



Annual Report

2021–22

Creative Minds International
Public Charter School

Board Chair: Navin Nayak

Executive Director: Charles Jackson

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“Creative Minds is a school that teaches my children to be tolerant, respectful, and appreciative of others. There is so much genuine love at the school. I knew that it would be a perfect fit for our family.”

—Creative Minds Parent

Annual Report Narrative

I. School Description

A. Our Mission

To cultivate within ALL of our students the mindset, skills, creativity, and commitment to equity essential in becoming globally aware and independently minded citizens.

“Creative Minds International has set a great foundation for our kids’ educational future. . . . In my personal experience, Creative Minds has a great team of educators, which is a direct reflection of the leadership that the school has directing it. They are caring, knowledgeable, and proactive. One of the most important attributes to me is that they communicate extremely well, which is critical during these times of change.”

—Creative Minds Parent

B. School Program

1. Curriculum Design & Instructional Approach

Creative Minds International offers an education model that promotes high levels of engagement in learning, with the goal of maximizing each child's learning opportunities, taking into account their skill levels and depth of understanding. Our program includes social-emotional and international curricula, which create a positive and inclusive environment for all members of the school community.

There are several unique components of the Creative Minds program:

- We implement the research-based International Early Years Curriculum (IEYC), International Primary Curriculum (IPC), and International Middle Years Curriculum (IMYC). In addition to presenting rigorous academic goals, the curricula foster international awareness.
- All students in prekindergarten through 4th grade receive Spanish- and Mandarin-language instruction. Students in 5th through 8th grades select one language in which to specialize, in order to work toward proficiency.
- We support each child's unique development to create inclusive learning opportunities that prepare students for future academic and personal success and well-being.
- In addition to presenting academic goals, our curricula incorporate social and emotional goals.

In addition to their IEYC, IPC, or IMYC learning, students in kindergarten through 8th grade learn Common Core Standards–based English-language arts and mathematics. Technology is an integrated part of our curricula and helps students become critical and creative thinkers. We address students' wellness through opportunities for movement and exercise in physical education classes and throughout the school day. Creative exploration, movement, and exercise continue into the after-school hours through our Extended Creative Day program.

2. Parent & Family Involvement

Creative Minds families are our partners in children’s education and the growth of our school. Meaningful opportunities for family engagement improve student academic performance and sustain Creative Minds’ vibrant community life.

Family Events

In 2021–22, we promoted sharing and thoughtful exchange through various activities, meetings, and workshops. Students and family members joined us for these events:

- Exit Points: Demonstrations of students’ learning at the end of each curricular cycle
- Two days of parent-teacher conferences
- Regular Community Meetings, our school-wide assembly
- An activity for rising 4th-graders to introduce them to our growing middle school program
- Back-to-School Night and student orientations
- Online High School Transition Fair
- Online open houses for prospective families
- Three vaccination clinics

Creative Families Association

The Creative Families Association (CFA) is an independent family organization that helps promote the education and culture of Creative Minds. In the 2021–22 school year, the CFA undertook numerous initiatives, including the following:

- Fundraising and events to support literacy efforts:
 - Book drive
 - The purchase of books for a lending library and classroom libraries
- Online auction and talent show to raise additional funds for the school

- Eighth-grade graduation: Purchased gifts for graduates and decorations and swag for the graduation ceremony
- Merchandise sales to build school spirit
- EdFEST participation to share experiences with prospective Creative Minds families
- Emergency-pandemic fundraising to support families in need
- Celebration of staff members through gifts, swag, and self-care items
- Collaboration with the Middle School Student Council

Board of Trustees

In 2021–22, Dr. Valadia Wise completed her term as chair of the Creative Minds Board of Trustees. Navin Nayak, one of two parent members on the board, succeeded Dr. Wise as chair.

Communication

Communication with families is an important aspect of engaging parents and caregivers in their children’s learning and promoting transparency about school operations and activities.

In school year 2021–22, our online communication included the following:

- **ParentSquare:** In September 2021, we introduced ParentSquare as our family-communications platform. Among other features, ParentSquare offers advanced language translation and gives families the choice of when and how to receive messages: by email, text message, or mobile app. In 2021–22, we shared more than 200 ParentSquare posts with our community. Topics included events, COVID-19 updates, holidays and school breaks, and information about student technology.
- **Teacher Emails:** Teachers sent weekly updates to the parents and guardians of the students in their classes.

- **Social Media:** We posted news and information to Facebook, Twitter, and Instagram. Recordings of our community meetings and other online events were posted to the Creative Minds YouTube channel.
- **Website:** A dedicated families section shared policies and procedures, as well as links to forms and documents, that are relevant to families. Other pages throughout the site, including a calendar page, provided additional information.

