



DEMOCRACY PREP BATON ROUGE

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DEMOCRACY PREP BATON ROUGE CHARTER SCHOOL BOARD MEETING MINUTES JUNE 8, 2016

DEMOCRACY PREP BATON ROUGE
4055 PRESCOTT ROAD
BATON ROUGE, LA 70805

Present

Leslie Grover
Allyson d'Aquin
Eddrick Martin
Marketa Walters

Absent

David Kurpius
Adrienne Moore
Hector Zapata

Others

Natalie Turk
Benjamin Feit
Patricia McMurray
Stephanie Miller (*video*)
Michelle Gieg (*video*)
Greg Spreeman (*video*)

Leslie Grover, Board Chair, called the meeting to order at 6:06 p.m.

MOTION: Motion to approve the minutes from the Board's May 10, 2016 meeting. Motion approved unanimously at 6:06 p.m.

School Update

Michelle Gieg, Executive Director of Democracy Prep Baton Rouge ("DPBR"), highlighted student growth for the 2015-16 academic year. In sixth grade, 61% of scholars met their end-of-year ELA growth targets on the MAP assessment and 63% met their growth targets in Math. In kindergarten, 99% of scholars met their growth targets in both ELA and Math, demonstrating the importance of early academic intervention for our scholars. Ms. Gieg also shared that the school is fully staffed for next year, including three incoming teachers who each have over 10 years of teaching experience. The school team is continuing the enrollment push for the expanded grade levels next year and is preparing the facility for a larger number of scholars.

Ms. Gieg then described a potential partnership with City Year for the 2016-17 academic year that would provide the school with eight corps members to work as Associate Teachers. The board discussed the details of the partnership and the opportunity that it would provide for DPBR to build a talent pipeline within the building. Ms. Gieg is working closely with the program directors and feels confident that they can bring the right people in to contribute to the team.

MOTION: Motion to authorize a partnership with City Year consistent with the terms discussed and presented and to empower the School Leader and the DPPS Chief of Staff and General Counsel to finalize the terms of the arrangement. Motion approved unanimously at 6:20 pm.

Benjamin Feit, Chief of Staff for Democracy Prep Public Schools ("DPPS"), explained the process for revising the 2016-17 DPBR school handbooks and shared some of the prevalent threads of discussion amongst school leaders regarding school policies across the network. Ms. Gieg shared that the biggest changes to the Student and Family Handbook for DPBR were to make the Code of Conduct more reflective and data-aligned. Patricia McMurray described several places where the handbook could more explicitly align with state laws and agreed to touch base with Mr. Feit after the meeting.

MOTION: Motion to approve the 2016-17 DPBR Student and Family Handbooks. Motion approved unanimously at 6:29 pm.

MOTION: Motion to approve the 2016-17 Financial Policies and Procedures Handbook. Motion approved unanimously at 6:32 pm

Mr. Feit shared that the only major change to the 2016-17 Personnel Handbook was to the Childcare Leave Policy as discussed in previous meetings.

MOTION: Motion to approve the 2016-17 Personnel Handbook, pending minor modifications as agreed upon by Ms. McMurray and Mr. Feit. Motion approved unanimously at 6:36 pm.

The board then discussed the proposed 2016-17 Management Agreement with Democracy Prep Public Schools. Ms. McMurray described state requirements for vendor compliance that had been updated. Mr. Feit mentioned other changes regarding the services provided by the network, which now include student recruitment services and academic assistance that will be provided by a Regional Assistant Superintendent.

MOTION: Motion to approve the 2016-17 Management Agreement with Democracy Prep Public Schools, pending minor changes as discussed. Motion approved unanimously at 6:51 pm.

MOTION: Motion to reappoint Michelle Gieg as School Leader for the 2016-17 academic year. Motion approved unanimously at 6:51 pm.

The board expressed its deep appreciation for Ms. Gieg's strong school leadership throughout the first year of the school's operation.

Finance and Audit Committee Update

Greg Spreeman, Chief Financial Officer at DPPS, described the current financial status of DPBR and agreed to send an update to the board as soon as two impending grants come through and all financials are fully closed. Mr. Spreeman then led the board through a first reading of the FY17 budget and asked for the board's approval to select an auditor for FY16.

MOTION: Motion to appoint Daigrepoint & Brian, APAC as the auditor for Democracy Prep Baton Rouge for FY16. Motion approved unanimously at 7:04 pm.

Network Update

Mr. Feit shared updates from the network on the upcoming high school graduations in New York and the college acceptances for the senior class, which include Brown, Harvard, Howard, Morehouse, Princeton, Stanford, Tufts, Wesleyan, Yale, and others. Mr. Feit shared that 90% of seniors have had 100% of their financial need met by their colleges, and the other 10% of students are working closely with the college team to identify possible scholarships to fill the gaps in their financial aid. Mr. Feit also described the leadership and operations professional development that would be taking place in New York at the end of June and expressed the network's excitement to have the school leaders from DPBR joining the team in New York and the teams from other regions for this opportunity.

