



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

**Democracy Prep Endurance Charter School
Board of Trustees Meeting
August 12, 2014
6:30PM – 8:00PM**

MINUTES

Present

Khary Barnes
Jason Broder
Joseph Puthenveetil
Ross Frommer
Rashida La Lande
Sonya Crosswell
Katie Duffy

Absent

Christina Grant
Craig Canton
Donald Porter

Guests

Melanie Hok
Benjamin Feit
Maribeth White
Howard Schnidman
Margaret Marrer
Pia Dandiya

Khary Barnes called the meeting to order at 6:44pm.

School Update:

Margaret Marrer offered an update on operations at DPE. In her update, Ms. Marrer discussed summer professional development for all staff members and team dynamics for the upcoming school year. Ms. Marrer expressed excitement and optimism for the new school year as the majority of staff at the school will be returning from the previous year. Ms. Marrer informed the board that there would be two assistant principals, both of whom have been with DPE since the school's first year. Prep Academy for 6th grade students and new 7th grade students will be starting next week and the first official day of instruction is September 2nd.

Last week, parents attended orientation where they had the opportunity to learn about the school's expectations and programs. At the orientation, parents inquired about high school options for rising 8th grade students and whether or not DPE would be able to offer 9th grade seats in 2015-16. Ms. Marrer informed parents that the school and board are optimistic about opening a high school but do not yet have a clear date for securing the necessary approvals.

The board moved on to discuss the possible expansion of the DPE charter to include elementary and high school grades. In this discussion they considered how school location impacts retention, charter expansion requirements, and school siting rules under the laws enacted alongside the adoption of New York State's FY15 budget.

Ms. Marrer moved on to discuss attendance data for DPE over the last school year. During professional development, Ms. Marrer reaffirmed the school's goals around high attendance for both staff and students. She also pointed out that dips in attendance rates during the last school year were attributed to harsh winter weather. This discussion also included a comparison between attendance at DPE and attendance at other DPPS schools.

Ms. Marrer ended her update by briefly going over expectations for DREAM dollar attainment for the next school year, course pass rates for the previous school year, and student performance in reading and writing.

Network Update:

Katie Duffy offered an update on operations at the network. Ms. Duffy notified the board that state test scores have been released to schools but are not yet available to the public. Ms. Duffy commented that there was growth across all schools within the DPPS network and informed the board that there will be a conference call open only to board members to discuss state exam data.

Ms. Duffy moved on to talk about how curriculum development and lesson planning will be improved for the next school year. Curriculum specialists and lead planners will be responsible for creating lesson plans, comprehensive exams, and other resources, giving teachers more time to focus on instruction.

Next, Ms. Duffy briefly touched on the DPPS expansion into the Bronx and Washington DC, in addition to continued growth in Camden, NJ. Ms. Duffy then moved on to discuss growth within New York City including potential expansions to the DPE, HPCS, and BPCS charters. DPPS has also responded to an RFP to turnaround a school in northeast Washington DC, and will be expanding into Baton Rouge in 2015-16.

Ms. Duffy continued her update by discussing the growing need for self-contained special education classes within the DPPS network and the desire to operate a program that approximates the more intensive services offered by District 75 programs. This would allow DPPS to strengthen its support for all students regardless of the intensity of their needs. The network will spend the upcoming school year focusing on logistics for this proposed program. A brief discussion ensued regarding special education services at DPPS schools.

Further, Ms. Duffy talked about the upcoming DPPS Pep Rally and DP You, an all-network professional development day. She stressed that these two events are instrumental in starting the school year off on a positive note. Ms. Duffy also reported on staffing levels at the CMO and changes to the DPPS organizational chart.

Lastly, Ms. Duffy invited the board to an event for all board members on September 17th. Ms. Duffy stressed that it was important for all board members to get together and meet the people who work hard to ensure great governance for Democracy Prep schools.

Committee Updates:

Finance Committee: On behalf of the finance committee, Howard Schnidman reported that the CSP grant for DPE was nearly spent. The committee met with auditors regarding the implications of New York's Nonprofit Revitalization Act. Mr. Schnidman notified the board that it would have to create an Audit Committee in order to comply with the amendments to state law and that the Finance Committee would now assume those responsibilities as well.

MOTION: Motion to change the name of the Finance Committee to the Finance & Audit Committee was passed unanimously at 7:49pm.

No further committee updates were given at this meeting.

Democracy Builders Agreement:

Mr. Barnes informed the board that he would share the Democracy Builders report following the meeting. He requested that the board take an in depth look at the report and make determinations regarding the Democracy Builders-Democracy Prep Endurance contract based on data in the report. The board moved on to discuss the report, contracted services in comparison to actual services, and service costs. It was also recommended that the agreement be amended to require Democracy Builders to provide a report on services one month before their contract lapses.

