



Annual Report

2022–23

Creative Minds International
Public Charter School

Board Chair: Navin Nayak

Executive Director: Charles Jackson

3700 North Capitol Street NW

Annual Report 2022–23

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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 2022–23, we promoted sharing and thoughtful exchange through various activities, meetings, and workshops. Students and family members joined us for these events:

- Math Nights and Literacy Nights for family oriented instructional interventions
- 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
- High School Transition Fair
- Three open houses for prospective families
- PreSchool Intake days to introduce and get to know our youngest students

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 2022–23 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

- Eighth-grade graduation: Purchased gifts for graduates and decorations and swag for the graduation ceremony
- EdFEST participation to share experiences with prospective Creative Minds families
- Celebration of staff members through gifts, swag, and self-care items
- Collaboration with the Middle School Student Council

Board of Trustees

Navin Nayak, continued to serve as the chair of the Creative Minds Board of Trustees.

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 2022–23, our online communication included the following:

- **ParentSquare:** 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 2022–23, we shared more than 358 ParentSquare posts with our community. Topics included events, health 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

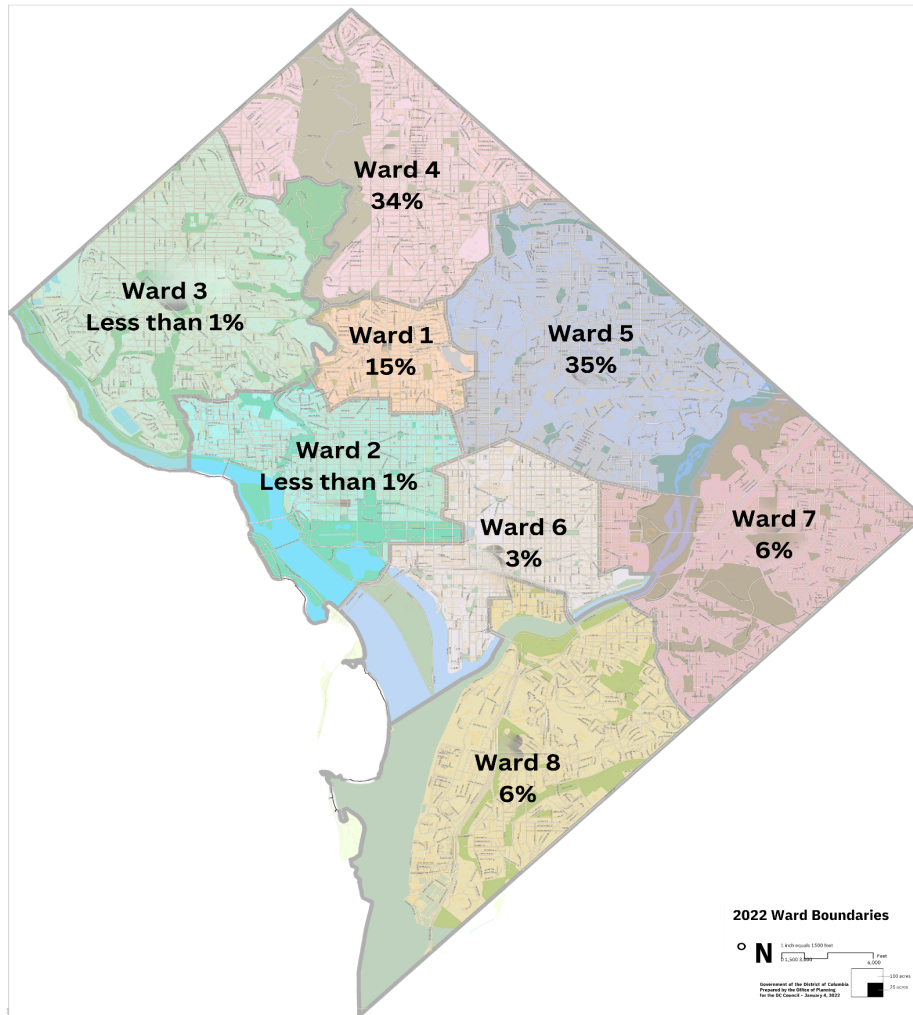
We continued to accomplish our mission to provide students with a highly engaging, rigorous, international, and inclusive education.

