

The SEED Public Charter School of Washington, D.C.
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The SEED Public Charter School of Washington, DC

A N N U A L R E P O R T
Academic Year 2019-2020

Presented to
The District of Columbia Public Charter School Board

Submitted by
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ANNUAL REPORT NARRATIVE

I. SCHOOL DESCRIPTION

A. Mission and Belief Statements

The SEED Public Charter School of Washington, D.C. (SEED PCS) is a public college-preparatory boarding school whose primary mission is to prepare students for success in college and beyond.

SEED PCS achieved its mission for the 2019-2020 school year with a 100% College Acceptance Rate.

SEED PCS began operating in 1998 under the authorization from DC PCSB and operates one campus in Ward 7. In 2019-2020, the school served scholars in grades eight through twelve. SEED PCS was founded by The SEED Foundation, a nonprofit organization that provides management and support services to the school. SEED PCS is one of three DC charter schools that operates a boarding program, and it receives additional public funding to operate this residential component. All SEED PCS scholars live on campus from Sunday evening through Friday afternoon.

SEED PCS offers a college-preparatory program in small classroom settings during the school day. Then, from 4-8 PM each day, scholars participate in the Student Life Program, where they engage in academic enrichment, social-emotional development, and academic intervention.

SEED'S Belief Statements

College-Bound Culture

SEED provides scholars with the academic, organizational, and life skills that enable them to attend and graduate from college.

A 24-Hour Learning Environment

SEED commits to keeping every scholar safe and secure, to using the gift of time, and to providing fulfilling academic and life experiences.

Positive Culture of High Expectations

SEED scholars and staff are expected to relentlessly pursue excellence and to consistently exhibit the SEED core values

Integrated & Engaging Program to Foster Love of Learning

SEED helps each scholar find his or her passion through academics, enrichment programs, social/emotional supports, and authentic experiences.

Individual Scholar Support

SEED commits to targeted scholar support and coordinated communication between scholars, parents, and practitioners.

Focus On Data & Continuous Improvement

SEED school use assessments and data analysis to show scholars their own progress and to keep practitioners focused and accountable.

Recruiting & Nurturing Outstanding Educators

SEED school commits to hiring exceptional adults, and to supporting them so that they can better guide the achievement and success of SEED scholars.

Family & School Partnership

SEED collaborates with families to support the success of SEED scholars.

Community Relationships

SEED is committed to establishing relationships with community organizations to enhance the college readiness process for SEED scholars.

OUR CORE VALUES

In our pursuit of excellence, at SEED, we will live by our shared values and beliefs. Our core values and belief statements are essential to our work with students and families, our collaboration as a team, and our partnerships with stakeholders.

These values provide guidance to ensure that SEED and the people who make up the SEED community are working from a shared understanding that best helps us achieve our vision and clearly define our culture and identity.



I show **RESPECT** for all people by being civil, cordial, courteous, and having unconditional appreciation for the value and dignity of all people and things.



I display **RESPONSIBILITY** by taking ownership and being accountable for my words, actions, and results.



I exemplify **PERSEVERANCE** by having steady commitment, persistence, and patience, even when there are obstacles or discouragement.



I act with **INTEGRITY** by being honest and fair and doing the right thing even when no one is looking.



I exhibit **COMPASSION** by showing concern and empathy, being helpful, and supporting others.



I show **GRATITUDE** by extending kindness and expressing appreciation for the gifts, time, and talent of others.



I demonstrate **GROWTH** through my commitment to excellence, continuous improvement, and learning.

B. School Program

Grades and Age Levels Served

In the 2019-2020 school year, SEED PCS served 236 students between the ages of 12-19 in grades eight through twelve. This was our last year with a middle school grade level as part of the school's program. This year also marked SEED's sixteenth graduating class.

To ensure that our scholars are prepared for the academic rigor of college, we offer a rigorous college-preparatory curriculum in all content areas. The curricula are described further below.

