

DECA

DECA

DECA



DRIVEN

DETERMINED



DECA

DECA

DECA

DECA

DECA

ANNUAL REPORT '22

## Dear Friends of DECA

In August of 2021, after 18 months of disruptions due to COVID-19, all of us at DECA were excited to be starting a “normal” school year. We knew from our data that the pandemic had an outsized impact on our learners’ academic progress, so we spent the previous months developing thorough plans to accelerate our scholars’ learning.

What we didn’t see ahead of us was the severity of the impact the pandemic had on our students’ social and emotional development. The classroom setting, a full day schedule, and routine—components of our school that we have long taken for granted—had all become so foreign to them that we needed to take quite a bit of time to re-establish our expectations and build meaningful rapport. We had a plan going into the school year—a good plan—but it wasn’t the plan we needed and when we saw that our students’ needs had shifted, we pivoted.

As COVID-19 related staff absences mounted in the fall, we struggled at times to simply keep our buildings open. Our team shifted all of our available resources to cover the absences—even if that meant our principals, support staff, and district administrators doubled as substitute teachers for a time. When we saw how much our students were struggling to connect with each other or were battling mental health issues, our staff focused more intensely on creating classroom and school environments that encouraged healthy connections and helped our students feel a sense of belonging. We also worked to bring back many of the elements of school that bring joy to our staff and students: field trips, guest speakers, celebrations, and beloved DECA traditions that remind us of the community we are and the commitment we share. No matter the hardship we strove to deliver relevant, rigorous instruction. Little by little we started to see the results of our hard work in the form of resolve, determination, and improved academic performance.

Regardless of the challenges our scholars face, we look at every student who walks through our doors as a future college graduate. Since our students are not where we need them to be, we have quite a bit of work to do. But that is precisely why we are here. We are buoyed by the progress we see our students making academically and socially, and we are all the more confident that with drive and determination our students can reach their dreams. We will maintain the standard that this is a college-going environment where all of our core values stand stronger now than ever before.

*David A. Taylor*





# The Right People in the Right Seats

If there is anything the past few years have taught us, it is that the power of our organization lies in the passion of our people. We have been blessed to enjoy stable leadership throughout our years serving Dayton, and this year's leadership changes have been long in the making.



**Ms. Danya Berry**, formerly one of the principals of DECA High, has transitioned to our Director of Student and Family Services. Ms. Berry has been an instrumental voice in our growth and evolution since the doors to DECA opened in 2003.



**Mr. Charles Bull**, the founding principal at DECA Middle, is now DECA's Director of Human Resources. Over the years, Mr. Bull has proven himself to be an excellent leader, recruiter, and people-developer at DECA.



**Mr. Eric Feltner** is a man who lives our core values every day at DECA. He has taken on the role of Principal at DECA Middle. Mr. Feltner just finished his 14<sup>th</sup> year at DECA and was the founding Assistant Principal of DECA Middle.



**Mr. Elton Griffith** is stepping into the role of Middle School Assistant Principal. He has taught history and held high standards at DECA since its opening and has been a founding staff member who has been an integral part of the culture and community.



**Ms. Kellee Callahan** has shifted from high school science teacher to Assistant Principal. Ms. Callahan has been a teacher/advisor for nine years at DECA. She was interim assistant administrator in 2019 as well as our summer school Administrator.



**Ms. Cierra Shoecraft**, a DECA alumna, has moved into the role of Assistant Principal at DECA High. She has been on staff since 2012 as both teacher and support. She is leaving the District Office as Executive Assistant/EMIS Coordinator.