- 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 2022–23, there were 589 students enrolled at Creative Minds; two of these students attended nonpublic special-education day programs off site. Creative Minds students

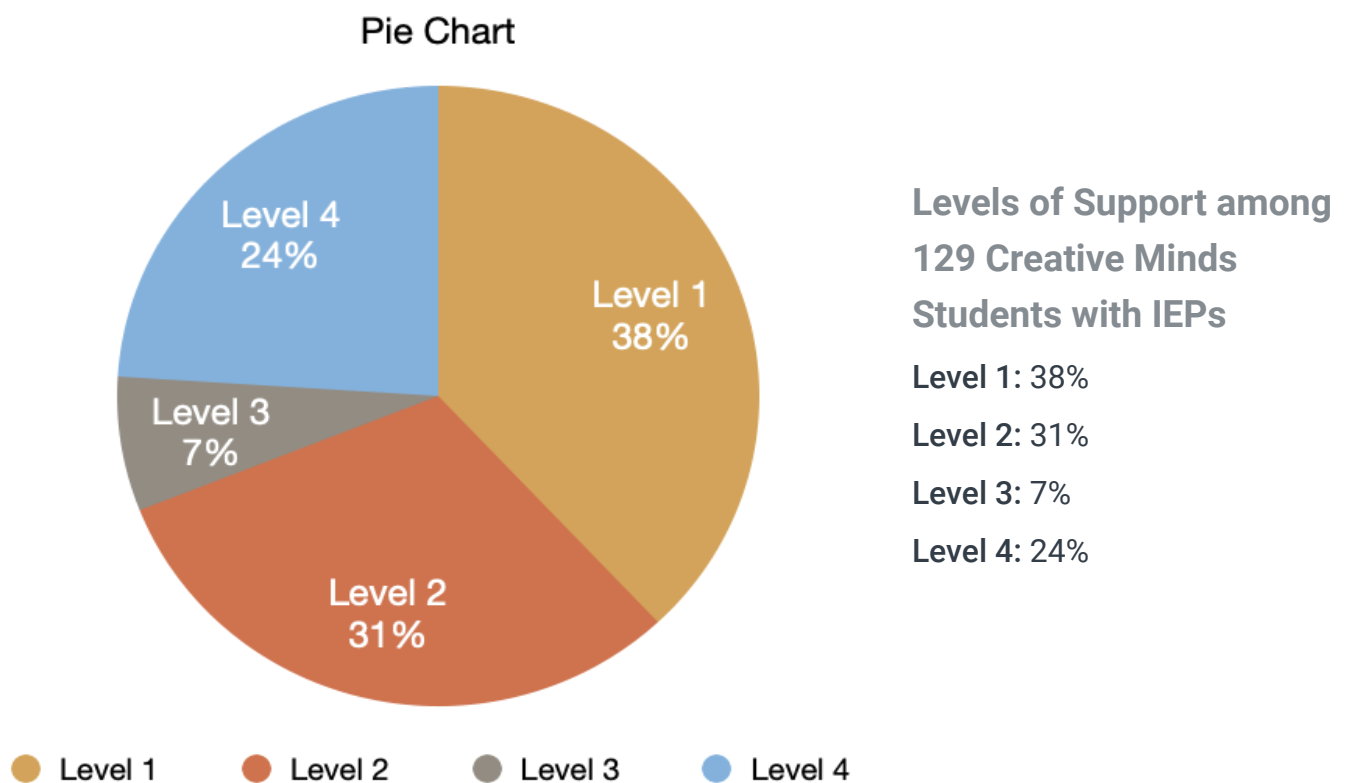
came from all eight wards in Washington, DC. The majority of our students (83%) came from Wards 1, 4, and 5.



Individualized Education Plans

Of the 589 students enrolled at Creative Minds in 2022–23, 129, or 21.9%, had Individualized Education Plans (IEPs).

Of the students who qualified for special-education services, 24% 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 2022–23 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.	Eighty -eight 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).	Forty -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.	Fourty -eight percent of students in kindergarten–8th 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>Twenty- six percent of Creative Minds students in 3rd–8th grades scored 4+ on the PARCC ELA assessment, compared with a citywide average of Thirty- four percent for the same grades.</p> <table border="1" data-bbox="695 1734 1268 1877"> <tr> <th></th><th>Creative Minds %</th><th>DC %</th></tr> <tr> <td>3rd–8th Grades</td><td>26%</td><td>34%</td></tr> </table>		Creative Minds %	DC %	3rd–8th Grades	26%	34%	NO
	Creative Minds %	DC %						
3rd–8th Grades	26%	34%						

