E.L. Haynes Public Charter School

E.L. Haynes Board of Trustees Regular Meeting

Date and Time

Thursday November 7, 2024 at 6:00 PM EST

Location

HS Think Tank
4501 Kansas Ave NW
Washington, DC 20011

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**6:00 PM**
A.	Record Attendance			3 m
B.	Call the Meeting to Order			1 m
C.	VOTE to Approve Minutes from September 12, 2024 Meeting	Approve Minutes	Lisa Carlton Waller	2 m
D.	Public Comment	Discuss		4 m
II.	**CEO Update**			**6:10 PM**
A.	CEO Update	FYI	Hilary Darilek	10 m

			Purpose	Presenter	Time
III.	**School Performance Committee**				**6:20 PM**
	A.	Review SY 2024-25 Organizational Dashboard	Discuss	Rikki Hunt Taylor	10 m
	B.	Preview Q1 Academic Data	Discuss	Rikki Hunt Taylor	10 m
IV.	**Community Relations Committee**				**6:40 PM**
	A.	Share Annual Fund Updates	FYI	Katie Wynne	5 m
	B.	Discuss 20th Anniversary Event Updates and Asks	Discuss	Fonda Sutton	10 m
V.	**Audit, Finance, and Facilities**				**6:55 PM**
	A.	Share Q1 Updates	Discuss	Justin Rydstrom	10 m
	B.	Review FY26 Budget Timeline	Discuss	Justin Rydstrom	10 m
VI.	**Governance Committee**				**7:15 PM**
	A.	Share Q1 Updates	Discuss	Roshelle Payes	10 m
VII.	**Closed Session**				**7:25 PM**
	A.	Contract Negotiations	Discuss	Hilary Darilek	15 m
	B.	Personnel Discussion	Discuss	Lisa Carlton Waller	15 m
VIII.	**Closing Items**				**7:55 PM**
	A.	Adjourn Meeting	Vote		5 m

Coversheet

VOTE to Approve Minutes from September 12, 2024 Meeting

Section: I. Opening Items
Item: C. VOTE to Approve Minutes from September 12, 2024 Meeting
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for E.L. Haynes Board of Trustees Regular Meeting on September 12, 2024

E.L. Haynes Public Charter School

Minutes

E.L. Haynes Board of Trustees Regular Meeting

Date and Time
Thursday September 12, 2024 at 6:00 PM

Trustees Present
F. Sutton (remote), J. Hanna (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
None

Guests Present
A. Brooks (remote), Emily Hueber Stoetzer (remote), H. Darilek (remote), J. Rydstrom (remote), K. Wynne (remote), P. Rayamajhi (remote), R. Hunt Taylor (remote), 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 Thursday Sep 12, 2024 at 6:00 PM.

C. VOTE to Approve Minutes from May 14, 2024 Meeting

M. Kovner made a motion to approve minutes from the May 2024 Board Meeting on 05-14-24.

L. Robinson Mills seconded the motion.

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

Roll Call

F. Sutton	Aye
K. Simpkins	Aye
L. Johnson-Law	Absent
L. Carlton Waller	Aye
J. Niles	Aye
R. Laine	Aye
L. Robinson Mills	Aye
M. Kovner	Aye
T. Gibian	Aye
J. Hanna	Aye
M. Hall	Aye
R. Payes	Aye

D. VOTE to Approve Minutes from August 22, 2024 Meeting

M. Kovner made a motion to approve minutes from the Special Board Meeting on 08-22-24.

L. Robinson Mills seconded the motion.

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

Roll Call

R. Laine	Aye
F. Sutton	Aye
K. Simpkins	Aye
M. Kovner	Aye
J. Hanna	Abstain
L. Johnson-Law	Absent
T. Gibian	Aye
J. Niles	Aye
M. Hall	Aye
L. Robinson Mills	Aye
L. Carlton Waller	Aye
R. Payes	Aye

E. VOTE to Approve Minutes from August 20, 2024 Meeting

M. Kovner made a motion to approve minutes from the Special Board Meeting on 08-20-24.

L. Robinson Mills seconded the motion.

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

Roll Call

J. Hanna	Abstain
M. Kovner	Aye
L. Carlton Waller	Aye
K. Simpkins	Aye
F. Sutton	Aye
L. Johnson-Law	Aye
M. Hall	Aye
T. Gibian	Aye
J. Niles	Aye
R. Payes	Aye
R. Laine	Aye
L. Robinson Mills	Aye

F. Public Comment

II. CEO Update

A. CEO Update

Chief Executive Officer Hilary Darilek shared updates and reflections regarding:

- The first few weeks of school, including how the community is getting ready to navigate the CEO search;
- The importance of consolidation and its benefits on student learning and growth;
- Progress made on our organizational strategic priorities, including a successful payroll system transition that will streamline personnel records.

III. Governance Committee

A. Discuss Conflict of Interest Policy

K. Wynne shared the Conflict of Interest Policy with Trustees, including instructions to submit completed forms by October 4, 2024.

B. Discuss and Vote on SY 2024-25 Staff Signature Authority

L. Carlton Waller made a motion to vote on the proposed resolution granting organizational signature authority to Hilary Darilek, Rikki Hunt Taylor, and Justin Rydstrom effective September 30, 2024, through October 1, 2025.
M. Kovner seconded the motion.
J. Rydstrom and H. Darilek responded to clarifying questions about the details of staff signature authority.
The board **VOTED** unanimously to approve the motion.

Roll Call

M. Hall	Aye
L. Robinson Mills	Aye
M. Kovner	Aye
J. Hanna	Aye
J. Niles	Aye
F. Sutton	Aye
L. Carlton Waller	Aye
R. Payes	Aye
K. Simpkins	Aye
L. Johnson-Law	Absent
T. Gibian	Aye
R. Laine	Aye

C. Discuss SY 2024-25 Board Recruitment Updates and Next Steps

R. Payes shared updates about upcoming Board recruitment needs for SY 2024-25 and beyond.

IV. Audit, Finance, and Facilities

A. FY24 Fiscal Updates

J. Rydstrom shared FY24 organizational fiscal updates and responded to clarifying questions, including about the limit for staff signature authority.

During the discussion, J. Rydstrom offered to share the E.L. Haynes Financial Policies and Procedures Manual with Trustees.

V. Community Relations Committee

A. Annual Fund Update

K. Wynne shared FY24 end-of-year fundraising updates and discussed FY25-to-date progress.

B. Discuss 20th Anniversary Event Updates and Asks

K. Wynne shared 20th Anniversary campaign fundraising progress to date and high-level event planning updates.

F. Sutton shared information with Trustees about what they can do to support fundraising efforts, including completing assigned outreach to potential donors and inviting their own networks to the event.

