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Subject: Public Comment - Design Thinking Academy
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To whom it may concern:

Our family loved the idea of the school, but we can no longer support it. Here are just some of the recent things that I have found about the school.

1. Outdated Organizational Structure
 1. There have been multiple positions added, changed, and/or mentioned that are not included in the Organizational Structure.
 2. For example, there is now an Assistant Principal, but that's not listed in the chart
2. Out of Compliance on Fire Drills
 1. They signed off that they have satisfied the fire drill requirements. However, when you review the ERIP documentation, you can see that fire drills are not held every month of the school year.
3. Budget Irregularities for Staffing
 1. Positions budgeted for don't seem to match the complete school staff
 1. For example, executive director and some teachers appear to be missing from the budget.
 2. Reference to a project manager and assistant project manager, but these positions aren't in the school's organizational structure
 2. In the November board meeting recording there is discussion about the concern with all the new staff that have been hired
 1. They aren't certain if they all fit into the budget.
 2. They are assuming the accountant would have alerted them if there was a concern.
4. Principal Not Properly Certified
 1. State regulations say it is mandatory for all principals and assistant principals to be certified and that there is no emergency certificate. However, neither of these people have the required certification.
 2. The resume for the principal doesn't indicate that she meets the requirements. Unsure about the assistant principal.
 3. What other staff don't meet the proper certification standards?
5. New Building
 1. Their application indicates that they are only thinking about getting a new building and that they may stay at their current location. Their budget does not indicate any costs for a new building or construction in the coming years.
 2. However, the board meeting records contradict this.
 1. In the November recording they mention the "new building owner"
 2. In the August recording they mention they have settled on 3 new facility

locations and were awaiting RFPs. They also mention that they can extend the permit to the annex if necessary. They also said the longest they plan on being in the current building is “2 more years” including this year.

3. If they already know they are going to move within the next 2 years, why isn't this reflected in their budget for the next 5 years?

6. Air Quality Concerns at the School

1. Board records from September, October, and November indicate an air quality issue at the school
2. It was discovered that there is higher than normal levels of carbon dioxide
3. They believe the high number of staff and student absences were caused by this problem.
4. They have implemented temporary solutions to help with the problem, but they don't appear to have implemented a permanent solution.
5. They found out that they are responsible for the majority of the costs to resolve the issue based on the lease and that all the long-term solutions are expensive.
6. How do they plan to afford the costs to resolve the problem?
7. How do they plan to handle potential legal ramifications from this incident?

7. More Staff Turnover

1. They claim none of the teachers in place at the end of the school year left over the summer. However, in the July board recording, it was stated that an English teacher left. They also discussed the guidance counselor who left and show a lack of understanding about privacy.
2. The September recording indicates Dave Brown, a consultant was fired. This is stated again at the October meeting.
3. The October meeting also reveals Joseph Pytel resigned and a new Design teacher was hired to replace the old one.
4. The November meeting reveals the school psychologist was fired after discovering she was a criminal.
5. Multiple leadership team members were also recently fired, even though the renewal application states “retention of current leadership is critical.”

8. Lowering the Bar on Academics

1. The September board recording indicates a desire to lower the grade required to earn credit so that more students pass.

9. Administrator Evaluation Inconsistencies

1. The June board recording includes a discussion about all administrators being evaluated. No one seems to know the requirements for this based on the discussion.
 1. Melissa states she doesn't get evaluated even though she was Head of School.
 2. They also aren't sure if Rebecca was evaluated and they assume if she was supposed to be evaluated that she must have been.

3. It is stated that the board is not certified to perform evaluations and they aren't sure who they are supposed to evaluate.
 4. Since the form had to be submitted at the end of the week, they weren't able to verify they meet the requirements even though they expressed a desire to review the regulations.
 2. In the September board recording, Stephanie mentions she is supposed to be evaluated by the board, but they still seem unclear about the regulations and requirements.
10. Re-branding Contract
1. The June board recording reveal they only received one quote for the re-branding contract. They talk about how they know they are supposed to get at least 3. They state they don't know how to handle it since they didn't receive additional responses to their RFP. They decide to table the discussion until executive session.
 2. At the end though, they left the recording on of the executive session. You hear them discuss moving forward with awarding the re-branding contract to Mobius. This violates the requirement for 3 quotes. It also seems like a conflict of interest considering the only quote came from the company of a board member.

I request that you perform further investigation into the school operations and structure before making a decision about the charter for Design Thinking Academy.

Thank you for your time.