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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, February 11, 2025
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 (*Amy Deal*)
- V. Financial Report (*Ralph Stefano*)

**Harlem Children's Zone (HCZ) Promise Academy I Charter School
Board Meeting
Thursday, January 30, 2025
245 West 129th Street**

Attendees: Geoffrey Canada, Kwame Owusu-Kesse, Mitch Kurz, Fatime Cadoo, Stan Druckenmiller, Willie Mae Lewis, Keith Meister, Candice Ashby, Shannon Benson, Saskia Brown, Ari Browne, Amy Shan, Amy Deal, Veronique Delva, Garraud Etienne, Michelle Field, LaKiesha George, Madelaine German-Schultz, Jenn Klein, Jazmine Lewis, Stephanie Lilavois, John Macapagal, Katherine Martinez, Liam McCarthy, Kiana Morris, Shannon Ortiz-Wong, Meredith Peckosh-Soffrin, Ralph Stefano, 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 December 17 was unanimously approved.

CEO Report (Kwame Owusu-Kesse)

Chief Executive Officer Kwame Owusu-Kesse reported that HCZ's Wealth Builds initiative is in the final stages of selecting scholars for its HCZ Scholarship Program. Two hundred and fifty HCZ scholars will interview for the opportunity, with results expected in early April 2025.

Mr. Owusu-Kesse also reported that leaders across the organization attended Strategy Day on January 29 in Weehawken, New Jersey. Staff engaged in learning opportunities centered around the day's theme, "Your Culture is Your Performance." Mr. Owusu-Kesse thanked Chief Strategy Officer Jazmine Lewis, Interim Managing Director of Research and Evaluation Laila Moustapha, and Harvard Business School Fellow Amy Shan for organizing the event.

Superintendent's Update (Dr. Saskia Brown)

Superintendent Dr. Saskia Brown reported that enrollment is 1,157 for HCZ Promise Academy I and 1,033 for HCZ Promise Academy II.

On January 2, HCZ Promise Academy Charter Schools and Harlem Gems celebrated Superintendent's Day. Director of Business Administration Ari Browne received the Superintendent's Award. Staff participated in professional development sessions on topics such as College, Career, and Life Readiness to support teaching and learning. Dr. Brown thanked Managing Director of Teaching and Learning Katherine Martinez, Executive Assistant to the Superintendent Neisha Evans-Staye, the Wealth Builds Team, and HCZ Promise Academy and Harlem Gems leaders for facilitating the event.

The Superintendent's Cabinet is working with McREL International — a nonprofit, nonpartisan education research, development, and service organization — to develop behaviors and mindsets that support HCZ's Core Beliefs and Values.

Leaders are completing Mid-year Performance Reviews and using them as an opportunity to coach and develop the teaching staff.

Dr. Brown thanked Ms. Shan, Ms. Moustapha, and Ms. Lewis for facilitating Strategy Day.

HCZ Promise Academy I Elementary School (LaKiesha George)

Principal LaKiesha George reported the Elementary School's attendance was 92% for December and it continues to engage families to improve attendance.

On December 10, Elementary School staff participated in professional development sessions that focused on Objectives and Key Results.

School leaders conducted formal observations to provide teachers with feedback on their work.

School leaders worked with the Recruitment Team to fill staff vacancies, successfully filling five lead teacher positions and one service provider role. Ms. George thanked Human Resources Recruiters Jarrett Freels and Lauren Siegel for their support.

The Elementary School held parent-teacher conferences to discuss their scholars' progress.

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

Principal Madelaine German-Schultz reported the Middle School's attendance was 92% for December.

In December, the Middle School hosted an event, "Seven Days at Santa Schultz," to celebrate the holidays and show appreciation to teachers. The teachers received thank-you notes from scholars, grading pens, and Get-out-of-Administrative-Duty-Free passes.

The Middle School continued its partnership with Global Scholars, a virtual exchange program for 10-13-year-old scholars.

Middle School scholars performed dance routines and played instruments in their annual Winter Showcase.

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

Principal Dr. Amy Deal reported the High School's attendance was 92% for December.

The High School supported Wealth Builds at its Socialization of Youth Opportunity Fund event for parents and scholars to learn about the initiative.

HCZ College Success Office brought High School scholars who applied to Yale University on a campus visit.

High School leadership implemented lessons from McRel International in professional development sessions with staff. Leaders also analyzed current systems to identify gaps and make necessary adjustments in teaching and learning.

The High School earned the 2024 College Board Advanced Placement Computer Science Female Diversity Award, which recognizes schools expanding access to computer science coursework for young women.

Financial Update (Ralph Stefano)

Chief Financial Officer Ralph Stefano reported that HCZ Promise Academy I's preliminary January 1 enrollment is 1,157, which is four unfavorable versus the budget. The school's revenue is on budget at \$10.5M YTD. Expenses are \$0.1M unfavorable, at \$9.8M YTD. HCZ has not made a contribution through five months of FY25.

Harlem Children's Zone (HCZ) Promise Academy I

January 2025 Attendance Report

	HCZ PAI Elementary School			HCZ PAI Middle School			HCZ PAI High School		
	Number of Scholars		% of Scholars	Number of Scholars		% of Scholars	Number of Scholars		% of Scholars
Date	Absent	Enrollment	Present	Absent	Enrollment	Present	Absent	Enrollment	Present
1/3	259	634	59%	109	268	59%	159	254	37%
1/6	40	632	94%	14	268	95%	12	254	95%
1/7	46	632	93%	9	268	97%	11	254	96%
1/8	40	632	94%	13	268	95%	17	254	93%
1/9	48	631	92%	17	268	94%	13	254	95%
1/10	62	631	90%	23	268	91%	8	254	97%
1/13	64	631	90%	15	268	94%	35	254	86%
1/14	68	631	89%	14	268	95%	23	254	91%
1/15	60	631	90%	15	268	94%	30	254	88%
1/16	57	630	91%	26	268	90%	20	254	92%
1/17	90	630	86%	32	267	88%	23	254	91%
1/21	92	629	85%	38	267	86%	8	254	97%
1/22	70	629	89%	32	267	88%	18	254	93%
1/23	71	629	89%	25	267	91%	9	254	96%
1/24	65	629	90%	29	267	89%	8	254	97%
1/27	38	629	94%	14	267	95%	32	254	87%
1/28	45	629	93%	13	267	95%	15	254	94%
1/30	35	629	94%	19	267	93%	14	253	94%
1/31	58	628	91%	16	267	94%	28	253	89%
Average	69	630	89%	25	268	91%	25	254	90%



Promise Academy I **FY 2025 December YTD Budget vs. Actual**

		<u>Budget</u>	<u>Actual</u>	<u>Fav/(Unfav)</u>	<u>Full Year Budget</u>
Enrollment @ Dec 31	(a)	1,161	1,157	(4)	1,161
DOE and other gov't funding		\$ 12.7	\$ 12.7	\$ -	\$ 25.3
Expenses:					
Salaries		7.2	7.6	(0.4)	15.7
Benefits		2.4	2.1	0.3	4.8
OTPS		2.1	2.1	-	4.1
Total Expenses	(b)	11.7	11.8	(0.1)	24.6
Expenses in excess of public funding		-	-	-	-
Contribution Components:					
HCZ Contribution		-	-	-	-
per student (whole \$)		\$ -	\$ -	\$ -	\$ -

(a) Enrollment as of Feb 1: 1,150

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