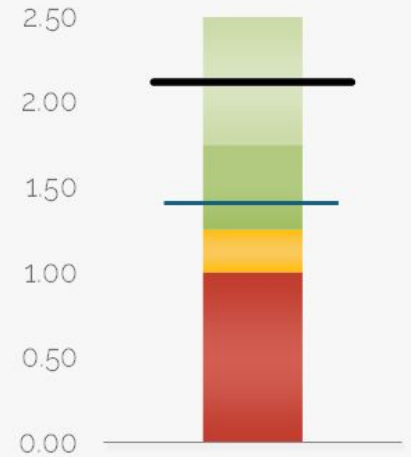


96% GRANTS INVOICED

A portion of ESSER funding was pushed to Q1 of FY25

DSCR

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



DSCR IS 2.12

Debt Service Coverage Ratio is defined by the school's bank covenants.





Board of Trustees Meeting

September 12, 2024
6:00 p.m. - 8:00 p.m.

AGENDA

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

Community Relations Committee

Agenda

Community Relations

- Annual Fund Update
- Discuss 20th Anniversary Event Updates and Asks

FY24 EOY Annual Fund Overview and FY25 Goals

Annual Fund Report as of 06/30/2024						
Category	FY23 Raised	FY24 Goal	FY24 Total Raised	% of Goal	Delta	FY25 Goal
GOVERNMENT	\$450,140	\$470,000	\$465,270	98.9%	(\$4,730)	\$400,000
FOUNDATIONS	\$264,775	\$215,000	\$244,600	114%	\$29,600	\$250,000
CORPORATIONS	\$12,950	\$20,000	\$18,500	93%	(\$1,500)	\$10,000
INDIVIDUALS	\$78,557	\$75,000	\$76,520	102%	\$1,520	\$50,000
SPECIAL EVENTS	\$17,000	\$25,000	\$85,320	341%	\$60,320	\$95,000
TOTAL	\$823,422	\$805,000	\$890,210	111%	\$85,210	\$805,000

FY25 Annual Fund Report as of 09/06/2024 (including Pledges)

Category	FY24 Raised	FY25 Goal	FY25 Raised TD	% of Goal	Delta
GOVERNMENT	\$465,270	\$400,000	\$623,296	156%	\$223,296
FOUNDATIONS	\$244,600	\$250,000	\$240,000	96%	(\$10,000)
CORPORATIONS	\$18,500	\$10,000	\$5,000	50%	(\$5,000)
INDIVIDUALS	\$76,520	\$50,000	\$7,535	15%	(\$42,465)
SPECIAL EVENTS	\$85,320	\$95,000	\$62,300	66%	(\$32,700)
TOTAL	\$890,210	\$805,000	\$938,131	116.54%	\$133,131

Celebrating 20 Years of E.L. Haynes!



Thursday, November 14
6:00 - 9:00 p.m.



District Winery
(385 Water St SE)

20th Anniversary Event Fundraising Progress

Stretch Goal vs. Budget vs. Actuals (as of 09/09/24)

Income	Stretch Goal	Raised TD	%	Delta
Sponsorships	\$146,000	\$76,500	52.4%	\$(69,500)
Tickets	\$4,000	\$600	15%	\$(3,400)
Donations	\$25,000	\$13,200	52.8%	\$(11,800)
TOTAL INCOME	\$175,000	\$90,300	51.6%	\$(84,700)

	FY25 Budget	Raised TD (FY25)	%	Delta
FY25 Special Event	\$95,000	\$62,300	63%	(\$34,750)

20th Anniversary Event Fundraising Progress (cont.)