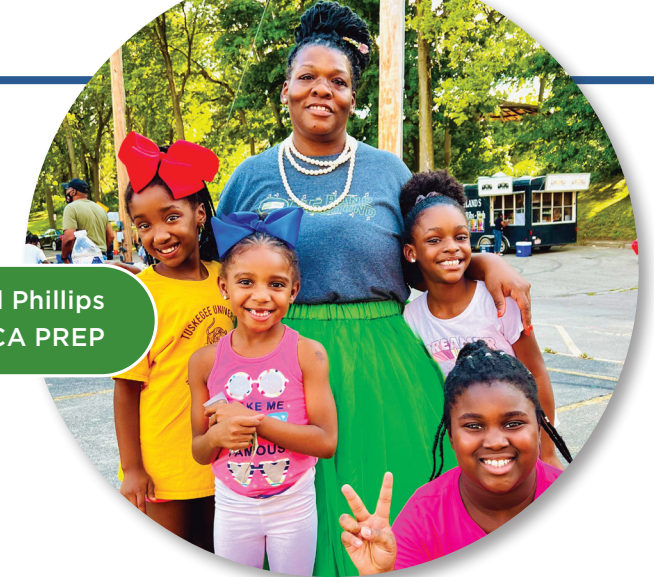
**Dr. Crystal Phillips** is the new Principal at DECA PREP. She is a Dayton native who has extensive experience as an elementary teacher and administrator. She is adept at building an instructional culture and managing building operations.



**Ms. Vanavia Weatherly** joins Mr. Griffith as an Assistant Principal at DECA Middle all the way from Las Vegas, NV. She worked as a Director of Special Education and has been working in diversity and inclusion since 2016.



Crystal Phillips  
Principal, DECA PREP



Eric Feltner  
Principal, DECA MIDDLE



Katy Jo Bull  
Principal, DECA HIGH





# Pivot When Necessary

## DECA PREP

Reviewing our students' academic gaps after the 2020-21 school year, we knew we were behind our goal of ensuring that every child leaves DECA PREP (Kindergarten-4th grade) reading on-grade level. Our team set to work devising plans to make up ground and put practices into place like our High Dosage Tutoring at DECA Prep. An entire team of full-time tutors were hired, trained, and started working with small groups of 2-4 students. While the program helped us start to catch up our students, we still have quite a bit of work to do.

*"Our goal: Get kids caught up in reading."* —Lane Current, Director of Curriculum

## DECA MIDDLE

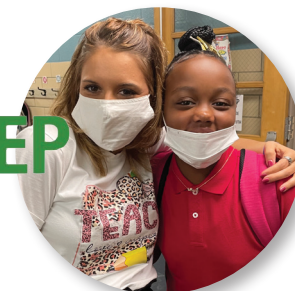
As 2021 turned to 2022, administrators put practices into place to enhance learning and remove distractions. With strong guidance, clear expectations, and a campus-wide resolve to put students first, staff began to see results in rising test scores and increased engagement. Parents joined forces and created a group called Parents on Premises. These parents offered a sense of community for everyone on campus, a resource for staff with organizational tasks, and a shoulder for our students to lean on when challenges loomed large.

*"We were very intentional about stacking small wins."* —Eric Feltner

## DECA HIGH

Pivoting at the high school took on more of a personal role as grace became a standard practice along with DECA's high expectations. Staff and teachers alike found an attitude of empathy and understanding opened opportunities for growth and grit that standards alone could not accomplish. This season taught us as a district that we have to continue to be adaptable with the ebb and flow of our students' needs.

*"A lot of teachers and staff realized that giving grace didn't mean lowering expectations...just a little extra compassion to adjust back to "normal" life."* —Kellee Callahan





# Surpassing Expectations

## DRIVEN

Having a compulsive or urgent quality.

## DETERMINED

Having reached a decision; firmly resolved.

## DECA

Preparing future college graduates today to become the leaders of our community tomorrow.