Curricular Programs

The school used the EL Education curriculum for middle school English Language Arts and the Engage New York curriculum for high school. For math, we used Eureka Math (a product of Great Minds). For science and social studies courses, we used Discover Education curriculum, which was a digital curriculum aligned with the Common Core State Standards.

To monitor student learning, we implemented the Measures of Academic Progress (MAP) assessment system three times during the school year. We analyzed assessment results and used the data to plan instruction and interventions. Students who were not successful in their courses were provided with additional academic support, including multiple intercession opportunities that increased instructional time for the year.

Unfortunately, the 2019-2020 school year was abruptly changed due to the global health crisis. Within a few days, we completely shifted our entire school program from a traditional, in-person program to an entirely virtual one. The shift was difficult for both students and staff. It was especially challenging to engage students once we made the transition to a virtual program. However, we were able to re-design our program (including staff roles and responsibilities) to support the change.

Family and Community Engagement (FACE)

SEED PCS recognizes families as full partners in their scholars' education and welcomes their active involvement. To this end, families had access to their scholars' academic progress at any time via the PowerSchool Parent Portal. They also had access to behavioral data through a digital program called Kickboard.

Parents and guardians were encouraged to contact staff members whenever they had a question or needed support. Staff members were required to reach out to families and caregivers on a regular basis via phone calls, postcards, and home visits. The FACE

Office also coordinated quarterly listening sessions and conducted surveys with families to gain feedback about the program. Parent-teacher conferences were held on a quarterly basis, and parents were encouraged to shadow their children in the classroom and in the residence halls to better understand their child's school experience.

SEED PCS allocated funding towards family engagement activities through the Office of Family and Community Engagement (FACE). The FACE Office created a Family Engagement Plan as required by Title 1. We had monthly family events/celebrations as well as a weekly newsletter that contained topics such as Common Core State Standards, Parent Education, College Readiness, PARCC, SAT/ACT, and much more. The team hosted book and article reviews on parenting and education.

The FACE Office managed the school's website, social media accounts, and Blackboard [messaging] program. The FACE Office created the Parent Action Team to promote educational excellence. The team included family representatives to plan celebrations, family networking events, marketing and community engagement, educational opportunities, and to help build a strong school culture.

The Parent Action Team scheduled regular family coffees coupled with parent learning opportunities, as well as family and child events. All parents and community support workers were encouraged to participate. Families were also encouraged to participate in workshops and information sessions held throughout the 2019-2020 school year designed to support raising adolescents and increasing student achievement in the 21st Century. More specifically, parents had opportunities to participate in workshops on social media; literacy and math support; content area skills; effective communication; healthy eating; conflict resolution; managing finances; and decision-making. The workshops were designed to build parent capacity to support student success.

The FACE Office also partnered with The Flamboyan Foundation and Parents Amplifying Voices in Education (PAVE) to support family engagement and parent leadership.

The Director of Family and Community Engagement (FACE) is the McKinney-Vento liaison for homeless, migrant, and runaway scholars. The goal was to provide services for these students to ensure that their family circumstances did not impede their academic development. Upon request, the FACE Office also provided transportation assistance to families in need. SEED PCS also had programs in place via the McKinney-Vento Act that provided scholars with educational supplies, such as backpacks, books, school supplies, field trip and activity funds, and uniforms, as well as dormitory supplies (e.g. towels, bedding, and personal toiletries).

SEED PCS had two-parents who served on the school Board of Trustees and represented the parent voice in an official capacity and attended events to engage with the larger community.

The FACE Office increased its outreach and support to scholars and their families during the onset of the global pandemic. Wellness checks became a weekly action step to ensure that all members of the SEED community were well and safe.

II. SCHOOL PERFORMANCE

A. Performance and Progress

SEED PCS has adopted the PMF as its goals and academic achievement expectations.

Due to the March 2020 global pandemic, state assessments were not administered. However, as mentioned previously, we used MAP assessments to monitor student learning for the year.

B. Unique Accomplishments

SEED PCS high school earned a Tier 1 status for the 2018-2019 school year.

