## In The Matter Of: BEFORE THE ARKANSAS DEPARTMENT OF EDUCATION CHARTER AUTHORIZING PANEL

$$
\text { May 18, } 2016
$$

# Sharon Hill Court Reporting 4021 Robinwood Cr. 

Bryant, AR 72022 (501) 847-0510

BEFORE THE ARKANSAS DEPARTMENT OF EDUCATION CHARTER AUTHORIZING PANEL

May 18, 2016

A P P EARANCES
PANEL MEMBERS:
Ms. Deborah Coffman
Dr. Mark Gotcher
Ms. Ivy Pfeffer
Dr. Eric Saunders
Ms. Annette Barnes
Mr. Greg Rogers
Ms. Jennifer Liwo
Mr . Bobby Lester
Ms. Stacy Smith

## ALSO APPEARING:

Ms. Alexandra Boyd Ms. Mary Perry

Chairman/Chief of Staff
Vice Chair/Deputy Commissioner Asst. Commissioner - HR/Educator Effectiveness \& Licensure
Asst. Commissioner - Fiscal \& Administrative Services
Asst. Commission - Public School Accountability
Asst. Commissioner - Fiscal \& Admin. Services
PLSB Attorney
Director of Federal Programs Interim Asst. Commissioner of Learning Services

ADE LEGAL COUNSEL:
Ms. Kendra Clay ADE General Counsel
Ms. Jennifer Davis ADE Deputy General Counsel

Arkansas Department of Education
\#4 Capitol Mall
Little Rock, AR 72201
I N D E X
Page
Exhibits Index. ..... 3
Preliminary Matters ..... 4
Chair's Report ..... 4
Consent Agenda - Minutes ..... 5
A-1: Arkansas Connections Academy. ..... 6

- Senator Jim Hendren ..... 7
- Representative Jim Dotson ..... 10
A-2: Haas Hall Academy ..... 20
A-3: Little Rock Preparatory Academy ..... 86
A-4: Mountain Home High School Career Academies. ..... 130
A-5: Springdale School of Innovation ..... 157
Court Reporter's Certificate. ..... 182


## E X H I B I TS

A-1: CONNECTIONS ACADEMY
EXHIBIT ONE (1)
Amendment Request Comments

A-2: HAAS HALL ACADEMY
EXHIBIT ONE (1)
Additional Information Requested
EXHIBIT TWO (2)
Public Comments

A-3: LITTLE ROCK PREPARATORY ACADEMY
EXHIBIT ONE (1)
Desegregation Analysis
EXHIBIT TWO (2)
Lease Comparison

A-4: MOUNTAIN HOME HS CAREER ACADEMIES
EXHIBIT ONE (1)
Waivers Requested in Amendment Application

A-5: SPRINGDALE SCHOOL OF INNOVATION
EXHIBIT ONE (1)
Charter Amendment Request Letter

PROCEEDINGS
CHAIRPERSON COFFMAN: Good morning. Ladies and Gentlemen, the May 18, 2016 meeting of the Charter Authorizing Panel meeting is called to order. I'd like to welcome everyone to the Arkansas Department of Education. I'd ask that you please silence all electronic devices. The Charter Authorizing Panel oversees the authorization, renewal, revision and revocation of charters. The Quality Charter Schools Act of 2013 requires the Commissioner to appoint an ADE staff to the Panel and that Panel sits before you today. As Chair, my goal is to facilitate a fair and responsible hearing. I will request that each person speaking please state your name and title for the record. I will ask that you continue to speak clearly into the microphone for the benefit of the Panel, for the benefit of the audience and the viewing audience. We are being live-streamed today. The meeting is being recorded and will be posted on the Arkansas Department of Education website. In addition, a transcript of the meeting will be posted on the website as well.

## REPORT-1: CHAIR'S REPORT

CHAIRPERSON COFFMAN: The first item on our agenda is the Chair's Report. I have no report. Is
there any member of the Panel that has a report this morning?

If not, we'll move straight to the Consent Agenda.

C-1: CONSENT AGENDA
CHAIRPERSON COFFMAN: You have the minutes of the April 20, 2016 minutes to review. And I have identified a spelling error that I've asked Ms. McLaughlin to address. Are there any other issues on those minutes before we consider approval?

DR. SAUNDERS: Is that the one on page 2 --
CHAIRPERSON COFFMAN: It is.
DR. SAUNDERS: -- referencing Dr. Gotcher?
CHAIRPERSON COFFMAN: It is.
DR. SAUNDERS: I'd appreciate that being corrected.

CHAIRPERSON COFFMAN: It will be.
DR. GOTCHER: And I second that.
CHAIRPERSON COFFMAN: All right. Then I'll accept a motion to approve the Consent Agenda.

MS. BARNES: So moved.
DR. SAUNDERS: Second.
CHAIRPERSON COFFMAN: Motion has been made by Ms. Barnes and seconded by Dr. Saunders. All those in favor?

A-1: REQUEST FOR OPEN-ENROLLMENT CHARTER SCHOOL AMENDMENTS: ARKANSAS CONNECTIONS ACADEMY

CHAIRPERSON COFFMAN: We will move into Action Item 1, Request for Open-Enrollment Charter School Amendments: Arkansas Connections Academy. Ms. McLaughlin, you're recognized.