VI. School Performance Committee

A.

Reflect on the SY 2023-24 Organizational Dashboard and Outcomes

H. Darilek provided data and key insights regarding SY 2023-24 academic priorities and progress.

B. Review SY 2023-24 DC CAPE Results

H. Darilek reviewed SY 2023-24 DC CAPE results, sharing insights and wonderings developed in partnership with the Academic Leadership Team and School Performance Committee.

R. Laine led a discussion about next steps to continue examining academic data, asking Trustees to brainstorm what types of information or analyses would be most useful in preparing to discuss SY 2025-26 academic priorities and strategies later in the year. Trustees shared several research questions.

R. Laine shared that the School Performance Committee will continue to gather additional questions and input from the full Board of Trustees.

VII. Vote to Move to Closed Session

A. Vote to Move to Closed Session

L. Carlton Waller made a motion to move into closed session to discuss contract negotiations and trade secrets in accordance with DC Code Section 2-575(b).
M. Kovner seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

J. Niles	Aye
J. Hanna	Aye
L. Johnson-Law	Aye
T. Gibian	Aye
L. Carlton Waller	Aye
R. Payes	Aye
R. Laine	Aye
M. Kovner	Aye
K. Simpkins	Aye
L. Robinson Mills	Aye
M. Hall	Aye
F. Sutton	Aye

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

Review SY 2024-25 Organizational Dashboard

Section: III. School Performance Committee
Item: A. Review SY 2024-25 Organizational Dashboard
Purpose: Discuss
Submitted by:
Related Material: SY2-25 Organizational Dashboard_11.05.24.pdf

		ES				MS				HS				ELH			
E.L. HAYNES 2024-2025 ORGANIZATIONAL DASHBOARD																	
DASHBOARD METRIC																	
ACADEMIC ORGANIZATIONAL PRIORITIES		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
TIER 1 INSTRUCTION: By June 2025, **75%** of classrooms will effectively use discourse techniques and appropriate types of questions as evidenced by classroom observations and instructional rounds.	2024-25																
	Target				75%				75%				75%				75%
	2023-2024	47%			53%	29%			63%	41%			56%	38%			57%
TIER 1 INSTRUCTION: By June 2025, **75%** of core content classes will ultilize effective small group teaching techniques during their learning blocks at least 75% of the time as evidenced by classroom observations.	2024-25																
	Target				75%				75%				75%				75%
	2023-2024	53%			67%	38%			75%	47%%			61%	45%			67%
TIER 1 INSTRUCTION: By June 2025, **75%** of classrooms will provide rigorous grade-level tasks as evidenced by classroom observations and learning task audits.	2024-25																
	Target				75%				75%				75%				75%
	2023-2024	82%			73%	29%			69%	65%			78%	59%			73%
MTSS AND STUDENT SUPPORTS: By June 2025, **75%** of students enrolled in and ELA intervention (ES,MS, HS) will meet their MAP growth/Acadiance Reading goal.	2024-25																
	Target				75%				75%				75%				75%
	2023-2024						42%	54%									
MTSS AND STUDENT SUPPORTS: By June 2025, **75%** of students enrolled in an evidenced-based math intervention (Math Mastery, Math 180) will meet their math growth goal as evidenced by EOY MAP or Acadiance math scores.	2024-25																
	Target				75%				75%				75%				75%
	2023-2024																
CAMPUS GOAL (ES): By June 2025, 75% of ELA teachers will implement evidenced-based reading strategies in the classroom as evidenced by classroom observations and SAP IPG Foundational Skills Tool.	2024-25																
	Target				75%												
	2023-2024	100%			100%												
CAMPUS GOAL (MS): By June 2025, 75% of students will meet at least 75% of their IEP goals due to new co-teaching structure and whole child case managment.	2024-25																
	Target								75%								
	2023-2024						63%										
CAMPUS GOAL (HS): By June 2025, 75% of students making quarterly GPA growth (% of students growing from average 2.0 to 3.0 GPA)	2024-25									**69%**							
	Target												75%				
	2023-2024									64%	34%	62%	40%				

E.L. HAYNES 2024-2025 ORGANIZATIONAL DASHBOARD

INSTRUCTION

DASHBOARD METRIC		ES Q1	ES Q2	ES Q3	ES Q4	MS Q1	MS Q2	MS Q3	MS Q4	HS Q1	HS Q2	HS Q3	HS Q4	ELH Q1	ELH Q2	ELH Q3	ELH Q4
CLASS: "Instructional Support" rating on the CLASS	2024-25																
	Target				4.00												
	2023-2024				3.76												
EARLY LITERACY: % of students in K-5 on-level or making average growth or better on Acadience DIBELS (BOY includes only students on-level)	2024-25	47%															
	Target																
	2023-2024	53%		64%	71%												
ELA GROWTH: % of students who meet their growth target on i-Ready (K-8) or NWEA MAP (HS)	2024-25																
	Target																
	2023-2024			63%	59%			57%	52%			53%	63%				
MATH GROWTH: % of students K-8 who meet their growth target on i-Ready (K-8) or NWEA MAP (HS)	2024-25																
	Target				70%				53%								
	2023-2024			57%	60%			53%	43%								
ELA 3-10 ACHIEVEMENT: % of students who score a 4 or above on the ELA CAPE assessment (Q1-Q3 ES based on ANET Predictions. **[Based on 50% ANET Proficiency Prediction]**	2024-25	29%				33%				35%							
	Target				35%				31%				33%				
	2023-2024	24%	25%	27%	25%	36%	32%	34%	21%	33%	38%	33%	23%				22%
ELA 3-10 ACHIEVEMENT: % of students who score a 4 or above on the ELA CAPE assessment (Q1-Q3 ES based on ANET Predictions. **[Based on 60%+ ANET Proficiency Prediction]**	2024-25	19%				24%				24%							
	Target				35%				31%				33%				
	2023-2024	16%			25%	25%			21%	22%			23%				22%
MATH 3-10 ACHIEVEMENT: % of students who score a 4 or above on the math CAPE assessment (Q1-Q3 ES based ANET Predictions. **[Based on 50% ANET Proficiency Prediction]**	2024-25	42%				42%				34%							
	Target				30%				25%				23%				
	2023-2024	36%	32%	37%	20%	20%	16%	12%	15%	36%	38%	32%	13%				15%
MATH 3-10 ACHIEVEMENT: % of students who score a 4 or above on the math CAPE assessment (Q1-Q3 ES based ANET Predictions. **[Based on 60%+ ANET Proficiency Prediction]**	2024-25	30%				29%				20%							
	Target				30%				25%				23%				
	2023-2024	23%			20%	9%			15%	18%			13%				15%
INTERVENTION: % of students enrolled in Just Words /HS Literacy Intervention meeting average growth or better on NWEA MAP Assessment.	2024-25																
	Target												75%				
	2023-2024							58%	53%				70%			58%	53%
COACHING: % of coached teachers whose students achieve their student centered coaching goal	2024-25	83%				73%				50%							
	Target				85%				80%				80%				
	2023-2024	56%		74%	80%			50%	50%			70%	74%				
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	2024-25																
	Target				90%				90%				95%				
	2023-2024	81%			89%	83%			71%	95%			92%				

