

BOARD OF TRUSTEES

Geoffrey Canada
Chairman

Kwame Owusu-Kesse
President/CEO

Mitch Kurz
Secretary & Treasurer

Kenneth Langone
Chairman Emeritus

Ellanor (Bodie) Brizendine
Stanley Druckenmiller
Denise Fuller
Willie Mae Lewis
Keith Meister
Aisha Tomlinson
Alfonso Wyatt

Saskia Brown
Superintendent

LaKiesha George
**Principal
Elementary School**
245 West 129th Street
New York, NY 10027
Tel 212.360.3232

Madelaine German-Schultz
**Principal
Middle School**
245 West 129th Street
New York, NY 10027
Tel 212.360.3233

Amy Deal
**Principal
High School**
245 West 129th Street
New York, NY 10027
Tel 212.360.3234

AGENDA

Harlem Children's Zone (HCZ) Promise Academy I
Board of Trustees Meeting
Tuesday, October 22nd, 2024
at
245 West 129th Street
New York, NY

- I. Acceptance of the Minutes
- II. CEO Report (*Kwame Owusu-Kesse*)
- III. Superintendent's Updates (*Saskia Brown*)
- IV. HCZ Promise Academy I Updates
 - i. Elementary School (*LaKiesha George*)
 - ii. Middle School (*Madelaine German-Schultz*)
 - iii. High School (*Natasha Gutierrez*)
- V. Financial Report (*Ralph Stefano*)

**Harlem Children's Zone (HCZ) Promise Academy I Charter School
Board Meeting
Thursday, September 19, 2024
245 West 129th Street**

Attendees: Geoffrey Canada, Kwame Owusu-Kesse, Mitch Kurz, Ellanor (Bodie) Brizendine, Willie Mae Lewis, Keith Meister, Alfonso Wyatt, Candice Ashby, Saskia Brown, Ari Browne, Amy Chan, Amy Deal, Veroniqua Delva, Garraud Etienne, LaKiesha George, Madelaine German-Schultz, Jenn Klein, Stephanie Lilavois, Katherine Martinez, Liam McCarthy, Kiana Morris, Shannon Ortiz-Wong, Michelle Paige, and Toya Stille.

Acceptance of Minutes (Geoffrey Canada)

The meeting was called to order at 4:30 PM, and a motion to approve the meeting minutes from June 18 was unanimously approved.

CEO Report (Kwame Owusu-Kesse)

Chief Executive Officer Kwame Owusu-Kesse announced that former Deputy Superintendent Dr. Saskia Brown was promoted to Superintendent of HCZ Promise Academy Charter Schools and Early Childhood Programs. Mr. Owusu-Kesse lauded Dr. Brown's leadership and commitment to collaboration.

Mr. Owusu-Kesse also announced that three new principals have been appointed to HCZ Promise Academy II Charter School and that Dr. Brown has been working with the new team to align them with HCZ's strategic plan. He also reported that the principals would receive ongoing support from the leadership team as they transition into their new roles.

HCZ Promise Academy scholars, along with Mr. Owusu-Kesse and staff from HCZ Promise Academy After School and Athletics, appeared on "The Today Show" at Rockefeller Plaza with NBA star Stephen Curry. Scholars shot hoops with the NBA champion and Olympic gold medalist, posed for photos, and took home copies of Curry's new graphic novel, *Sports Superheroes Volume #1: Stephen Curry*.

Mr. Owusu-Kesse introduced two new HCZ staff members:

Chief Administrative Officer Garraud Etienne has a Bachelor's Degree from the University of North Carolina at Chapel Hill and an MBA from Columbia Business School. After successful careers in the private and public sectors, Mr. Etienne has dedicated the past 20 years to the nonprofit sector and to improving outcomes for New Yorkers from under-resourced backgrounds. This dedication has included managing a city-wide portfolio of family homeless shelters and serving as operations leader for human services organizations. Garraud previously served as COO and is currently on the board of Settlement Housing Fund, a New York City nonprofit developer of affordable housing.

As an operations leader, Garraud has developed deep expertise in all aspects of nonprofit operations. Bringing a diverse skill set to HCZ, he also holds extensive experience in finance and human resources. He looks forward to pairing his operations and program leadership experience to drive operational excellence at HCZ and to positively impact the organization.

Harvard Business School Leadership Fellow Amy Chan earned an MBA from Harvard University and an undergraduate degree in accounting and marketing from the Wharton School of Business at the University of Pennsylvania. Prior to earning an MBA, Amy worked in Predictive Analytics, Consulting, and Strategy at Mastercard and Boston Public Schools. She is looking forward to learning more about HCZ's unique approach to education and making a measurable impact.

Superintendent's Update (Dr. Saskia Brown)

Superintendent Dr. Saskia Brown reported that enrollment is 1,184 for HCZ Promise Academy I and 1,055 for HCZ Promise Academy II. Dr. Brown thanked Operations Manager Kameyia Van Allen, the Central Office Team, school Parent Coordinators, and school leaders for their success in meeting enrollment targets for the 2024-2025 school year.

