

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

**Annual Report
Academic Year 2022-2023**

**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 2022-2023 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 2022-2023, 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 2022-2023 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 2022-2023. 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 2022-2023 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 2022-2023 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 2023-2024 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 2022-2023 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

<u>Donor</u>	<u>Amount</u>
Susan Helper	5,000
Toussaint Crawford	3,000
Royce Dalby	2,500
Desa Sealy	1,600
Jennifer and Neal Simon	1,500
Adler Family Foundation	1,500
Ben and Suzanne Bronheim	1,000
Ross Hemphill	1,000
Gerald Lee	1,000
Kinnari Patel	612
Thomas Stockdale	500

School Year (SY) 2022-23 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: 247

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

Grade	9	10	11	12	Alternative	Adult	SPED*
Student Count	69	78	52	52	0	0	0

Student Data Points	
Total number of instructional days	180
Suspension rate	38%
Expulsion rate	11%
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	31.5%
Number of teachers	38
Average teacher salary	\$71,600
Minimum teacher salary	\$45,000
Maximum teacher salary	\$97,237

Executive Compensation	
	\$196,820
	\$141,000
	\$135,000
	\$113,204
	\$108,905

Appendix A 2022-2023 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 2022 -2023, 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	Sharron	Youth Development Educator
Alexander	Terrance	Student Engagement Specialist
Alexander	Jan'Michael	SPED-English Teacher
Allen	Darahrose	Youth Development Educator
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	Indian	Student Life Coordinator
Brown	LaNeisha	SLA Student Life Assistant
Brown	Harold	Overnight Morning Student Life Assistant
Bruce	Aneka	Assistant Principal
Butler	Monica	Overnight Morning Student Life Assistant
Butler	Karen	Student Engagement Specialist
Cannon	Ellen	History Teacher
Carroll	Janice	Assistant Evening Dean of Students

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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	Rameisha	Youth Development Educator
Glover	Delonte	Systems Administrator 1
Graham	Asia	School Social Worker
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 Community Engagement
Howard	Marjorie	Compliance and Grants Manager
Keller	Nicole	History Teacher
Lewis	Mark	Health Teacher

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Manuelpillai	Clement	Math Teacher
Marsh	Jacob	Youth Development Educator
Massanier	Thomas	Art Teacher
McCamley	Andrew	History Teacher
Mewborn	Frank	Youth Development Educator
Middleton	Precious	Human Resource Manager
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
Platt	Grace	Youth Development Educator
Rahaman	Brian	Head of School
Rana Magar	Seli	Youth Development Educator
Reed	David	Youth Development Educator
Roberto	Maria	Special Education Math Teacher
Rooks	Christopher	Director of Student Life
Roper	Shatarah	Science Teacher
Sena	Toussaint	Student Engagement Specialist
Sheffield	Tommy	English Teacher/Writing

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Shorter	Kani	Overnight Morning Student Life Assistant
Stith	Jamilah	SPED-ELA
Street	Michael	Information Technology Manager
Streete	Mickardo	Math Teacher
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 D.	Family Engagement Specialist
Wise	Johnathan	Teacher

Appendix B
2022-2023 Board Roster

Brian Rahaman

Ex-Officio
Head of School

Angelita Buckman

Parent Trustee
City of Residence: Washington, DC

Vasco Fernandes

Trustee
City of Residence, McLean, VA

Trameece Jeffries

Parent Trustee
City of Residence: Washington, DC

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

Trustee
City of Residence: Washington, DC

Appendix C

SEED DC
Unaudited Budget vs Actual Board Financials
For the 12 Months Ending
6/30/2023

	Actual YTD	Budget YTD	Variance YTD
OPERATING REVENUE:			
Per Pupil Allocations	14,904,354	123,924,618	979,736
Federal Entitlements	1,626,079	1,402,739	(223,340)
Income from Grants and Donations	19,289	125,000	(105,711)
Restricted Grants	-	-	-
Released from Restrictions	-	-	-
In-Kind Donations	-	-	-
Interest Income	(220,970)	60,000	(160,970)
Other Income	140,455	130,000	10,455
TOTAL OPERATING REVENUE	16,911,147	15,642,357	(1,268,790)
OPERATING EXPENSES:			
Total Supplies and Services	49,757,782	9,571,849	(185,933)
Total Personnel	5,165,313	4,757,523	(407,790)
TOTAL OPERATING EXPENSES	14,923,095	14,329,372	(593,723)
NET OPERATING INCOME/(LOSS)	1,988,052	1,312,985	675,067
Depreciation and Amortization	1,180,470	1,200,000	19,530
TOTAL EXPENSES	16,103,565	15,529,372	(574,193)
NET OPERATING INCOME/(LOSS) AFTER D&A	807,582	112,985	694,597

Appendix D
Approved 2022-2023 Budget

SEED DC
 2023 to 2024 Budget

	2023	2024
OPERATING REVENUE:		
Per Pupil Allocations	13,924,618	15,367,114
Federal Entitlements	1,402,739	1,270,779
Income from Grants and Donations	125,000	50,000
Interest Income	60,000	45,000
Other Income	130,000	225,012
TOTAL OPERATING REVENUE	15,642,357	16,957,905
OPERATING EXPENSES:		
Total Supplies and Services	9,571,849	10,356,406
Total Personnel	4,757,523	5,257,403
TOTAL OPERATING EXPENSES	14,329,372	15,613,809
NET OPERATING INCOME/(LOSS)	1,312,985	1,344,096
Depreciation and Amortization	1,200,000	1,250,000
TOTAL EXPENSES	15,529,372	16,863,809
NET OPERATING INCOME/(LOSS) AFTER D&A	112,985	94,096