<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								
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 students in pre-K3 and pre-K4 met widely held expectations for the end of the year.	YES						
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.	Fifty- seven percent of students in kindergarten–8th grade met this goal.	NO						
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>Eighteen percent of Creative Minds students in 3rd–8th grades scored 4+ on the PARCC Math assessment, compared with a citywide average of twenty-two for the same grades.</p> <table border="1"> <thead> <tr> <th></th><th>Creative Minds %</th><th>DC %</th></tr> </thead> <tbody> <tr> <td>3rd– 8th Grades</td><td>18%</td><td>22%</td></tr> </tbody> </table>		Creative Minds %	DC %	3rd– 8th Grades	18%	22%	NO
	Creative Minds %	DC %						
3rd– 8th Grades	18%	22%						

B. Unique Accomplishments

Ten-Year Anniversary

Creative Minds celebrated ten years in operation.

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 is proud to report its commitment to meeting the Individuals with Disabilities Education Act (IDEA) requirements, both procedurally and substantively. In adherence to IDEA requirements, Creative Minds has established a comprehensive system for identifying, evaluation, and providing services to students with disabilities. Our dedicated team ensures that the proper procedures are followed in the development and implementation of IEPs to meet the needs of each student. The school's commitment to data-driven decision-making ensures that each student is making meaningful and measurable progress toward their IEP goals, demonstrating our dedication to achieving equitable outcomes in accordance with IDEA requirements.

Creative Minds is proud to report its commitment to meeting the Individual with Disabilities Education Act (IDEA) requirements, both procedurally and substantively. In adherence to IDEA requirements, Creative Minds has established a comprehensive system for identifying, evaluating, and providing services to students with disabilities. Our dedicated team ensures that the proper procedures are followed in the development and implementation of IEPs to meet the needs of each student. The school's commitment to data-driven decision-making ensures that each student is making meaningful and measurable progress toward their IEP goals, demonstrating our dedication to achieving equitable outcomes in accordance with IDEA requirements.

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.

PARCC Results

While we have made positive gains as a school when it comes to our PARCC data, we acknowledge that we are continuing to work toward meeting and exceeding the state average. However, we do have some areas where our students matched or outperformed the state average across both content areas and scoring levels. 6th grade was a particularly well-performing grade level, outperforming the state average for sixth graders at Level 3+ and Level 4+ in ELA and Math. We look forward to building on these strengths and skills to further the academic success of all of our students this school year.

Grade Levels that Outperformed the State Average		
English Language Arts		
	State Average	CMI Average
Grade 6 4+	31%	46%
Grade 3 3+	45%	45%
Grade 6 3+	20%	28%

Grade Levels that Outperformed the State Average		
Math		
	State Average	CMI Average
Grade 5 4+	25%	25%
Grade 6 4+	20%	28%
Grade 7 4+	20%	20%
Grade 6 3+	43%	51%
Grade 7 3+	48%	49%

Teacher Retention

At a time when many teachers were leaving the teaching profession, and schools were seeing high rates of staff turnover, 90 percent of Creative Minds teachers who were invited to return for the 2023–24 school year accepted the offer.

C. List of Donors

- Lauren E. Baum Law
- Michael Curran
- Ed-Ops
- Global Strategy Group
- Hart Research
- Hord, Coplan & Macht
- Charles Jackson
- Dr. Taharee Jackson Consulting
- Kendall, Prebolla & Jones
- Michael Liddell
- Lisa and Josh Raymond
- Oren Shur
- Whiting - Turner
- Stuart Trevelyan

Data Report

SY 2022–23 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	60	61	57	62	61	61	55	41
Grade	7	8	9	10	11	12	Alternative	Adult	SPED*
Student Count	43	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: 3.07%
PCSB	Expulsion Rate: 0.0%
PCSB	Instructional Time Lost to Out-of-School Suspension Rate: 0.04%
PCSB	In-Seat Attendance: 87.5%

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 the following verified data points: (1) audited enrollment, (2) mid-year withdrawals, and (3) mid-year entries. (No action necessary.)
PCSB	Midyear Withdrawals: 2.73%
PCSB	Midyear Entries: 0%
PCSB	Promotion Rate (LEA): 99.75%
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: 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 SY2022–23: \$220,000.00 \$180,000.00 \$170,000.00 \$154,000.00 \$149,000.00

* Notes:

- The provided in-seat attendance rates align with the in-seat attendance rates available in OSSE's SY22-23 Charter Sector Qlik application as of August 2023. However, the validated rates that schools will confirm with OSSE during Metric Calculation Confirmation in the fall may vary slightly.
- Unvalidated MYW and MYE rates are provided based on examining student movement between 10/5 and 5/31 in SY 2022-23, attempting to mimic the DC School Report Card business rules as closely as possible. However, the validated student mobility rates that schools will confirm with OSSE during Metric Calculation Confirmation this fall may vary slightly.