MS. McLAUGHLIN: Thank you, Madam Chair. On January 14, 2016, the State Board of Education approved the open-enrollment charter application for Arkansas Connections Academy. The school is approved to serve students in grades K -12 with a maximum enrollment of 3,000 . Representatives of the Arkansas Connections Academy are appearing before the Charter Authorizing Panel to request amendments to the current charter.

Would you like to be reminded of the procedures?
CHAIRPERSON COFFMAN: We would.
MS. McLAUGHLIN: Okay. Jennifer Davis will come at this time.

CHAIRPERSON COFFMAN: Ms. Davis, you're recognized.

MS. DAVIS: Good morning. Staff -- Jennifer

Davis, Staff Attorney for the Department. The procedures you're going to follow today for the amendments will be that all persons wishing to provide testimony outside of the attorneys will need to be sworn in. The charter school will have 20 minutes to present its case for why you -- its amendment. Any parties opposed will have a collective 20 minutes to voice their opposition with any time can be extended by the Chair. Afterwards, the charter school will have up to 5 minutes to respond to any questions. At that point in time you may ask any questions of anybody who has provided testimony or anyone else you feel you need to hear from. And then you may take it under advisement. You can vote today; if so, you do have a Google doc that you can log your reasons for your vote. Or you can take the matter under advisement. CHAIRPERSON COFFMAN: Thank you. MS. DAVIS: Uh-huh.

CHAIRPERSON COFFMAN: Before we begin, Senator Jim Hendren is joining us today, if you'd like to share a few words with the Panel?

SENATOR HENDREN: Thank you, Madam Chairman. I appreciate you letting me go. I've got to get over next to a meeting. But, you know, I've been working
in education for awhile. I spent 15 years on a public school board. I spent two years in the House Education and now four years on the Senate Education Committee. But most important, I've had four kids graduate from Gravette High School in Gravette, Arkansas. So I care about education. I want to thank you all for the work that you're doing to try to provide quality education for the kids of Arkansas. And I guess I came here not with a specific agenda, other than the fact that I've had some more exposure to charter schools; I spoke in one of the ones that's on the agenda today a few weeks ago and got exposed to the work that they're doing. And I came because I'm concerned about the rhetoric and the stuff that I see going on out in the media with regard to politicizing this event. And my challenge for you all today is -- because we just went through a similar challenge in Arkansas, in the legislature across the road here with regard to another huge program where there was a tendency to politicize and take positions based on grandiose principals at the expense of maybe 270,000 people in the issue we were dealing with. And I know as important as that issue is, I think the issue that you all face with the decisions that you make
regarding charter schools is just as important. I would encourage you not to be dragged into the political debate but to rather make decisions today based on what's best for these kids in these charter schools and in these communities. If it is best for these amendments to be approved, then they need to be approved, without being dragged into the philosophical debate about whether or not we have too many charters, not enough charters or whatever. So, again, as somebody who cares deeply about quality education and access to quality education for all kids from all backgrounds $I$ would encourage you to set that stuff aside and make decisions today based on -- and I know that you try to do that and you will do that. But I just felt it was important because I know -- I saw the tendency of my colleagues to get dragged into a bigger political debate, sometimes at the expense of practical decisions. So I would ask you today to put that stuff aside, look at the issues as they're presented to you with regard to these charter schools, and do what's best for the kids of Arkansas. And that's all I have to say and I appreciate you letting me get up and say it first. Thank you, Madam Chair.

CHAIRPERSON COFFMAN: Thank you for those kind
words.
Representative Dotson.
REPRESENTATIVE DOTSON: Good morning. I basically just want to echo Senator Hendren's remarks. That's basically the reason I came this morning was to just encourage you to continue to consider each of these requests before you, as is your role, on their own merits and not let outside influences, politics and various things influence any decisions, but the merits of the actual applications and individual schools. So I appreciate it, and thank you for the hard work you do. I know it can be tiring and sometimes even thankless, but thank you, appreciate it, and have a good day.

CHAIRPERSON COFFMAN: Thank you so much. All right. A-1, Ms. Davis has given us our procedures, so I'll ask that anyone representing Arkansas Connections Academy and anyone that will speak in opposition to Arkansas Connections Academy if you'll please stand and raise your right hand. Do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth and nothing but the truth?
(ALL WITNESSES ANSWERED AFFIRMATIVELY) CHAIRPERSON COFFMAN: Thank you.

All right. Ms. McLaughlin, you're recognized. MS. McLAUGHLIN: All right. Thank you, Madam Chair. Today, we have school leader Edwin Strickland is here to present the Panel with the amendment request for Arkansas Connections Academy.

MR. STRICKLAND: Good morning, Madam Chair. My name is Edwin Strickland and I am the newly hired school leader for Arkansas Connections Academy. And so I appreciate the opportunity to come this morning to have you to have the opportunity to consider this amendment. One of the reasons that we are asking for this amendment to take place is I had a chance yesterday or two days -- on Monday to walk through the new facility that we're requesting to be in. It's a wonderful facility that has a substantial amount of room to allow all of our teachers to be in the same place. We've prepared a presentation. I have with me today Mr. Bryce Adams who is our State Directions -- State Relations Coordinator. And I'm going to let him walk us through that presentation and I'll be happy to answer any questions afterwards. CHAIRPERSON COFFMAN: Thank you. MR. ADAMS: Good morning. Bryce Adams, State Relations for Connections Education. I've got a very short presentation just outlining the old facility
and what we hope will become the new facility. The preferred site, still in Bentonville, still in Bentonville School District, just two exits up the road. It's in an office park in northeast Bentonville, as opposed to the downtown area. So we find that the board can get a much better price, more square footage and insure that all the teachers will be able to work together in the same location, which has always been the preference of the board.