SEED PCS scholars enjoyed a range of valuable opportunities during the school year and the summer months that promoted growth in social and cultural awareness, leadership skills, personal development, and service to the community. Our belief is that these rich educational experiences ensure we were doing all that we can do to prepare scholars academically, socially and emotionally for success in college and beyond.

The SEED Falcon Theatre was recognized by the 2020 Junior Theatre Festival in Atlanta, GA in January 2020 for Excellence in Ensemble Work for their adjudicated performance of *Into the Woods, Jr.* Of 192 participating groups, representing over 6,000 young artists, only 10 school groups are selected for this honor in their performance category.

SEED Falcon Theatre was recognized by the American High School Theatre Festival as one of the nation's best theatre programs and given the opportunity to perform the Edinburgh Festival Fringe in Edinburgh, Scotland during the Summer of 2020. Due to the global pandemic, The SEED Falcon Theatre received a continuance of the nation's best and will be provided the opportunity to perform in Summer 2021.

C. List of Donors who gave \$500 or More

Donors who gave more than \$500 for 2019-2020

Name	Amount
Harris Family Foundation	25,000.00
Sunrise Foundation	15,000.00
Micheal P. Galvin	5,000.00
Royce Dalby	4,000.00
Eric Adler	2,000.00
Vasco Fernandes	1,500.00
Intandem Management LLC	1,176.00
Patricia Locke	1,200.00
Eileen Shields-West	1,000.00
Richard & Jill Meyer	1,000.00
Smith Richardson Foundation	1,000.00
Wilbur Bourne Ruthrauff	1,000.00
Gerald Bruce Lee	1,000.00
Total Donation Amount	59,876.00

School Year (SY) 2019-20 Annual Report: Campus Data Report

*A note on SY 2019-20: The COVID-19 pandemic caused DC public and public charter schools to transition to remote learning after **March 13, 2020**. Schools were not required to report daily attendance or discipline events during this initial period of remote learning. Therefore, it is important to note that the data for SY 2019-20 effectively ends on March 13, 2020.*

Source	Data Point
PCSB	LEA Name: SEED PCS
PCSB	Campus Name: SEED PCS of Washington DC
PCSB	Grades served: 8--12
PCSB	Overall Audited Enrollment: 236

Enrollment by grade level according to OSSE’s Audited Enrollment Report

Grade	PK3	PK4	KG	1	2	3	4	5	6
Student Count	0	0	0	0	0	0	0	0	0
Grade	7	8	9	10	11	12	Altern-ative	Adult	SPED*
Student Count	0	48	75	47	35	31	0	0	0

*Note: This field is only filled in for St. Coletta Special Education PCS as it is the only charter LEA that exclusively serves students with disabilities.

Student Data Points

	Total number of instructional days: 180
School	Number of instructional days, not including holidays or professional development days, for the majority of the school. If your school has certain grades with different calendars, please note it. <i>Note: The number of instructional days reported here should match the number approved by OSSE during the 180 day waiver process in SY 2019-20.</i>
PCSB	Suspension Rate: 27.5%
PCSB	Expulsion Rate: 3.39%
PCSB	Instructional Time Lost to Out-of-School Suspensions: 1.49%
PCSB	In-Seat Attendance: 97.4%*
PCSB	Average Daily Attendance: The SRA requires annual reports to include a school’s average daily membership. To meet this requirement, PCSB will provide following verified data points: (1)

audited enrollment;
(2) mid-year withdrawals; and (3) mid-year entries. **(No action necessary.)**

PCSB **Midyear Withdrawals:** 8.9% (21 students)*

PCSB **Midyear Entries:** 0.0% (0 students)*

PCSB **Promotion Rate (LEA):** 98.5%

PCSB
(SY18-19) **College Acceptance Rate:** 100.0%

PCSB
(SY18-19) **College Admission Test Score:** 65.6%

PCSB
(SY18-19) **Graduation Rate:** 91.2%

Faculty and Staff Data Points

School **Teacher Attrition Rate:** 51.35%

Number of Teachers: 19/37

School “Teacher” is defined as any adult responsible for the instruction of students at least 50% of the time, including, but not limited to, lead teachers, teacher residents, special education teachers, and teacher fellows.