Appendix A: Staff Roster

Name	Job Title	Education
Adams, Thaeya A	Teaching Assistant	Diploma
Adetunji, Olusegun Feyisola	Lead Teacher	Bachelor
Akridge, Ramona	Teaching Assistant	Diploma
Alhamwi, Reham	Lead Teacher	Bachelor
Andruzzi, Jennifer	Communications Manager	Bachelor
Aponte Rosario, Luz	Dedicated Aide	Diploma
Avila De Guevara, Maria T	Teaching Assistant	Diploma
Bailey, Laverne A	Director of Human Resources	Graduate
Balton, Niclica	Lead Teacher	Graduate
Barnes, Anita	Lead Teacher	Graduate
Bednarovsky, Craig	Chief Operating Officer	Graduate
Bennett, Eddie T	Lead Teacher	Bachelor
Blake, Deborah H	Lead Teacher	Graduate
Booker, Kimberlyn	Teaching Assistant	Diploma
Bowles, Hannah	Lead Teacher	Bachelor
Briggs, Deja	Dedicated Aide	Diploma
Briggs, Diamond	Teaching Assistant	Diploma
Brown, Brianna	Teaching Assistant	Diploma
Brown, Chanel Nicole	Lead Teacher	Bachelor
Brown, Kareema	Teaching Assistant	Diploma
Brown, Neal M.	Director	Graduate
Burrows, Jamia	Social Worker	Graduate
Calhoun, Nicole	Teaching Assistant	Diploma

Name	Job Title	Education
Caraway, John	Teaching Assistant	Some College
Carpenter, Joel	Aftercare	Diploma
Carter, Latierra	Teaching Assistant	Some College
Carter, Tony	Teaching Assistant/ Marketing Assistant	Diploma
Church, Matthew	Lead Teacher	Bachelor
Cole, Shaquira	Dedicated Aide	Bachelor
Connolly, Kristin	Instructional Coach	Bachelor
Cooper, Angel	Dedicated Aide	Diploma
Costa, Cazzandra	Operations Associate	Some College
Credle, Mitchell	Behavior Coach	Bachelor
Crumlin, Asha	Tutor	Bachelor
Curry, Jessica Suh	Lower School Director	Graduate
Degregoris, Deanna	Speech Therapist	Graduate
Demisse, Freguenet	Compliance Manager	Bachelor
Dickens, Chrishaunda	Dedicated Aide	Bachelor
Dill, Lorna	Middle School Director	Graduate
Dukes, Dynara P	Substitute	Diploma
Dunn, Freddie E	Music Teacher	Bachelor
Duvisac, Dora	Lead Teacher	Graduate
Fay, Michelle Ann	Lead Teacher	Bachelor
Felder, Wadedra	Dedicated Aide	Diploma
Fields, Angelique	Lead Teacher	Bachelor
Fisher, Maya	Teaching Assistant	Bachelor
Fleming, Bridget Denise	Dedicated Aide	Diploma
Fleming, Jeffrey	Lead Teacher	Graduate
Flores, Madeline	Teaching Assistant	Some College

Name	Job Title	Education
Flowers, Eric S	Safety Officer	Diploma
Foda, Mostafa	Lead Teacher	Graduate
Gilliam, James	Lead Teacher	Graduate
Gimenez, Jorge	Receptionist	Diploma
Gonzalez Diaz, Nathalie	Dedicated Aide	Bachelor
Gonzalez Duran De Lopez, Maria C	Lead Teacher	Bachelor
Gonzalez, Damarys	Cafe Assistant	Graduate
Gonzalez, Julissa	Teaching Assistant	Associate
Gray, Taleta	Dedicated Aide	Diploma
Green, Shavone G	Lead Teacher	Bachelor
Guerra, Maureen	Teaching Assistant	Bachelor
Hajdarevic, Fatima	Lead Teacher	Graduate
Harris, Brittany J	Instructional Coach	Graduate
Hawkins, I'daysha M	Tutor	Bachelor
Henderson, Stephen	Lead Teacher	Bachelor
Hesslink, Heather	Director of Operations and Compliance	Graduate
Hines, Wednesday	Substitute	Diploma
Holly, Thelmeka	Teaching Assistant	Some College
Hoyson, Maura	Special Education Coordinator	Graduate
Jackson Jr., Charles W	Executive Director	Doctorate
Jackson, Shea	Lead Teacher	Graduate
Jamieson, Rachel Ruth Barnes	Lead Teacher	Graduate
Jarvais, Stephanie	Lead Teacher	Graduate
Johnson, Jasia	Lead Teacher	Bachelor
Johnson, Michael	Lead Teacher	Bachelor

