

**DELAWARE CHARTER SCHOOL
RESPONSE TO INITIAL CSAC REPORT
November 16, 2018**

GREAT OAKS



CHARTER SCHOOL

Great oaks, from little acorns grow

GREAT OAKS CHARTER SCHOOL

**1200 North French Street,
Wilmington, DE 19801**

Phone: (302) 660-4790

<https://wilmington.greatoakscharter.org/>

Organizational Performance

1. Plan to ensure 100% compliance of Non-Academic Related Trainings:

| Staff Name | Suicide Prevention | School Bullying Prevention | Child Abuse Detection and Reporting |
|------------------|--|--|--|
| Beth Yirga | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Erica Hitchens | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Rafael Rodriguez | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Kaitleen Gillis | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Anthony Davis | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Delonte | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Stephanie | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Richard Kearney | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Brittany Dorsey | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/14 & 8/21/18 Assurance Completed 11/13/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Kevin Paul | Training Completed 8/14/18 | Training Completed 8/14/18 | Training Completed 8/17/18 |

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| Edwards | & 8/21/18 Assurance Completed 11/15/18 | & 8/21/18 Assurance Completed 11/15/18 | Assurance Completed 11/15/18 |
| Taryn Timko | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Malcolm Richardson | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Morgan Sagan | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Leland Kent | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Jerrica Flint | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Jody-Ann Green | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Victoria Kager | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Imani Roman | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Aliyah Thomas | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Jeneana Ponder | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Barbara Espiritu | Training Completed 8/14/18 & 8/21/18 Assurance Completed | Training Completed 8/14/18 & 8/21/18 Assurance Completed | Training Completed 8/17/18 Assurance Completed 11/15/18 |

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|--------------------|--|--|--|
| | 11/15/18 | 11/15/18 | |
| Brandon Fong | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Michael Smith | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Kia Johnson | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Patrick Ryan | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Kendra Giardiniere | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Shereen Khaled | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Tamara Price | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Eileen Burns | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |
| Nikki Darden | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/14/18 & 8/21/18 Assurance Completed 11/15/18 | Training Completed 8/17/18 Assurance Completed 11/15/18 |

Teen Dating Violence Protocol Training

Scheduled Date: 11/30

Participants: Administrators, Guidance Counselors, School Nurse

2. Educational Program

See Appendices for the following:

- Appendix 1: Learning expectations for English/Language Arts, Math, Science, and Social Studies in grade 9.
- Appendix 2: Signed Science Coalition MOU as evidence that the curriculum is aligned to the Next Generation Science Standards adopted by the State of Delaware in 2013
- Appendix 3: 6th-8th Grade ELA Scope and Sequence as evidence of the following:
 - Students have multiple opportunities to engage with text of appropriate complexity for the grade level; include appropriate scaffolding so that students directly experience the complexity of the text.
 - Integration of appropriate supports in reading, writing, listening, and speaking for students who are ELL, have disabilities, or read well below the grade level text band.
 - Extensions and/or more advanced text for student who read well above the grade level text band.
- Appendix 4: 6th-8th Grade Math Scope and Sequence as evidence of the following:
 - Include and consider ways in which students are demonstrating the standards of mathematical practice as central to lessons.
 - Include lessons and learning experiences addressing the identified big ideas for each course, providing students with extensive work at grade-level problems. No documents were provided.
 - Address lesson / unit assessments and evidence of students mastering standards-based content. Include aligned rubrics and scoring guidelines.

3. Board Financial Training

| First Name | Last Name | Term Begin Date | Term End Date | Role/Title | Financial Training Date |
|------------|------------|-----------------|---------------|---------------------------|-------------------------|
| Kia | Johnson | 8/1/2015 | 8/30/2020 | Head of School/Ex Officio | 1/25/2018 |
| Crystal | Edwards | 8/1/2015 | 8/30/2020 | Parent Representative | 10/28/18 |
| Rysheema | Dixon | 8/30/2018 | 9/30/2023 | Member | 10/25/18 |
| Jim | Mazarakis | 3/1/2018 | 3/1/2023 | Member | 10/24/2017 |
| Geoff | Langdon | 8/1/2015 | 8/30/2020 | Treasurer | 3/30/2017 |
| Michael | Maxwell | 8/1/2015 | 8/30/2020 | Chair | 1/1/2018 |
| Erica | Graves | 8/30/2018 | 8/30/2023 | Teacher Representative | 10/24/18 |
| Robert | Snowberger | 8/1/2015 | 8/30/2020 | Member | 1/25/18 |
| Kathie | Holloway | 8/30/2018 | 8/30/2018 | Member | 10/26/18 |

4. Teacher Retention by Subgroups

| | 2016 | 2017 | 2018 |
|-------------------------------------|------|-------|------|
| Overall Teacher Retention | 85% | 91.6% | 83% |
| African American Teacher Population | 57% | 66% | 66% |

| | | | |
|------------------------------------|------|-------|-----|
| Caucasian Teacher Population | 43% | 33% | 27% |
| Latinx Teacher Population | 0% | 0% | 7% |
| Asian Teacher population | 0% | 0% | 0% |
| African American Teacher Retention | 86% | 87.5% | 83% |
| Caucasian Teacher Retention | 100% | 100% | 60% |
| Latinx Teacher Retention | N/A | N/A | 0% |
| Asian Teacher Retention | N/A | N/A | N/A |

5. Teacher Professional Development

- See Appendix 5: A copy of the school's teacher coaching dashboard referenced during the initial CSAC Meeting.

Financial Performance

6. See Appendix 13: budgets based on 80% and 100% projected enrollments;
7. See Appendix 13: a budget narrative that aligns to the 80% and 100% budgets
8. See Appendix 6: evidence of a plan to increase high school enrollment