Minutes Approval:

MOTION: Motion to approve the minutes from June 19, 2014 was passed unanimously at 7:58pm.

MOTION: Motion to adjourn the meeting was passed unanimously at 7:59pm.

Next Meeting: Thursday, September 11, 2014



DEMOCRACY PREP

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
Thursday, September 11, 2014**

MINUTES

Present

Khary Barnes
Craig Canton
Katie Duffy
Donald Porter
Ross Frommer
Jason Broder
Joseph Puthenveetil
Christina Grant

Absent

Sonya Crosswell
Rashida La Lande

Guests

Margaret Marrer
Howard Schnidman
Kelly Richardson
Pia Dandiya
Katrina Ballard

Khary Barnes called the meeting to order at 6:50 p.m.

Network Update:

Katie Duffy initiated a discussion about the Democracy Prep Endurance State Exam results. DPE exhibited both programmatic growth from 2013 to 2014 and growth within the cohorts of scholars who were promoted from grade 6 to grade 7. Ms. Duffy and Ms. Marrer discussed background knowledge and its importance in English language arts. They explained why ELA exams tend to be more challenging than math tests and why DPE scholars demonstrated greater proficiency in math.

Margaret Marrer discussed programmatic shifts at the network level that are expected to raise academic achievement even further, such as the implementation of a lead planning process for each middle school subject and content area. The Lead Planners consist mainly of teachers from DPE and Democracy Prep Charter Middle School, and Ms. Marrer emphasized the benefit of Lead Planners for the new grade 8 teachers especially. When less experienced teachers are able to utilize rigorous, vetted, standards-aligned lesson plans devised by the Lead Planners and network curriculum specialists, Ms. Marrer can focus her feedback to teachers on instruction and coaching. Ms. Duffy also explained that this system should help narrow the gap in performance between schools within the Democracy Prep network.

Discussion ensued about the Academic Team and its structure (including Ms. Marrer as the network's math curriculum specialist) and the performance of DPE scholars with disabilities.

Ms. Duffy also presented comparison scores for Democracy Prep and other high-performing charter networks. The Board discussed the meaning of "expected growth" based on socioeconomic status and the impact of the study's "beating the odds" framework. The Board also touched on test prep culture and the relative value of sacrificing scarce instructional time to administer practice tests. Ms. Duffy reiterated the importance of establishing a common floor across all schools.

School Update:

First, Ms. Marrer provided an update regarding changes at DPE as a fully-grown middle school, now including 335 scholars and an additional ACT teacher. Ms. Marrer shared thoughts about Summer Professional Development and Prep Academy, and she discussed how she was approaching the challenge of cultivating a leadership bench and delegating some authority to manage a larger staff and more scholars.

Then, Ms. Marrer described the strength of the grade 6 team. She discussed predicted attrition and the role of Associate Teachers in building the school's bench. Each advisory has a returning teacher paired with a new teacher, which helps Ms. Marrer reinforce culture and expectations for new staff.

Further, Ms. Marrer explained to the Board how the Leader U program works at DPE and discussed the use of space, as DPE has grown into its full footprint at M154.

Finally, Ms. Duffy updated the Board on the status of DPE's expansion application. The Board discussed the process for requesting new space and how that process is different than requesting expansion.

MOTION: Motion to authorize DPPS to apply for DOE space for a potential elementary and high school expansion. Motion approved unanimously at 7:42 p.m.

The Board continued to discuss the timeline for receiving DOE space relative to the deadline to apply for New York City specialized and public high schools. Mr. Schnidman added an analysis about funding public vs. private space in the context of creating a budget for the school's proposed expansion.

Ms. Duffy then explained the potential outcomes for the school's applications, and Ms. Grant requested a timeline to articulate the amendment and the options for a budget. Ms. Duffy discussed the plan for a Cross-Board Real Estate Committee led by Chris Kraus of the DPPS board.

Ms. Duffy provided an update on the creation of a program designed to approximate the services offered by District 75 schools for Democracy Prep's highest-needs scholars. In the program's current design, scholars will be part of their home campus community and remain enrolled on those home school rosters, but will receive intensive pull-out services for specific needs that cannot be met by their home school. DPPS is working with the DOE and City Hall to execute this program.

Ms. Duffy explained how the program, called Democracy Prep Pathways, would work within DPPS as a separate entity.