E.L. HAYNES 2024-2025 ORGANIZATIONAL DASHBOARD																	
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 2025, 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)	**2024-25**																
	Target																
	2023-2024			on					OFF				OFF				OFF
90% ATTENDANCE: % of students meeting attendance requirements of 90% or more of their enrolled days	**2024-25**	**79%**				**84%**				**74%**							
	Target				90%				90%				90%				
	2023-2024	77%	73%	77%	75%	84%	77%	77%	72%	70%	63%	60%	53%				
IN-SEAT ATTENDANCE: Average attendance rate	**2024-25**	**93%**				**94%**				**91%**							
	Target				90%				90%				90%				
	2023-2024	92%	92%	92%	92%	93%	92%	92%	91%	89%	88%	88%	86%				
SUSPENSIONS: % of students suspended at least once	**2024-25**	**0%**				**0%**				**0.9%**							
	Target				0%				2%				1%				
	2023-2024	0%	0.2%	0.2%	0.2%	0.5%	0.9%	2.2%	4.6%	0.5%	0.9%	1.4%	2.0%				
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"	**2024-25**																
	Target				80%				80%				80%				
	2023-2024	86%			78%	58%			60%	71%			75%				
RELATIONSHIPS: % of students who agree that they feel connected to a trusted adult at their school	**2024-25**																
	Target				80%				80%				80%				
	2023-2024	81%			83%	53%			51%	67%			73%				

E.L. HAYNES 2024-2025 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."	**2024-25**																
	Target																
	2023-2024	64%			64%	43%			32%	36%			43%	45%			47%
STUDENT ENGAGEMENT: % of STUDENTS who agree or strongly agree that "what I am learning in class is **challenging."**	**2024-25**																
	Target																
	2023-2024	67%			60%	59%			54%	62%			60%	62%			58%
STUDENT ENGAGEMENT: % of STUDENTS who agree or strongly agree that "what I am learning in class is **interesting."**	**2024-25**																
	Target																
	2023-2024	74%			72%	46%			39%	51%			58%	54%			56%
STUDENT ENGAGEMENT: % of FAMILIES who agree or strongly agree that "I believe my student is **challenged** in their classes**"**	**2024-25**																
	Target																
	2023-2024	74%			84%	76%			76%	80%			85%	76%			82%
FAMILY ENGAGEMENT: % of FAMILIES who agree or strongly agree that "I feel connnected to my child(ren)'s teachers."	**2024-25**																
	Target																
	2023-2024	87%			89%	73%			76%	78%			93%	80%			86%
FAMILY ENGAGEMENT: % of students whose families receive a direct contact within two school days of an unexcused absence	**2024-25**	2%				1%				6%							
	Target																
	2023-2024	11%	9%	6%	6%	5%	5%	3%	3%	23%	20%	16%	13%				
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)	**2024-25**	13%				24%				64%							
	Target																
	2023-2024				38%	16%	28%	16%	17%	63%	71%	37%	50%				
WOULD RECOMMEND: % of families who would recommend E.L. Haynes to a friend or neighbor	**2024-25**																
	Target																
	2023-2024	94%			94%	83%			83%	91%			93%	90%			90%

E.L. HAYNES 2024-2025 ORGANIZATIONAL DASHBOARD

MISSION AND GRADUATE PROFILE

DASHBOARD METRIC		ES Q1	ES Q2	ES Q3	ES Q4	MS Q1	MS Q2	MS Q3	MS Q4	HS Q1	HS Q2	HS Q3	HS Q4	ELH Q1	ELH Q2	ELH Q3	ELH Q4
GPA: % of students with a weighted GPA of 3.0 or above this year	**2024-25**					42%				41%							
	Target								60%				50%				
	2023-2024					49%	43%	42%	42%	44%	42%	43%	43%				
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	**2024-25**									69%							
	Target																
	2023-2024									64%	34%	62%	40%				
9TH GRADE ON TRACK: % of first-time 9th graders who are on track to graduate in 4 years	**2024-25**									78%							
	Target												100%				
	2023-2024									91%	89%	86%	99%				
GRADUATION RATE: % of cohort graduating within 4 years (Q1-Q3 shows % of enrolled cohort on track to graduate, Q4 shows ACGR)	**2024-25**									82%							
	Target												100%				
	2023-2024									85%	88%	87%	93%				
SAT: % of the Senior Class who score >= 480 on EBRW and 530 on Math on the SAT (College Board criteria)	**2024-25**																
	Target												20%				
	2023-2024												8%				
AP PERFORMANCE: % of AP students who passed at least one AP exam with a score of at least a 3	**2024-25**																
	Target												55%				
	2023-2024												51%				
COLLEGE ACCEPTANCE: % of graduating seniors accepted to a 2- or 4-year postsecondary institution	**2024-25**																
	Target												100%				
	2023-2024										59%	80%	100%				
COLLEGE ENROLLMENT: % of students who enroll in a 2- or 4-year postsecondary institution within 2 years of graduating	**Class of 2024**																
	Target																
	Class of 2023																
	Class of 2022												65%				
	Class of 2021												53%				

E.L. HAYNES 2024-2025 ORGANIZATIONAL DASHBOARD

TALENT

DASHBOARD METRIC		ES				MS				HS				ELH			
TALENT METRICS		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
EARLY HIRING (HIRING): % of instructional vacancies known by May 1 filled by June 20	**2024-25**																
	Target																90%
	2023-2024																73%
HIRING (HIRING): % of instructional vacancies filled by August 1	**2024-25**																
	Target																100%
	2023-2024																93%
RETENTION (HIRING): % of staff retained	**2024-25**																
	Target																85%
	2023-2024																85%
RISE: % of staff who agree that RISE checkpoints provide meaningful feedback and support needed to meet my goals in my role	**2024-25**																
	Target																85%
	2023-2024	79%			83%	81%			68%	91%			83%	84%			76%
CUSTOMER SERVICE (HR): % of staff agree that they receive a timely response to their personnel matters (benefits, payroll, leave, etc.)	**2024-25**																
	Target																85%
	2023-2024	74%			62%	61%			77%	65%			51%	66%			63%
MANAGER TRAINING (RISE): % of managers who believe they have the support needed to be effective managers	**2024-25**																
	Target																85%
	2023-2024	71%			74%	80%			71%	78%			76%	76%			73%