II. School Performance

A. Performance and Progress

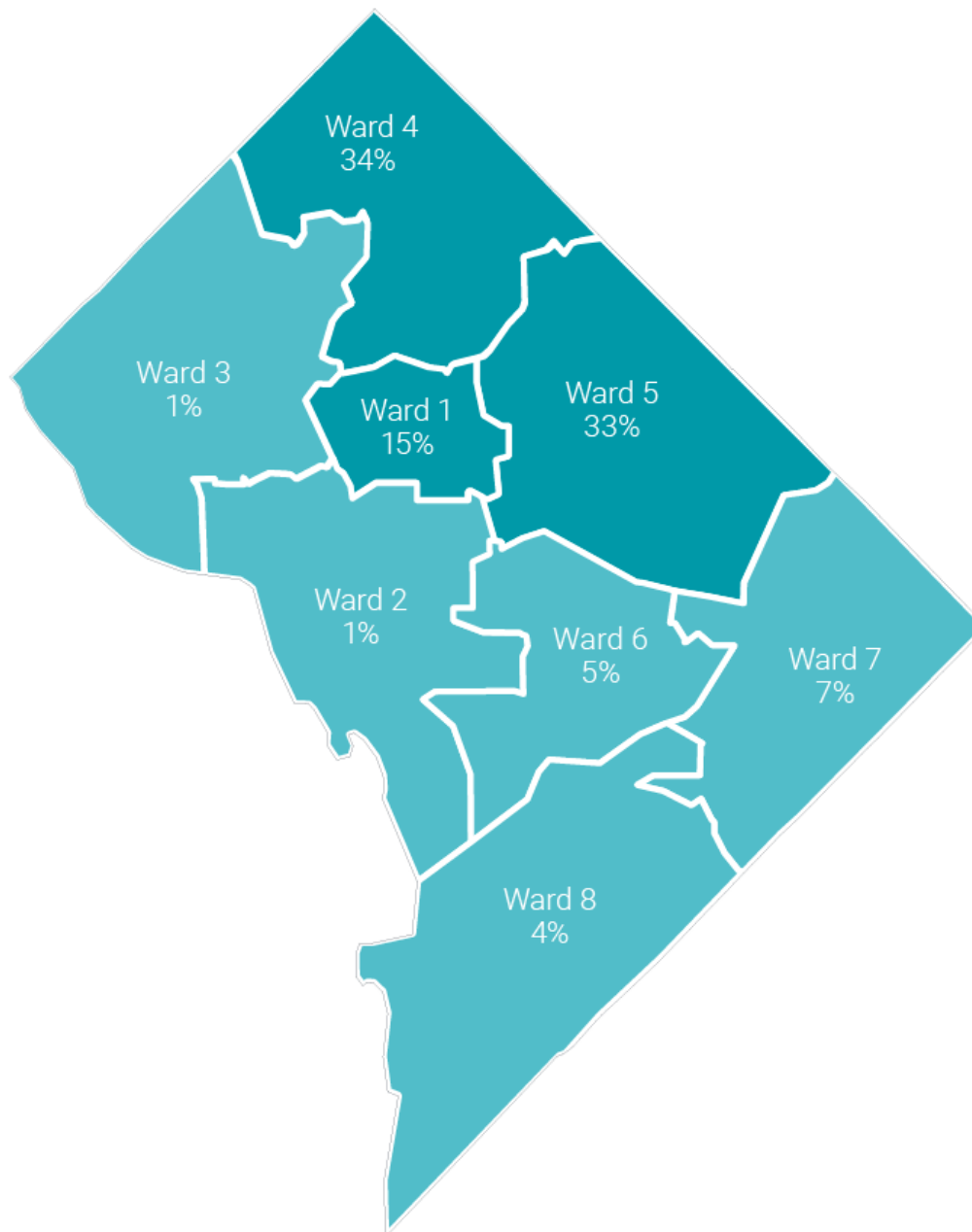
1. Meeting Our Mission

We continued to accomplish our mission to provide students with a highly engaging, rigorous, international, and inclusive education.

- Our rich, well-rounded international educational program included instruction in global languages (Spanish and Mandarin), music and performing arts, visual arts, and physical education.
- To support differentiated and individualized instruction, we maintained small class sizes, with a ratio lower than 10:1, on average, of students to teachers.
- To nurture social and emotional growth, we emphasized personal goals.
- We fostered an inclusive learning environment that was responsive to each student's individual learning profile and social-emotional needs.
- Extensive use of small-group work and the station model provided opportunities for differentiation.
- Collaborative teamwork supported students in practicing respect, communication, and cooperation.
- Spanish and Mandarin instruction provided students with skills for engaging successfully in a globalized world.
- Technology continued to be integrated into classroom learning to foster 21st-century learners.
- Math instruction focused on problem solving and conceptual understanding, beyond carrying out math procedures.