So here's how the numbers stack up. The current location is on the left. This is the site that we were approved for. As you can see, it's very small, not even 300 square feet; just two offices. It would just be Edwin and an administrative assistant. I think you'd probably get a little bit lonely, so we want to make sure that he's got all the teachers in one place. So this new location that we're hoping for -- I did a walk-through on Monday. It's much larger, comes with many offices. We could get most if not all of the teachers in. It would be a good place for the school to grow into. And you can see that the real distinction is on the cost-per-squarefoot because it is in an office space instead of downtown, much better bang for your buck. All of the projections come in well within the approved budget
that we had submitted, so we think that it's a very conservative and good financial decision that we've presented to the board, and the board is very excited about.

Finally, this is the layout that the board would hope to implement. Some of the biggest pieces that we really like are the collaboration areas for the teachers. That way, they can all work together, talk about the students and make sure that they're serving the students in the best way possible, as well as secure file storage especially for the special ed. files that do need that extra protection.

So that's really it, unless there are any questions.

CHAIRPERSON COFFMAN: Thank you. Is there anyone here to speak in opposition?

MS. BOYD: No.
CHAIRPERSON COFFMAN: Thank you.
Mr . Strickland, any final words?
MR. STRICKLAND: No. Just that the idea of having all the teachers together that first year really, really -- I believe will really get us started off on a really strong foundation. The collaboration space, having the chance to have our teachers participate in PLC all together in one space
will just give us that really good boost we're going to be needing as we study the various data points that are going to come in; it's going to help us improve our instruction. And so having all of us in one place as opposed to having all the teachers somewhere else and just me and an admin assistant in the building really does appeal to us and I believe it's going to help us in the long-run.

CHAIRPERSON COFFMAN: Is this a location that students would be available to come to if they needed to have face-to-face?

MR. STRICKLAND: Absolutely. One of the other issues with the smaller space we would literally only be able to get a few students in at a time. But this would allow for tutoring. And also if the parents want to come by and have meetings with teachers they would be able to do that in this new location.

CHAIRPERSON COFFMAN: Okay. Thank you. All right. We'll open up to questions from the Panel. Dr. Saunders, you're recognized.

DR. SAUNDERS: Yes. The only question I had concerned within the budget and it was on the -- page 9 of 11 on the budget page and it was dealing with maintenance and operation. And it involved the budgeting of over the course of two years $\$ 300,000$
for maintenance and operation on the facility. Could you fill me in on what that would include?

MR. ADAMS: Yes. So that was my mistake, not the board's. I accidentally highlighted the wrong piece. The piece that I should've highlighted was the equipment fee. That's what's going to go into furniture and building out the space.

DR. SAUNDERS: But what would the $\$ 300,000$ include?

MR. ADAMS: I can pull that up real quick.
DR. SAUNDERS: If you don't mind.
MR. ADAMS: Yeah.
DR. SAUNDERS: Yeah.
MR. ADAMS: That was a question that was also asked during the technical assistance piece. So we submitted a chart that had all of those costs broken down into different pieces, and so I'm going to pull that up. That, we did not submit during this piece; this was months ago. But I'll get that real quick. I'm glad I brought my laptop.

Okay. You're asking about the M -and-O?
DR. SAUNDERS: Yes.
MR. ADAMS: Okay. So there are a few pieces to that. There is systems administration which is site configuration for all the Microsoft services:
administration of email, Microsoft exchange; Microsoft Link, which is the IM, instant message, system for all the teachers to speak with each other; scanner and copier installation -- there's going to be a separate copy room; telecommunications support, so Connections will support all of the technical aspects of the school. There's an MIS area in the math that's going to be the server room; Connections is going to handle all of that for the school. Networking and internet connectivity -- we've got the offsite in New Jersey that's the server space that is monitored $24 / 7,365$. We've got people on-site always for that; it covers the MIS help-desk and it's both for the teachers, the administration, and the students. So that's any sort of your computer breaks, you call in and we've got the helpline there; they're available pretty well throughout the day, especially in the central time zone. Facility support services -- that's going to include construction, so some of the internal walls are going to have to come down. We're going to pay for all of that. During the occupancy it's going to be managing the building itself and then it includes any sort of shutdown, should that ever be necessary, or moving facilities. That's something that Connections
covers, as well. It looks like insurance and then purchasing support because we are the purchasing agent for the school. So a lot more detail on each of those points if you want them, but that's the bulk of it.

DR. SAUNDERS: Okay. I can understand that. Why would it basically double between the two years?

MR. ADAMS: It's because of the number of students --

DR. SAUNDERS: Okay.
MR. ADAMS: -- we're anticipating, hoping for. The enrollment cap doubles between years one and two, so should it be necessary to serve more students that's why the cost goes up.