Democracy Builders Agreement:

Mr. Schnidman advised the Board on the financials of Democracy Builders, and the Board discussed the portion of budget devoted to student recruitment. The Board expressed reservations about a common lottery and commingled pool of scholars.

Ms. Grant inquired about Democracy Builders' participation in advocacy for public space, and Mr. Barnes inquired about the history of Builders' contract and fees.

Discussion ensued about the terms of the contract vs. the timeline and ability to gather further information. Ms. Duffy proposed taking up the issue within the Governance Committee. Board members discussed the process for gaining access to contact information of eligible scholars and the future process for recruitment.

The Board requested Princess Lyles, Chief of Staff of Democracy Builders, to attend the November Board Meeting to discuss the next year's contract.

MOTION: Motion to approve the Democracy Builders agreement. Motion approved unanimously at 8:23 p.m.

Planning for the DPE high school and a timeline of submissions was left as a standing item for the October Board Meeting. The approval of minutes from the previous meeting was tabled.

MOTION: Motion to adjourn the meeting was unanimously approved at 8:25 p.m.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
November 13, 2014**

MINUTES

Present

Craig Canton
Donald Porter
Joseph Puthenveetil
Ross Frommer
Khary Barnes
Sonya Crosswell
Katie Duffy
Jason Broder

Absent

Christina Grant
Rashida La Lande

Guests

Princess Lyles
Benjamin Feit
Eliza Saunders
Howard Schnidman
Margaret Marrer
Pia Dandiya

Khary Barnes called the meeting to order at 6:15pm.

Board Minutes Approval:

MOTION: Motion to approve the minutes from the board's August 12, 2014 & September 11, 2014 meetings. Motion passed unanimously at 6:27pm.

School Update:

Margaret Marrer discussed the challenges of transitioning from start-up culture to a sustainable entity. Foremost among Ms. Marrer's concerns is effective use of resources, especially human capital, and she discussed plans to afford strong teachers more leadership development opportunities. Ms. Marrer then initiated a conversation about the data dashboard. Discussion encompassed the data points that determine course passing rate, the rigor with which internal assessments are graded, the relative performance of returning scholars and those new to the program. Ms. Marrer and Ms. Duffy explained that the first promotion-in-doubt conversations would be held in January.

Network Update:

Katie Duffy offered an update on operations at the network. Ms. Duffy notified the board that school reviews have been completed. As Ms. Marrer noted in her update, the biggest push for DPE as one of the highest performing campuses in the network is to be mindful of creating a sustainable adult culture while continuing to create an inclusive and joyful learning environment for scholars. DPE's teachers have demonstrated a willingness to work as long as it takes to set their scholars up to succeed, but leadership must be cognizant of creating a school where adults can build lasting and manageable careers. Ms. Duffy renewed her appeal for trustees to consider joining the cross-board investment and real estate committees. Discussion ensued, and Ross Frommer volunteered to join the real estate committee.

Charter Expansion & Facilities Planning Updates:

Ben Feit explained that he, Ms. Duffy, and Ms. Marrer recently spoke with SED representatives about the school's expansion application. The next step is for SED officials to conduct site visits of both DPE and of DPPS elementary and high schools to gain a better understanding of how the

school's program will translate to different grade levels. The hope is that SED will recommend approval of the expansion application prior to the Board of Regents' February meeting. Discussion ensued regarding the viability of that timeline and the content of ongoing conversations Ms. Marrer is having with parents of eighth-grade scholars.

The clock continues to run on DPE's request for co-located space in CSD 5 for its elementary and high school grades. The DOE confirmed receipt of the application in September, which means a decision will be rendered by February at the latest. Discussion ensued about possible locations for either co-located or private space in reasonable proximity to DPE.

Committee Updates:

Development: Don Porter mentioned that the DPPS junior board would be hosting an event on Saturday afternoon in support of its efforts to enlist volunteer mentors for Democracy Prep's alumni.

Finance & Audit: Craig Canton and Howard Schnidman reviewed the FY14 audited financial statements and accompanying management notes and detailed the corrective measures that would be taken to address the issues identified by the auditor. Subsequently, Mr. Schnidman provided an updated FY15 forecast and informed the board that DPE remains on track to operate with an excess of revenues over expenses and to add to its positive fund balance.

MOTION: Motion to adjourn the meeting was passed unanimously at 7:15pm.



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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
November 13, 2014**

MINUTES

Present

Craig Canton
Donald Porter
Joseph Puthenveetil
Ross Frommer
Khary Barnes
Sonya Crosswell
Katie Duffy
Jason Broder

Absent

Christina Grant
Rashida La Lande

Guests

Princess Lyles
Benjamin Feit
Eliza Saunders
Howard Schnidman
Margaret Marrer
Pia Dandiya

Khary Barnes called the meeting to order at 7:16pm.