Ward Information

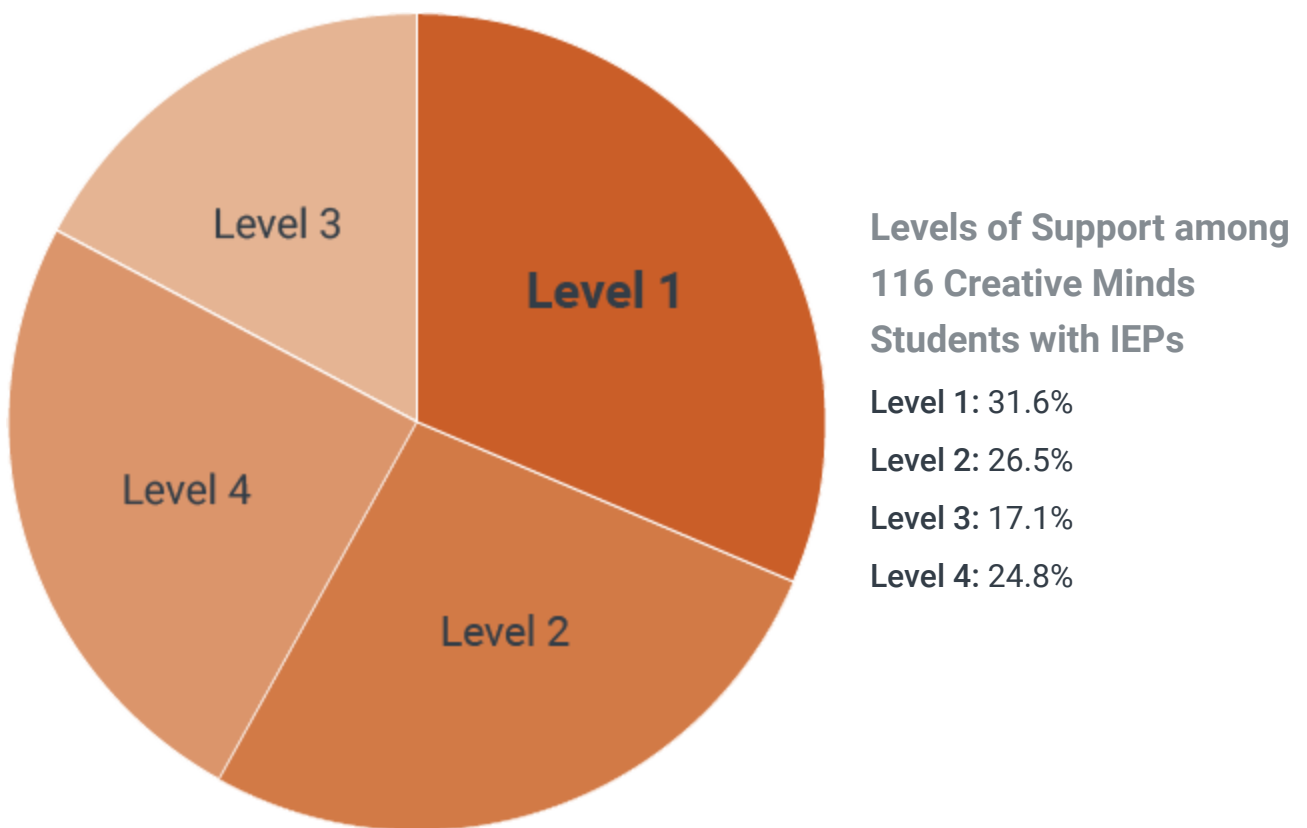
In 2021–22, there were 548 students enrolled at Creative Minds; six of these students attended nonpublic special-education day programs off site. Creative Minds students came from all eight wards in Washington, DC. The majority of our students (82%) came from Wards 1, 4, and 5.



Individualized Education Plans

Of the 542 students enrolled at Creative Minds in 2021–22, 116, or 21.4%, had Individualized Education Plans (IEPs).

Of the students who qualified for special-education services, 24.8% required high levels of support (Level 4 IEPs). The Creative Minds model emphasizes full inclusion, and our students with special needs benefit from our holistic, child-centered approach, which values students' individual learning profiles. Within this inclusive setting, our students with special needs flourish.



2. Attainment of Charter Goals

The following table outlines our goals for academic achievement in 2021–22 and how students performed against those goals at the end of the school year.

