

In The Matter Of:
Department of Education
In Re: Providence Creek Academy

Hearing
October 12, 2015

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STATE OF DELAWARE DEPARTMENT OF EDUCATION
AND THE STATE OF DELAWARE BOARD OF EDUCATION

PUBLIC HEARING

IN RE:

PROVIDENCE CREEK ACADEMY

Department of Education
The Townsend Building
401 Federal Street
Dover, Delaware 19901

Monday, October 12, 2015
5:21 p.m.

TRANSCRIPT OF HEARING

BEFORE:

DONNA JOHNSON, HEARING OFFICER
EXECUTIVE DIRECTOR OF STATE BOARD
OF EDUCATION

CATHERINE HICKEY, ESQ.
DEPUTY ATTORNEY GENERAL

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1 THE HEARING OFFICER: Good
2 evening. I declare this public hearing to be
3 open. My name is Donna Johnson. I am the
4 Executive Director of the Delaware State Board
5 of Education. I will be acting as the hearing
6 officer for this public hearing.

7 Providence Creek Academy has
8 applied for renewal of its charter. As
9 required by law, the matter was referred to
10 the Charter School Committee.

11 This joint public hearing is
12 being held by the Department of Education and
13 the State Board of Education to assist in the
14 decision of whether the criteria set forth for
15 approval in the Delaware Code have been
16 satisfied.

17 This hearing provides the school
18 an opportunity to receive public comment.

19 I will now ask the others with
20 me today to introduce themselves.

21 MS. HICKEY: Catherine Hickey,
22 Deputy Attorney General with the Delaware
23 Department of Justice, serving as counsel to
24 the hearing officer this evening.



1 THE HEARING OFFICER: I would
2 like the record to reflect that the notice of
3 the time, date and place of today's public
4 hearing was published in The News Journal and
5 the Delaware State News. In addition, notice
6 was posted at the Charter School
7 Accountability Committee's official place of
8 business, on the Department of Education's
9 official website, and on the State Public
10 Meeting Calendar on the State's official
11 website. Further, the school was personally
12 notified of the time, date and place of
13 today's public hearing.

14 A court reporter is present so
15 that the record of this hearing can be made.
16 It will be necessary for each speaker to
17 clearly identify his or herself before
18 beginning to speak so that the court reporter
19 will be able to note who you are. The record
20 of this hearing will be provided to the
21 Secretary of Education and members of the
22 State Board of Education together with any
23 written or electronic comments received at or
24 before this hearing.



1 We will proceed in the following
2 manner. First, we will hear from any
3 representatives of the charter who wish to
4 comment. Then we will take comments from
5 anyone else who desires to speak.

6 I have collected the sign-up
7 sheets, which were placed at the front of the
8 room. I have six individuals who have
9 indicated that they would like to speak. I
10 will now pause for a moment for anyone else
11 who desires to sign up to do so.

12 Having just six individuals
13 signed up to speak, I will try to be as
14 liberal as time and reason allow in accepting
15 comments. However, I do reserve the right to
16 limit comment if it is purely repetitive or
17 cumulative.

18 At this point, I will accept
19 comments from any representatives of the
20 school, and I ask that you please come
21 forward. And representatives of the school,
22 please be seated at the table.

23 The order in which you have
24 signed up is: Chuck Taylor; Christine Kubik;



1 Audrey Erschen; Meeshach Stennett; Kelly
2 Clark; Amy Santos. Would you like to speak in
3 that order?

4 MR. TAYLOR: May I defer?

5 MS. SANTOS: I'll speak first,
6 if that's okay.

7 THE HEARING OFFICER: Yes.

8 MS. SANTOS: My name is Amy
9 Santos. I'm the President of the Board of
10 Directors of Providence Creek Academy.

11 I have been involved with the
12 school since 2002 as the original Director of
13 Curriculum and as a board member, and this is
14 my second year as board president. The things
15 that I know that you will hear about our
16 school, you've already seen all the data and
17 the things that we can quantify, but the
18 things that I'm hoping that you'll hear this
19 evening are the things that we can't quantify,
20 the feelings, and the things that parents feel
21 that we just can't put into numbers. And so
22 I'm hoping that those kinds of things will
23 carry some weight.