DR. SAUNDERS: Thank you.
CHAIRPERSON COFFMAN: Any other questions from Panel members? Dr. Gotcher.

DR. GOTCHER: Yes, ma'am. Thank you, Madam Chair. I'm curious if this location change, will it affect existing students' ability to continue their enrollment? Will it be a transportation issue? I'm concerned that -- not concerned, but just curious if that will impact a child's ability to remain enrollment because of the --

MR. ADAMS: No, not at all. So the good news is
that since we're virtual --
DR. GOTCHER: Of course.
MR. ADAMS: -- the boundaries are the boundaries

DR. GOTCHER: Yes.
MR. ADAMS: -- of the state.
DR. GOTCHER: Of course.
MR. ADAMS: Anybody can enroll and it will be the exact same student body as before.

DR. GOTCHER: Yeah.
MR. ADAMS: And enrollment is doing well.
DR. GOTCHER: Okay. Thank you.
CHAIRPERSON COFFMAN: Any other questions?
Ms. Davis, are there any remaining issues
regarding the request?
MS. DAVIS: No.
CHAIRPERSON COFFMAN: And I have no one to speak in public comment. All right. Then I will entertain a motion.

DR. SAUNDERS: I'd like to make a motion to approve the amendment.

DR. GOTCHER: Second.
CHAIRPERSON COFFMAN: Dr. Saunders has made a motion to approve; Dr. Gotcher has seconded. Any discussion?

All those in favor?
(UNANIMOUS CHORUS OF AYES)
CHAIRPERSON COFFMAN: Any opposed?
If you'll take just a moment to write down your reason for your vote.
(A FEW MOMENTS OF SILENCE)
CHAIRPERSON COFFMAN: Ms. Barnes.
MS. BARNES: Yes, ma'am. I voted in favor of the amendment. I have no concerns regarding adverse impacts with the requested amendment. The new facility will serve the purposes of the already approved charter.

CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: I also approved -- or voted for the amendment. This change does not affect students directly but increases their opportunity to provide quality service to students.

CHAIRPERSON COFFMAN: Mr. Lester.
MR. LESTER: I voted for the amendment. The new facility will provide additional space at a lower cost. I have no concerns.

CHAIRPERSON COFFMAN: Ms. Liwo.
MS. LIWO: I voted for. The new facility has additional space at a lower cost. Teachers will be able to work together in the same location. And the
new location will allow for more students to visit the facility and obtain learning services such as tutoring.

CHAIRPERSON COFFMAN: Ms. Pfeffer.
MS. PFEFFER: I voted for the motion. The facility will provide a better space for teachers to work collaboratively and to receive support from administration, which will be critical in meeting student needs statewide.

CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: I voted for the amendment. I don't have any concerns with the change in location of the virtual school. It allows for all the teachers to be in the same location.

CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: I had no concerns of the change in facility location, with the understanding it is a virtual school.

CHAIRPERSON COFFMAN: Congratulations. And we look forward to a beautiful location.

MR. STRICKLAND: Thank you.
A-2: REQUEST FOR OPEN-ENROLLMENT CHARTER SCHOOL AMENDMENTS: HAAS HALL ACADEMY, FAYETTEVILLE AND BENTONVILLE CHARTERS

CHAIRPERSON COFFMAN: All right. With that, we'll move to Action Item 2. Ms. Boyd, you're
recognized.
MS. BOYD: Thank You, Madam Chair. Action Item 2 is a Request for Open-Enrollment Charter School Amendments from Haas Hall Academy, both the Fayetteville and Bentonville Charters.

On January 12, 2004, the state Board of Education approved the open-enrollment charter application for Haas Hall Academy, Fayetteville. The State Board approved a five-year renewal of the charter in June of 2007, and a ten-year renewal in April of 2012. The school is approved to serve students in grades 7 through 12 with a maximum enrollment of 400 .

On October 15, 2014, the Charter Authorizing Panel approved the open-enrollment charter application for Haas Hall Academy, Bentonville. The school is approved to serve students in grades 7 through 12 with a maximum enrollment of 500 .

Representatives of Haas Hall are appearing before the Panel to request amendments to their current charters.

Would you like to be reminded of the procedures?
CHAIRPERSON COFFMAN: Yes. We've had several new people walk into the room, so if we could do that, Ms. Davis.

MS. DAVIS: The procedures you're going to follow today will be that all persons wishing to provide testimony outside of the attorneys will need to be sworn in. The charter school will have 20 minutes to present its case to you for its amendment. After that, persons opposed will also have 20 minutes collectively to state their opposition. Any time limits can be extended by the Chair. After opposition, the charter school will have five minutes to respond. You can then ask any questions of either those opposed or the charter school or anyone else that you may have questions of. You can then take the matter under advisement. If you vote today, you have a Google doc that you can log your reasons for your vote in it. And after that, if you want to take it under advisement and vote at a later time you could do it at the next meeting.

CHAIRPERSON COFFMAN: Thank you. I'm going to ask that all representatives from Haas Hall Fayetteville and Bentonville Charters stand and anyone speaking in opposition please stand and anyone that signed up for public comment for Action Item 2 please stand. Raise your right hand. Do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth and nothing but
the truth?
(ALL WITNESSES ANSWERED AFFIRMATIVELY) CHAIRPERSON COFFMAN: Thank you. Ms. Boyd, you're recognized.