## AT A GLANCE, THE CLASS OF 2022:

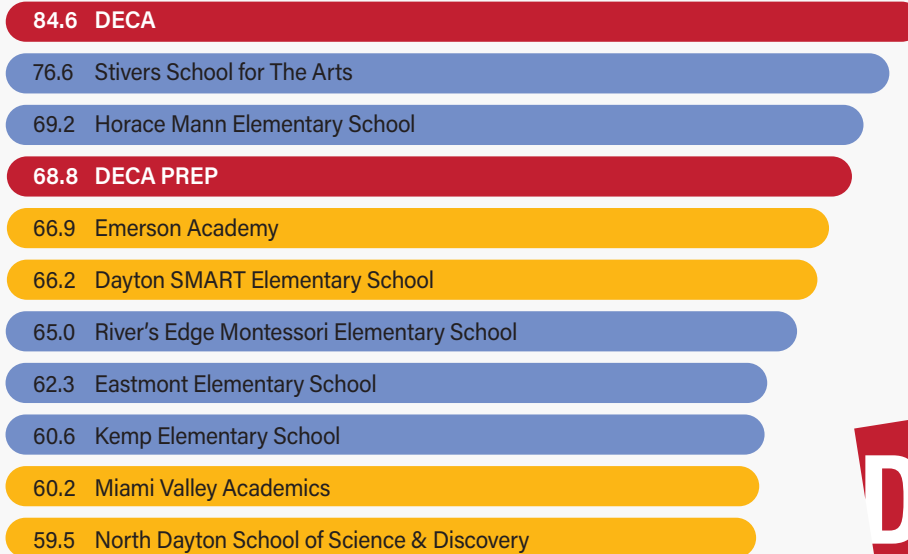
- 62 Graduates
- 6500 Hours of Community Service
- 200 Internships Completed
- 825 College Credits Earned
- 21 Full Scholarships Earned
- 12 Honors Diplomas
- 2 Associates Degrees Awarded
- \$8.5 Million in Scholarships Awarded

We are proud to introduce you to DECA PREP's first published author, Kindergartner Lynae Horton. She wrote and illustrated her book, Sugar Stories, a collection of stories and illustrations about the relationship with her mother. We are so proud of our little author!



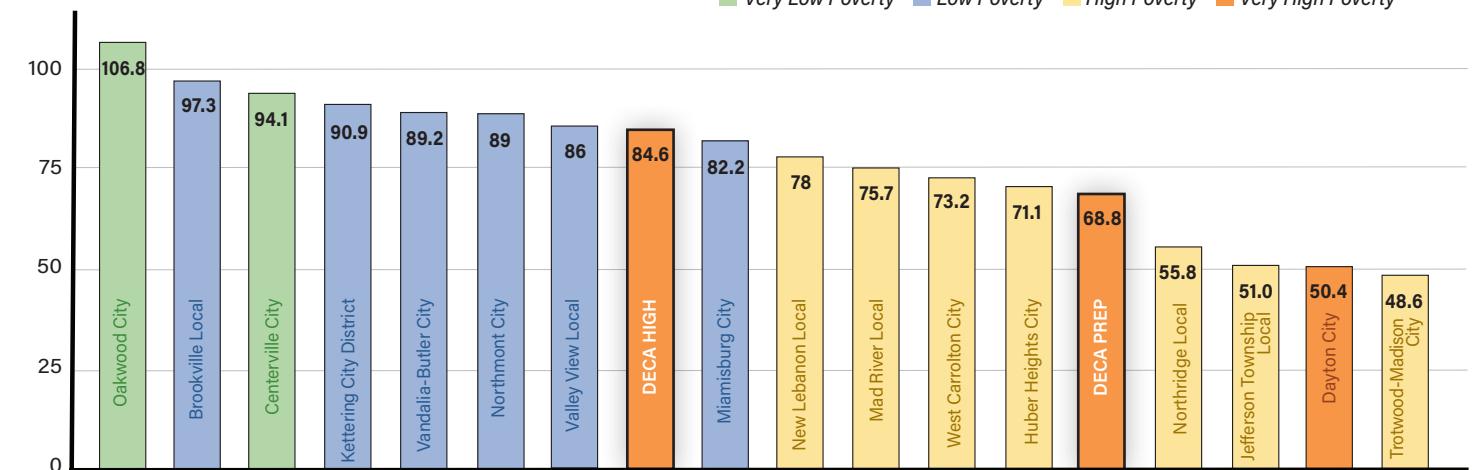
## Academic Performance in Dayton 2021-2022