24 One of the biggest things that



1 is a asset of -- in my opinion -- of
2 Providence Creek is the sense of family that
3 we have there. I don't have family nearby,
4 and Providence Creek has become my family.
5 And for my children, that is a hugely
6 wonderful experience for them, and for me,
7 too, to have other parents to reach out to, to
8 have support from the community, and to have
9 that sense of community.

10 Providence Creek really
11 encourages parent involvement, which has been
12 a really great thing for the children. We
13 have so many parts that come and volunteer
14 who -- our PTO is amazing. They have done so
15 many wonderful things. They have a fall
16 festival. They have raised funds for
17 playground equipment, among other things, and
18 they have had dances for the children.
19 They've had all sorts of wonderful programs
20 for the kids. And that sense that what we are
21 doing matters I think carries great weight for
22 our children, and it brings the community
23 together.

24 Our board has recently gone



1 through some training, and we have also had a
2 retreat where we worked on our vision
3 statement and our mission statement. One of
4 the most powerful things that came out of that
5 meeting was why we're doing what we are doing.
6 We all unanimously agree we are doing what we
7 are doing because we all firmly believe
8 childhood really matters, that it is one of
9 the most important things that you can
10 contribute your time and efforts to. It can
11 make such a huge difference. And that the
12 board is committed to making sure that what we
13 do at Providence Creek puts the children at
14 the center and that we remember that why we're
15 here is because the childhood matters and the
16 children matter, and that it's important that
17 they have a great school experience and a
18 great foundation.

19 The three things that Providence
20 Creek really focuses on is academics, which
21 pretty much any school does, but we have a
22 very strong arts and athletics commitment at
23 our school. The arts, if you ever get a
24 chance to see the ballet performed, it's



1 really, really breathtaking that a school,
2 K through 8, can put on such an amazing
3 performance. And, again, that's something
4 that you can't quantify, but you can feel it
5 when you witness it, and it brings a tear to
6 your eye to see the young girls looking up to
7 the older girls and boys. My son dances as
8 well at the school. And from a bullying
9 perspective, it's wonderful that there is a
10 caring environment that he doesn't get picked
11 on for it. We're K through 8, so kids have
12 that sense of family and caring.

13 And then the other thing that's
14 really powerful at our school, if you have
15 seen the percussion ensemble perform, again
16 another feeling, you feel it. The kids are
17 into it. They are improvising their own
18 music. And it's an African themed type of
19 music, but all percussion mouth. Just very
20 powerful. Again, something that can bring a
21 tear to your eye.

22 So those kinds of experiences
23 that our students can have that you can't
24 quantify with data and test scores and things



1 of that sort, those things are important. And
2 I want my children to do well in those areas
3 and I want them to have that experience, but I
4 really want them to have those experiences
5 that allow us to feel why we are human, why
6 are we here, and that education can be a big
7 part of that. And then athletics as well, the
8 opportunities for students to be part of a
9 team and be part of something bigger, but also
10 that athletics is not just winning and losing
11 and being part of the team, but it's a
12 lifestyle, that we all need to do active
13 things to feel healthy. And so we want to
14 instill that with our children.

15 So I hope that those kinds of
16 things that I know the other parents and
17 representatives at our school will say, again,
18 things that you can't quantify that we all
19 feel and we all know when you drive up to the
20 school and you experience what Providence
21 Creek Academy is.