MS. BOYD: Thank you, Madam Chair. From Haas Hall we have Superintendent Dr. Martin Schoppmeyer, Junior to begin their amendment request presentation. CHAIRPERSON COFFMAN: Thank you. DR. SCHOPPMEYER: Good morning. CHAIRPERSON COFFMAN: Good morning. If you'll state your name for the record -DR. SCHOPPMEYER: My name is Martin Schoppmeyer. CHAIRPERSON COFFMAN: -- and your title. DR. SCHOPPMEYER: I'm Martin Schoppmeyer, founder and superintendent of Haas Hall Academy. We are a comprehensive accelerated college preparatory institution serving scholars grades 7 through 12. Our mission is to provide an aggressive alternative to the traditional learning environment, and our vision is "every scholar, every day, college bound." We're ranked the number one high school in Arkansas for the past five years by US News and World Report; the number one school in Arkansas by Niche Best Schools and Business Insider. We're the number 19th ranked public high school in the United States by

NewsWeek. We're the only Gold Medal public high school in Arkansas for three consecutive years. We're ranked as one of America's most challenging schools for the fourth consecutive year. We earned a letter grade of $A$ with a perfect score of 300 out of 300 for two consecutive years and we're the only school in Washington and Benton counties to earn an A. And we're also -- our school newspaper received the state's top award for the fourth consecutive year and they were recently inducted to the Arkansas Scholastic Press Association's Hall of Fame.

Here's a quick snapshot of where our scholars have been accepted into college over the last two years.

We have a campus in Fayetteville, we have a campus in Bentonville, and we'd like to have a campus at the Jones Center for Families in Springdale.

Diversity at Haas Hall Academy -- $22 \%$ of our scholars identify as non-white on our Fayetteville campus and $30 \%$ of our scholars identify as non-white in our Bentonville campus.

The Jones Center is an incredible facility and it's currently -- was currently used by the Springdale School of Innovation, so it's already been a school, ready to move in, and it's going to fit our
needs quite well. It has an ice rink; it has a pool, basketball court, indoor track, conference center, and chapel. There's 200,000 square feet of office space for nonprofit organizations as well. We want to provide wraparound services for people who attend or come to the Jones Center for various and sundry things. If you come for medical well checkups or you come for tax insurance or you come for ESL programs, we'd certainly like for you to consider Haas Hall Academy as a school for your scholar to attend. We've been asked to come to the Jones Center for Families; it wasn't something that I just came up with one day. We've had many parents, many community leaders have asked us to move into that space.

We have a comprehensive plan to encourage low income families to participate in our lottery system so that they can apply, enroll, graduate and be college bound.

We have a partnership with the Cisneros Center for New Americans that contemplates enrichment for projects such as -- we founded the NWA School Choice Fair and we hope to offer a GED program for the parents of our scholars who may have not graduated from high school. The reason that we feel we have -are able to have a license is because we've never
been subject to disciplinary action, never been classified as academic or fiscal distress; we have never had our charter placed on probation or suspended or revoked under Arkansas code.

I'm going to introduce to you now Heather Holloway.

MS. HOLLOWAY: Hi, I'm Heather Holloway. I'm the executive director of marketing for Haas Hall. And I have recently administrated the lottery process and I'd like to tell you guys a little bit about that.

Our admissions lottery was held on March 30th this year. Our process was different this year and there's a number of steps that we went through in order to make sure that we are meeting the needs of the state, as well as also offering the best way for parents to apply to our school, the easiest opportunity to appeal to the most amount of people.

Our application process is online. Once the application is submitted, they then get an email. There's a unique number assigned to every single application and what that does is insure the privacy of our applicants. So when we have our lottery drawing they do not announce the names during the drawing; we just use a unique number. Now that's
available online at all times or at any of our campuses.

We have a shadowing process which allows a prospective scholar to come into the school and attend class for one day with a current scholar. We encourage it and our biggest reason is it really provides a lot of interaction with the scholar, the current scholars as well as the teachers. About 41\% of prospective scholars during this lottery cycle shadowed at the Fayetteville campus and $45 \%$ at the Bentonville campus. It's something that we really enjoy having those scholars on campus during the day because it really does give them a unique look into what we do and how different we are.

Our lottery notification process this year has been quite comprehensive. We sent out a number of emails, we announced on social media, and we conducted an entire marketing campaign aimed at making sure that everyone knew when our lottery deadlines were, what the process was, how they could be involved this year, letting them know when it would be held and where.

Our drawing was held on March 30th. It was at our Fayetteville campus, and we had around 70 to 100 people there that night. We were able to go ahead
and fill the seats within our campus, which were quite limited actually. We had a lot of applicants this last year, and so it was a neat process. We then sent out emails notifying everyone of their acceptance. Those emails are trackable; we're able to see who's read the email, who didn't read the email, and then contact them further if needed.

Our seat acceptance form is something that we have online. What that does is enable us to make sure that we have the most accurate information. So if a scholar does not choose to come to Haas Hall, they sign that form and say I decline. If they do choose to come, they sign the form and say I accept. Our wait list is still quite long in a lot of grades and what we're doing is encouraging those people to reapply in August of this year. We are sending out multiple notifications throughout the year to let them know what's going on at Haas Hall, when the lottery deadline is, and keep them abreast on that process.