E.L. HAYNES 2024-2025 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**	79%				84%				74%							
	SPED	85%				64%				70%							
	Gap	6%				-20%				-4%							
	Target				90%				90%				90%				
	2023-24 Gap	-9%	-9%	-4%	-4%	-6%	-4%	-7%	-11%	-2%	-1%	-5%	-7%				
AT RISK ELA ACHIEVEMENT: % of students who are designated at risk meeting expectations in ELA on ANET(Q1-Q3) and CAPE (Q4) **[Based on 50% ANET Proficiency Prediction]**	**2024-25**	10%				27%				31%							
	Target																
	2023-2024	17%	9%	15%	7%	25%	24%	25%	14%	22%	31%	29%	20%				
AT RISK ELA ACHIEVEMENT: % of students who are designated at risk meeting expectations in ELA on ANET(Q1-Q3) and CAPE (Q4) **[Based on 60%+ ANET Proficiency Prediction]**	**2024-25**	8%				21%				24%							
	Target																
	2023-2024	10%			7%	17%			14%	19%			20%				
AT RISK MATH ACHIEVEMENT: % of students who are designated at risk meeting expectations in math on ANET(Q1-Q3) and CAPE (Q4) **[Based on 50% ANET Proficiency Prediction]**	**2024-25**	20%				40%				30%							
	Target																
	2023-2024	23%	20%	26%	4%	20%	12%	7%	12%	28%	32%	25%	12%				
AT RISK MATH ACHIEVEMENT: % of students who are designated at risk meeting expectations in math on ANET(Q1-Q3) and CAPE (Q4) **[Based on 60%+ ANET Proficiency Prediction]**	**2024-25**	6%				25%				17%							
	Target																
	2023-2024	10%			4%	7%			12%	15%			12%				
MLL PROGRESS: % of MLL students meeting their ACCESS growth goal	**2024-25**																
	Target																
	2023-2024				50%				18%				39%				
ORGANIZATIONAL INPUT: % of staff who agree they have opportunities to share input on this year's organizational priorities	**2024-25**																
	Target																85%
	2023-2024	42%			33%	34%			43%	46%			33%	43%			39%
INCLUSIVE DECISION MAKING: % of staff who agree that their opinion seems to count	**2024-25**																
	Target																85%
	2023-2024	71%			80%	66%			64%	57%			58%	64%			67%

E.L. HAYNES 2024-2025 ORGANIZATIONAL DASHBOARD

ORGANIZATIONAL DEVELOPMENT

DASHBOARD METRIC		ES				MS				HS				ELH			
ORGANIZATIONAL DEVELOPMENT METRICS		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
DAYS OF CASH ON HAND: Days of cash-on-hand is above the threshold required by our loan covenants and PCSB requirements	2024-25																
	Target																
	2023-2024													134			
DEBT SERVICE COVERAGE RATIO: The Debt-Service Coverage Ration remains below the threshold set by our loan covenants (1).	2024-25																
	Target																
	2023-2024													1.35			
GROSS MARGIN: The Gross Margin (revenue less expenses, divided by revenue) is above 1% on a quarterly basis	2024-25																
	Target																
	2023-2024													0.40%			
GRANTS INVOICED: By June 30, 2025, 100% of federal grants will be invoiced.	2024-25																
	Target																
	2023-2024													2%			
ENROLLMENT: 100% of students enrolled by June 15 based on target enrollment	2024-25																
	Target																100%
	2023-2024																97%
FUNDRAISING: 100% of 2024-25 fundraising goal met	2024-25																
	Target																$805K
	2023-2024													$570K			$864K
CUSTOMER SERVICE: % of staff who agree that the operations and technology team responds to inquiries in a timely fashion. (2023-24: Supplies)	2024-25																
	Target																85%
	2023-2024	71%			77%	72%			72%	80%			78%	75%			77%
TECHNOLOGY SUPPORT: % of staff who agree that they receive the technology support needed to do their job effectively. (2023-24: Tech Equipment)	2024-25																
	Target																85%
	2023-2024	83%			80%	84%			92%	91%			85%	87%			85%
OPERATIONAL SUPPORT: % of staff who agree they receive operational support (i.e., supplies, events, security) needed to do their job effectively. (2023-24: Work Space)	2024-25																
	Target																85%
	2023-2024	63%			63%	91%			96%	52%			43%	66%			64%
RE-ENROLLMENT: % of families that return to E.L. Haynes in the following year	2024-25																
	Target				95%				95%				95%				
	2023-2024				95%				94%				91%				

Coversheet

Adjourn Meeting

Section: VIII. Closing Items
Item: A. Adjourn Meeting
Purpose: Vote
Submitted by:
Related Material: November 2024 Board Meeting Deck_11.07.24.pdf

NOVEMBER 2024 BOARD OF TRUSTEES MEETING

November 7, 2024

Board of Trustees Meeting
November 7, 2024
6:00 - 8:00 p.m.

AGENDA

- **WELCOME**

- **OPENING ITEMS**

- **CEO UPDATE**

- **SCHOOL PERFORMANCE COMMITTEE**

- **COMMUNITY RELATIONS COMMITTEE**

- **AUDIT, FINANCE, AND FACILITIES COMMITTEE**

- **GOVERNANCE COMMITTEE**

- **CLOSED SESSION**

Board of Trustees Meeting

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3

Board of Trustees Meeting

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School Performance Committee (SPC)

Agenda

- **Organizational Dashboard**
- **BOY Assessments**

Organizational Dashboard

ACADEMIC PRIORITIES: SY 2024-25

TIER 1 ACADEMIC EXPERIENCES	STUDENT SUPPORTS AND MTSS	CAMPUS-BASED PRIORITIES
Questioning and Discourse	Aligned MTSS Structures	**Elementary School:** *The Science of Reading*
Small and Cooperative Groups	Attendance Supports	**Middle School:** *Co-Teaching and Developmental Designs* *6th Grade Transition*
Rigorous Learning Tasks	Interventions and Supports for Students	**High School:** *Student Advocacy and Challenge*
	Implementation of SpEd and MLL Models	