22 So that's all I have to say.

23 THE HEARING OFFICER: Thank you.

24 MS. SANTOS: Thank you.



1 THE HEARING OFFICER: Who would
2 like to speak next?

3 MR. TAYLOR: I'll speak next.
4 My name is Chuck Taylor. I'm the Head of
5 School for Providence Creek Academy. I
6 started with Providence Creek Academy in 2002
7 and retired in 2011, and now I'm back at the
8 school to finish my retirement, I should say,
9 and it's been a wonderful experience.

10 Overall, I've seen the school
11 grow from a couple hundred kids to 700 kids,
12 on the average, for the last five or six or
13 seven years. And we maintain our enrollment
14 because we don't lose students. We retain
15 students. And retaining students means a lot.
16 It's not retaining them as far as education.
17 We retain them because of the family
18 atmosphere that we do have here. The students
19 and the parents love the safe environment.
20 They love the -- the names, I heard another
21 school talk about the names and the parents.
22 It's pretty much the same at Providence Creek
23 because it is a small family.

24 And we maintain our enrollment



1 because of the things that we do that
2 Ms. Santos talked about. You feel it. It's
3 not all about the grades all the time. It's
4 about what you do for a child. And we do put
5 the children in the center of the circle. So
6 every decision that's made is, what impact is
7 it going to have on kids? Because the bottom
8 line is, the kids don't have their careers, we
9 do, and we owe it to the kids to continue on.
10 And that's our philosophy behind all the
11 decisions that were made.

12 Like any school, we've had our
13 rough times, and we've had our great times.
14 We've just gone through a rough time, but we
15 have recovered, and we are on our way to where
16 we need to be for the next 15, 20 years, or
17 more, depending.

18 And I'd like to thank the State
19 Board and the Department of Education for the
20 opportunity to reapply for a charter. And I
21 hope that we can be successful and carry on
22 our mission forever.

23 THE HEARING OFFICER: Thank you.
24 Who would like to speak next?



1 MS. ERSCHEN: I would like some
2 of our parents to, if that's all right. I
3 will close, if that's okay.

4 MS. CLARK: Hi. I'm Kelly
5 Clark. I have two children at Providence
6 Creek. My daughter, Grayson, is in the third
7 grade. My son, Brendan, is in the first
8 grade.

9 And my daughter has been
10 straight A's the whole time that we've been at
11 Providence Creek. And first of all, when you
12 go to the campus and you drive in, it is
13 gorgeous. They have really spent the eye on
14 the details at Providence Creek. It is like
15 going on a college campus. So first of all,
16 it's breathtaking.

17 Second of all, it is such a
18 family school. We feel so welcomed and so
19 safe. My children -- I feel like a helicopter
20 mom at times, and I feel very safe with my
21 children there. As a matter of fact, we just
22 had our fall festival, and I volunteered. And
23 I told my kids: Have at it, just have fun.
24 And this is the first time I've ever let them



1 just have free rein, and they had a blast. I
2 wasn't scared. I felt perfectly safe with
3 everyone there. You get to know each other,
4 so it's not just, oh, I've seen their faces,
5 you actually know them and their children.

6 And you make relationships at
7 the school. I've made several really
8 wonderful relationships with the teachers.
9 I'm a hairdresser, so you know, you hear
10 everything. Everyone tells you everything.
11 And I'm just here to tell you that I have
12 heard so many people say, I've heard of
13 Providence Creek; I've heard of really good
14 things; I've heard that they have really good
15 test scores. I said, absolutely, my kids are
16 there, that's the reason why.

17 So I feel like even -- I was
18 asked to do some murals on the cafeteria
19 walls, and I feel like them asking me that
20 alone is wonderful because they want the kids
21 to be enriched when they go to school. And
22 it's not just about, hey, this is your
23 lunchtime, we have a strict schedule, boom,
24 boom, boom, get in, get out. They want the



1 kids to be interactive in everything. And
2 they want them to just succeed in everything
3 they do. And I think it's so wonderful that
4 they go beyond what they need to do and they
5 think outside the box.

