

The SEED Public Charter School of Washington, D.C.
4300 C Street SE, Washington, DC 20019
Phone: (202) 248-7773
Fax (202) 204-5766



The SEED Public Charter School of Washington, DC

**Annual Report
Academic Year 2021-2022**

**Presented to
The District of Columbia Public Charter School Board**

*Submitted by
Brian Rahaman, Head of School
Desa Sealy, Board Chair*

Table of Contents

Page

ANNUAL REPORT NARRATIVE

I. School Description	
A. Mission Statement.....	1
B. Belief Statements.....	1
C. Core Values.....	3
D. School Program.....	4
a. Curriculum.....	4
b. Instructional Approach.....	4
c. Extent to Which We Met Our Mission.....	4
d. Grades and Age Levels Served.....	4
e. Family and Community Engagement.....	4
II. School Performance	
A. Performance and Progress	5
B. Unique Accomplishments	6
C. List of Donors.....	6
School Year 2021-2022 Campus Data Report.....	7
Appendix A – 2021-2022 Staff Roster	8
Appendix B – 2021-2022 Board Roster.....	12
Appendix C – Unaudited Year-End 2021-2022 Financial Statement.....	13
Appendix D – Approved 2021-2022 Budget	14

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 2021-2022 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 2021-2022, the school served scholars in grades 9-12. 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. 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 approximately 4-10 PM each day, scholars participate in the Student Life Program, where they engage in academic enrichment, social-emotional development, and extra-curricular programs. SEED students take international trips, participate in theater productions across the country, and attend college tours at schools across the country, among other things.

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 uses assessments and data analysis to show scholars their own progress and to keep practitioners focused and accountable.

Recruiting & Nurturing Outstanding Educators

SEED 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

Curriculum

We shifted away from our digital curriculum during school year 2021-2022. Although the digital curriculum provided continuity of learning and instruction during the height of the pandemic, it was not intended to be a permanent solution. We value curriculum that is relevant to our students, engaging, and aligned with what students will experience in college. For this reason, we shifted back to our pre-pandemic curriculum in most subject areas. For example, we used Eureka Math for our math curriculum, which we have used since 2017. The only new curriculum that we adopted was in English Language Arts (ELA) where we used a program called My Perspectives. This curriculum received the highest rating from EdReports.org, a non-profit organization that evaluates curriculum. All curriculum was aligned with the District of Columbia's content standards, including the Common Core State Standards for ELA and Math.

Instructional Approach

Our instructional approach focused on effective instructional design across classrooms. The centerpiece of our instructional design is a clear learning goal. Once that is established, teachers model new skills and provide students with multiple opportunities to practice those skills. We also check for student understanding and provide effective feedback so that students know what they need to do next to improve. In addition to this shared instructional model, we also aim to get students involved in solving problems, discussing ideas, and collaborating with their peers. Learning is an active and shared experience, and we want our students to be active learners in all content areas. Our instructional program focuses on both conceptual understanding as well as the application of knowledge and skills to authentic learning tasks. The interplay between conceptual knowledge and application is a critical element within our program.

Extent to Which We Met Our Mission

Despite the drastic change to school life, we were able to continue our mission of preparing students for success in college. In fact, 100 percent of our seniors graduated from high school on time in June 2022, and more than 60 percent of those students enrolled in college for the Fall 2022 term. We continue to provide our students with a rigorous academic program, including a variety of Advanced Placement courses, as well as intensive college advising throughout their high school and college career.

Grades and Age Levels Served

During the 2021-2022 school year, SEED PCS served approximately 236 students in Grades 9-12. Student ages ranged from 14-19.

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.

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, Zoom meetings, 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.

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 facilitated monthly family events/celebrations and shared a weekly newsletter to provide families with important updates and information.

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 Director of the FACE office 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, uniforms, and dormitory supplies (e.g. towels, bedding, personal toiletries).

SEED PCS had two-parents who served on the school Board of Trustees and represented the parent voice in an official capacity.

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 healthy and safe.

II. SCHOOL PERFORMANCE

A. Performance and Progress

SEED adopted the Performance Management Framework (PMF) as the academic goals in our charter. The DC Public Charter School Board did not produce PMF scores for school year 2021-2022. However, SEED used other key data to monitor performance and progress.

First, we administer MAP [interim] assessments in math and reading three times during each school year. The MAP assessments allow us to measure student growth across the school year and across multiple school years. It also allows us to compare our achievement and growth to other schools across the country. During the 2021-2022 school year, our students achieved above average growth in both math and reading. On average, our students were at the 55th growth percentile in math and the 62nd growth percentile in reading (the 50th percentile is the average).