Teacher Salary:

School 1. Average: \$58,049

2. Range -- Minimum: \$49,236 Maximum: \$100,418

Executive Compensation:

Salaries (including bonuses) of the five most highly-compensated individuals in the School organization, if over \$100,000, for SY 2019-20.

103,954.00

112,115.30

159,665.38

177,986.64

230,041.32

*Notes:

- The provided in-seat attendance rates align to the in-seat attendance rates through March 13, 2020 available in OSSE’s SY19-20 Authoritative Attendance Qlik application as of August 2020. However, the validated rates that schools will confirm with OSSE during Metric Calculation Confirmation this fall may vary slightly.

Unvalidated MYW and MYE rates are provided based on examining student movement between 10/6 and 3/13 in SY 2019-20, attempting to mimic the DC School Report Card business rules as closely as possible. However, the validated student mobility rates that schools will confirm with OSSE during Metric Calculation Confirmation this fall may vary slightly.

Appendix A 2019 - 2020 Staff Roster

Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee
Aderinkola, Janet	B.S. Biology	High School Science Teacher & Chair	8/1/2016		8/21/2020	Terminated
Alexander, Delita	None	Part-time SLA-Morning	08/29/2019			Active
Alexander, Sharon	None	Student Life Counselor	3/22/2013			Active
Alexander, Terrance	None	Physical Education Teacher	12/16/2007			Active
Alston, Iakeem	B.S. Sport Management	Overnight/Morning SL Assistant	10/3/2019		6/30/2020	Terminated
Alston, Ronald	None	HVAC Technician	9/7/2016			Active
Andrews, Jumani	None	Part-time SLA-Morning	8/8/2019		2/14/2020	Terminated
Armstrong, Dianna	M.S., Counseling & Human Development/Ed	HR Manager	4/30/2018			Active
Arndt, Kenneth	B.S. Accounting	Managing Director	4/4/2016			Active
Bagley, Lamar	PhD, Urban Educational Leadership, K-12	Director Of Student Life	8/29/2005			Active
Barfield, Keisha (Bennaugh)	B.S., Social Work	Meth Teacher	1/4/2017			Active
Becerril-Ortiz, Jonathan	M.A., TESOL	Spanish Teacher	2/24/2020			Active
Bellido, Daniel	B.A. Africana Studies	Evening Dean Of Students	8/15/2017			Active
Ben, Bontivia	None	Part-time SLA-Morning	10/24/2011			Active
Blagmon, Donovan	B.S. Sports Medicine	Student Life Counselor	8/29/2019			Active
Bouknight, Kevin	ME, Elementary Education & Special Education	Special Education Coordinator	8/28/2007			Active
Braxton, Ahmed	B.A. Africana Studies	Student Life Counselor	8/8/2019			Active
Broedus-Iwhouha, Robin	B.S. Accounting	Payroll Manager	03/20/2007			Active
Brown, Indian L	B.A. Political Science	Student Life Coordinator	1/28/2002			Active
Brown, LaNeisha	None	Overnight/Morning SL Assistant	8/1/2016			Active
Brown, Rodney	M.S., Fine Arts	Overnight/Morning SL Assistant	9/23/2019		10/16/2019	Terminated
Byrams-Riche, Derek	B.S. Political Science	Long-term Substitute Teacher	10/4/2019		11/29/2019	Terminated
Cannon, Ellen	B.A. Political Science	Middle School Social Studies Teacher	8/15/2016			Active