Charter School DPS DECA



## Montgomery County District Performance 2021-2022

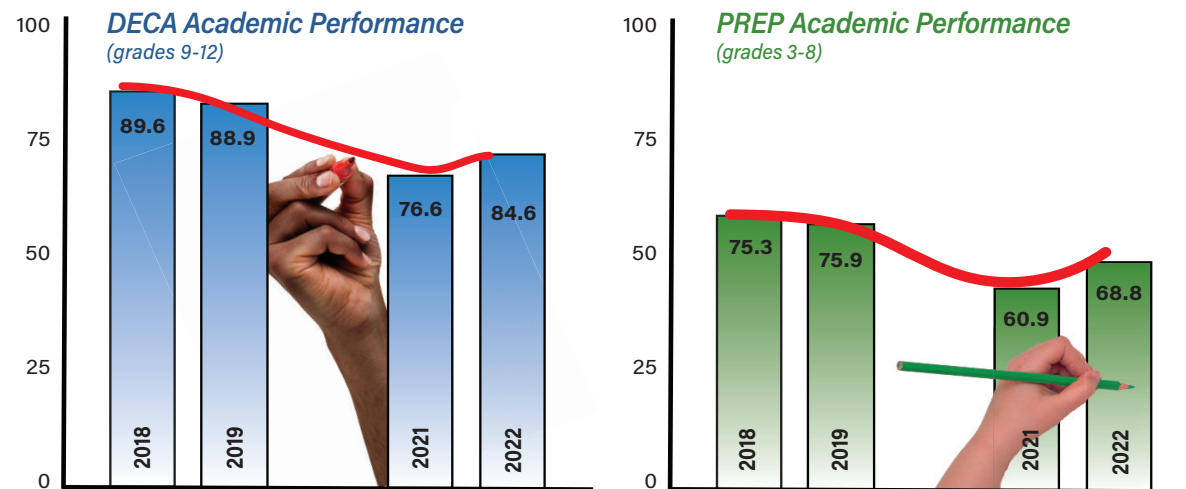
Very Low Poverty Low Poverty High Poverty Very High Poverty





# Our Core Values: In Living Color

Here at DECA we love to see our core value of “Prove Education Changes Lives” evidenced in the trajectory of our current students’ numbers trending in the right direction and the success of our former students.



**Graduated:** Class of 2014  
**Bachelors:** University of Dayton  
**Job:** Black history teacher, Department Chair, and Student Voice Advisor at DECA Middle

**What DECA Meant:** DECA is home to me! I wouldn't have been as successful in college if it weren't for the skills DECA instilled in me. I came back because I didn't think teaching would matter if I didn't provide it to students who look like me. It's an honor to teach them about their history and give them tools to fight against injustice while gaining an education.



**Graduated:** 2008  
**Bachelors:** University of Dayton  
**Masters:** American University  
**Job:** Assistant City Administrator for Performance and Technology Services

**What DECA Meant :** I was a part of the second class of DECA. Non-traditional experiences such as job shadowing and taking college courses helped prepare me to get into and perform well in college. My family was so impacted by my experience at DECA that my mother, Regina Webster, is still a part of the DECA family as the librarian at DECA PREP.



**Graduated:** Class of 2009  
**Bachelors:** Ohio University  
**Masters:** Western Kentucky University  
**Job:** Social Work/Therapy Team Lead, Vanderbilt University Medical Center

**What DECA Meant:** DECA is my roots. I wouldn't have gone to college if it weren't for this place. I would not be the person I am today, not just academically, but professionally and personally without DECA.



## DRIVE AND DEDICATION

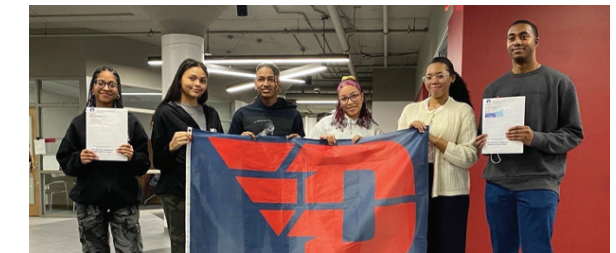
Our very own Katy Jo Bull was recognized by the University of Dayton as a “Woman of UD” who has “Adapted to Uncertainty.” She was interviewed, written about in their online celebration of women, and honored at a luncheon event held in the spring of 2022. Mrs. Bull consistently spoke of the amazing drive and dedication that not only our students show, but that of her staff as well.