Sponsorships				
Level	Proj. #	Proj. Total	# Actual	Actual Total
Platinum	1	\$35,000	0	\$0
Anniversary	2	\$40,000	0	\$0
Gold	2	\$20,000	0	\$0
Silver	4	\$20,000	6	\$30,000
Bronze	6	\$15,000	11	\$27,500
Leadership	9	\$9,000	13	\$13,000
Host	14	\$7,000	12	\$6,000
TOTAL	38	\$146,000	42	\$76,500

Other Income	Proj. Total	Actual
Tickets	\$4,000 (26)	\$600 (4)
Donations	\$25,000	\$13,200

How the Board Can Help

- Complete your FY25 giving pledge
- Complete your assigned follow-ups**
- Invite your friends and network



Board of Trustees Meeting

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School Performance Committee

Agenda

School Performance

- **Strategic Plan and Organizational Updates**
- **SY 2023-24 DC CAPE Results**

Strategic Priorities And Key Decisions: SY 2023-24

Our Racial Equity Commitment		
Community Engagement and Clear Decision-Making Processes		
ACADEMICS	TALENT	ORGANIZATIONAL DEVELOPMENT
Tier 1 Academic Experiences	Investing in Our People (Continued)	Long-Term Facilities Planning
Student Supports and MTSS	Growth and Development	Exceptional Finances
Campus-Based Priorities	Celebrate Excellence	Operations Model

Dashboard Highlights: SY 2023-24

Organizational Priorities

Highlights

- All schools increased the percentage of classrooms who were effectively engaged in Tier 1 instruction (questioning and discourse, small group instruction, rigorous tasks)
- All ES ELA classes were engaged in reading instruction aligned to the science of reading
- HS Math exceeded their growth goal. This is the first year that we measured math growth for this campus.

Organizational Priorities

Wonderings

- Only 25% of students made above average growth in ELA and 23% in math (goal= 50%)
- Math growth at the MS than at the other campuses.

Dashboard Highlights: SY 2023-24

Academic Priorities

Instruction	Culture and Wellness	Student and Family Engagement	Graduate Profile
<ul style="list-style-type: none"> 71% of students in K-5 made average growth or better in ELA (DIBELS Data) 	<ul style="list-style-type: none"> 90% attendance increased at all campuses, but still behind pre-pandemic levels All campuses met targets for in-seat attendance HS decreased suspension rates by 4% 	<ul style="list-style-type: none"> <i>Percentage of students who report that they like coming to school decreased from SY 2023-24</i> 90% of families report that they would recommend ELH to a friend or neighbor 	<ul style="list-style-type: none"> 99% of students who were first time 9th graders are on track to graduate in 4 years 100% of our seniors graduated! More students completed and passed AP exams this year than in the story of the high school

Dashboard Highlights: SY 2023-24

Organizational Goals		
Talent	Race and Equity	Organizational Development
<ul style="list-style-type: none"> • New, robust medical plans were adopted • Created an awards celebration (<i>Thrive Awards</i>) ending in a culminating awards banquet • Staff retention increased from 81% to 85% 	<ul style="list-style-type: none"> • 90% attendance gaps have decreased from SpEd students on all campuses • Two of three campuses (MS and HS) increased MLL growth progress on the ACCESS assessment • <i>At-risk students' achievement in ELA and Math continues to lag behind</i> 	<ul style="list-style-type: none"> • 90% re-enrollment rate • School continues to maintain healthy finances • Significant strides in facilities planning