So we had 667 applicants in six grades. Currently, in the 7 th grade at Fayetteville we have 172 on our wait list. In Bentonville, we have 616 and we have 235 in 7 th grade on our wait list still. So our lottery timeline for Springdale is
accelerated, but we feel we'll be able to open our campus lottery with approval today on the 19th, of course, with the official approval in June. And then we'll hold our lottery drawing on July 12th. The 17th, we'll hold an orientation for all of our campuses. And here's just a look at some of the advertising we're going to do to make sure that we can get as much of this out as possible to as much of the community as possible. We've got some newspaper ads, some social media campaigns, emails, and we also have a community outreach organizers who will be hanging flyers and getting the word out in the community for people who aren't necessarily digitally inclined. Here's our flyer; it's offered in English and Spanish, as is our website.

Our lottery process this year has been a fun project for me to work on. I've worked hard to insure that this is something that is a really neat process that is very transparent. I hope that you guys -- if you have any questions, let me know. But, yeah. Thank you.

CHAIRPERSON COFFMAN: Thank you. Dr.
Schoppmeyer, you have 11 minutes remaining.
DR. SCHOPPMEYER: I'm fine.
CHAIRPERSON COFFMAN: All right. Then we will
move to those to speak in opposition. Dr. Cleveland. DR. CLEVELAND: Good morning. My name is Jared Cleveland, deputy superintendent at Springdale School District. Thanks for allowing me to speak today. I'm not here to throw rocks at Haas Hall. Our main goal at Springdale is to be a good neighbor to every one of our neighbors, all of the schools around us. Now we believe that Haas Hall does a fine job with the clientele that they have and they certainly produce results. So I'm not here to talk about Haas Hall specifically as far as being ugly in any way. Again, my point here is to be a good neighbor.

We understand Haas Hall is wanting to open up with about 500 students in the Jones Center. The Jones Center is a beautiful facility. I know many of you have been there. It's a wonderful place and Springdale School District will continue to use the Jones Center as well in some other areas. However, my primary role in Springdale is for staffing -- can you hear me?

CHAIRPERSON COFFMAN: No.
DR. CLEVELAND: Okay. My primary role in Springdale is for staffing; I do the personnel. As you know, on May 1 of every year contracts roll over. Correct? So anybody that was hired by May 1, their
contract is going to roll. We're staffing now for this next year and we're planning on those students to return. So it's a difficult timeline for our school and the other districts around who may have students who will be going to Haas Hall. One of my main requests would be just to delay this year, give us time to plan, give them time to plan. It just makes sense to do that. You know, any time you rush at something you have a great opportunity at messing up. And with our schools and with their school and our kids we don't want to rush at anything; we want it to be deliberate, planned and intentional. Okay? That's just how we operate.

With student foundation funding it could be a real decline for us; you know, 500 students -- you do the math - it's $\$ 6585$. And also the potential use of Title 1 funds -- as you know, we are funded on Title 1 funds by census data and if a charter opens up, they can -- and I don't know if Haas Hall actually participates in Title 1 , but if they were to then they get a per-student amount. So that could be difficult. We've got the title funds already budgeted.

Facilities wise, we have three major high schools with a new school of innovation, anywhere
from 34 to 40 million dollars in investment of local and state money. We're going to have about 600 kids there this next year. Students at the school of innovation could likely be candidates for Haas Hall, so therefore we would have a facility with potentially no kids and that's not a good way to operate either.

And, finally -- well, there's two little things that I'd like to bring up, and I said I wasn't going to throw rocks and so I'm not going to. But I am going to ask you -- I understand that there were some serious allegations leveled by a former employee. I don't know what the results of those allegations were. I think it had something to do with the lottery; $I$ haven't looked in it a whole lot. But I would like to know to make sure that the lottery process is pure. I had a conversation with some people in the past and, you know, as long as we know what the rules of the game are, that's fine; we can play the game and do it right. But the process needs to be pure, whatever that is. My dad is an attorney. One time -- quick story -- he had to represent a guy he knew was guilty and it bothered me that he was having to represent the guy. And I said, "Why are you doing it if you know he's guilty?" He said,
"Every man is due a fair trial." Have the process be pure. And I've learned that lesson through life and I want to make sure that that happens here.

And, finally, a great respected educator in my mind spoke at the Northwest Arkansas Co-op a few weeks ago. And I asked this educator, I said, "What have you learned from your experience in education with the charter school expansion, especially in Little Rock? And what could we know in northwest Arkansas about making sure that we're not a primary for that to continue?" And he said, "You know what, northwest Arkansas schools do a fantastic job. They provide options -- in fact, a whole array of options. So I'm not sure why a charter school expansion in northwest Arkansas would be important at this time, because you provide all kinds of wonderful options." And that's what we're continuing to try to do in Springdale. We've got Fayetteville who are doing the same thing. Bentonville and all of the schools around do a really, really nice job of educating students and we want to continue to do that. If Haas Hall wants to come in this next year and provide an opportunity for us to plan, maybe we can even partner with them in some way. We're open to those kinds of things. But we want to make sure that we have plenty
of time for strategic planning. And right now, a rush is not strategic in any way. And those will conclude my remarks.