*“Serving underrepresented populations is really critical work—not just to do the right thing, but to move forward and become better as a country. I am constantly in awe that we have such a willing and dedicated team of adults working so hard to serve our students.” —Katy Jo Bull*

Mohammed Al Nassar and Ali Asadi were honored with a recent visit from our State Representative, Willis Blackshear after they both earned their Associates Degree from Sinclair prior to earning their high school diplomas.



Six Seniors earned the prestigious Flyer Promise Scholarship. This award is offered to help remove financial barriers for high achieving students. Each of these students had to maintain a 3.0 GPA in high school and must continue the same through college.



Two of our high achieving seniors were awarded The Ohio State Morrill Scholarship. This scholarship is merit-based and is offered to students who not only achieve well in their academics but also pursue social justice, leadership through service, and active engagement in their community.





# Donor Delights

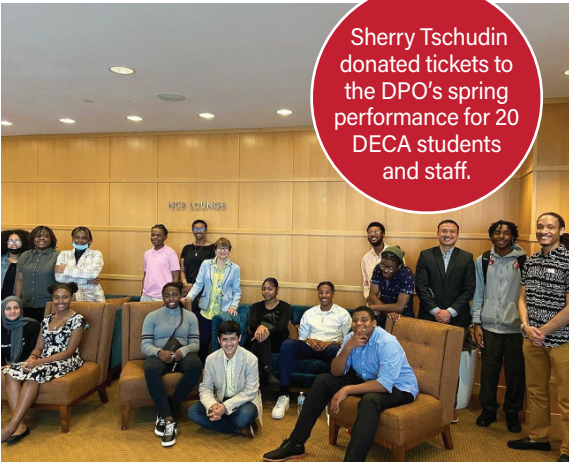
DECA's friends continued to support us regardless of what giving and volunteering looked like as we navigated the ups and downs of the pandemic. We are excited to share just a few of the stories of how DECA's faithful continued to support our scholars during the 2021-22 school year.



Students and staff on senior signing day

Bill and Kelly Uhl generously donated a Cassano's pizza lunch to all of our graduating seniors and DECA High staff before our Senior Signing Day ceremony. The seniors and our staff members thoroughly enjoyed gathering together for lunch and felt so special and celebrated.

Long-time DECA supporter Sherry Tschudin found an incredible way to pass her love for the arts to the next generation. Sherry purchased tickets to the Dayton Philharmonic Orchestra's spring performance, and twenty lucky DECA students and staff members attended. Prior to the concert, conductor Neal Gittleman visited DECA to meet with the students and educate them on Beethoven's 9th Symphony.



Sherry Tschudin donated tickets to the DPO's spring performance for 20 DECA students and staff.

At DECA PREP, it's never too early to talk about college. Each of our grade levels, K-4, are organized into "houses" much like in the Harry Potter series, to add a rich history of understanding, pride in the culture, and fun competition throughout the school year. Each grade level is represented by an HBCU (Historically Black College or University). This spring, Tuskegee University Alumnus Rod Bannister honored us as he visited second grade at DECA PREP. He brought their HBCU name sake to life with stories and tales of his legacy of a life well lived and the impact that going to college had on him.



Rod Bannister with Mrs. Feltner and students

*"I believe that providing new experiences, like the Philharmonic to DECA students, might plant a seed that could grow into an appreciation of this art form and help to make them a more rounded adult."* —Sherry Tschudin



Larry Connor, founder and managing partner of The Connor Group, has found a plethora of ways to give back to DECA through the years, but he took things to the next level this year. When he was chosen to blast off to the International Space Center (ISS) as part of the first ever private flight to the international space station, he found a number of ways to include DECA students in his experience.

First he welcomed two of our high school students to the Kennedy Space Center in Florida to witness the launch. He also spoke directly with students from DECA Middle and DECA High from the ISS live and then followed up by visiting the middle school to encourage all the students to follow their dreams and reach for the stars.



Scan this QR Code and follow us!



These are just a few of the many ways so many of you have helped us impact the lives of our students this year. If you follow us on Instagram and Facebook you will see just how much our community gives back to us throughout the year.