Creative Minds International Public Charter School: Goal and Academic-Achievement Expectations	Progress Toward Goal	Goal Met						
ENGLISH LANGUAGE ARTS								
At least 80% of prekindergarten students will meet or exceed widely held expectations per the growth report from the fall to the spring administration of the GOLD assessment.	Ninety-five percent of pre-K3 and pre-K4 students met widely held expectations for the end of the year.	YES						
On a yearly basis, at least 75% of kindergarten through 2nd-grade students will either demonstrate one year of progress (instructional levels) between fall and spring administrations of the Developmental Reading assessment as determined by the score on grade level or higher (instructional level) on the Developmental Reading Assessment (K = Level 3; 1st grade = Level 16; 2nd grade = Level 28).	Fifty-eight percent of students in kindergarten–2nd grade met this goal.	NO						
At least 70% of all students in grades 3–8 will achieve at or above the 40th percentile or meet/exceed their spring growth target in reading on the basis of NWEA MAP national norms by June of each year.	Sixty percent of students in kindergarten–5th grade met this goal.	NO						
The percentage of students scoring proficient or advanced on the state assessment in reading in tested grades will meet or exceed the state average in English Language Arts.	<p>Eighteen percent of Creative Minds students in 3rd–8th grades scored 4+ on the PARCC ELA assessment, compared with a citywide average of 30% for the same grades.</p> <table border="1" data-bbox="693 1753 1268 1898"> <thead> <tr> <th></th> <th>Creative Minds %</th> <th>DC %</th> </tr> </thead> <tbody> <tr> <td>3rd–8th Grades</td> <td>18%</td> <td>30%</td> </tr> </tbody> </table>		Creative Minds %	DC %	3rd–8th Grades	18%	30%	NO
	Creative Minds %	DC %						
3rd–8th Grades	18%	30%						

<p>If 50% or more of students qualify as special education the following two targets will apply in place of the previous target: (1) The percentage of special education students scoring proficient or advanced on the state assessment in reading in grades 3–8 will meet or exceed the state average for Special Education in English Language Arts. (2) The percentage of non–special education students scoring proficient or advanced on the state assessment in reading in grades 3–8 will meet or exceed the state average for non–special education students in English Language Arts.</p>								
MATHEMATICS								
<p>At least 80% of prekindergarten students will meet or exceed widely held expectations per the growth report from the fall to the spring administration of the GOLD assessment.</p>	<p>Eighty-nine percent of students in pre-K3 and pre-K4 met widely held expectations for the end of the year.</p>	YES						
<p>At least 70% of all students in grades K–8 will achieve at or above the 40th percentile or meet/exceed their spring growth target in math on the basis of NWEA MAP national norms by June of each year.</p>	<p>Sixty-eight percent of students in kindergarten–8th grade met this goal.</p>	NO						
<p>The percentage of students scoring proficient or advanced on the state assessment in Math in tested grades will meet or exceed the state average in Math.</p>	<p>Sixteen percent of Creative Minds students in 3rd–8th grades scored 4+ on the PARCC Math assessment, compared with a citywide average of 22% for the same grades.</p> <table border="1" data-bbox="695 1633 1268 1780" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="background-color: #d9e1f2;">Creative Minds %</th> <th style="background-color: #d9e1f2;">DC %</th> </tr> </thead> <tbody> <tr> <td>3rd– 8th Grades</td> <td style="text-align: center;">16%</td> <td style="text-align: center;">22%</td> </tr> </tbody> </table>		Creative Minds %	DC %	3rd– 8th Grades	16%	22%	NO
	Creative Minds %	DC %						
3rd– 8th Grades	16%	22%						
GLOBAL LANGUAGES								

<p>Students in all grade levels served at Creative Minds International PCS will spend at least 10% of instructional time each year in visual, performing arts, and foreign-language-based activities</p>	<p>Every week, students in preschool–4th grade had 45 minutes of instruction in each of these subjects: Mandarin, Spanish, Art and Music. They also received at least 60 minutes of instruction each day related to the International Primary Curriculum.</p> <p>Students in 5th–8th grades had 40 minutes of language instruction daily, for a total of 5 hours per week. They also participate in Music and Art for 40 minutes each week.</p>	<p>YES</p>
<p>INTERNATIONAL</p>		
<p>Creative Minds International PCS will start the accreditation process in its third year of operation (school year 2014–15) with the goal of completing the accreditation process by the school's sixth year of operation, school year 2017–18.</p>	<p>CMI achieved accreditation by Fieldwork Education for its implementation of the International Primary Curriculum in April 2017.</p> <p>We are going for re-accreditation in Fall 2023.</p>	<p>YES</p>

B. Unique Accomplishments

Charter Renewal

In December 2021, Creative Minds’ charter was renewed with no restrictions by the DC Public Charter School Board.