SOCIAL-EMOTIONAL LEARNING
SAFETY AND BELONGING

Focusing our Work on Key Indicators of Success

OUR ACADEMIC IMPROVEMENT JOURNEY
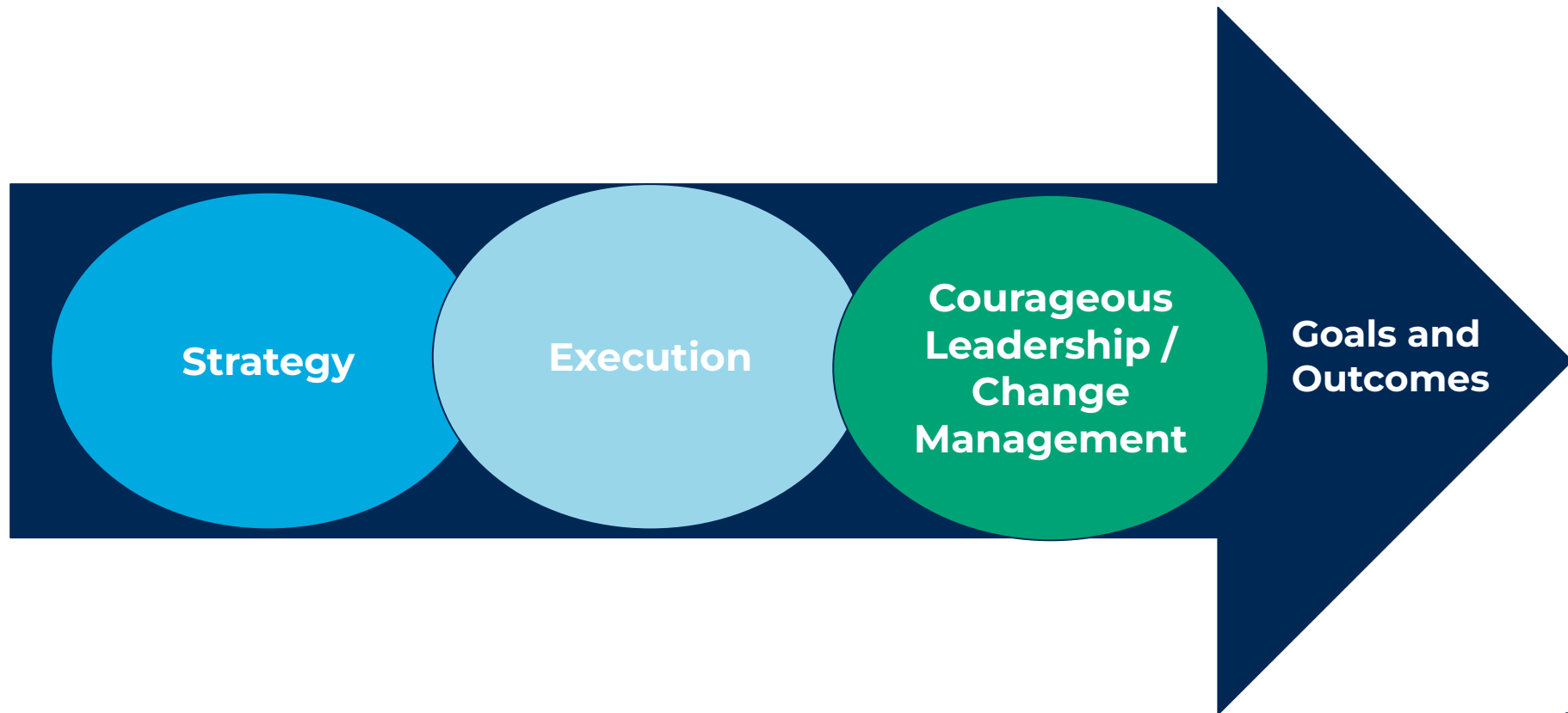
STUDENT OUTCOMES	SUPPORTS AND INTERVENTIONS	QUALITY OF INSTRUCTION	STUDENT ENGAGEMENT AND AGENCY
STUDENT ACHIEVEMENT	STUDENT INTERVENTIONS	TEACHING AND LEARNING	STUDENT SAFETY
STUDENT GROWTH	PROGRAMMATIC SUPPORT FOR NEW STUDENTS	COACHING AND MANAGEMENT	STUDENT BELONGING
GROWTH ON ACADEMIC PRIORITIES	SUPPORT FOR STUDENTS FURTHEST FROM PROFICIENCY	INSTRUCTIONAL ROUNDS	ATTENDANCE
GROWTH FOR PRIORITIZED STUDENTS			SOCIAL AND EMOTIONAL LEARNING

Focus Area 1: Student Outcomes

BOY Assessments

SUMMARY

Since SY 2022-23, students early on grade or better BOY on i-Ready has improved from 20% to 23% in ELA, and from 14% to 19% in math, with improvement at both schools.

- At the elementary school, Students three or more grade levels behind decreased in both Math and ELA, while middle school rates remained similar at around 50% and 36%.
- Grades 3 and 4 saw the most significant positive movement, with double digit and near double digit changes in students early on grade or better or students three or more grades behind.
- IEP, MLL, and At-Risk students have continued to see the lowest levels of growth at the ES in both subjects; at the MS IEP and At-Risk student growth outpaced overall growth in ELA, but was slower in Math.
- IEP and MLL students in the MS continue to face significant challenges; over 80% of IEP students are 3 or more grade levels behind in both subjects, and over 80% of MLL students are in ELA.

At the high school, just under 50% of students scored at the 40th percentile or above in ELA and Math, with just over 1/3rd scoring below the 25th percentile.

- Course level achievement varied significantly, with 70%+ of students in advanced courses scoring above the 60th percentile.
- While significant gaps exist between IEP and MLL students and their peers, differences between At-Risk and non At-Risk achievement are significantly smaller at the HS than other schools.

SUMMARY

At the elementary school, new Acadience assessment suggests around ~45% of students in ELA and Math are at benchmark or above.

- Acadience - DIBELS shows relatively stable scores with MClass - Dibels, whereas math assessments vary significantly and may not be comparable year over year.
- While students at benchmark on DIBELS BOY drops from 50% to 47% from SY 2023-24, most grades see positive improvement from SY 2022-23.
- Grades 4 and 5, and IEP, MLL, At-Risk and Black student subgroups see declining % at benchmark.