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Carroll, Janice	None	Student Life Counselor	8/9/2011			Active
Claytor Jones, Danita	M.S. Elementary Education	Student Life Counselor Cohort Lead	9/8/2009			Active
Cook, Christina	M.A., Teaching	Middle School ELA Teacher	8/6/2014		7/31/2020	Terminated
Cooper, DaNisha	B.S. Sociology	Overnight/Morning SL Assistant	8/8/2019		2/23/2020	Terminated
Cox, Savoia	B.A. Sociology	Student Life Counselor	8/1/2016		6/30/2020	Terminated
Davis, Jada	B.S. Political Science	Social Studies Teacher	8/2/2018		6/30/2020	Terminated
Dieke, Obie	B.A. Interdisciplinary Studies	Student Life Assistant-Evening	8/8/2019		1/2/2020	Terminated
Dowd, Brendan	None	Campus Operations Manager	11/03/2013			Active
Durham, Curtis	M.A. Teaching	Assistant Principal	7/1/2018			Active
Faison, Deborah L.	None	Evening Nurse	3/22/2004			Active
Fassett, Jasmine	PhD, School Psychology	School Psychologist	8/3/2016			Active
Felder-Carey, Raquilla	B.S. Sociology	Student Life Counselor	8/8/2019		6/30/2020	Terminated
Fitzgerald, John	None	Student Life Counselor	8/1/2016		9/20/2019	Terminated
Fletcher, Calvin	B.A. Sociology	Overnight/Morning SL Assistant	08/20/2017		6/30/2020	Terminated
Ford, Bryon	B.A. English	Student Life Counselor Cohort Lead	8/1/2016		6/30/2020	Terminated
Foreman, Katrina	None	Substitute Student Life Assistant	9/25/2019		3/13/2020	Terminated
Frazier, Jordan	M.S., Education	College Counselor	10/16/2018			Active
Gaddis, Terilyn	B.S., Mathematics	High School Math Teacher	6/18/2018		6/30/2020	Terminated
Glover, Delonte	None	Systems Administrator I	9/26/2016			Active
Goshay, Yolanda	MEd, Leadership of Education Organizations	English Teacher	8/6/2018			Active
Graham, Asia	M.S., Social Work	Social Worker	8/2/2018			Active
Grant, Randee	None	Overnight/Morning Manager	8/8/2011			Active
Greenway, Kerwin	M.S., Education	High School Science Teacher	8/15/2012			Active
Greenlee, Brianna	MEd, Education	Substitute Teacher	02/06/2019		8/30/2019	Terminated

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Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee
Gudger, Ricky	None	Overnight/Morning SL Assistant	8/6/2014			Active
Hall, William	B.A. Communications	Student Life Counselor Cohort Lead	9/28/2016		11/11/2019	Terminated
Harley, Christian	B.A. , History	High School History Teacher	8/7/2017		6/30/2020	Terminated
Harrod, Deyvon	B.S. Business Administration	Data Administrator	11/13/2012			Active
Harell, Kis	M.S., Human Services	Part-time SLA-Morning	8/8/2019		3/13/2020	Terminated
Henderson, Chante	B.A. Human Relations	Substitute Student Life Assistant	8/8/2019			Active
Hicks, Gina	None	Assistant To The Principal	11/10/2009		10/10/2019	Terminated
Holloway, Alexis	B.S. Criminal Justice	School Receptionist	9/12/2016			Active
Holman-Jones, Rashida	M.S., Educational Administration	Director Of Family And Community Engagement	7/1/2008			Active
Honore, Shyndine	A.A. Mass Communications	Student Life Counselor	8/15/2012			Active
Hooks, Shayla	MEd, Education	Resource Specialist Teacher	11/26/2018		8/26/2019	Terminated
Howard, Marjorie	None	Grants Manager				Active
Huggins III, Romia	B.S., Business Administration	Student Life Counselor	8/1/2005			Active
Hughes, Terrence	M.A., Music	Music Teacher	1/3/2017		6/30/2020	Terminated
Inman, LaShaun (Mecha)	MEd, Educational Leadership	Head Of School	8/1/2007		6/30/2020	Terminated
Irving, Martine	B.S. Criminal Justice	Substitute Student Life Assistant	09/10/2019		11/30/2019	Terminated
Jackson, Briaryn	None	Student Life Assistant-Morning	10/8/17	8/8/2019	6/30/2020	Terminated
Jessup, Michaiiah	B.S., Family & Consumer Sciences	Student Life Counselor	8/14/2017		6/30/2020	Terminated
Johnson, Jashae	B.S. Criminal Justice	English Teacher	8/2/2018		6/30/2020	Terminated
Johnson, LaTasha	None	Driver	10/29/2019		2/21/2020	Terminated
Jones (Burley), Yelva	M.A., Education:Teacher Leadership	Middle School ELA Teacher	8/15/2016			Active
Jones, Brian (Nasiah)	M.A., Humanistic/Multicultural Education	Student Life Counselor Cohort Lead	8/1/2016		6/30/2020	Terminated
Jones, Camelia	None	School Nurse	7/31/2017			Active
Jones, Tia	B.A. Sociology	Student Life Counselor	02/10/2019		2/4/2020	Terminated

