



**The SEED School of Washington, D.C.**  
*a public charter school*

Board Meeting Minutes  
The SEED Public Charter School of Washington, D.C.  
Thursday, November 17, 2022  
9:00 A.M.

Attendance:

Directors

Angelita Buckman  
Vasco Fernandes  
Huck O'Connor  
Lesley Poole  
Desa Sealy  
Rajiv Vinnakota

Absent

Trameece Jeffries  
David Steinberg  
Eric Vinson

Staff

Rahima Abdullah  
Vincena Allen  
Kenneth Arndt  
Demetrius Blue  
Beverly Bradley  
Keniq Coney  
Eriel Holloway  
Rashida Holman- Jones  
Kendra Johnson- Tesch  
Chloe Marshall  
Hopi Moodie  
Brian Rahaman  
Christopher Rooks

Secretary

Kiare Mays

Call to Order

Ms. Desa Sealy, Board Chair, called the meeting to order at 9:02 a.m. Ms. Sealy welcomed everyone to the meeting.



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### Consent Agenda

A motion was made to approve the minutes from May 19, 2022, and September 29, 2022.

### Head of School Update

Dr. Rahaman shared the following objectives of the meeting:

- Update board members on student performance, school culture, Student Life program, enrollment, and finance.
- Vote on new board members.
- Provide an update on the reading program.
- Update on special project next steps.
- 25-Year Charter Review Update
- Giving Tuesday Update

Dr. Rahaman provided school progress updates for the end of Quarter 1. He feels that we are in a good rhythm because we planned for and implemented the steps needed to get through the beginning-of-year adjustment period. We used last years' experience as an example to make changes for this year.

### Special Projects

Dr. Rahaman reported that the special project is in its next steps. We signed an agreement with Sean Regan, who is now working with a civil engineer and a land use attorney, to determine whether we can build on the land next to Marshall Hall.

Desa Sealy asked if Sean Regan could attend the next board meeting to provide an overview to the board.

### 25-Year Charter Review

Dr. Rahaman reported that we were given a new review date, January 23, 2023. Dr. Rahman stated he would provide the board members with a detailed update and what the process entails so the board members can have a clear understanding.

Desa Sealy, Lesley Poole, and Rajiv Vinnakota noted that we should do everything we can to get ahead of the review. It was asked that we ensure that we are well prepared, know the direction of the charter board, and be ahead of our concerns.

### Giving Tuesday

Giving Tuesday, November 29, 2022, is a way to support SEED and allows others to contribute to SEED in small increments. Desa Sealy noted that we should expand our reach to friends, families, and community members.



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### Student Performance

Demetrius Blue, Principal, explained the emphasis on building relationships through academic success. Mr. Blue's photos highlighted the Quarter 1 Honor Roll assembly, Fall Festival, and Staff/Student Volleyball game.

Demetrius Blue shared a graph of an internal classroom observation from the Teach Boost platform. This platform is used to document teacher observations to promote learning. Mr. Blue noted that there are varying degrees of proficiency with regard to classroom instruction. There were 80 observations, and we have an estimated 35 teachers.

Demetrius Blue shared another graph of instructional quality that breaks down a teacher's quality of instruction. The graph shows that our teachers are primarily in the developing and effective proficiency categories. Desa Sealy questioned if the number of new teachers over the last two years correlates to the teacher quality scores. Demetrius Blue clarified that it is a mixture because 15% of our staff is new.

Demetrius Blue shared a video of Dr. Gagas, a 12th-grade English teacher, to give the board members an idea of what instruction looks like. This video shows students answering questions after independent reading from a complex text.

The academic team is taking the following steps to improve instruction:

- Professional Development
- Coaching Cycles
- Teacher Mentor Program
- Professional Learning Communities
- Observational Feedback

Demetrius Blue shared four graphs of student performance measures. The content areas are:

Pass rate by grade:

- 84% of 9th grade are passing.
- 85 % of 10th grade are passing
- 88 % of 11th grade are passing
- 86 % of 12th grade are passing

Failing by course:

- 59% of our students are passing all courses
- 17% of our students are failing one course
- 9% of our students are failing two courses
- 15% of our students are failing three courses



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Pass rate by course:

85% of our students are passing ELA.  
85% of our students are passing Math.  
84% of our students are passing History.  
81% of our students are passing Science.  
86% of are students are passing Non-core.

Gender pass rate by grade:

9th Grade: 85% Girls and 82% Boys  
10th Grade: 86% Girls and 83% Boys  
11th Grade: 88% Girls and 87% Boys  
12th Grade 87% Girls and 84% Boys

Desa Sealy questioned the number of students failing three courses, and it was explained that the students would be provided additional resources and one-on-one support. Desa Sealy also asked while the root cause analysis was being done can the common factors be identified.