Princess Lyles addressed the board on behalf of Democracy Builders, focusing primarily on student recruitment and enrollment processes. She expressed a belief that DPE's inaugural ninth grade class would be composed largely of rising DPE eighth graders but acknowledged there would be a need to supplement those students with those currently attending other middle schools in order to yield a fully enrolled class.

Ms. Lyles discussed the likelihood that public charter schools would no longer be able to utilize the Vanguard Direct service that has heretofore allowed schools to directly mail applications to addresses where parents of students in specific grade levels reside. Ms. Lyles indicated that Democracy Builders would intensify its canvassing efforts in order to compensate for the likely decrease in applications wrought by the loss of this direct mailing outreach method. Discussion ensued about student recruitment, ongoing parent engagement efforts throughout the school year, and the mechanics of the admissions lottery.

Lastly, DPPS recently received a grant from a foundation that aggregates unused advertising space and makes in-kind donations to nonprofits in an effort to amplify their marketing budgets. Democracy Prep will be advertising on billboards, phone kiosks, and mass transit vehicles in each of its regions during the upcoming enrollment period.

Discussion ensued regarding the timeline of DPE's charter expansion

Marketing will now be a platform to promote recruitment process. Recruitment process starts January 15 until April and lottery selection will be in middle of April. Khary express his concern about the lottery as it relates to expansion of the HPE high school and the new charter approval request and it timeliness. Mrs. Duffy mentions the hopes and potential that things will be answered by February with finalized plans. Ms. Marrer expressed that parents want a high school extension of DPE but parents are concerned yet willing to wait for expansion of the high school. It has been a

delicate balance between advising parents to wait and give information about the plans to move forward with another school.

MOTION: Motion to adjourn the meeting was passed unanimously at 7:59pm.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
December 11, 2014**

MINUTES

Present

Jason Broder
Donald Porter
Joseph Puthenveetil
Ross Frommer
Khary Barnes
Katie Duffy

Absent

Christina Grant
Craig Canton
Sonya Crosswell
Rashida La Lande

Guests

Kent Anker
Margaret Marrer
Eliza Saunders
Howard Schnidman

Khary Barnes called the meeting to order at 7:48pm.

School Update:

Margaret Marrer, DPE's Principal, began the update by reflecting on end-of-trimester data. Trimester 1 exams have been administered and graded, and report cards are currently in the process of being created by the academic and data teams at the network level. Parent-teacher conferences will be held next week once report cards have been finalized and distributed. After the board inquired about the status of staffing for 2015, discussion ensued about new hires and succession planning as the school matures and seeks to expand.

Network Update:

Katie Duffy, Chief Executive Officer, offered an update on operations at the network. Ms. Duffy notified the board that she and Kent Anker, General Counsel for DPPS, had recently traveled to Baton Rouge. While there, they met with community stakeholders and attended the first board meeting for the new Democracy Prep school opening in 2015. Ms. Duffy invited members of the board to accompany her on the next trip to Baton Rouge as ambassadors of Democracy Prep.

MOTION: Motion to enter to executive session to discuss personnel matters. Motion passed unanimously at 7:53pm.

MOTION: Motion to exit executive session and reenter general session. Motion passed unanimously at 7:56pm.

Charter Expansion & Facilities Planning Updates:

Ms. Duffy offered an update on the status of DPE's charter expansion application. Officials from SED will be conducting site visits of DPE and of neighboring DPPS elementary and high schools to gain a better understanding of how the school's program will translate to different grade levels. The hope is that SED will recommend approval of the expansion application prior to the Board of Regents' February meeting. Discussion shifted to rent and finding the right facility and location for the school's potential expansion.

Committee Updates:

Finance & Audit: Donald Porter and Howard Schnidman reviewed the FY15 forecast and the management notes accompanying the FY14 audit package. Mr. Porter informed the rest of the board that DPE remains on track to operate with an excess of revenues over expenses and to add to its positive fund balance. Spending will likely be below projections as funds earmarked for (but not released to) Alumni Revolution, will not be expended.

MOTION: Motion to adjourn the meeting was passed unanimously at 8:19pm.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
January 15, 2015**

MINUTES

Present

Rashida La Lande
Sonya Crosswell
Katie Duffy
Ross Frommer
Khary Barnes
Christina Grant
Donald Porter

Absent

Joseph Puthenveetil
Jason Broder
Craig Canton

Guests

Benjamin Feit
Margaret Marrer
Eliza Saunders
Howard Schnidman
Pia Dandiyah
Duncan Scherer

Khary Barnes called the meeting to order at 6:56pm.