Initial Grade Level Highlights

ELA

- Grades 2, 3, and 4 saw improvements to students early on grade or above by 9pts, 14pts, and 15pts respectively from SY 2022-23 on i-Ready.
- IEP students early on grade or above at the MS improved by 8pts from SY 2022-23 on i-Ready.

Math

- Students three grade levels behind or more between grades 3 and 5 dropped by 10 pts from 39% to 29% from SY 2022-23 on i-Ready. Grade 4 saw a 25pt drop.
- Grades 3 and 7 each saw a significant increase in students early on grade or better with 17pt and 9pt increases respectively from SY 2022-23 on i-Ready.
- Students early on grade or better at the ES who were not IEP, MLL, or At-Risk saw a 17pt increase from SY 2022-23.

BOY Assessments- School Level Summaries

SY 2024-25

BOY i-Ready Level Distribution Sees Relatively Little Change from SY 2023-24 to SY 2024-25

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View in Power BI
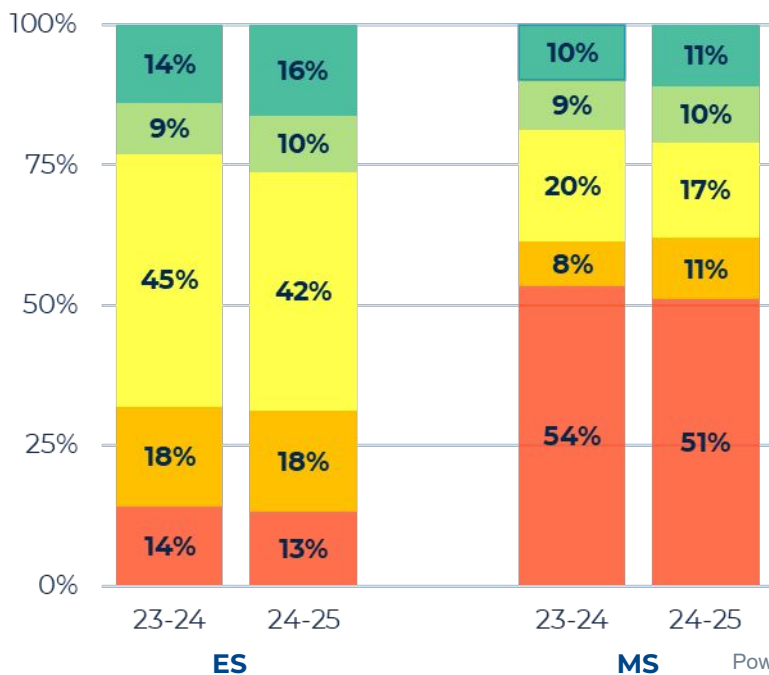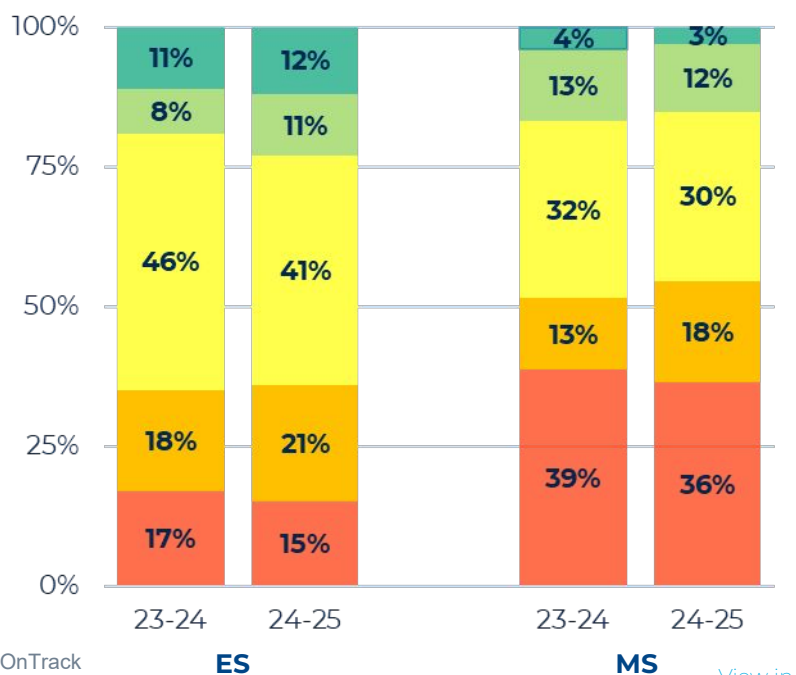
At the HS, the Distribution of MAP Percentiles is Similar for Math and ELA

Math Percentile Distribution

Legend: ■ <25th ■ 25-39th ■ 40-59th ■ 60th+

23-24: 40% (<25th), 16% (25-39th), 26% (40-59th), 18% (60th+)
24-25: 35% (<25th), 17% (25-39th), 24% (40-59th), 24% (60th+)

ELA Percentile Distribution

Legend: ■ <25th ■ 25-39th ■ 40-59th ■ 60th+

24-25: 33% (<25th), 22% (25-39th), 24% (40-59th), 22% (60th+)