IDEA Determination Rating

Creative Minds scored at the highest level, “Meets Requirements,” on its IDEA Determination Rating. This rating reflects the evaluation of a school’s special-education program, in two areas:

- Annual Individuals with Disabilities in Education Act (IDEA) compliance requirements
- Key student-progress measures

High School Acceptance

More than 90 percent of Creative Minds’ 8th-graders were accepted into their first-choice high school for 2022–23. This reflects the growth of our rigorous middle school program and the excellence of the program’s director and teaching staff.

New School Divisions

To better support teachers in their careers and classroom practices, Creative Minds divided its lower school into two smaller schools: early childhood (prekindergarten through 1st grade) and 2nd through 4th grades. Each new school has its own director, instructional coach, and behavior-support staff member. Previously, a single director and two instructional coaches had supported all teachers in prekindergarten through 4th grade.

PARCC Results

On the Partnership for Assessment of Readiness for College and Careers (PARCC), Creative Minds students in 3rd, 5th, and 6th grades performed very well, compared with citywide results:

English-Language Arts: Percentage On or Above Grade Level		
Grade Level	Creative Minds Students	Students Citywide
5	36%	31%
6	30%	29%

Math: Percentage On or Above Grade Level		
Grade Level	Creative Minds Students	Students Citywide
3	27%	28%
5	28%	22%

Teacher Retention

At a time when many teachers were leaving the teaching profession, and schools were seeing high rates of staff turnover, 92 percent of Creative Minds teachers who were invited to return for the 2022–23 school year accepted the offer.

Testing Lab & Test-to-Stay Program

Creative Minds became certified to conduct on-site laboratory tests for COVID-19, strep throat, and influenza and was only the second school in Washington, DC, to receive this certification. Heather Hesslink, our director of operations and compliance and a classically trained chemist, was approved to serve as lab director.

When the school COVID-19 level was highest, the lab served more than 250 students per day for our test-to-stay program. Through this program, asymptomatic close contacts of COVID-positive individuals could remain at school by testing negative for COVID-19. On average, 90 percent of close contacts participated in test-to-stay, allowing them not to miss critical in-person learning time.

C. List of Donors

- Annie's Table
- Anonymous to Creative Minds

- Benevity Cause
- Creative Families Association
- Navin Nayak
- Ryan Sandler
- Meaghan VerGow

Data Report

SY 2021–22 Campus Data

Source	Data Point
PCSB	LEA Name: Creative Minds International PCS
PCSB	Campus Name: Creative Minds International PCS
PCSB	Grades served: PK3–8
PCSB	Overall Audited Enrollment: 548

Enrollment by Grade Level, According to OSSE’s Audited Enrollment Report

Grade	PK3	PK4	KG	1	2	3	4	5	6
Student Count	57	55	59	62	56	63	60	30	40
Grade	7	8	9	10	11	12	Alternative	Adult	SPED*
Student Count	33	33	0	0	0	0	0	0	0

**Note: This field is only filled in for St. Coletta Special Education PCS as it is the only charter LEA that exclusively serves students with disabilities.*

Student Data Points

School	Total number of instructional days: 180
PCSB	Suspension Rate: 1.3%
PCSB	Expulsion Rate: 0.0%
PCSB	Instructional Time Lost to Out-of-School Suspension Rate: 0.40%
PCSB	In-Seat Attendance: 88.8%

PCSB	Average Daily Attendance: The SRA requires annual reports to include a school’s average daily membership. To meet this requirement, DC PCSB will provide following verified data points: (1) audited enrollment; (2) mid-year withdrawals; and (3) mid-year entries. (No action necessary.)
PCSB	Midyear Withdrawals: 3.6% (20 students)
PCSB	Midyear Entries: 0.7% (4 students)
PCSB	Promotion Rate (LEA): 100%
PCSB (SY21–22)	Graduation Rates: Not Applicable
PCSB (SY21–22)	College Acceptance Rates: Not Applicable
PCSB (SY21–22)	College Admission Test Scores: Not Applicable

Faculty and Staff Data Points

School	Teacher Attrition Rate: 0.31%
School	Number of Teachers: 61 “Teacher” is defined as any adult responsible for the instruction of students at least 50% of the time, including, but not limited to, lead teachers, teacher residents, special education teachers, and teacher fellows.
School	Teacher Salary 1. Average:68,000.00 2. Range; 53,388–80,082 Minimum: 53,388 Maximum: 80,082
School	Executive Compensation Salaries of the five most highly compensated individuals in the organization, if over \$100,000, for SY2021–22: \$220,000.00 \$180,000.00 \$170,000.00 \$152,000.00 \$148,000.00