School Update:

Margaret Marrer, Democracy Prep Endurance Principal, began the update by reflecting on the data dashboards, attrition, and attendance. DPE's student morale is high; 105 scholars who finished among the top DREAM Dollar earners will be going on a skiing trip. DPE also exceeded the network average on trimester exam pass rates, but course pass rates are comparatively lower. Since course pass rates are composed of homework and classwork grades, they are indicative not just of how well students are mastering material but also of their diligence and attentiveness. Ms. Marrer stated that she has had conversations with teachers to norm course pass rates across classrooms and grade levels. The board expressed interest in monitoring the change in course pass rates over the course of Trimester Two.

Network Update:

Katie Duffy, Chief Executive Officer of Democracy Prep Public Schools, offered an update on operations at the network. A trip to Baton Rouge is scheduled for late February, and Ms. Duffy offered board members an opportunity to join her on this trip. Ms. Duffy also noted that the Board of Regents approved Democracy Prep Harlem Charter School's application for a full-term renewal that will stretch through the 2018-19 school year.

Charter Expansion & Facilities Planning Updates:

Ms. Duffy and Ben Feit, Democracy Prep's Chief of Staff, offered an update on the status of DPE's charter expansion application. Officials from SED will be conducting a monitoring visit to DPE on January 27 and 28 as part of its routine Year 3 oversight. The hope continues to be that SED will recommend approval of the expansion application prior to the Board of Regents' February meeting.

Discussion shifted to facilities planning for the school's potential expansion. DPE should hear back from the Department of Education on its request for public space by the end of February. The cross-board Facilities Committee is currently scouting public facility space for within Community School Districts 5 and 6 and exploring potential private facility solutions in the Bronx and Washington Heights. Many DPE eighth grade scholars took the specialized high school entry exam,

and some will likely enroll in boarding school. Nevertheless, the majority of families continue to express a preference for keeping their scholars enrolled at DPE for ninth grade. Discussion ensued about the political landscape in New York State and New York City and the context in which DPE's expansion application is being considered.

Committee Updates:

Finance & Audit: Donald Porter and Howard Schnidman reviewed the FY15 forecast and the management notes. Mr. Porter informed the rest of the board that DPE remains on track to operate with an excess of revenues over expenses and to add to its positive fund balance. Spending will likely be below projection, as funds for Alumni Revolution will not be expended. Healthcare benefits were budgeted higher than actually expended, thus adding to a positive fund balance.

DP Pathways Presentation:

Ms. Duffy briefly introduced the Pathways program and its purpose before turning the presentation over to Duncan Scherer, who is spearheading the effort. Democracy Prep Pathways will provide a highly individualized program for incoming sixth-grade scholars with disabilities who may initially require additional services and a more restrictive setting in order ultimately to be successful within the general education environment in Democracy Prep's middle school. DPE has the highest number of scholars with IEPs in the network. Mr. Scherer explained the different approaches he planned to utilize to help scholars who have learning disabilities progress toward success in college and citizenship. Mr. Scherer laid out his vision for Pathways and addressed questions from the Board about the program model, staffing, messaging to families, and anticipated relationship with existing DPPS middle school leaders and staffs.

MOTION: Motion to adjourn the meeting was passed unanimously at 8:55 pm.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
March 12, 2015**

MINUTES

Present

Rashida La Lande
Sonya Crosswell
Katie Duffy
Ross Frommer
Donald Porter
Christina Grant
Khary Barnes
Craig Canton

Absent

Joseph Puthenveetil
Jason Broder

Guests

Melanie Hok
Kent Anker
Eliza Saunders
Alice Maggin
Scott Harris
Sean Stevens
Sara Kaufman

Khary Barnes called the meeting to order at 7:00pm.

Committee Updates:

Development: Alice Maggin, Senior Director of Communication at DPPS, briefly discussed the DPPS Gala. The theme for this year's Gala is Spotlight on the Arts. Ms. Maggin described some of the student performances that will take place throughout the night and noted that a "Save the Date" email has been sent out during the week. Lastly, Ms. Maggin explained to the board the purpose of the gala, which is to help DPPS alumni bridge the gap between the all-in cost of attending college and their total financial aid packages. Discussion ensued about gala pricing, honorees, and ticket selling.

Finance & Audit: Melanie Hok, Senior Director of Finance at DPPS, reviewed the FY15 budget vs. actuals. Ms. Hok informed the board that DPE remains on track to operate with an excess of revenues over expenses and to add to its positive fund balance. Ms. Hok noted that the school is in the final year of its CSP start-up grant and is on track to expend that funding. Discussion ensued on contingencies built into the budget to address unexpected expenses or revenue shortfalls.