Dr. Brown also reported that the schools exceeded their attendance goals for the Summer Boost program. The Schools were also chosen by Bloomberg Philanthropies to highlight the program. The Summer Boost team visited on June 16. Dr. Brown thanked Principals LaKiesha George and Madelaine Schultz, Assistant Principals Kelly Willinger, and LaRen Bierra, Managing Director of Teaching and Learning Katherine Martinez, and Managing Director of HCZ Promise Academy After School, Athletics & Armory Alicia Junor, who showcased the work and collaboration that occurred during the summer.

Leaders welcomed back HCZ Promise Academy and Harlem Gems staff at the end of August. Dr. Brown met with Chairman of the Promise Academy Board and HCZ President and Founder Geoffrey Canada, and Mr. Owusu-Kesse, to talk about the 2024-2025 school year theme, The Path Forward, and how it connects with phase two of the organization's strategic plan.

The Leadership Institute has arranged for HCZ Promise Academy and Harlem Gems leadership to receive on-site and virtual coaching from McRel International on balanced student leadership. Dr. Brown thanked Interim Principal Dr. Veroniqua Delva for connecting leaders with this professional development opportunity.

Dr. Brown announced three new HCZ Promise Academy II principals:

Principal Kiana Morris has been an educator for nine years. Starting her career at Uncommon Charter Schools, she served as a teacher for kindergarten through third grade, then transitioned to instructional leader for first and second grades. She then became principal at Ocean Hill Elementary School. Ms. Morris has a Bachelor's Degree in Speech and Hearing Sciences from SUNY Cortland and a Master's Degree

in Special Education from Relay Graduate School of Education. Ms. Morris is excited to contribute to HCZ's generational impact and provide scholars and families with access to supportive opportunities.

Interim Principal Dr. Veroniqua Delva, formerly the Director of Training and Development, has been with HCZ Promise Academy for 12 years and is deeply committed to scholars and the school's mission. She began her career with the organization as a fifth-grade teacher of ELA and Social Studies. She also served as a Training and Development Coach before being promoted to the Director of Training and Development. Dr. Delva earned a Bachelor's in Sociology and a Master's Degree in Childhood Education with advanced certification in Special Education from Adelphi University. She has recently earned her Doctorate Degree in Innovation, Leadership, and Continuous Improvement from Concordia University. Dr. Delva is excited about collaborating with her fellow leaders and what they will do for our scholars together.

Principal Shannon Ortiz-Wong brings a wealth of expertise in the education field, serving families in her hometown of New Haven and in New York for two decades. Ms. Ortiz-Wong holds a Master's Degree in Secondary Education from the University of New Haven and a Master's Degree in Educational Leadership from New York University. As an administrator at New Visions Charter High School for the Humanities II in the Bronx, Ms. Ortiz-Wong played a pivotal role in leading professional development initiatives for staff and supervising programs, including Special Education, Literacy, and Humanities. Her efforts were instrumental in the school's transformation, guiding it from a Comprehensive School Improvement Plan designation in 2018 to achieving a five-year renewal in 2023. She is excited to leverage her deep understanding of pedagogy and leadership principles to serve the families of HCZ.

Dr. Brown also thanked Kaitlynn Conwright for her service as HCZ Promise Academy II High School Principal for the past two years and congratulated her appointment as Director of STEM in HCZ Promise Academy's Central Office.

State Testing Results (Dr. Saskia Brown)

Dr. Brown reported on 2024 state testing results for HCZ Promise Academy Charter Schools:

In ELA, HCZ Promise Academy I and II dropped three percentage points in proficiency – HCZ Promise Academy I (HCZ PA I): 59% and HCZ Promise Academy II (HCZ PA II): 52% from 2023 to 2024. However, both schools outperformed their districts, HCZ PA I scoring 22 percentage points over CSD05 and HCZ PA II scoring overall seven percentage points more than CSD04¹ and 15 percentage points over CSD05. Both schools also outperformed their New York City (NYC) peers (NYC: 49%) and, according to preliminary data, their New York State (NYS) peers (NYS: 46%). Additionally, fifth and eighth graders across HCZ Promise Academy Charter Schools

¹ HCZ PAII Charter School is divided into two NYC districts: Grades K-5 (CSD 04) and grades 6-12 (CSD 05).

outperformed their NYC and NYS peers by five or more percentage points. 2024 was the first year that fifth- and eighth-grade scholars took computer-based testing.

HCZ Promise Academy Students with Disabilities earned higher overall proficiency ELA than their NYC peers (33% vs. 21%).

Math proficiency in HCZ PA I and II increased from 2023 to 2024, surpassing pre-Covid levels at HCZ PA I (76%). HCZ PA I scholars outperformed CSD 05, NYC, and NYS peers (according to preliminary data), and HCZ PA II scholars outperformed CSD 04 and 05, NYC, and NYS peers (HCZ PA I: 76% and HCZ PA II: 62%). HCZ PA I also outperformed NYC white scholars by four percentage points (76% vs. 72%).

Additionally, seventh- and eighth-grade scholars scored 25 percentage points or higher in math than their NYC and NYS peers.

HCZ Promise Academy Students with Disabilities earned higher overall proficiency in math than their NYC peers (48% vs. 27%).