Appendix A: Staff Roster

Last Name	First Name	Position	Education
Abelson	Nina	Lead Teacher	Master's
Adams	Thaeya	Dedicated Aide	High School Diploma
Akridge	Ramona	Dedicated Aide	High School Diploma
Alhamwi	Reham	Lead Teacher	Bachelor's
Allen	Angela	Lead Teacher	Master's
Andruzzi	Jennifer	Communications Manager	Bachelor's
Aponte Rosario	Luz	Dedicated Aide	High School Diploma
Avila De Guevara	Maria	Teaching Assistant	Some College
Bailey	Laverne	Director of Human Resources	Master's
Barnes	Anita	Lead Teacher	Master's
Bednarovsky	Craig	Chief Operating Officer	Master's
Bennett	Eddie	Teaching Assistant	Bachelor's
Blake	Deborah	Lead Teacher	Master's
Booker	Kimberlyn	Teaching Assistant	High School Diploma
Brice	Stacy	Lead Teacher	Master's
Briggs	Deja	Dedicated Aide	High School Diploma
Briggs	Diamond	Dedicated Aide	Some College
Brown	Christina	Lead Teacher	Master's
Brown	Kareema	Teaching Assistant	High School Diploma
Brown	Brianna	Teaching Assistant	Some College
Burt	Najla	Lead Teacher	Bachelor's
Calhoun	Nicole	Teaching Assistant	High School Diploma

Caraway	John	Teaching Assistant	High School Diploma
Carpenter	Joel	After School Instructor	High School Diploma
Carter	Tony	Teaching Assistant	High School Diploma
Carter	Latierra	Teaching Assistant	Some College
Coldwell	Elizabeth	Lead Teacher	Bachelor's
Connolly	Kristin	Lead Teacher	Bachelor's
Cooper	Angel	Dedicated Aide	High School Diploma
Costa	Cazzandra	Operations Associate	Some College
Credle	Mitchell	Behavior Coach	Bachelor's
Crumlin	Asha	Teaching Assistant	Bachelor's
Curry	Jessica	Elementary Director: 2nd–4th Grades	Master's
Degregoris	Deanna	Speech Therapist	Master's
Demisse	Freguenet	Compliance Manager	Bachelor's
Dill	Lorna	Middle School Director	Master's
Dunn	Freddie	Music Teacher	Bachelor's
Duvisac	Dora	Lead Teacher	Master's
Elcano	Lindsay	Lead Teacher	Master's
Fay	Michelle	Lead Teacher	Bachelor's
Fisher	Maya	Teaching Assistant	Bachelor's
Fleming	Jeffrey	Lead Teacher	Bachelor's
Flores	Madeline	Teaching Assistant	Some College
Foda	Mostafa	Lead Teacher	Master's
Gaitens	Chase	Teaching Assistant	Bachelor's
Garcia	Carlos	Finance Manager	Bachelor's
Gilliam	James	Lead Teacher	Master's
Gombatz	Megan	Lead Teacher	Master's

Gonzalez Duran De Lopez	Maria	Lead Teacher	Bachelor's
Green	Shavone	Teaching Assistant	Bachelor's
Guerra	Maureen	Teaching Assistant	Bachelor's
Harrison	Natalie	Teaching Assistant	Bachelor's
Hawkins	I'daysha	Substitute Teacher	Bachelor's
Healy	Kathleen	Dedicated Aide	Master's
Henderson	Stephen	Dedicated Aide	Bachelor's
Hesslink	Heather	Director of Operations & Compliance	Master's
Hoyson	Maura	Special Education Coordinator	Master's
Jackson	Shea	Lead Teacher	Master's
Jackson Jr.	Charles	Executive Director	Juris Doctorate
Jamieson	Rachel	Lead Teacher	Master's
Jarvais	Stephanie	Lead Teacher	Master's
Johnson	Tiaeshia	Dedicated Aide	High School Diploma
Johnson	Michael	Lead Teacher	Bachelor's
Johnson	Nadjha	Lead Teacher	Master's
Johnson	Jasia	Tutor	Bachelor's
Jones	LaQuanna	Dedicated Aide	High School Diploma
Jones	Anna	Lead Teacher	Bachelor's
Jones	Jeena	Lead Teacher	Master's
Jones	Dashawn	Teaching Assistant	Associate's
Kanan	Azad	Occupational Therapist	Master's
Keler	Nicole	Special Education Coordinator	Master's
Kime	Stephanie	Executive Assistant	Some College