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Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee
Joseph, Nicolette	B.S. Biology	Biology Teacher	8/8/2019		9/3/2019	Terminated
Lake Montero, Rosalyn	B.S. Global Studies & Spanish	Spanish Teacher	8/2/2018			Active
Lee, Devon	B.S. Mathematics	Math Teacher	8/14/2014			Active
Lee, Scottie	None	Part-Time Student Life Assistant	11/5/2018		11/22/2019	Terminated
Lesesne, Michael	M.S., Education	Physics Teacher	8/8/2019		9/3/2019	Terminated
Lewis, Mark	B.S. Business Management	Health Teacher	4/30/2010			Active
Lily, Sherrill	M.A. Dance/ M.S. Education	Physical Education Teacher	1/4/2016		6/30/2020	Terminated
Lwanga, Ambrose	M.S., Education	Student Life Assistant-Evening	12/2/2019		6/30/2020	Terminated
Makie, Vita	B.S. Business Management	Executive Asst to the Head of School	12/01/2012			Active
Marsh, Jacob	None	Student Life Assistant	9/16/2016			Active
Marsh, Melody	MA, Teaching	Middle School Social Studies Teacher	8/15/2016			Active
Marshall, Brandon	A.A. Early Childhood Education	Student Life Assistant	8/8/2019			Active
McCamley, Andrew	B.A. History	History Teacher	8/15/2012			Active
McCauley, Jeffery	M.F.A. Painting and Illustration	Physical Education Teacher	9/6/2011		6/30/2020	Terminated
Mewborn, Frank	B.S. Social Science	Student Life Counselor	8/22/2016			Active
Miller, Kenyattia	B.A. Psychology	Student Life Counselor	12/17/2017			Active
Morgan, Janita	None	Student Life Assistant	8/1/2016			Active
Murphy, Sean-Michael	B.S. Biology	Student Life Counselor Cohort Lead	11/17/2008			Active
Norwood, Duane	B.S. Social Science	Social Studies Teacher	8/2/2018		6/30/2020	Terminated
Nutridge, Devette	B.S. Criminal Justice	Special Education Teacher	8/31/2013		8/21/2020	Terminated
Ochsendorf, Elizabeth	M.A., Child and Family Studies	Director Of Student Life	8/1/2009		8/30/2019	Terminated
Peck, Christian	PhD, Spanish	High School Spanish Teacher	02/23/2019		10/18/2019	Terminated
Parke, Clifford	B.S. Sociology	Student Life Counselor	8/22/2016			Active
Pasley, Virginia	M.A., Journalism	Special Education ELA Teacher	8/8/2019			Active