# Leveraging Resources

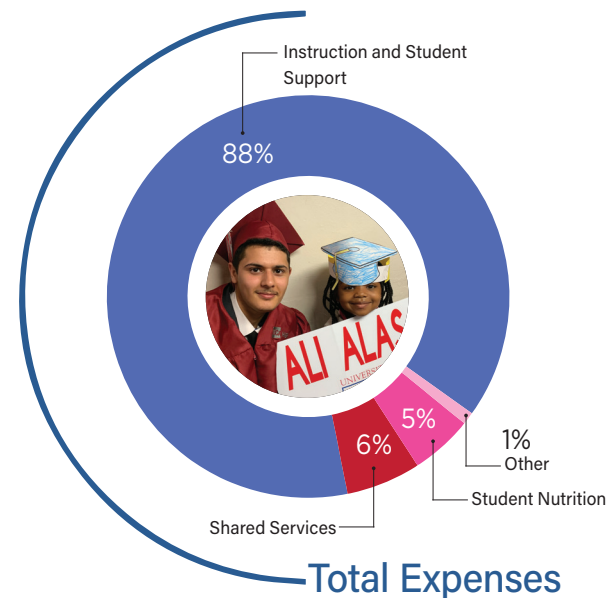
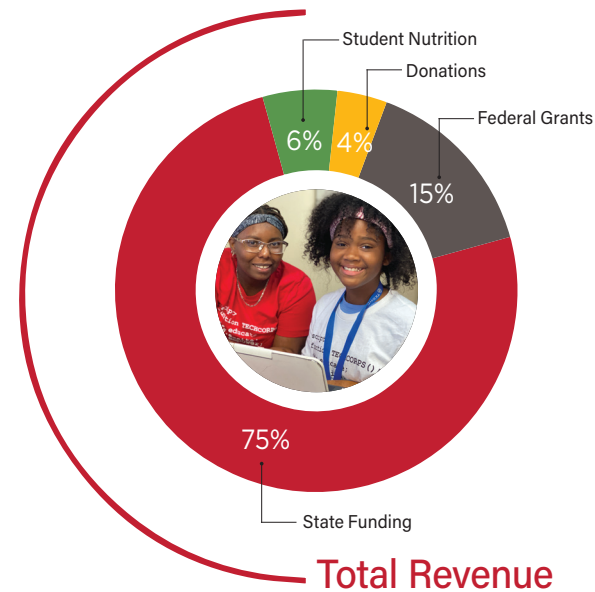
DECA is currently experiencing some of its most secure funding positions in our short history. This stability has been accomplished by leveraging all available resources that were created from the pandemic and prudent allocation of those resources.

DECA is committed to allocating its money where it's needed the most: in the classroom and with student support systems. DECA's Finance Committee, which consists of some of Dayton's best business minds, remains active in support of our long-range financial plans to keep DECA stable today and well into the future. Through the ongoing support of our generous donors, DECA has a solid financial foundation even when the state is cutting funding and the pandemic-related expenses are increasing. DECA continues to create a financial structure that promotes short-term agility with long-term sustainability.

We are also excited to announce that we have established the *Judy A. Hennessey Endowment for DECA Early Literacy*. This endowment will ensure long-term support for our youngest learners and provide resources for continued excellence in literacy education.

*"DECA continues to create a financial structure that promotes short-term agility with long-term sustainability."*

—Dr. Steven Hinshaw, CFO



Phase 5 of the renovation project at DECA High opened in January! With this phase we have two fully-equipped science labs with ample storage space, three additional classrooms, a board room, four large storage rooms, a gender-neutral bathroom, a renovated traditional bathroom, and our second fully secure vestibule.

## Phase 6 is the Final Phase

- Student Nutrition & Wellness Center
- Secure final school entrance
- Replace HVAC
- Renovate and upgrade restrooms
- Additional student support offices



*"We put students first. We demand success. We invest deeply in relationships. We do what's right."* —David Taylor, Superintendent/CEO



Fully equipped science labs and storage for lab equipment.