In addition to our MAP growth, we also participated in the first administration of the PARCC exam since 2019. The average proficiency (Levels 4 & 5) in our school was 12 percent in ELA and 4 percent in math. The performance from the 2021-2022 school year is largely considered a baseline for schools given the fact that schools have been disrupted by the global pandemic for more than two full school years. We look forward to making significant academic progress on the PARCC exam during the 2022-2023 school year.

The other important metric we use to monitor school performance is course performance. We want our students to achieve good grades in their classes since high school grade point average (GPA) is the single best predictor of how students will perform in high school. For the second year in a row, approximately 90 percent of our students achieved passing grades in *all* of their classes.

Student Attendance: Our average daily attendance for the year was approximately 84 percent. Student attendance was affected by the global pandemic throughout the 2021-2022 school year. Nearly 40 percent of our students were affected by COVID at some point during the school year. Students with COVID missed as much as two weeks or more of in-person school, which significantly impacted our overall attendance rate. However, even when students were out of school, we were able to keep them engaged in learning using our digital curriculum and other technology.

B. Unique Accomplishments

For the first time since before the pandemic began, we took students on a multi-state college tour and to Greece. These sorts of exposure opportunities are rare for high school students, and they are part of what makes SEED a unique school. We believe that these experiences build aspirations and character, and the fact that we resumed this part of our school program was a unique accomplishment during a very challenging school year.

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

DONOR	AMOUNT
Ezra and LaVerne Naughton Charitable Fund	\$500
Smith Richardson Foundation, Inc.	\$1,000
Gerald Bruce Lee	\$1,000

*The SEED Public Charter School
Annual Report – 2021-2022 Academic School Year*

Chris Niemczewski	\$1,000
Toussaint Crawford	\$3,000
Sargent Charles Woodard (IN KIND)	\$1,500
The Pinkhouse Group Foundation (IN KIND)	\$2,000

School Year (SY) 2020-21 Annual Report: Campus Data Report

Source Data Point

- PCSB LEA Name: SEED PCS
- PCSB Campus Name: The SEED PCS of Washington DC
- PCSB Grades served: 9 - 12
- PCSB Overall Audited Enrollment: 236

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

Grade	9	10	11	12	Altern-ative	Adult	SPED*
Student Count	66	73	66	35	0	0	0

Student Data Points	
Total number of instructional days	180
Suspension rate	12%
Expulsion rate	3%
Instructional time lost due to suspension	0.0%
In-seat attendance	84%
Average daily attendance	84%
Mid-year withdrawals	10% (24)
Mid-year entries	2% (5)
Promotion rate (LEA)	100%
Graduation rate	100%
College acceptance rate	100%

Faculty and Staff Data	
Teacher attrition rate	16%
Number of teachers	31
Average teacher salary	\$71,150
Minimum teacher salary	\$62,000
Maximum teacher salary	\$98,468

Executive Compensation	
	\$217,000
	\$145,000
	\$125,000
	\$104,000
	\$101,000

Appendix A 2021-2022 Staff Roster

SEED is proud to have an exceptionally qualified staff. Given our mission of college degree attainment for all students, we strive to hire staff members who embody a college-going mentality. In SY 2021-2022, 100% of teachers had a bachelor’s degree and 20% also held a master’s degree or higher. Among our non-instructional staff, over 90% had some post-secondary degree.

<u>Last Name</u>	<u>First Name</u>	<u>Job Title - Current</u>
Alexander	Jan'Michael	SPED-English Teacher
Alexander	Terrance	Student Engagement Specialist
Alexander	Sharron	Youth Development Educator
Allen	Darahrose	Youth Development Educator
Alston	Ronald	HVAC Technician
Bagley	LaMar	Director of School Culture
Barfield	Keisha	Math Teacher
Ben	Bontivia	Overnight Morning Manager
Berry	JonEverette	Youth Development Educator
Best	Nichole	SPED Coordinator
Blagmon	Donavan	Youth Development Educator
Blue	Demetrius	Assistant Principal
Broadus-Iwuoha	Robin	Payroll Manager
Brown	Harold	Overnight Morning Manager
Brown	LaNeisha	SLA Student Life Assistant
Brown	Indian	Student Life Coordinator
Butler	Monica	Overnight Morning Student Life Assistant
Butler	Karen	Student Engagement Specialist
Cannon	Ellen	History Teacher
Carroll	Janice	Assistant Evening Dean of Students
Chambers	Rakyiah	Dedicated Aide
Chisley	Sean	Campus Safety and Security Officer
Cruz	Francisco	Campus Operations Techn
Dowd	Brendan	Campus Operations Manager
Durham	Curtis	Principal
Elder	Crystal	Overnight Morning Student Life Assistant
Eubanks	Crystal	African American History Teacher
Faison	Deborah L.	Registered Medical Assistant
Fassett	Jasmine	School Psychologist
Fickling-Finley	Howard	Overnight Morning Student Life Assistant
Gagas	Jonathan	English Teacher
Gage	Raemeisha	Youth Development Educator
Glover	Delonte	Systems Administrator 1
Graham	Asia	School Social Worker