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Pearl, Stacey M.	MEd, Special Education	Assistant Head of School	7/1/2003		2/14/2020	Terminated
Richardson, Chanel	B.A. Spanish	Spanish Teacher	10/29/2019		11/13/2019	Terminated
Richardson, Colleen	MBA	Finance & Operations Coordinator	07/01/2010		03/06/2020	Terminated
Roberto, Maria	M.S., Mathematics	Special Education High School Math Teacher	8/8/2019			Active
Rooks, Christopher	M.A., Education	Instructional Classroom Coordinator	1/6/2014			Active
Sault, Sasha	None	Part-Time Substitute SLA	10/29/2018		11/30/2019	Terminated
Saunders, Emmanuel	None	Overnight/Morning SL Assistant	10/14/2003		09/21/2018	Terminated
Scott, Quinhon	EdD, Urban Education Leadership	Principal	12/12/2016		6/30/2020	Terminated
Sheffield, Monae	None	Overnight/Morning SL Assistant	8/2/2018			Active
Shelton, Beverly	None	Part-Time Substitute	2/1/2015	9/4/19	1/31/2020	Terminated
Simmons, Keira	None	Evening Receptionist/Hall Monitor/SLA	8/20/2018	8/27/2019	6/30/2020	Terminated
Sinclair, Roberts	A.A. General Studies	Student Life Counselor	1/19/2016			Active
Smallwood, Barrington	None	Overnight/Morning SL Assistant	11/26/2018			Active
Sorto, Jessica	None	Student Life Assistant-Evening	8/8/2019		6/30/2020	Terminated
Street, Michael	None	Technical Support Manager	1/1/2015			Active
Subramanian, Kamala	B.A. Printmaking	Art Teacher	8/1/2005		6/30/2020	Terminated
Sun, Liping	MS, Statistics	Data Analyst	8/1/2016	1/16/18	9/5/2019	Terminated
Tapleh, Philbide	M.A., Human Services Counseling	Biology Teacher	03/02/2020		6/30/2020	Terminated
Taylor, Rod	B.S. Human Services	History/Social Studies Teacher	11/26/2018		6/30/2020	Terminated
Taylor, Tina	M.S., Educational Administration	Student Life Counselor	8/19/2015			Active
Taylor-Mason, Sonoma	M.A., Special Education	High School Special Education Math Teacher	8/8/2019		6/30/2020	Terminated
Templeton, Tammy	BS, Business Administration	Accounting Manager	01/19/2016			Active
Terrell, Rapsel	None	Facilities Assistant	6/10/2013		6/30/2020	Terminated
Terry, Carolyn	None	Overnight/Morning SL Assistant	8/8/2011			Active

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Thompson, Cheina	B.S. Business Management	Student Life Assistant-Morning	10/02/2019			Active
Thompson, Darryl	BS, Business Management	Assistant Dean Of Students	1/4/2016			Active
Thompson, Joseph	None	Athletic Director	8/13/2003			Active
Thompson, Lezi	B.A. African American Studies	Director of Experiential Learning & External Opportunity	6/9/2005			Active
Tibbs, Kaisha	M.S., Social Work	Dedicated Aide	9/12/2005			Active
Turner, Joy	B.S. Public Health: Family Science	Dedicated Aide	10/25/2018		1/24/2020	Terminated
Tyson, Angela	B.A. Public Affairs	Dean of Students	8/7/2017			Active
Tyson, Chere'	M.A., Psychology	Registrar/Attendance Support	12/13/2016			Active
Udodi, Christina	B.S. Psychology	Overnight/Morning SL Assistant	8/16/2014			Active
Vasquez, Fidel	None	Campus Operations Technician	09/03/2013			
Walker, Nekeda	None	Administrative Assistant SSS	9/4/2015			Active
Wallace, Sherita	M.A., Secondary Special Education	Dir Student Support Svcs	8/10/2018			Active
Wells, Valiska	None	Part-Time Substitute SLA	10/26/2018		3/13/2020	Terminated
Wang, Yuanjing	M.S., Information Technology/Marketing	Data Analyst	02/01/2020			Active
Washington, Devonntae	B.S. Social Work	Student Life Assistant-Morning	8/8/2019		6/30/2020	Terminated
Washington, Jasmine	B.A. Sociology	Substitute Student Life Assistant	8/2/2018		6/30/2020	Terminated
Watkins, Te' Wane	M.S., Social Work	School Social Worker	10/21/2012			Active
Watson, Michael	M.S., Public Service & Education Policy	Student Life Assistant-Evening	12/02/2019		6/30/2020	Terminated
White, Sonia	B.A. Social Work	Student Life Counselor Cohort Lead	8/1/2005			Active
Williams, Matthew	M.A. History	Substitute Teacher	12/11/2018		8/30/2019	Terminated
Williams, Michelle D.	None	Family Engagement Specialist	3/17/2003			Active
Willis, Jacalyn	B.S. Human Resources	Administrative Academic Coordinator	3/25/2019		1/31/2020	Terminated
Wright, Michelle	B.A. Mental Health	Academic Administrative Assistant	2/18/20		6/30/2020	Terminated