View in Power BI
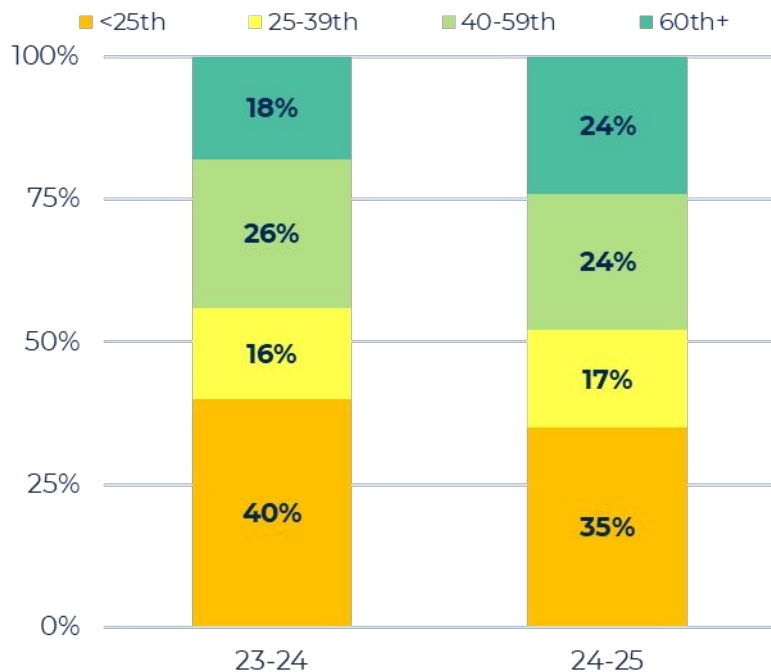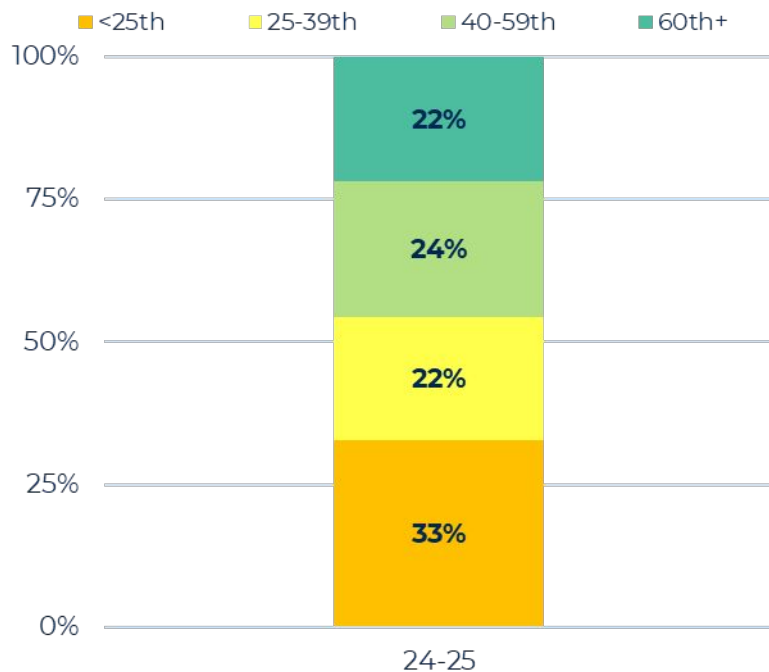
BOY Data Shows Differences in the Level of Preparation for New and Returning Students in Entry Grades

Grade 6 i-Ready Levels
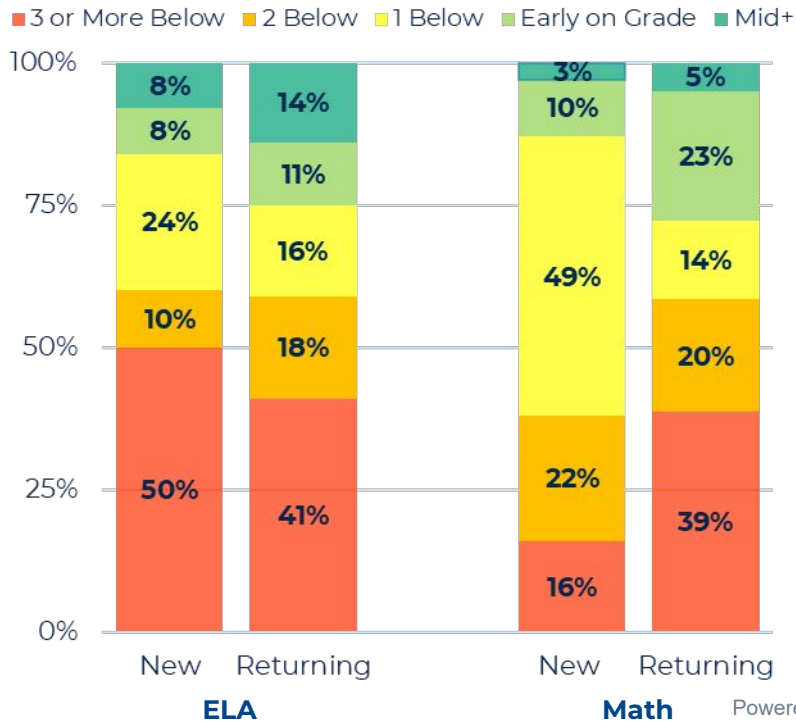
Grade 9 MAP Percentiles
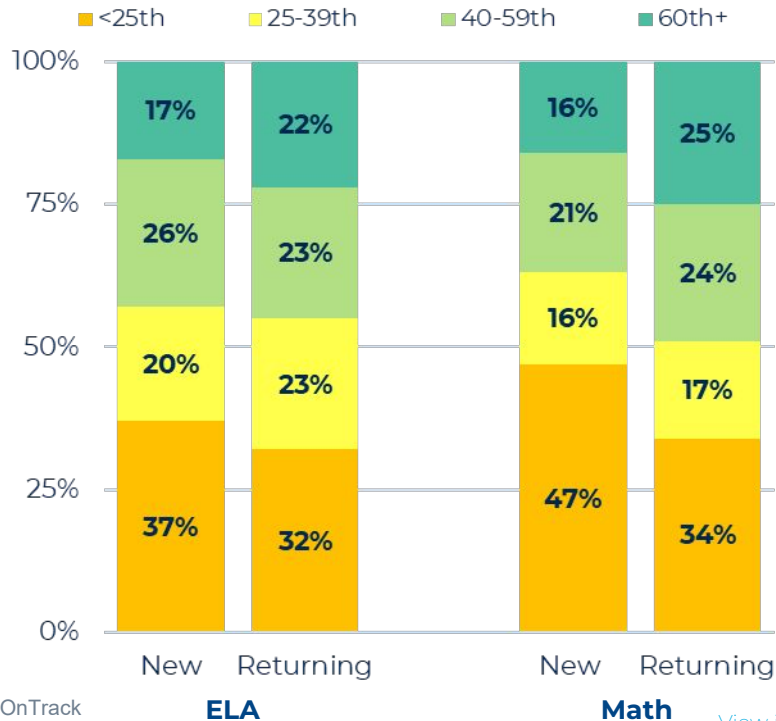
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View in Power BI

Board of Trustees Meeting
November 7, 2024
6:00 - 8:00 p.m.