CHAIRPERSON COFFMAN: Dr. Witonski, you're recognized.

DR. WITONSKI: I thank you, Madam Chair. My comments are going to center similar -- I'm with -Megan Witonski, I'm with Springdale School District, associate superintendent, and my concern centers on diversity. Looking at the population that we serve in Springdale School District versus the population that seems to be served by the lottery process that is established is something that I think should be reviewed in terms of the numbers that are coming in. Another is for us to remember that although it is a Fayetteville location that it's currently serving for Haas Hall, it's located in Springdale School District. So we already have in Springdale School District Haas Hall as an option for students to access.

And then the final part would be that we need to remember that we have students who they come from poverty. We serve an extraordinary population in Springdale School District and the access that students -- the needs that they have -- my question
would be if there isn't a free and reduced process in place how do we identify students to be able to receive those meals or have access to those additional services. Thank you.

CHAIRPERSON COFFMAN: Ma'am, were you sworn in? MS. BATSON: Yes, I was.

CHAIRPERSON COFFMAN: Okay. If you'll state your name.

MS. BATSON: Jennifer Batson. I would like to thank you for allowing me time to share my thoughts and feelings on the application Haas Hall has submitted to you for the expansion of its charter school. My name, of course, is Jennifer Batson and I've been an educator for 18 years, and of those 18 years I've worked 11 years in Springdale schools and I love working for the district. I could stand here and recite numbers and percentages that would clearly demonstrate Springdale is the best school district in the state, but I'm not going to. What I do want to share with you is why the educators of Springdale School District ask you to deny the application presented to you by Haas Hall. All the educators that you see here with me today are representatives of the hundreds of educators in our district that feel strongly about this application for expansion.

We've taken a personal day out of our classroom to come talk to you about this.

I am not a native of Springdale but I moved to Springdale in the early 90 s and I graduated from Springdale High School. I'm also a parent of a student who goes to Springdale. And I have learned these things about Springdale: Springdale accepts every child. We take every child as if they were our own and we make them our family. We work many hours before school, after school and on weekends to insure that each student gets the best possible education, no matter what their background is. We don't look at how much money their family makes. We don't look at where they live and we don't look at their exteriors to see if they're clean or dirty. We don't look at the IQ to see if they're college bound or not. We love them all, we educate them all, and we give them our all. In the words of Dr. Rollins, we teach them all. This is evident in the many successes that our district has had.

If a charter school is truly meant to experiment with innovative ways to educate students and share those innovations with public schools, Springdale certainly does not need Haas Hall. The educators of Springdale School District ask you to do what's right
and deny the charter expansion.
CHAIRPERSON COFFMAN: Thank you. We have a few moments remaining in opposition. Anyone else? If not, then, Dr. Schoppmeyer, you have five minutes. DR. SCHOPPMEYER: I'd first like to start by thanking the Springdale faculty for coming down here today, for their service and their time in educating students of Arkansas.

I think Dr. Cleveland's concern of funding is a moot point because he's going to receive the same amount of funding regardless if 50 kids come to Haas Hall from his district next year or not. It doesn't change. We are a diverse school and I think the number one reason why we want to move into the Jones Center for Families in Springdale is to become even more diverse. There's an opportunity for us to try to attract a population that we would greatly like to serve. And I'm strong about the fact that we do the best as far as working with our scholars on a day-today basis. My faculty are not traditional educators. They hold advanced degrees in their respective fields. Many of them come early and most stay late every day. We provide free tutoring to any scholar who needs it. We do weekend AP sessions for any scholar who needs it. So we service our youngsters
as best we can and the data doesn't lie.
We take any child who wants to attend Haas Hall. Again, that's why we want to move into Springdale and hopefully broaden that net of scholars who would like to attend. The bus system, Ozark Regional Transit stops there 70 times a day. There's a wonderful opportunity for us to attract students from all over northwest Arkansas that could ride the public transit. And we certainly, as in our packets say, that we would provide them with passes free of charge.

MS. HOLLOWAY: I can really only speak to the lottery process. But as a graduate of Springdale High School I also feel like this is a great opportunity within our community. I have two Haas Hall scholars and a daughter at Fayetteville schools and I feel strongly about the opportunities afforded to my children as well as the transparency of our lottery process. And that's something that we've worked to really make sure is transparent, is available, and is as easy as possible for any and all parents. So, thank you.

CHAIRPERSON COFFMAN: All right. Panel? Ms.
Barnes, you're recognized.
MS. BARNES: Thank you. Excuse me. Good
morning. And it's a pleasure to see many of you again. I too would like to thank all who have come, both for and in opposition, because I know that it means that there is a great passion for educating children. I heard the presentation both on the lottery and on the reasons for establishing a campus in Springdale. I think I would like to ask a question with respect to what was posed by Dr . Cleveland, and that is what would be the most serious argument in opposition of delaying this and what is the rush; what would it cause -- what harm would it do for all parties to have time. So his request was to delay. I'm simply asking is that something that has been entertained and what would be your response to that?