Name	Job Title	Education
Johnson, Nadjha	Lead Teacher	Graduate
Johnson, Tiaeshia	Dedicated Aide	Diploma
Jones, Jeena Lesline	Lead Teacher	Bachelor
Jones, LaQuanna	Dedicated Aide	Diploma
Jordan, Kai C	Lead Teacher	Bachelor
Joshua, Steven	Dedicated Aide	Diploma
Joyner, Aaliyah L	Teaching Assistant	Diploma
Kanan, Azad	Occupational Therapist	Graduate
Kantor, Kathleen	Lead Teacher	Bachelor
Keler, Nicole A	Special Education Coordinator	Graduate
Kime, Stephanie Elizabeth	Administrative Assistant	Some College
Lacroix, Tara	Counselor	Graduate
Lange, Ashley	Dedicated Aide	Diploma
Lee, Jessica	Lead Teacher	Graduate
Lee, Nathaniel	Substitute	Diploma
Leonard, Denisha	Teaching Assistant	Diploma
Lewis, Clifton Joel	Lead Teacher	Graduate
Lewis, Kennadi	Dedicated Aide	Diploma
Lin, Wei-Ting	Lead Teacher	Graduate
Little, Beverly Annmarie	Teaching Assistant	Associate
Logan, Deonya	Lead Teacher	Graduate
Long, Nayamka A	Deputy Executive Director & Chief Academic Officer	Graduate
Long, Yuxiao	Lead Teacher	Graduate
Mack, Dimuthu Priyanga	Lead Teacher	Graduate
Martinez Martinez, Estefani B	Operations Support	Diploma
Matias, Aura	Registrar	Some College

Name	Job Title	Education
McClure, Beverly	Teaching Assistant	Some College
Mccalla, Kayann	Lead Teacher	Bachelor
Miles, Derrick	Instructional Coach	Graduate
Mohamoud, Asma	Lead Teacher	Graduate
Morales, Maribel	Dedicated Aide	Bachelor
Moreno-Sanz, Carmen	Lead Teacher	Graduate
Muniz, Justina Muniz	Dedicated Aide	Diploma
Musawwir, Damu	Lead Teacher	Bachelor
Nance, Sandra	Dedicated Aide	Bachelor
Nelson, Brittany	Lead Teacher	Bachelor
Neugass, Antone	Lead Teacher	Graduate
Nixon, Diamond	Dedicated Aide	Diploma
Ortner, Gina L	Lead Teacher	Graduate
Osei-Boakye, Maame	Lead Teacher	Doctorate
Palleschi, Willis	Substitute	Bachelor
Pereira Sorto, Ana Deysi	Cafe Coordinator	Diploma
Piggott-Tooke, Merideth E	Lead Teacher	Bachelor
Pirela, Almosa	Lead Teacher	Graduate
Plunkett, Najwa	Lead Teacher	Bachelor
Purvis, Christine	Dedicated Aide	Diploma
Quesada Solano, Yendry	Special Education Coordinator	Graduate
Quiros, Jorge	Dedicated Aide	Diploma
Quiros-Cardona, Rigoberto	Lead Teacher	Graduate
Ramirez, Idamir	Dedicated Aide	Diploma
Ramnaney, Nicole	Speech Therapist	Graduate
Reaves Jr., Quinn Gregory	Manager	Bachelor

Name	Job Title	Education
Redfearn, Sarah	Teaching Assistant	Associate
Reed, Adele	Teaching Assistant	Bachelor
Rhoden, Jade	Substitute	Bachelor
Roberts, Danielle	Teaching Assistant	Bachelor
Robinson II, Marty	Teaching Assistant	Bachelor
Robinson, Myrna	Lead Teacher	Bachelor
Roman, Christian C	Lead Teacher	Bachelor
Rosenberg, Elizabeth S	Lead Teacher	Graduate
Salamanca, Jocelyn	Receptionist	Bachelor
Sanders, Felicia	Dedicated Aide	Diploma
Santo, Sebastian	Lead Teacher	Bachelor
Schriefer, Michelle	Lead Teacher	Graduate
Secer, Milagritos Isolina	Lead Teacher	Graduate
Serrano, Darlene Karina	Lead Teacher	Graduate
Shoemaker, Angelina	Instructional Coach	Bachelor
Sithole, Tsitsi	Early Childhood Learning Director	Graduate
Skinner, Jade Kiera	Teaching Assistant	Diploma
Skinner, Ronnie S	Teaching Assistant	Diploma
Smith, Shannon C	Aftercare Manager	Some College
Solomon, Eden	Teaching Assistant	Some College
Taiwo, Emmanuel	Director of Inclusion	Doctorate
Taylor, Jason Derell	Behavior Coach	Bachelor
Thompson, Justin	Dedicated Aide	Some College
Thompson, Kara	Operations Support	Some College
Thorpe, Leah	Teaching Assistant	Diploma
Tschiffely, Douglas Zachary	Lead Teacher	Bachelor