MOTION: Motion to approve the 2016-17 Instructional and Board Meeting calendars. Motion approved unanimously at 7:07 pm.

MOTION: Motion to adjourn the meeting. Motion approved unanimously at 7:08 p.m.



DEMOCRACY PREP BATON ROUGE

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DEMOCRACY PREP BATON ROUGE CHARTER SCHOOL BOARD MEETING MINUTES AUGUST 9, 2016

DEMOCRACY PREP BATON ROUGE
4055 PRESCOTT ROAD
BATON ROUGE, LA 70805

Present

Allyson d'Aquin
Marketa Walters
Hector Zapata
Leslie Grover

Absent

Adrienne Moore
David Kurpius
Eddrick Martin

Others

Michelle Gieg
Benjamin Feit
Corrie Manieri
Jenny Richey

Leslie Grover, Board Chair of Democracy Prep Baton Rouge Charter School (“DPBR”), called the meeting to order at 6:01 p.m.

MOTION: Motion to approve the minutes from the Board’s June 8, 2016 meeting. Motion approved unanimously at 6:02 p.m.

Approval of New Board Member

Jenny Richey introduced herself and was welcomed to the board.

MOTION: Motion to approve the appointment of Jenny Richey to the Democracy Prep Baton Rouge Charter School Board of Directors for a term lasting until June 30, 2018. Motion approved unanimously at 6:03 p.m.

MOTION: Motion to accept the resignation of David Kurpius from the Board of Directors effective immediately. Motion approved unanimously at 6:04.

The board thanked Mr. Kurpius for his service as a founding board member and expressed gratitude for his assistance with the school’s launch, particularly with respect to facilities support.

Finance and Audit Committee Update

Allyson d'Aquin, Board Treasurer, reminded the Board that they are in receipt of the proposed budget for the 2016-2017 school year. She noted that the draft budget has not changed, and that any expected changes, such as school nursing services and costs associated with new sports teams, will come from the budget’s contingency amount. Ms. d'Aquin discussed the expected student enrollment numbers, and shared that while \$100,000 is still owed to DPSS, grant monies have been coming in steadily. Marketa Walters suggested monitoring expenditures and considering whether a drive for sports equipment might be preferable to eroding the contingency should the budget projections appear tight.

MOTION: Motion to approve the FY17 budget as presented and attached. Motion approved unanimously at 6:17 p.m.

School Update

Michelle Gieg, Executive Director of DPBR, began the school update by reviewing data from 2016 state assessments. To earn credit on the School Performance Score (SPS), 65% of the middle school scholars need to score Basic or Above. DPBR middle school scholars, 18% of whom have an IEP, met that threshold in Science. Additionally, 60% of tested scholars scored Basic or Above in ELA, and 45% scored at Basic or Above in Math. The science score puts DPBR at the top of the district, while the ELA and Math scores were on par with district performance. Ms. Gieg stated that Democracy Prep is far outperforming assessment data from the final year of Prescott Middle. Ms. Gieg expressed confidence that scores would continue to improve as the school's systems and instructional program become increasingly responsive to student needs.

Ms. Gieg discussed the composition of the SPS that will be released by the Louisiana Department of Education in late fall. The SPS will include student proficiency on state exams and Value Added Measures that act as bonus points earned for students who demonstrate year-over-year growth. Discussion ensued about how results should be messaged to various constituencies to ensure a broader appreciation of the work being done at the school.

Ben Feit, Chief of Staff of Democracy Prep Public Schools, shared that a core DPPS belief is that growth matters most. Students often enter 6th grade presenting severe deficits that require long-term remediation. Consequently, performance metrics heavily weighted toward proficiency often do not align well with the network's approach to educating students who most need access to an excellent school.

Hector Zapata asked about the plan to address performance and Ms. Gieg shared that three areas of focus in the middle school are classroom structure, curricular alignment, and school culture. Specifically, question stems on lesson plans are now more closely linked in format to those that will likely appear on state assessments, and summer PD for staff focused on ensuring academics and joy remain at the forefront of all classrooms.

Ms. Gieg shared that DPBR's growth is occurring strategically. She reminded the board that target enrollment for 2016-17 is 300 scholars. Ms. Gieg noted that the enrollment numbers are currently inconsistent across grade levels, and she stressed that any necessary staffing realignments would be implemented with an eye on prioritizing staff retention for 2017-18. Ms. Gieg praised the City Year Corps Members currently being trained to serve as associate teachers and indicated that early returns have fortified her belief that the partnership will prove to be a fruitful recruitment pipeline. Discussion ensued about strategies to recognize families who are referring others to DPBR.

Ms. Gieg reiterated that DPBR is excited to add a sports program and will have 5 sports – girls golf, boys and girls soccer, and boys and girls basketball. Practice will run from 4-4:45, and bus transportation is used for sporting events. In addition to extra-curriculars, DPBR will also have a competitive speech & debate club and jazz band.