*The SEED Public Charter School
Annual Report – 2021-2022 Academic School Year*

Grant	Randee	Youth Development Coordinator
Graves	Borche	Overnight Morning Student Life Assistant
Greenaway	Kerwin	Science Teacher
Grizzle	Desiree	Youth Development Educator
Harris	Jerry	Math Teacher
Harrod	Dayvon	Data Administrator
Hill	Alicia	Sub- Student Life Assistant
Holloway	Alexis	Attendance Coordinator & Enrollment Support
Holman-Jones	Rashida	Director of Family and Communi
Howard	Marjorie	Compliance and Grants Manager
Jackson	Julian	ELA-Teacher
Keller	Nicole	History Teacher
Lake Montero	Rosalyn	Spanish Teacher
Lewis	Mark	Health Teacher
Manuelpillai	Clement	Math Teacher
Marsh	Jacob	Youth Development Educator
Massanier	Thomas	Art Teacher
McCamley	Andrew	History Teacher
Mewborn	Frank	Youth Development Coordinator
Miller	Kenyattia	School Receptionist
Moore	LaBreonna	Student Support Services Aide
Morgan	Janita	Evening Student Life Assistant
Morris	Cleavon	Student Engagement Specialist
Moseley	Desja	Overnight Morning Student Life Assistant
Murphy	Sean-Michael	Evening Dean of Students
Nedd	Mateo	Overnight Morning Student Life Assistant
Normil- Novelo	Ciara	Youth Development Educator
Ososanya	Carlette	Overnight Morning Student Life Assistant
Parke	Clifford	Youth Development Educator
Pittman	Otelia	Overnight Morning Student Life Assistant
Platt	Grace	Youth Development Educator
Rahaman	Brian	Head of School
Rana Magar	Seli	Youth Development Educator
Reed	David	Youth Development Educator
Roberto	Maria	Speacial Education Math Teacher
Rooks	Christopher	Director of Student Life
Roper	Shatarah	Science Teacher
Sena	Toussaint	Student Engagement Specialist
Sheffield	Tommy	English Teacher/Writing
Shorter	Kani	Overnight Morning Student Life Assistant
Sifford	Erin	Youth Development Educator
Stith	Jamilah	SPED-ELA
Street	Michael	Information Technology Manager
Streete	Mickardo	Math Teacher

*The SEED Public Charter School
Annual Report – 2021-2022 Academic School Year*

Taylor	Tina	Youth Development Educator
Templeton	Tammy	Accounting Manager
Thompson	Darryl	Assistant Dean of Students
Thompson	Joseph	Athletic Director
Tibbs	Kaisha	Dedicated Aide
Tyson	Angela	Dean of Students
TYSON	CHERE'	Registrar
Vasquez	Fidel	Campus Operations Techn
Wallace	Sherita	Director of Student Support Services
Watkins	Ta' Wane	Social Worker
Webb	Jessie	Mental health Counselor
White	Priya	Overnight Morning Student Life Assistant
Williams	Michelle	Family Engagement Specialist
Wise	Johnathan	Teacher
Armstrong	Dianna	Human Resource Manager
Haynes	Nicole	O/M Student Life Assistant
Bryant	Temyka	School Support Specialist
Taylor	Jason	Student Engagement Specialist
Spalding	Mariam	Assistant Principal
Temoney	Tyrell	Student Life Counselor
Jones	Camelia	License Practical Nurse
Appenteng	Richard	SIA Student Life Assistant-Overnight
Bellido	Daniel	Evening Dean of Students
Andrade	Kekoa	Substitute Teacher
Guzman	Evelia	Spanish Teacher
Lippencott	LaDeja	SIA Student Life Assistant-Overnight
Marshall	Brandon	SIA Student Life Assistant
Udodi	Christina	Part-Time Student Life Assistant
Brown	Selina	Sub- Student Life Assistant
Claytor Jones	Danita	Student Life Counselor
Dominique	Marlena	Sub- Student Life Assistant
Farvez	Fauzia	English Teacher
Lewis	Henry	School Support Specialist
Marsh	Melody	History Teacher
Maynard (Kornish- Messer)	Carrie	English Teacher
Rodrigues De Souza	Fabiano	Science Teacher
Singleton	Ashley	Sub- Student Life Assistant
Sommerville	Joshua	Fine Arts/Music Teacher
Wang	Yuanjing	Data Analyst
Williams	Morgan	Public Speaking
Williamson	Lynn	Speacial Education Math Teacher
Galloway	Danielle	College Counselor