Name	Job Title	Education
Velazquez, Serena Ann	Lead Teacher	Bachelor
Ventura, Maribel F	Teaching Assistant	Diploma
Victor, Adalbert Leon	Dedicated Aide	Diploma
Walker, Reginald	Dedicated Aide	Some College
Walker-Person, Cherry D	Lead Teacher	Graduate
Ward, Margaret	Director of Grants and Development	Graduate
Ware, Kayla	Lead Teacher	Graduate
Watson, Jessica N	Lead Teacher	Graduate
Wernett, Joan	Lead Teacher	Bachelor
White, Brandon	Dedicated Aide	Diploma
White, RayQuan	Marketing Manager	Bachelor
Williams, Chardae	Behavior Coach	Some College
Williams, Omari M	Teaching Assistant	Bachelor
Williams, Phillip A	Lead Teacher	Graduate
Williams, Rodney	Dedicated Aide	Graduate
Wilson, Kierra	Teaching Assistant	Some College
Winston, Dorothy	Lead Teacher	Graduate
Wong, Lizeth	Social Worker	Graduate
Wright, Walter	Dedicated Aide	Bachelor
Yisrael, Ya'akov	Lead Teacher	Graduate
Yuan, Jie	Lead Teacher	Graduate
Zamora Sanchez, Garwin J	Lead Teacher	Graduate
Zemura, Nick	Lead Teacher	Graduate

Appendix B: 2022–23 Board Roster

Name (Position)	DC Resident?	Committees
Navin Nayak Chair	Yes	Ex officio, all committees Chair: Executive Committee
Dionne Tyus Garvin Vice Chair	No	Member: Executive Committee Left Board: 9/2022
Matt Walker Secretary	Yes	Member: Governance Committee Member: Executive Committee Left Board 11/2022
Michael Curran Treasurer: December 2021–Present Member	DC	Chair: Finance Committee Member: Executive Committee
Dr. Neal Brown Member	No	Member: Academic Excellence Committee Temporarily stepped off Board 11/2022 - 6/2023 to avoid conflict of interest.
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
Tim Abrams Member	No	Member:
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 2022 through June 2023	
Income Statement	Actual
Revenue	
State and Local Revenue	15,159,126
Federal Revenue	3,622,666
Private Grants and Donations	24,685
Earned Fees	376,602
Donated Revenue	41,503
Total Revenue	19,224,583
Expenses	
Salaries	9,583,368
Benefits and Taxes	1,792,315
Contracted Staff	70,735
Staff-Related Costs	126,392
Rent	1,471,189
Occupancy Service	365,706
Direct Student Expense	942,661
Office & Business Expense	957,340
Total Expenses	15,315,706
Operating Income	3,908,877
Extraordinary Expenses	
Interest	36,453
Depreciation and Amortization	432,690
Total Extraordinary Expenses	469,143
Net Income	3,439,734

Appendix D: Board Approved 2023–24 Budget

Creative Minds International Charter School SY23-24 Approved Budget July 2023 through June 2024

	Annual
Income Statement	Budget
Revenue	
Per-Pupil Funding Revenue	15,964,836
Other Local Revenue	961,733
Federal Revenue	1,142,372
Private Grants and Donations	12,500
Earned Fees	77,545
Donated Revenue	12,694
Total Revenue	18,171,680
Expenses	
Salaries	12,710,697
Benefits and Taxes	2,466,919
Contracted Staff	147,000
Staff-Related Costs	95,837
Rent	1,784,946
Occupancy Service	392,149
Direct Student Expense	957,447
Office & Business Expense	942,965
Interest	38,181
Depreciation and Amortization	495,493
Total Expenses	20,031,634
Net Income	(1,859,954)