Board Minutes Approval:

MOTION: Motion to approve the minutes from the board's meetings on November 13, 2014, December 11, 2014, and January 15, 2015. Motion passed unanimously at 7:06pm.

School Update:

Katie Duffy started the school update by noting that return offer letters to staff members have been distributed and that Ms. Marrer anticipates hiring only a few new employees for the upcoming school year. Additionally, Trimester Two exams will be administered next week in all subjects.

Network Update:

Ms. Duffy offered an update on operations at the network by discussing the recent cross-board trip to Baton Rouge. The board members who participated were impressed with the work that has been by the network and the local team on the ground to lay the foundation for a successful expansion.

Discussion ensued about the difficulty and stakes of school start-up and the status of pre-opening efforts in Baton Rouge.

Ms. Duffy also discussed her recent testimony at a Senate HELP Committee Hearing on the reauthorization of the Elementary and Secondary Education Act. Ms. Duffy's appearance occurred on the same day scholars traveled to Albany to lobby their elected officials, which turned February 3 into a banner day for active citizenship at Democracy Prep.

Pathways Update:

Kent Anker, General Counsel for DPPS, gave a brief update on efforts taken thus far. Democracy Prep Pathways will provide a highly individualized program for sixth-grade scholars with disabilities who may initially require additional services and a more restrictive setting in order ultimately to be successful within the general education environment in Democracy Prep's middle school. DPE currently has the highest number of scholars with IEPs in the network. Mr. Anker explained that he has been developing the legal framework for Pathways in consultation with attorneys who sit on each of Democracy Prep's Harlem school boards. The board inquired about the timeframe, facility, regulatory implications, school culture, and accountability obligations. Mr. Anker assured the board that the program is on track to be operational by the start of the 2015-16 school year and that an MOU would be prepared for board review by the April meeting. Discussion ensued to address the vision behind, and viability of, the Pathways program.

MOTION: Motion to adjourn the meeting was passed unanimously at 7:48pm.



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Democracy Prep Endurance Charter School

Board of Trustees Meeting

March 12, 2015

MINUTES

Present

Rashida La Lande
Sonya Crosswell
Katie Duffy
Ross Frommer
Donald Porter
Christina Grant
Khary Barnes
Craig Canton

Absent

Joseph Puthenveetil
Jason Broder

Guests

Melanie Hok
Kent Anker
Eliza Saunders
Sean Stevens
Scott Harris
Sara Kaufman

Khary Barnes called the meeting to order at 7:48pm.

Charter Expansion & Facilities Planning Updates:

Ms. Duffy offered an update on the status of DPE's charter expansion application. DPE's expansion proposal has been forwarded to the Board of Regents for possible action at an upcoming meeting. Democracy Prep held the statutorily mandated public hearing on March 4 and has been in communication with officials from NYSED throughout the week to address outstanding questions about the revision request. The expectation is that the Board of Regents' Committee on P-12 Education will take up this proposal at its March 16 meeting.

As it relates to facility planning DPPS has continued to pursue both public and private facilities options for DPE High School. Contemporaneous with its charter revision request, DPE formally requested co-located space from the NYC Department of Education pursuant to the facilities access process enshrined in the NYS Education Law in 2014. Additionally, DPPS board member Chris Kraus and his team at Jones Lang LaSalle have been working to identify space suitable both for immediate occupancy and for long-term siting as a fully-grown high school. By statute, the Department of Education must respond to DPE's request within 30 days of the school being authorized to operate the new grade levels for which public space is being sought. In the interim, DPPS and the cross-board real estate committee will continue to work with JLL to ensure short- and long-term private options are lined up. Discussion ensued about the charter revision process.

Sean Stevens, whom DPPS will recommend to be appointed by the board as the founding leader of DPE High School, introduced himself by describing the work he has done over the past few years as part of Democracy Prep as well as his personal background story. Mr. Stevens, who was a founding DPE teacher and is currently a Leader U Fellow at Democracy Prep Charter Middle School, expressed how excited he is to be considered for the leadership role of the school and described his interest in narrowing the achievement gap for young black men. He is hoping to engage teachers and

families to set up a mentorship program for high school scholars. Discussion ensued to address the transition and planning for the upcoming school year.

Mr. Anker and Ms. Duffy explained that SED had provided guidance on teacher certification. The board requested monthly updates on the progress of staff toward obtaining relevant certification and a hiring tracker at the outset of the 2015-16 school year that includes information about staff certification.