*The SEED Public Charter School
Annual Report – 2021-2022 Academic School Year*

Baker II	Therion	Elective Teacher
Dorsey	Joanie	Instructional Classroom Coordinator
Sinclair	Roberta	Student Life Counselor
Shaw	Ryan	SIA Student Life Assistant
Hall	Kathaline	English/ELA Teacher
Holloway	Randall	Art Teacher
Nelson- Wilder	Hakim	Art/Music Teacher
Terry	Carolyn	Overnight Morning Student Life Assistant
Elzie	Nicolette	English Teacher/Writing
Kirkpatrick	Steven	SPED-ELA
White	Sonia	Student Life Counselor
McKoy	Anikka	SIA Student Life Assistant
Niezgoda	Joshua	English/Writing Teacher
Makle	Vita	Assistant to the Office of the
Andrade	Lauren	Substitute Teacher
Tucker	Dejon	English Teacher
Cruz	Tori	Overnight Morning Student Life Assistant
Oliver	John	Instructional Coach
Galicia	Ismael	Math Teacher
Brooks	Kevin	History Teacher
Schriefer	Michelle	English Teacher
Cook	Nakeem	Student Support Services Aide
Leon	Marco	Math Teacher
Talkington	Justin	English Teacher
Honore	Shnydine	Student Life Counselor
Hill	Jasmine	School Support Specialist
White	Shauntia	Student Life Counselor-Youth Development Educator
White	Kevin	Englsih Teacher

Appendix B
2021-2022 Board Roster

Brian Rahaman

Ex-Officio
Head of School

Angelita Buckman

Parent Trustee
City of Residence: Washington, DC

Vasco Fernandes

Chairman of the Board/PC Liaison
City of Residence, McLean, VA

Huck O'Connor

Finance Committee Chair
City of Residence: Washington, DC

Lesley Poole

Trustee
City of Residence: Washington, DC

Desa Sealy

Board Chair
City of Residence: Washington, DC

David Steinberg

Development Committee Chair
City of Residence: Washington, DC

Rajiv Vinnakota

Co-Founder
City of Residence: Washington, DC

Eric Vinson

Parent Trustee
City of Residence: Washington, DC

Trameece Jeffries

Parent Trustee
City of Residence: Washington, DC

Appendix C

SEED DC
Unaudited Budget vs Actual Board Financials
For the 12 Months Ending
6/30/2022

	Actual YTD	Budget YTD	Variance YTD
OPERATING REVENUE:			
Per Pupil Allocations	12,405,215	12,158,113	247,102
Federal Entitlements	1,689,576	3,004,805	(1,315,229)
Income from Grants and Donations	10,592	175,000	(164,408)
Restricted Grants	-	-	-
Released from Restrictions	-	-	-
In-Kind Donations	-	-	-
Interest Income	(181,935)	60,000	(241,935)
Other Income	151,996	140,000	11,996
TOTAL OPERATING REVENUE	14,075,444	15,537,918	(1,462,474)
OPERATING EXPENSES:			
Total Supplies and Services	4,814,381	4,270,999	(543,382)
Total Personnel	7,970,461	10,006,243	2,035,782
TOTAL OPERATING EXPENSES	12,784,842	14,277,242	1,492,400
NET OPERATING INCOME/(LOSS)	1,290,602	1,260,676	29,926
Depreciation and Amortization	1,100,000	1,100,000	-
TOTAL EXPENSES	13,884,842	15,377,242	1,492,400
NET OPERATING INCOME/(LOSS) AFTER D&A	190,602	160,676	29,926

Appendix D
Approved 2022-2023 Budget

SEED DC
 2023 to 2022 Budget

	2022	2023
Enrollment	230	247
SPED Enrollment	47	49
	2022	2023
OPERATING REVENUE:		
Per Pupil Allocations	12,158,113	13,924,618
Federal Entitlements	3,004,805	1,402,739
Income from Grants and Donations	175,000	125,000
Interest Income	60,000	60,000
Other Income	140,000	130,000
TOTAL OPERATING REVENUE	15,537,918	15,642,357
OPERATING EXPENSES:		
Total Supplies and Services	4,270,999	4,757,523
Total Personnel	10,006,243	9,571,849
TOTAL OPERATING EXPENSES	14,277,243	14,329,372
NET OPERATING INCOME/(LOSS)	1,260,676	1,312,985
Depreciation and Amortization	1,100,000	1,200,000
TOTAL EXPENSES	15,377,243	15,529,372
NET OPERATING INCOME/(LOSS) AFTER D&A	160,676	112,985