Rajiv Vinnakota questioned if we have done a direct analysis of grades and PARCC Scores. Rajiv Vinnakota stated it would be helpful to have this data since our PARCC scores were low. He also asked if an analysis can be done to compare other SEED schools.

Dr. Rahaman explained we had not done so, but this is a great suggestion, and he will analyze this data for the board at the next meeting.

Rajiv Vinnakota questioned Dr. Rahaman about the incoming capabilities of the 9th and 10th-grade students, how they relate to passing classes, and what we are seeing.

Dr. Rahaman responded by noting that entry levels are a bit lower. Last year, the average achievement percentile on the MAP assessment in reading and math was between 36-38%, and this year it is around 28%. It is a 10% difference from the previous school year.

Student Life

Christopher Rooks, Director of Student Life, presented the board with photos of students actively participating in athletics, SPARKS, afterschool activities, and clubs. He provided the following updates:

Athletics

Our teams competed for a successful fall season. Flag Football had a record of 6 and 1. The girl's Volleyball team finished the season with a record of 9 and 1. The lady Falcons finished 5th in the state out of 30. Although the teams fell short of a championship, we are incredibly proud of their accomplishments.



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### Clubs & SPARKS Fair

Mr. Rooks shared that the following SPARKS were being implemented: HBCU Dance, Falcon Farm, Yearbook Club, Debate Team, Coding club, Financial Literacy, Fashion and Beauty entrepreneurship, Mr. & Mrs. SEED DC pageant Etiquette, Put it on Paper, Art It, and much more. Extremely excited to be offering these diverse program options to students.

Rajiv Vinnakota questioned what percentage of our students are engaging in a SPARK. Mr. Rooks answered 100%, as we have over 16 SPARKS available and students are required to choose one.

### School-Wide Achievement Day

The Student Life and Academic departments collaborated to provide students with an opportunity to receive tutoring, complete make-up work for classes, complete independent projects, participate in independent reading, math challenges, and discussion. The strategy was to help students utilize time during the Student Life program to improve their academic performance. It also demonstrated to students our commitment to doing whatever it takes, as one team, to support students in their educational journey.

### FASFA and Parent Information Night

Twenty-five of our senior families attended FASFA night to receive assistance with the financial aid process and learn more information about the community service requirements. During the event, we explained to families that we have initiatives to help support students in completing their service hours.

### Howard University Integrative Health Initiative

Howard University came back for a second round to mentor students. Students learned about their personality types and styles using the True Colors Personality Test.

### Cinderella Foundation

The Cinderella Foundation returned for two more presentations in which they discussed career development paths with our girls.

### Evening Dean's Incentives Trips

Students embodying the SEED core values participated in excursions on the Potomac Water taxi, enjoying sightseeing and an ice cream social at Ben and Jerry's. They have also visited the trampoline Park and had a private showing of Wakanda Forever. These incentive field trips are designed to promote positive student behaviors throughout the school program.

### Student Life Exposure Trips



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Students participated in a beautiful experience at Virginia Tech for an overnight trip to tour the campus and gain knowledge about the school. Our 10th-grade boys attended the Georgetown University basketball game and saw Patrick Ewing coach a great game.

#### Board Governance

Rajiv Vinnakota discussed the candidates who would like to be advanced for a vote to be recommended by The SEED Foundation board. He shared a mini summary of the candidates being recommended for approval. The candidates are Holly Gray, Robin Chait, and Erikka Carter. A motion was made to approve all three board candidates, and it passed unanimously.

Desa Sealy reported that Vasco Fernandes would be stepping down as a regular Board of Trustee.

#### Enrollment

Rashida Holman-Jones reported that we have a current enrollment of 243. We went through two audits, one for the academic day and one for the residential program. We submitted 248 students for the academic audit and are updating records. We submitted 244 students for the residential program. The final numbers will be shared with us in mid-December.

Our Lottery will open on December 12, 2022 for SY 2023-2024 for 9th and 10th grades.

Lesley Poole noted that we should acknowledge that over the next five years, the number of students may decline because of the pandemic and the number of people living in the city. Numbers are drastically trending downward.

Lesley Poole asked what enrollment retention number we need to hit to increase enrollment. Dr. Rahaman answered 90% and currently was at 88%.

#### Finance

Huck O'Connor reported the school is in an excellent financial position. Ken Arndt reported that our audit with RSM is in good standing.

#### Adjournment

The meeting was adjourned at 11:05 a.m.