Lacroix	Tara	Counselor	Master's
Lange	Ashley	Dedicated Aide	High School Diploma
Lee	Jessica	Lead Teacher	Master's
Leonard	Denisha	Dedicated Aide	Some College
Lewis	Kennadi	Dedicated Aide	High School Diploma
Lewis	Clifton	Teaching Assistant	Master's
Little	Beverly	After School Instructor	Associate's
Logan	Deonya	Lead Teacher	Master's
Long	Nayamka	Chief Academic Officer	Master's
Long	Yuxiao	Lead Teacher	Master's
Lynn	Lauren	Lead Teacher	Bachelor's
Martin	Kelsey	Instructional Coach	Master's
Martinez	Estefani	Café Coordinator	High School Diploma
Matias	Aura	Registrar	Bachelor's
McCalla	KayAnn	Lead Teacher	Bachelor's
McClure	Beverly	Teaching Assistant	Some College
Melka	Tricia	Music Teacher	Master's
Miles	Derrick	Instructional Coach	Master's
Mohamoud	Asma	Lead Teacher	Master's
Muniz	Justina	Dedicated Aide	High School Diploma
Musawwir	Damu	Lead Teacher	Bachelor's
Nance	Sandra	Dedicated Aide	Bachelor's
Nelson	Brittany	Teaching Assistant	Bachelor's
Neugass	Antone	Lead Teacher	Master's
Nicholson	Amy	Lead Teacher	Master's
Osei-Boakye	Maame	Lead Teacher	Doctorate

Payne	Hasan	Teaching Assistant	High School Diploma
Peralta	Jasmine	After School Instructor	High School Diploma
Pereira Sorto	Ana	Café Coordinator	High School Diploma
Piggott-Tooke	Merideth	Lead Teacher	Bachelor's
Pirela	Almosa	Lead Teacher	Master's
Plunkett	Najwa	Lead Teacher	Bachelor's
Quesada Solano	Yendry	Lead Teacher	Master's
Quiros	Jorge	Dedicated Aide	High School Diploma
Quiros-Cardona	Rigoberto	Lead Teacher	Master's
Ramnaney	Nicole	Speech Therapist	Master's
Randall	Tiera	Substitute Teacher	Some College
Reaves Jr.	Quinn	IT Manager	Bachelor's
Redfearn	Sarah	Substitute Teacher	Associate's
Reed	Adele	Teaching Assistant	Bachelor's
Rhoden	Jade	Substitute Teacher	Bachelor's
Robinson	Myrna	Lead Teacher	Bachelor's
Robinson II	Marty	Teaching Assistant	Bachelor's
Roman	Christian	Lead Teacher	Bachelor's
Rosenberg	Elizabeth	Lead Teacher	Master's
Salamanca	Jocelyn	Receptionist	Bachelor's
Sanders	Felicia	Dedicated Aide	Some College
Sanders	LaVonte	Dedicated Aide	High School Diploma
Santo	Sebastian	Lead Teacher	Bachelor's
Savannah	Naseechah	After School Instructor	High School Diploma
Scholnik	Ana	Lead Teacher	Bachelor's
Schriefer	Michelle	Lead Teacher	Master's

Seace	Dyiamond	Dedicated Aide	High School Diploma
Secer	Milagritos	Lead Teacher	Master's
Shafer	Brooke	Counselor	Master's
Sheffer	Abigail	Lower School Director	Master's
Shoemaker	Angelina	Lead Teacher	Bachelor's
Sithole	Tsitsi	Early Childhood Director: PK–1st Grade	Master's
Skinner	Jade	Teaching Assistant	Some College
Smith	Shannon	Extended Creative Day Coordinator	Some College
Smith	Ashanti	Dedicated Aide	High School Diploma
Solomon	Eden	Teaching Assistant	High School Diploma
Stephens	Shaunte	Dedicated Aide	High School Diploma
Sutton	Eliana	Lead Teacher	Bachelor's
Sweeney	Claire	Lead Teacher	Master's
Taiwo	Emmanuel	Director of Inclusion	Doctorate
Taylor	Jason	Behavior Coach	Bachelor's
Thompson	Justin	Dedicated Aide	High School Diploma
Thorne	Stephen	Dean of Student Culture	Master's
Thorpe	Leah	Teaching Assistant	High School Diploma
Tyson	Alexandra	Instructional Coach	Master's
Upshaw	Alexandra	Lead Teacher	Bachelor's
Vaz	Shannon	After School Instructor	High School Diploma
Velazquez	Serena	Lead Teacher	Bachelor's
Ventura	Maribel	Teaching Assistant	Some College
Walker	Reginald	Dedicated Aide	Some College
Walker-Person	Cherry	Lead Teacher	Master's