6 And my daughter is also in the
7 ballet program and it is amazing. The
8 teachers are wonderful. The older kids are
9 wonderful. The sports teams are great. The
10 music, we had several nominations at the
11 charter DEA awards. So they had several
12 nominations, several awards, which was really
13 wonderful.

14 I hope that Providence Creek
15 actually gets a high school because I want my
16 kids to follow with the same families, the
17 same friendships that we've grown to love so
18 much. And also, the school, they couldn't
19 pick better teachers, better people on the
20 board. I love them all dearly. And I mean, I
21 owe them my children's education.

22 So I thank you for your time.

23 THE HEARING OFFICER: Thank you.
24 Who would like to speak next?



1 MS. KUBIK: Sure, I'll go. My
2 name is Christine Kubik. I'm a parent of an
3 8th grade student at Providence Creek Academy.
4 My son, Joseph, has attended PCA since 4th
5 grade.

6 Our story is much like others;
7 we reached out to find alternative choice to
8 the public school Joseph was attending because
9 it simply was not working for him. In public
10 school, we went two years straight in 2nd and
11 3rd grade, having had to supplement daily
12 class activity with hours of home tutoring,
13 and by paying for a professional tutor three
14 nights a week, just to help Joseph barely
15 pass. He was unable to play sports or any
16 extra activities, because academics had to
17 take priority. He struggled and was
18 frustrated and ultimately hated school. As
19 his parent, I truly felt the same.

20 I sought an alternative, after
21 no one in the school or school district board
22 was ever responsive to me. I wanted to find a
23 school to teach Joseph the way he learned
24 best -- not expect him to conform to how the



1 teacher taught. This philosophy, to teach to
2 his abilities, was key.

3 After researching alternatives,
4 Joseph was fortunate to be accepted as a
5 student going into the 4th grade at PCA in
6 their lottery that year. My eyes wide open on
7 a change for my routine kid, I explained to
8 all three of the teachers from day one of his
9 strengths, weaknesses, how learned best, and
10 the type of learning environment he needed to
11 thrive.

12 Quite quickly, in amazement,
13 Joseph's attitude towards school work turned
14 positive, his willingness to work hard on his
15 studies increased, and most importantly, his
16 desire to do his best became evident. This
17 has continued in every grade since, even
18 during some personal family hardship, when a
19 child would have typically been negatively
20 affected. The school and teachers became
21 extremely supportive and responsive to
22 Joseph's needs. Joseph has had admirable
23 relationships with teachers built on a mutual
24 respect. His teachers push him to succeed in



1 his academics. And in amazement, I watch as
2 Joseph works hard and sets even his own
3 personal learning goals, holds himself
4 accountable, and strives to meet his teacher's
5 expectations.

6 In the last two years, he has
7 achieved Honor Roll each trimester. I very
8 proudly take time off from work to attend
9 every assembly to watch him stand so proudly
10 and receive his honor roll certificate with a
11 beaming smile on stage.

12 On top of his academic
13 accomplishments he has made at PCA, he is
14 active on many sports teams, and currently
15 plays for the PCA Saints football team. We're
16 undefeated. I had to add that.

17 So athletics are not a separate
18 entity, but rather incorporated into the very
19 fabric of PCA -- whether it is the football
20 teammates volunteering hours just this last
21 weekend for the PCA fall festival activities
22 or it's his football coach staying on top of
23 all his players' academics to encourage their
24 success not just in the field, but in the



1 classroom.

2 I've enjoyed a close,
3 collaborative relationship with each teacher
4 at PCA year over year, quickly establishing
5 myself as a supportive parent to the
6 classroom. Every teacher is accessible and
7 responsive and communicates classroom activity
8 to keep parents informed and engaged. I have
9 found the sense of family and school community
10 at PCA to be warm and welcoming.

11 PCA's dedication goes beyond
12 learning, as they encourage proper discipline
13 and values to the children to raise a "better
14 citizen." They support and encourage
15 community service amongst the students -- that
16 humbling quality that I teach all my children,
17 to always help others.