AGENDA

- **WELCOME**

- **OPENING ITEMS**

- **CEO UPDATE**

- **SCHOOL PERFORMANCE COMMITTEE**

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19

Community Relations

Agenda

- Share Annual Fund Updates

- Discuss 20th Anniversary Event Updates and Asks

FY25 Annual Fund Progress

Annual Fund Progress as of 11/1/24 (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	**$241,500**	97%	($8,500)
CORPORATIONS	**$18,500**	$10,000	**$25,000**	250%	$15,000
INDIVIDUALS	**$76,520**	$50,000	**$22,500**	44%	($27,800)
SPECIAL EVENTS	**$85,320**	$95,000	**$141,675**	149%	$46,675
TOTAL	**$890,210**	**$805,000**	**$1,053,671**	**131%**	**$248,671**

Thursday, November 14, 6 - 9 p.m.
District Winery, 385 Water St SE

- **Funds Raised (as of 11/1/24)**

- **What to Expect**

- **Board Asks**

20th Anniversary Event Fundraising Progress

Stretch Goal vs. Budget vs. Actuals (as of 11/1/24)

Income	Stretch Goal	Raised TD	%	Delta
Sponsorships	**$146,000**	$99,000	68%	$(47,000)
Tickets	**$4,000**	$6,600	150%	$2,600
Donations	**$25,000**	$33,925	136%	$8,925
TOTAL INCOME	**$175,000**	$144,175	82%	$(30,825)

	FY25 Budget	Raised TD (FY25)	%	Delta
FY25 Special Event	$95,000	$141,675	149%	$46,675

20th Anniversary Event Fundraising Progress (cont.)

Sponsorships (as of 11/01/24)

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	17	$42,500
Leadership	9	$9,000	21	$21,000
Host	14	$7,000	19	$9,500
TOTAL	**38**	**$146,000**	**63**	**$103,000**

Other Income	Proj. Total	Actual
Tickets	$4,000 (26)	$6,450 (43)
Staff Guests	$0.00	$750 (10)
Donations	$25,000	$33,975

What You Can Expect

- Cocktail attire

- Heavy appetizers and drinks

- Student art on display

- 30-minute program including:
    - Student-poet performance
    - Student and alumni speakers
    - Staff leader and Trustee remarks
    - Celebratory highlights video

- Solicitation

Trustee To-Do's

☑ Invite your network.

☐ Get your guests excited!

☐ Review the Trustee talking points.

☐ During the event, always be asking*.

Board of Trustees Meeting
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27

Agenda

Audit, Finance, and Facilities

- **Q1 Financial Updates**

- **FY26 Budget Process**

Q1 Financials

Q1 Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses
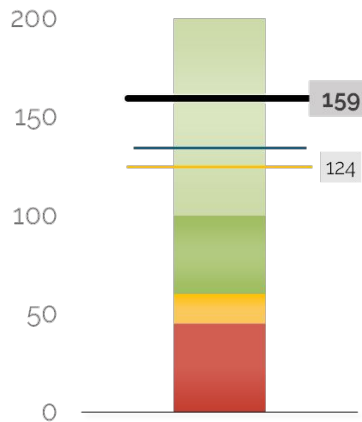
159 DAYS OF CASH AT YEAR'S END

As of now, we anticipate that the school will end the year with 159 days of cash. This is above PCSB's recommended 60 days, and in line with our goals.

Gross Margin

Revenue less expenses, divided by revenue
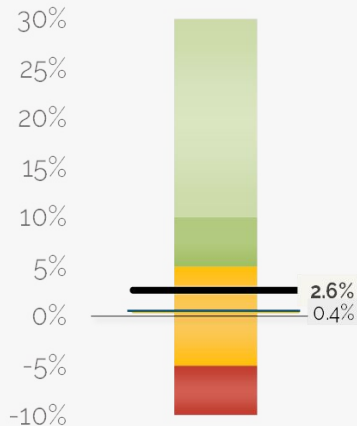
2.6% GROSS MARGIN

The forecasted net income is $1.1m, which is $881k above the budget. It yields a 2.6% gross margin.

Grants Invoiced

*Federal grants requested divided by federal grants awarded.*
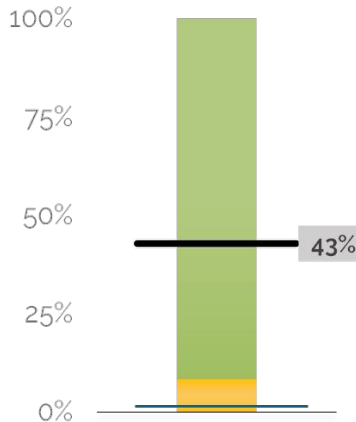
43% GRANTS INVOICED

Preliminary invoices in Q1 initiated. ESSER closing out.

DSCR

Amount of cash flow available to meet annual interest and principal payments on debt
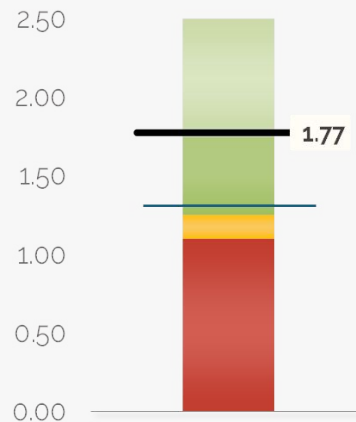
DSCR IS 1.77

Debt Service Coverage Ratio defined by M&T bank covenant is 1.

Legend: FY25 Budget | FY25 Q1 | FY24 Q1

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Q1 Financial Updates

- Revenue increased $614k from budget due mainly to our sweep account/ investments and higher enrollment.

- Expenses decreased $267k due mainly to our staffing vacancies and salary shifts.

- Our change in projected cash on hand in FY25 increased $683k.

- Our end-of-year cash projection increased to $3.5M from budget due mainly to the $2.8M higher FY24 close.

FY26 Budget Process

FY26 Budget Process

- **January–February: Review current year budget and kick off next year's budget**
  - Present midyear FY25 budget vs. actuals (Q1 &Q2) to Board of Trustees (BoT)
  - Identify priorities and questions for FY26 budgeting process
  - Project initial budget drivers for revenue and expenditures
  - Identify investments from budget priorities for FY26 budget

- **March: Refine budget proposal with continued discussion / feedback**
  - Discussions with staff and families on FY26 budget needs
  - Leadership teams engage in planning conversations
  - Finalize budget revenue and expense inputs

- **April: Share draft FY26 budget with BoT for discussion**

- **May: Present final FY26 budget to BoT for vote/approval**

- **June: Final FY26 budget due to PCSB on June 1, 2026**

Board of Trustees Meeting

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34

Governance

Agenda

- **Share Q1 Updates, including:**

  - **Onboarding resources**

  - **Conflict of interest forms**

  - **Recruitment efforts**

  - **For future discussion: bylaw amendment proposal re: voting procedure and Board composition**

35

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 *(as of 6/30/25)*	**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

36

Agenda

Governance

- **Share Q1 Updates, including:**

  - **Onboarding resources**

  - **Conflict of interest forms**

  - **Recruitment efforts**

  - **For future discussion: bylaw amendment proposal regarding voting procedure and Board composition**

37

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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.