Network Update

Mr. Feit shared that teachers have returned across the DPPS network and that the vibe around the network is enthusiastic. With no new regions or turnaround schools being added in 2016-17, the network will consist of 19 schools educating 5,500 students in Baton Rouge, New York City, Camden, and Washington, D.C. DP You, an annual DPPS summit and PD showcase, will be held in

Philadelphia in late-October. For the first time, this year's event will be in our Camden region, highlighting the fact that DP is a truly national organization.

Mr. Zapata asked about graduation and college. Mr. Feit shared that there is an active team at DPPS that supports graduates both through the application process and once they have matriculated at the college of their choice. Each school with alumni operates a micro-grant program to cover last-dollar financial aid, and the network has assorted mechanisms — including an alumni corps program, alumni panels for teachers and current scholars, and an alumni captain system that creates ongoing support systems among former classmates — to maintain routine contact with the vast majority of its alumni.

MOTION: Motion to adjourn the meeting. Motion approved unanimously at 7:06 p.m.



DEMOCRACY PREP BATON ROUGE

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DEMOCRACY PREP BATON ROUGE CHARTER SCHOOL BOARD MEETING MINUTES SEPTEMBER 13, 2016

1735 THOMAS DELPIT DRIVE
BATON ROUGE, LA 70802

Present

Marketa Walters
Leslie Grover
Eddrick Martin
Jenny Richey

Absent

Adrienne Moore
Allyson d'Aquin
Hector Zapata

Others

Michelle Gieg
Corrie Manieri
Katie Duffy
Patty McMurray

Leslie Grover, Board Chair of Democracy Prep Baton Rouge Charter School (“DPBR”), called the meeting to order at 6:14 p.m.

The meeting opened with board members and invited guests sharing their personal experiences from the August flooding that devastated Baton Rouge and its surrounding communities.

MOTION: Motion to approve the minutes from the Board’s August 9, 2016 meeting. Motion approved unanimously at 6:36 p.m.

School Update

Michelle Gieg, Executive Director of DPBR, began the school update by thanking Eddrick Martin, board member and Executive Director of the Baranco Clark YMCA, for affording DPBR use of the YMCA as an alternate site after the flood. Ms. Gieg explained how the school is using the YMCA to hold Constant Learner Academy (CLA) and shared details about the set-up and structure.

Elementary students rotate between math, reading mastery, writing, reading comprehension, and movement classes, while middle school students rotate between technology, reading, math, English, and music. Daily attendance has averaged between 220 and 260 students.

The current plan is for CLA to continuing being held at the YMCA through the end of September with teachers returning to Prescott for a week of professional development on October 3 and students returning to the school’s permanent facility after Columbus Day. The PD period will allow for time to prepare instructional materials, set up classrooms, and revise yearlong planning calendars. A lengthy discussion ensued about ongoing efforts to mitigate, abate, and repair damage to the facility; the nature of the school’s conversations with insurance adjusters, restoration companies, oversight agencies, and the school district; and potential enrollment considerations occasioned by the displacement of families into temporary housing.

Ms. Gieg described the relief efforts Democracy Prep has initiated for scholars and families. Hundreds of individuals helped purchase supplies for recovery kits on Amazon. Ms. Gieg is planning to thank the donors and would welcome suggestions. Another DPBR team responded to the short-term needs of families by collecting and delivering emergency supplies such as food, water,

and clothing. Ms. Gieg expressed gratitude to City Year for its partnership and support during this difficult time.

Network Update

Katie Duffy, Chief Executive Officer of Democracy Prep Public Schools, began by stating that the well-being of the students, families, and staff members in Baton Rouge has remained at the forefront of every DPPS team member's mind. Ms. Duffy suggested that all board members visit during school hours, because there's nothing like seeing Constant Learner Academy taking place in the YMCA. Throughout the building, scholars are learning and loving it. Whether on beanbags or in the middle of the gym in a tent, school is taking place. Ms. Duffy shared a specific story she witnessed during the day's staff meeting. When Ms. Gieg notified a teacher that she would be able to start to work with students in small group pull out sessions, the teacher's eyes filled with tears of joy. Ms. Duffy shared her sincere thanks to Ms. Gieg and the DPBR team for working so tirelessly to support students and show them they are loved and cared for. Discussion ensued about recent staffing changes at the CMO and network growth plans beyond the 2016-17 school year. Ms. Duffy extended an invitation to DP You, an annual DPPS summit and PD showcase, which will be held in Philadelphia in late-October.

Ms. Marketa Walters asked about efforts being made to document what's going on with DPBR and Constant Learner Academy. Ms. Duffy shared that videos are in production and will be used to tell the story of surviving this disaster as a community. Ms. Walters suggested that the video include interviews of students describing what it means to them to be able to return to the Prescott building.

Legal Update

Patty McMurray notified the board that she has switched law firms and outlined options with regard to future legal representation. Ms. Duffy stated that she would follow up with Kent Anker, Democracy Prep's General Counsel, to determine appropriate next steps.

MOTION: Motion to engage Baker Donelson as the school's legal services provider of record pending Mr. Anker's approval. Motion approved unanimously at 7:22.

MOTION: Motion to adjourn the meeting. Motion approved unanimously at 7:24 p.m.