18 That said, I find the school
19 matches principles and values of respect and
20 character that I, as a parent, instill in my
21 children. The school's leaders, including our
22 principal, Audrey Erschen, are always
23 accessible, and more importantly, always
24 remarkably caring towards "her kids."



1 I volunteer at the school to
2 give back. I sit on the Citizen Budget
3 Oversight Committee and make monthly meetings
4 to over see and ensure that PCA's personnel
5 are making fiscally responsible decisions.
6 Many times discussions or advice are sought
7 from me or others who are professionals on the
8 committee, who are also out in the business
9 community, who may be able to provide better
10 cost-savings measures on a purchase.

11 By my testimony this evening,
12 please accept my support towards the school,
13 who I will always commend for offering the
14 right choice for Joseph. PCA offered him the
15 right learning style philosophies in the
16 classroom that turned around, saved, and
17 positively influenced my son's education. I
18 offer my support for the renewal of Providence
19 Creek's charter.

20 Thank you for your time.

21 THE HEARING OFFICER: Thank you.
22 Would you be willing to submit that for aid in
23 the transcription.

24 MS. KUBIK: Absolutely. Thank



1 you.

2 THE HEARING OFFICER: And?

3 MR. STENNETT: Meeshach
4 Stennett.

5 THE HEARING OFFICER: Thank you.

6 MR. STENNETT: Good evening. My
7 name is Meeshach Stennett. My wife and I are
8 parents of current PCA students and one PCA
9 alumnus.

10 We originally lived in
11 Middletown, Delaware, and we also heard of the
12 advantages of attending a charter school. So
13 when we started to look out, and PCA was an
14 option, we were fortunate to get our son in
15 PCA. That was back in 2005. And so we got
16 him into the kindergarten. Once we got him
17 in, it took us a very short amount of time to
18 understand that we had made the right
19 decision.

20 We've heard the comment being a
21 family said several times here, and I agree
22 with that sentiment. You know, families
23 are -- they're not the types that really care
24 about what you are, they care about who you



1 are and who you become, and they provide the
2 support and the resources to enable that.

3 My son -- when it was time for
4 us to move, we actually moved down to Clayton
5 because we wanted to be closer to the school.
6 We had -- at the time, it was our only child,
7 but we've had another child since then -- two,
8 actually. And we moved so we could be closer
9 to PCA because we knew that the education he
10 was receiving was the type that we wanted for
11 our other children.

12 Just to give a quick example of
13 what I say when I mean "family." My son, who
14 graduated -- he currently is in 10th grade.
15 But when he was in 8th grade, he was involved
16 in a situation with bullying, which we know is
17 very common today. And he made a poor
18 decision. That decision could have resulted
19 in him not being able to go to PCA and
20 possibly, you know, have legal issues as a
21 result. PCA had the opportunity to abandon
22 us, and they didn't. And as a result, I'm
23 proud to say that my son right now is a 10th
24 grader at St. Andrews High School, which is



1 one of the most prestigious high schools in
2 the nation and definitely in the state.

3 And we look forward to
4 continuing our daughter's education there, and
5 I'm just hoping that -- I don't want to talk
6 long, but I'm just hoping that I add value in
7 the renewal process and the board understands
8 the importance of PCA not just to the
9 children, but to the community.

10 Thank you.

11 THE HEARING OFFICER: Danielle
12 Moore.

13 MS. MOORE: Hi. I'm Daniel
14 Moore. I'm Director of Curriculum at PCA.
15 Sorry I was a little late. I went upstairs.

16 So I started my educational
17 career at PCA. It's the only place I've been.
18 And it truly is my family. I don't know where
19 I would be today without them. I started from
20 8th grade ELA teacher, moved to 5th grade, and
21 then moved into outside the classroom and now
22 in an administrative role.