HCZ Promise Academy I Elementary School (LaKiesha George)

Principal LaKiesha George reported the Elementary School's attendance was 92% for June and 90% for the summer. The school continues to reach out to families to improve attendance.

School leaders observed educators in their classrooms as a preliminary measurement for end-of-year performance reviews. Classroom walkthroughs were also conducted during the summer for the Summer Boost program to continue to maximize instruction and target any gaps.

The Elementary School administrative team continued to work on recruitment efforts to fill any vacant positions.

HCZ Promise Academy I Middle School (Madelaine German-Schultz)

Principal Madelaine German-Schultz reported the Middle School's attendance was 93% for June and 75% for the summer.

To strengthen community and culture, the Middle School hosted a summer luau for incoming scholars, including rising sixth-graders. There were 105 participants, and almost 70% of their families attended. The event was decorated with a Hawaiian theme, and participants were served barbecue. Middle School leaders and teachers introduced themselves to and set expectations with families and scholars.

The Middle School held back-to-school townhalls for grades six through eight to set expectations and celebrate scholars' success.

On September 19, the Middle School is hosting a back-to-school night for parents to learn about how they can support their scholars at home.

HCZ Promise Academy I High School (Dr. Amy Deal)

Principal Dr. Amy Deal reported the High School's attendance was 96% for June and 84% for the summer.

Dr. Deal thanked everyone for their support in hosting the 2024 HCZ Promise Academy High School Graduation on June 26. She also gave a special thank you to Chief Communications Officer Stephanie Lilavois and the Communications Team for supporting and taking photos of the event and to Chief Strategy Officer Jazmine Lewis for being the master of ceremonies. Dr. Deal also thanked the IT and Safety teams.

Dr. Deal thanked Dr. Brown and Chief Program Officer Dr. Michelle Paige for working closely with the High School Leadership Team to support staff members teaching during after-school programming. She also thanked Ms. Junor for her consistent communication with the schools.

High School leadership worked closely with their sister school, HCZ Promise Academy II High School, to provide credit recovery sessions for high school scholars and partnered with summer exposures for eligible scholars.

Financial Update (Kwame Owusu-Kesse)

Mr. Owusu-Kesse reported that HCZ Promise Academy I's September 13 enrollment is 1,184, which is 23 favorable versus the budget. The school's revenue is on budget at \$2.1M YTD. Expenses are \$0.1M favorable, at \$1.8M YTD. HCZ has not made a contribution through one month of FY25.

HCZ Promise Academy I

September 2024 Attendance Report

Date	HCZ PAI Elementary School			HCZ PAI Middle School			HCZ PAI High School		
	Number of Students		% of Students	Number of Students		% of Students	Number of Students		% of Students
	Absent	Enrollment	Present	Absent	Enrollment	Present	Absent	Enrollment	Present
9/4	44	647	93%	17	274	94%	27	263	90%
9/5	34	647	95%	14	274	95%	17	262	94%
9/6	41	647	94%	19	274	93%	17	259	93%
9/9	30	645	95%	7	274	97%	7	258	97%
9/10	26	646	96%	9	274	97%	9	258	97%
9/11	29	646	96%	10	274	96%	14	258	95%
9/12	34	650	95%	9	274	97%	9	258	97%
9/13	48	650	93%	15	274	95%	11	258	96%
9/16	40	647	94%	10	274	96%	10	258	96%
9/17	37	647	94%	19	274	93%	6	258	98%
9/18	35	646	95%	11	274	96%	10	258	96%
9/19	35	646	95%	13	274	95%	18	258	93%
9/20	41	646	94%	20	274	93%	16	258	94%
9/23	38	649	94%	12	274	96%	23	258	91%
9/24	36	648	94%	10	274	96%	10	258	96%
9/25	37	645	94%	12	274	96%	18	258	93%
9/26	37	643	94%	12	273	96%	16	258	94%
9/27	34	643	95%	22	273	92%	12	258	95%
9/30	47	644	93%	21	273	92%	9	258	97%
Average	37	646	94%	14	274	95%	14	259	95%



Promise Academy I
FY 2025 August YTD Budget vs. Actual

		<u>Budget</u>	<u>Actual</u>	<u>Fav/(Unfav)</u>	<u>Full Year Budget</u>
2025 Budgeted Average Enrollment	(a)	1,161	1,161	-	1,161
DOE and other gov't funding	(b)	\$ 4.2	\$ 4.2	\$ 0.0	\$ 25.3
Expenses:					
Salaries		3.0	2.8	0.2	15.7
Benefits		0.8	0.8	0.0	4.8
OTPS		0.7	0.7	(0.1)	4.1
Total Expenses	(c)	4.5	4.3	0.2	24.6
Expenses in excess of public funding		-	-	-	-
Contribution Components:					
HCZ Contribution		-	-	-	-
per student (whole \$)		\$ -	\$ -	\$ -	\$ -

(a) Enrollment as of Oct 1: 1,175 (Historically we experience some loss during the year).

(b) Excludes PA Initiatives, bonus, growth fund, & other HCZ allocations.