Ward	Margaret	Director of Grants & Development	Master's
Ware	Kayla	Lead Teacher	Master's
Watson	Jessica	Lead Teacher	Master's
Watson	Tashira	Teaching Assistant	High School Diploma
Wernett	Joan	Lead Teacher	Bachelor's
West	William	Data Manager	Bachelor's
Weymer	Erin	Occupational Therapist	Master's
Wheeler	Kama	Lead Teacher	Master's
Williams	Chardae	Behavior Coach	High School Diploma
Williams	Rodney	Dedicated Aide	Master's
Williams	Phillip	Lead Teacher	Master's
Williams	Omari	Teaching Assistant	Some College
Wilson	Kierra	Teaching Assistant	High School Diploma
Winston	Dorothy	Lead Teacher	Master's
Wright	Walter	Dedicated Aide	Master's
Wright	Latrisha	Social Worker	Master's
Yisrael	Ya'akov	Lead Teacher	Master's
Yuan	Jie	Lead Teacher	Master's
Zamora Sanchez	Garwin	Art Teacher	Master's

Appendix B: 2021–22 Board Roster

Name (Position)	DC Resident?	Committees
Navin Nayak Chair Parent Member	Yes	Ex officio, all committees Chair: Executive Committee
Dr. Valaida Wise Member Left Board: October 2021	No	Member: Academic Excellence Committee through October 2021 Member: Executive Committee through October 2021
Dionne Tyus Garvin Vice Chair	No	Member: Executive Committee
Jeanelle Johnson Treasurer: April 2020–November 2021 Left Board: November 2021	No	Chair: Finance Committee through November 2021 Member: Executive Committee through November 2021
Matt Walker Secretary	Yes	Member: Governance Committee Member: Executive Committee
Dr. Neal Brown Member	No	Member: Academic Excellence Committee
Michael Curran Treasurer: December 2021–Present Member	Yes	Chair: Finance Committee Member: Executive Committee
Imani Davis Parent Member	Yes	Member: Academic Excellence Committee
Dr. Lynn Jennings Member	Yes	Chair: Academic Excellence Committee Member: Executive Committee
Jenni Wallace Parent Member	Yes	Chair: Governance Committee
Corey Gordon Member Joined Board: October 2021	Yes	Member: Academic Excellence Committee
Lisa Raymond Member Joined Board: October 2021	Yes	Member: Finance Committee Member: Development Committee

Manny Hernandez Member Joined Board: December 2021	Yes	Member: Academic Excellence Committee
Mike Liddell Parent Member Joined Board: December 2021	Yes	Chair: Growth Advisory Committee Member: Development Committee
Holly Oliver Parent Member Joined Board: December 2021	Yes	Chair: Development Committee
Heather Curtis Parent Member Joined Board: February 2022	Yes	Member: Growth Advisory Committee
Dr. Art Fields Member Joined Board: February 2022	Yes	Member: Academic Excellence Committee
EX-OFFICIO Chuck Jackson Executive Director, Creative Minds International Public Charter School	Yes	Ex officio, all committees

Appendix C: Unaudited Year-end 2021–22 Financial Statement

Unaudited Financial Statements

Creative Minds International Public Charter School
July 2021 through June 2022

Statement	Forecast
Revenue	
State and Local Revenue	13,362,592
Federal Revenue	1,229,656
Private Grants and Donations	46,028
Earned Fees	346,762
Donated Revenue	59,442
Total Revenue	15,044,479
Expenses	
Salaries	9,321,273
Benefits and Taxes	1,668,701
Contracted Staff	63,948
Staff-Related Costs	120,783
Rent	1,753,524
Occupancy Service	320,175
Direct Student Expense	971,765
Office & Business Expense	766,800
Contingency	0
Total Expenses	14,986,969
Operating Income	57,511
Extraordinary Expenses	
Interest	40,097
Depreciation and Amortization	401,381
Total Extraordinary Expenses	441,478
Net Income	(383,968)

Appendix D: Board Approved 2022–23 Budget

Approved 2022-2023 Budget

Creative Minds International Public Charter School

Income Statement	Budget
Revenue	
State and Local Revenue	14,056,698
Federal Revenue	1,197,150
Private Grants and Donations	12,500
Earned Fees	495,000
Donated Revenue	10,000
Total Revenue	15,771,348
Expenses	
Salaries	10,109,340
Benefits and Taxes	1,861,917
Contracted Staff	55,000
Staff-Related Costs	97,484
Rent	1,753,524
Occupancy Service	351,231
Direct Student Expense	927,323
Office & Business Expense	829,627
Total Expenses	15,985,447
Operating Income	(214,099)
Extraordinary Expenses	
Interest	35,215
Depreciation and Amortization	426,316
Total Extraordinary Expenses	461,530
Net Income	(675,629)