23 The things that I've seen our
24 students accomplish, be it our students now or



1 our students that have graduated and left,
2 that are now my former 8th graders that are
3 now in college or have their own families or
4 own careers and things that they've started,
5 it's really amazing to see how far they've
6 come. And it truly is because we instill --
7 it's not just the academics. There's -- we
8 teach them how to be successful in society,
9 in no matter what they come up with. No
10 matter if they're struggling with how to deal
11 with things at home, we help them with that.
12 So I think that's a big strength for us, is
13 that aspect of the whole child, that, you
14 know, they're there. We're going teach them
15 what they need to learn, but we're also going
16 to teach them how to be successful in life and
17 how to get past the struggles that could knock
18 them down and prevent them from maybe getting
19 to where they need to be. And we help them to
20 get past that and get through it and
21 persevere.

22 THE HEARING OFFICER: Thank you.

23 Ms. Erschen.

24 MS. ERSCHEN: I did not bring



1 anything prepared. But over the last several
2 weeks I've reflected on PCA and what I believe
3 it stands for, and just as everyone else says,
4 it's family. But much more than family. We
5 provide a strong foundation for our students.
6 As Mrs. Santos said, we have academics, the
7 athletics, the arts. They are all equally
8 important.

9 I've been with the school since
10 they opened in 2002. I was not always the
11 principal, but I was in the right place at the
12 right time, and I still believe that I was
13 when they appointed me principal in November
14 of our first year.

15 We have had a lot of hurdles
16 over the last 14 years, but each one of those
17 hurdles has strengthened our inner connections
18 and the bond and the job that we set forth to
19 do for our children.

20 We have reflected, and we are
21 strengthening, you know, each of those three
22 As, the academics, the athletics, and the
23 arts. We reach out to our parents for their
24 support and suggestions. As Mr. Taylor



1 alluded, we had some difficulties last fall,
2 and we reached out to the parents to help make
3 those corrections. We created a safety
4 committee and made some positive changes not
5 only on our campus, but in our policies and
6 our procedures.

7 As Ms. Kubik said, our Citizens
8 Budget Oversight Committee meets on a regular
9 basis, and there again, because of hurdles
10 that we have run up against, we have
11 strengthened through the community and through
12 our family bond with our family, the
13 administration, and then our support staff.

14 I thank you for this
15 opportunity. I know we have been to this
16 table before, and each time it is
17 nerve-racking, you know. Because we all
18 believe in what we do. You know, we do it for
19 the children. And as I have said at each one
20 of our graduations, they're my kids. You
21 know, their parents share them with me for
22 more of their waking hours than they are with
23 their parents, and I value that, and I think
24 our staff values that as well.



1 So with your consideration, I
2 hope we can renew for our future.

3 THE HEARING OFFICER: Thank you.

4 At this point, those are all the
5 individuals that have signed up to speak at
6 tonight's public hearing for Providence Creek
7 Academy. I will accept comments from anyone
8 else who desires to speak. Is there anyone
9 here that would desire to speak?

10 If not, I want to thank all of
11 you for participating today. The Secretary
12 will consider your comments as part of the
13 decision-making process. Your comments will
14 also be made available to the members of the
15 State Board of Education.

16 This hearing is now closed.

17 (Hearing concluded at 5:46 p.m.)

18 -- -- -- --



1 State of Delaware)
)
2 New Castle County)

3
4 CERTIFICATE OF REPORTER

5 I, Lucinda M. Reeder, Registered
6 Diplomate Reporter, Certified Real-time
7 Reporter and Notary Public, do hereby certify
8 that the foregoing record is a true and
9 accurate transcript of my stenographic notes
10 taken on October 12, 2015 in the
11 above-captioned matter.

12 IN WITNESS WHEREOF, I have hereunto set
13 my hand and seal this 14th day of October 2015
14 at Wilmington, Delaware

15 

16 Lucinda M. Reeder, RDR, CRR
17
18
19
20
21
22
23
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