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Last, First Name	Highest Degree Field/Major	Staff Member's Title	Hire Date	Rehire Date	Termination Date	Returning Employee
Wyeth, Nathaniel	B.A.	Director of Development	07/01/2019		6/30/2020	Terminated
Young, Keyda	B.S. Human Services	Long-term Substitute Teacher	10/17/2019		3/10/2020	Terminated

Appendix B
2019 - 2020 Board Roster

Mecha Inman

Ex-Officio
Head of School
minman@seedschooldc.org

Angelita Buckman

Parent Trustee
monlep@aol.com
City of Residence: Washington, DC

Vasco Fernandes

Chairman of the Board/PC Liaison
Vasco.f.r.fernandes@gmail.com
City of Residence, McLean, VA

Marc Miller

Emeritus
miller@mwmlaw.com
City of Residence, Washington, DC

Huck O'Connor

Finance Committee Chair
heoconnor@comcast.net
City of Residence: Washington, DC

Lesley Poole

Trustee
lesley@seedfoundation.com
City of Residence: Washington, DC

Desa Sealy

Trustee
Desasealy@gmail.com
City of Residence: Washington, DC

Ken Slaughter

Trustee
kslaughter@mac.com
City of Residence: Washington, DC

David Steinberg

Development Committee Chair
steinberg@steinberg36.com
City of Residence: Washington, DC

Rajiv Vinnakota

Co-Founder
Rajiv.Vinnakota@aspeninstitute.org
City of Residence: Washington, DC

Eric Vinson

Parent Trustee
cirecommunications@usa.net
City of Residence: Washington, DC

Appendix C

SEED DC
Unaudited Budget vs Actual Board Financials
For the 12 Months Ending
30-Jun-20

	Actual YTD	Budget YTD	Variance YTD
OPERATING REVENUE:			
Per Pupil Allocations	11,871,562	12,869,257	(997,695)
Federal Entitlements	487,682	650,000	(162,318)
Income from Grants and Donations	137,551	315,000	(177,449)
Restricted Grants	-	-	-
Released from Restrictions	-	-	-
In-Kind Donations	-	-	-
Interest Income	87,999	80,000	7,999
Other Income	183,738	225,000	(41,262)
TOTAL OPERATING REVENUE	12,768,532	14,139,257	(1,370,725)
OPERATING EXPENSES:			
Total Supplies and Services	3,606,763	4,110,874	504,111
Total Personnel	8,402,848	8,604,397	201,549
TOTAL OPERATING EXPENSES	12,009,611	12,715,271	705,660
NET OPERATING INCOME/(LOSS)	758,921	1,423,986	(385,145)
Depreciation and Amortization	1,085,282	1,100,000	14,718
TOTAL EXPENSES	13,094,893	13,815,271	720,378
NET OPERATING INCOME/(LOSS) AFTER D&A	(326,361)	323,986	(650,347)

Appendix D
Approved 2020-2021 Budget

SEED DC
2021 Budget

	<u>2021</u>
OPERATING REVENUE:	
Per Pupil Allocations	11,247,069
Federal Entitlements	670,000
Income from Grants and Donations	200,000
Interest Income	90,000
Other Income	<u>200,000</u>
TOTAL OPERATING REVENUE	<u>12,407,069</u>
OPERATING EXPENSES:	
Total Supplies and Services	4,065,221
Total Personnel	<u>7,333,836</u>
TOTAL OPERATING EXPENSES	<u>11,399,056</u>
NET OPERATING INCOME/(LOSS)	<u>1,008,013</u>
Depreciation and Amortization	<u>1,000,000</u>
TOTAL EXPENSES	<u>12,399,056</u>
NET OPERATING INCOME/(LOSS) AFTER D&A	<u>8,013</u>