MOTION: Motion to approve the resolution concerning teacher certification as presented and attached. Motion passed unanimously at 8:13pm.

MOTION: Motion to adjourn the meeting was passed unanimously at 8:22pm.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

Democracy Prep Endurance Charter School

March 12, 2015

Resolution re: Teacher Certification

WHEREAS, Democracy Prep has recently engaged in discussions with the State Education Department concerning the number of certified teachers providing instruction at Democracy Prep Endurance pursuant to Section 2854(3)(a-1) of the Education Law; and

WHEREAS, the State Education Department has provided certain guidance concerning the number of certified teachers at Democracy Prep Endurance; and

WHEREAS, the State Education Department has requested this matter be brought before the Board of Trustees of Democracy Prep Endurance; and

WHEREAS, Democracy Prep Endurance is committed to working with the State Education Department as its authorizer; therefore, it is

RESOLVED that the Democracy Prep Endurance Board of Trustees, in conjunction with the School Leader shall ensure that no uncertified teacher, whether a Lead or Non-lead teacher, will provide instruction without a certified teacher being present in the classroom.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
April 30, 2015**

MINUTES

Present

Rashida La Lande
Sonya Crosswell
Katie Duffy
Craig Canton
Khary Barnes
Christina Grant

Guests

Melanie Hok
Kent Anker
Eliza Saunders
Ben Feit
Duncan Scherer
Margaret Marrer
Kelly Richardson
Ross Frommer
Donald Porter

Christina Grant called the meeting to order at 6:14 pm.

Board Minutes Approval:

MOTION: Motion to approve the minutes from the board's March 15, 2015 meeting. Motion passed unanimously at 6:15 pm.

School Update:

Margaret Marrer, Democracy Prep Endurance Principal, began by noting that the school is planning end-of-year events for the eighth graders including a dinner, an award ceremony, prom, and trips to various colleges and universities.

Network Update:

Ms. Duffy thanked the board for its support of the DPPS Gala; which took place on April 29 and highlighted the arts within DPPS. Ben Feit, DPPS Chief of Staff, then updated the board on the recent wave of college acceptance letters received by the DPCHS senior class. As university admissions departments have become steadily more familiar with the caliber of the Democracy Prep program and the value of a Democracy Prep diploma, the quality of offers and financial aid packages have increased. Among the renowned post-secondary institutions that have offered DPCHS seniors admission to the Class of 2019 are Yale, Dartmouth, Stanford, the University of Pennsylvania, Duke, Bowdoin and Princeton. The College Office is working closely with students to review and compare offers to ensure scholars are matched with schools that represent the best fit both academically and financially. With alumni relations having been brought within the DPPS ambit, the school and network have established more reliable chains of communication with graduates and have developed both a better real-time understanding of the challenges our alumni are facing on campus and more reliable information-gathering systems.

Facilities Update:

Mr. Feit updated the board on the status of facilities planning for DPE High School. With the Department of Education having denied the school's request for co-located space in a public facility,

the school filed an appeal with the NYS Commissioner of Education seeking the statutorily mandated rent subsidy. DPPS is working with a private firm to identify both short- and long-term facilities solutions for DPE's high school grades. The current plan is for the ninth grade to incubate in Taino Towers, the building in which Harlem Prep Elementary School is currently housed, in 2015-16. Simultaneously, negotiations are ongoing with two developers regarding space for a permanent home for the high school. The board requested an opportunity to speak with both developers. Discussion ensued to address the risk associated with developing a new school, leasing options, and private space options.

Motion: The Democracy Prep Endurance Charter School Board of Trustees moves to select Ross Frommer as a final candidate to its Board of Trustees, with a term expiring on June 30, 2016, pending approval by SED. The resolution approving Ross Frommer is formally adopted upon SED's approval. Motion passed unanimously at 6:50 p.m.

Motion: The Democracy Prep Endurance Charter School Board of Trustees moves to select Don Porter as a final candidate to its Board of Trustees, with a term expiring on June 30, 2016, pending approval by SED. The resolution approving Don Porter is formally adopted upon SED's approval. Motion passed unanimously at 6:50 p.m.

Motion: The Democracy Prep Endurance Charter School Board of Trustees moves to select Jason Broder as a final candidate to its Board of Trustees, with a term expiring on June 30, 2016, pending approval by SED. The resolution approving Jason Broder is formally adopted upon SED's approval. Motion passed unanimously at 6:50 p.m.