FORDHAM SPONSOR GOALS				
	Dayton Early College Academy (9-12)		DECA PREP (K-8)	
	Rating	Calculation/Notes	Rating	Calculation/Notes
<b>Primary Academic Indicators</b>				
Performance Index (PI)	Meets	63.9	Meets	50.8
Value Added (VA)	N/A	N/A	N/A	N/A
Graduation Rate (4 Year)	Exceeds	94.1	N/A	N/A
Graduation Rate (5 Year)	Exceeds	98.2	N/A	N/A
K-3 Literacy Improvement	N/A	N/A	Meets	34.3
Performance v. Local Market (PI)	Exceeds	Top 20%	Exceeds	Top 20%
Performance v. Local Market (VA)	N/A	N/A	N/A	N/A
Performance v. Statewide Charters	Exceeds	Top 20%	Exceeds	Top 20%
Performance v. Statewide Charters	N/A	N/A	N/A	N/A
<b>Secondary Academic Indicators</b>				
Value Added: Overall	N/A	N/A	N/A	N/A
Performance Index: Overall	N/A	N/A	N/A	N/A
Value Added: Gifted	N/A	N/A	N/A	N/A
Value Added: Disabilities	N/A	N/A	N/A	N/A
Value Added: Lowest 20%	N/A	N/A	N/A	N/A
AMOs	N/A	N/A	N/A	N/A
Dual Enrollment Credits		95.2%		N/A
Industry Credentials		0.0%		N/A
Honors Diplomas Awarded		5.6%		N/A
AP Score		0.0%		N/A
IB Score		0.0%		N/A
College Admission Test		19.2%		N/A
Regularly Administers Internal Growth Assessment	Meets	At least 80% of tested students will meet their math goal.	Meets	At least 80% of tested students will meet their math goal.
Met Majority of Internal Goals	NR	No Data Submitted	Did Not Meet	Math % at or above grade level were 45% or less, Reading % at or above grade level were 43% or less.
<b>Financial Measures of Success (Current Year)</b>				
Ratio of Assets to Liabilities	Exceeds	16.0 ratio	Exceeds	2.64 ratio
Days Cash	Exceeds	174 days	Exceeds	220 days
Enrollment Variance	Exceeds	101.74%	Exceeds	100.13%
<b>Financial Measures of Success (Prior Years)</b>				
Multi-year Ration of Assets to Liabilities	Exceeds	Ratio is ≥ to 1.1 for 2 most recent years	Exceeds	Ratio is ≥ to 1.1 for 2 most recent years
Cash Flow	Exceeds	Positive & Positive	Exceeds	Positive & Positive
<b>Operations/Governance Primary Indicators</b>				
Records Compliance	Meets	80%	Meets	78%
On-Time Records Submission Rate	Falls Far Below	27%	Falls Far Below	29%
Financial Records Submitted	Exceeds	12/12 100%	Exceeds	12/12 100%
Annual Audit	Meets	FY19 1 Finding FY20 No Findings	Meets	FY 19 1 Finding FY 20 No Findings
LEA Special Education Performance Determination (most recent annual)	Exceeds	Meets FY21 Determinations	Exceeds	Meets FY21 Determinations
<b>Operations/Governance Secondary Indicators</b>				
Five-Year Forecasts Submitted by Deadline	Meets	Submitted 5/21/21 and 11/17/20	Meets	Submitted 5/21/21 and 11/17/20
Pre-opening Assurances Documentation	N/A	N/A	N/A	N/A
Annual Report	Meets	Submitted 10/27/20	Meets	Submitted 10/27/20
Safety Plan and Blueprint Submitted to OAG (last three years)	Does Not Meet	In compliance through 5/23/2021	Does Not Meet	In compliance through 5/22/2021 and 7/14/2021
Family Survey Results	Exceeds	95.5% Values opinion and feels like they belong	Exceeds	95.7% Values opinion and feels like they belong

DAYTON EARLY COLLEGE ACADEMY  
300 College Park, Fitz Hall  
Third Floor  
Dayton, OH 45469



ANNUAL REPORT '22

#### BOARD OF TRUSTEES

Mike McQuiston, *Chairman*  
Michael Carter, *Vice Chairman*  
Thomas Bettcher  
Matthew O. Diggs, *Trustee Emeritus*  
Judy Hennessey  
Jacqueline Phillips

Ed Purvis  
Vincent Russo  
Kevin Scroggins  
Vanessa Ward  
Tom Whelley, *Trustee Emeritus*  
Sherry Wilcoxson