SY 2023-24

DC CAPE Results

DC CAPE Highlights: SY 2023-24

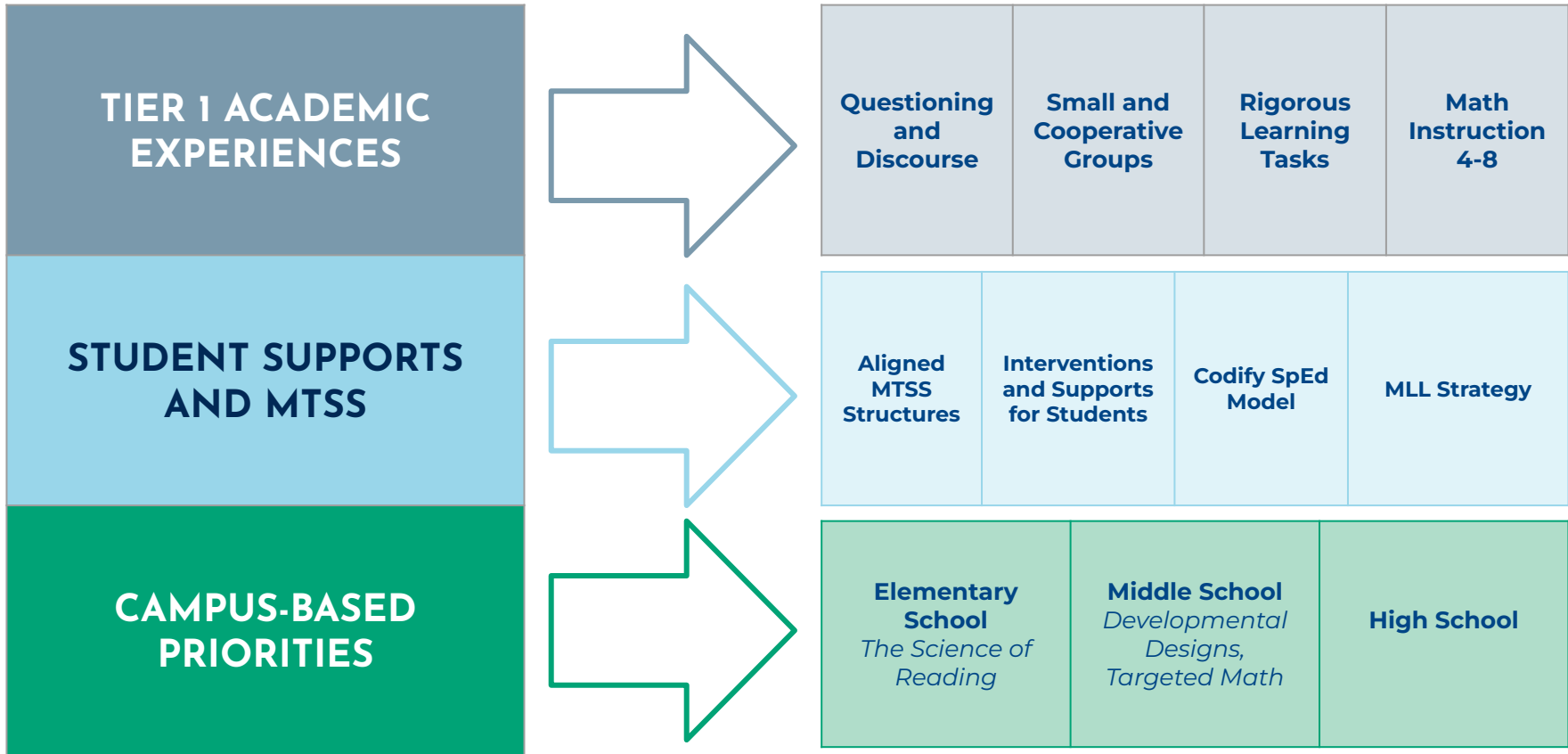
Highlights

- *Overall scores are not significantly different than the previous school year*
- ES ELA increased by 5 points
- 48% of ES students grew at least one level in ELA
- Students in MS Algebra 1 Accelerated Math 7 outperformed the Math 7 and Math 8.
- Although ANet performance was strong, HS performance in ELA and Math decreased.

Wonderings

- Our ANet scores were higher than our CAPE scores and in many were not a prediction of CAPE performance (Grades 3, 5, 9, 10)
- MS continues to underperform compared to the charter school in ELA and Math. There are some bright spots- how do we capitalize on those? How do we think about the continue to align our MS programs with the best practices of successful schools?

Academic Priorities: SY 2024-25 - Year 5



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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.