Democracy Prep Pathway Discussion:

Kent Anker, General Counsel for DPPS, offered an update on efforts undertaken thus far to secure regulatory support for the Democracy Prep Pathways program. Ms. Marrer said that she has discussed the program with parents, who have uniformly expressed excited about the program and gratitude for the understanding that their scholars have individualized needs. Duncan Scherer, Pathways Program Director, elaborated on the preparation that has gone into the development of the program. Mr. Scherer further explained that the program would both preserve culture of DPE and cater to the scholars' individualized needs.

Mr. Anker discussed the structure of the Memorandum of Understanding, and conversation ensued with Mr. Anker and Ms. LaLande regarding some of the specific provisions within the MOU. The board inquired about how the program would be staffed, where it would be sited, how it would affect the existing charter and how the board would exercise its fiduciary obligation to oversee the educational interests of children assigned to Pathways. Discussion ensued on the Pathways program would fit within the current school model, how scholars would be identified for participation in Pathways, and how scholars would be integrated back into the home school.

MOTION: Motion to: (1) approve the Memorandum of Understanding with Democracy Prep Public Schools concerning the Pathways Program as amended; (2) authorize Khary Barnes to sign the MOU on behalf of Democracy Prep Endurance Charter School; and (3) authorize Democracy Prep Public Schools to submit a charter revision request concerning the Pathways Program to the New York State Education Department.

Motion passed unanimously at 7:23 with Katie Duffy abstaining.

Committee Updates:

Finance & Audit: Melanie Hok, Senior Director of Finance at DPPS, reviewed the FY15 forecast and budget. Ms. Hok informed the rest of the board that DPE remains on track to operate with an excess of revenues over expenses and to add to its positive fund balance. Ms. Hok explained the budget for the Pathways Program and noted that DPPS would cover overhead costs, including facilities. Lastly, Ms. Hok advised the board to hire an independent auditor. The board inquired about how frequently bids are solicited to ensure the price being charged by the auditing firm is commercially reasonable.

MOTION: Motion to hire Fruchter, Rosen & Company PC to perform the school's FY 15 audit and to empower Mr. Barnes to sign an engagement letter on behalf of the Board. Motion passed unanimously at 7:55 pm.

MOTION: Motion to enter Executive Session to discuss confidential administration matters. Motion passed unanimously at 8:00 pm.

MOTION: Motion to exit Executive session. Motion passed unanimously at 8:31 pm.

MOTION: Motion to adjourn the meeting was passed unanimously at 8:32 pm.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

**Democracy Prep Endurance Charter School
Board of Trustees Meeting
June 4, 2015**

MINUTES

Present

Rashida La Lande
Sonya Crosswell
Ross Frommer
Donald Porter
Khary Barnes

Guests

Howard Schnidman
Kent Anker
Eliza Saunders
Chris Kraus
Margaret Marrer

Absent

Christina Grant
Katie Duffy
Craig Canton

Khary Barnes called the meeting to order at 7:14 pm.

Facilities Update:

Chris Kraus, Managing Director at Jones Lang LaSalle, offered a brief introduction that included his background in real estate as well as his long-standing history with Democracy Prep. Mr. Kraus spoke to the board about the efforts taken by his colleagues to support Democracy Prep in assessing the multiple options to secure public space in New York City. Mr. Kraus identified both short- and long-term facilities solutions for DPE's high school grades and explained various development options. Discussion ensued to address lease cost, backfilling, space capacity, and planning for the upcoming year.

MOTION: Motion to approve the minutes from the board's April 30, 2015 meeting. Motion passed unanimously at 7:51 pm.

MOTION: Motion to (1) empower the Real Estate Committee to negotiate a sublease for short-term high school space at the Taino Towers facility on 123rd Street, and (2) approve sending the sublease to HUD subject to the review and approval of the Real Estate Committee and subsequent ratification by the board. Motion passed unanimously at 7:52 pm.

Committee Updates:

Finance & Audit: Howard Schnidman, Chief Financial Officer at DPPS, reviewed the FY15 forecast and FY16 budget. Mr. Schnidman reported that DPE remains on track to operate with an excess of revenues over expenses to add to its positive fund balance with significant contingencies.

MOTION: Motion to approve the FY16 budget subject to revisions from the Finance & Audit Committee. Motion passed unanimously at 8:05 pm.

School Update:

Margaret Marrer, Principal at DPE, began by discussing T2 exams and explained that the decline in scores from T1 to T2 was due to the increased rigor of the assessments. Ms. Marrer further explained that in some subject areas DPE scholars performed at or above the network average on the T2 exam. Members of the board expressed concern and wanted to ensure scholars were

performing well and would be successful on the state exams. Discussion ensued to assess grade level requirements, network exam consistency, and Common Core challenges.

MOTION: Motion to adjourn the meeting was passed unanimously at 8:33 pm.