

DREAM CHARTER SCHOOL
BOARD OF TRUSTEES
December 5, 2024
8:00 AM
DREAM | 1991 2nd Avenue | 1st Floor Community Room
MINUTES OF MEETING

Trustees Present:

Ashish Doshi (Board Chair), Zainab Ali, Charlie Howe (Zoom), Michele Joerg, Adam Miller (Zoom), Liz Rich, Don Sawyer II (Zoom)

Trustees Absent:

Vicki Zubovic

DREAM Staff Present:

Rich Berlin, Eve Colavito, James DiCosmo, Katie Doctor (Zoom), Jared Francis, Crystal Lane, Ali Tan, Danny Auerbach

Guests:

None

Members of the Public Present:

None

Welcome

Eve Colavito, Co-Chief Executive Officer and Ashish Doshi, Board Chair, welcomed everyone. Ashish called the meeting to order at 8:04 AM.

A motion to approve the minutes from the September 19, 2024 meeting was made by Zainab Ali, duly seconded by Liz Rich, and passed.

Finance

James DiCosmo, Chief Financial Officer, reviewed the DREAM Charter School Statement of Activities and FY24 Balance Sheet (as of September 30, 2024). James also shared that the FY24 Audit has concluded, with statements received by the DREAM & DREAM Charter School Audit Committees. Discussion ensued.

Talent Updates

Kalila Hoggard, Chief People & Equity Officer, presented a talent update focused on strengthening employee experience, including improved onboarding for new teachers, competitive compensation strategies, and professional development initiatives.

Highlights included a 95% retention rate for mid-year hires and an 11% improvement in staff satisfaction (NPS) in the past five years. Kalila responded to several questions, many around compensation and recruitment for special education teachers.

School Updates

Crystal Lane, Chief Education Officer, shared progress on student outcomes and interventions such as high-dosage tutoring and curriculum support. Discussion ensued.

Jared Francis, Managing Director of DREAM Charter High School, shared that a new extracurricular graduation requirement is in place, and it aligns with DREAM's whole-child development goals.

Post-Secondary Outcomes

Katie Doctor, Chief Strategy Officer, shared that DCHS graduates enroll in college at higher rates than affluent peers, though persistence rates lag behind low-poverty benchmarks. Withdrawal reasons include academic, cultural, and family challenges. Strategic efforts aim to address root causes like time management, self-motivation, and support systems. Discussion ensued.

Building for Future Dreams

Rich Berlin and Eve Colavito, Co-Chief Executive Officers, provided an update on how DREAM might evolve its impact, including additional investments in early childhood education and the high school

Upcoming Dates

Eve noted March 13 at 8:00 AM as the date of the next DCS board meeting and shared some upcoming events.

Adjourn

The meeting adjourned at 9:39 AM.