DR. SCHOPPMEYER: I thank you for your question, Ma'am. There are a number of people who would like to have that space in the Jones Center. I don't know if you've ever been to the Jones Center, but it is a one-of-a-kind facility in our great country and we'd like to be able to secure that spot. And so to be able to do that we need to move ahead and open up a school in August. We have well over 300 applicants for faculty positions; less than $12 \%$ of everybody who applied to come to Haas Hall Bentonville and

Fayetteville this year were accepted. So we have a deep applicant pool certainly for scholars as well as for faculty. We're ready to go. And the building was -- or currently is maybe a school, and so I think it would be a wonderful opportunity for us to just move right in. Thank you very much. CHAIRPERSON COFFMAN: Dr. Gotcher. DR. GOTCHER: Good morning, Dr. Schoppmeyer. DR. SCHOPPMEYER: Good morning, sir. DR. GOTCHER: I think the two issues that were brought up are things that $I$ was concerned about in reviewing my notes and your packet, which was a strong well presented packet.

DR. SCHOPPMEYER: Thank you.
DR. GOTCHER: One thing -- you're welcome. One thing I did not see, and it was mentioned on the slides, $I$ want to hear more about the low income recruitment. That was not in my packet but was on the slide.

DR. SCHOPPMEYER: Yes.
DR. GOTCHER: And that was something that I'm a little concerned based upon the enrollment at the Bentonville campus and the Fayetteville campus, and I do want to explore why the Fayetteville campus is in the Springdale School District. Anyway, that's a --
we can cover that in a moment. But specifically to the low income, speak more about that recruitment process. That's very interesting.

DR. SCHOPPMEYER: I appreciate you bringing that forward. We've been fortunate enough to hire someone to be the director of community outreach for our school and that person has created a five-year recruitment plan to recruit more minority scholars as well as more lower income scholars. And we feel that the Jones Center for Families is the perfect location for that based upon the fact that it is utilized for wraparound services for our particular population. Our goal is to work with the Cisneros Foundation, as well as to have the school choice fair to educate all types about what school choice is and that you're not just stuck to attend a district because you live in that district; you have many options. We want to do outreach to different factories, different corporations, and that would be in conjunction with the Cisneros Foundation as well, that they have already gone into these facilities and they want to partner with us on an education front. And so I look at us as being the school that's going to have many opportunities to collaborate because we're so small and we're flexible and be able to do that. But our
goal is certainly to recruit a high minority base. Does that answer your question, sir?

DR. GOTCHER: It does. It does. Second question, regarding the application -- I understand that there is a request for ethnicity data but there's not a request for special ed. or 504 information. Can I have an explanation on that regard?

DR. SCHOPPMEYER: We have a lot of scholars on 504s. We do all of that stuff. We have a special education liaison that comes in and provides all the services, if needed. We do 504s that translates to the classroom, as well as to any standardized test or any college acceptance test. So we go through all those processes ourselves.

DR. GOTCHER: Outside the application process? That's in $I$ guess the face-to-face -DR. SCHOPPMEYER: That's after they're accepted and they're in school. I don't ask any of that -- I don't have any questions about any of that stuff when we do the lottery. No, sir. Not at all. DR. GOTCHER: And that's good and I appreciate that. Currently, how many students are enrolled in the Fayetteville campus that are special needs students?

DR. SCHOPPMEYER: You're saying -- you're asking me 504, I'm going to say roughly we have probably -I would say at least 30 scholars that have 504s. The special ed. folks came earlier this year and went through all of our paperwork and said it was fine.

DR. GOTCHER: And how many special education students that are identified?

DR. SCHOPPMEYER: We don't have anybody that's identified as special ed. in that direct manner. But we have a space for them if we do.

DR. GOTCHER: Sure.
DR. SCHOPPMEYER: I mean, we're going to accept anybody that comes. We're a public school, right? I mean, I'm excited about educating anybody who wants to come to Haas Hall.

DR. GOTCHER: Sure. And final question, a little more maybe this is for your colleague behind you regarding the wait list. We learned in just our internal research that there were students enrolled that did not appear on the wait list. And just curious, how did that occur and what measures have been put in place to make sure such an improper practice would not occur again?

MS. HOLLOWAY: I'm not sure that I could speak to anyone that $I$ know of. In this year's lottery
process, I've personally met with or --
DR. GOTCHER: Sure.
MS. HOLLOWAY: -- spoken to every single person that is accepted and enrolled.

MR. HENRY: My name is Mark Henry; I'm attorney for Haas Hall.

DR. GOTCHER: Good morning.
MR. HENRY: And I want to address your issue. It seems like you have -- you're talking about four students in the past.

DR. GOTCHER: Okay.
MR. HENRY: So today we've presented the lottery process going forward. So there's a demarcation in my understanding because earlier when we invited the State into our offices and showed everything and went down entire rolls of students, the attorneys -excuse me, I'm hoarse -- the attorneys with the State were there and they walked through our entire lottery application process. We were completely open and invited any suggestions at all. So going forward, in order to put an end to these what I would call speculations or rumors or what we heard or, you know, those kind of statements, we came forward with a completely transparent, fully audited electronic system that parents, students, the State, anyone can
look at with a time-stamp of when they applied, their name, and with the anonymity component, the number assigned, open public scholar acceptance. We are an open book and we wanted to create a system that is transparent completely going forward. So that's the going forward. Now the back, the four students you're talking about $I$ don't know if it was four or if it was two or seven because when we sat down with the State and gave a rational explanation for each and every student some of those people were identified as faculty -- some of those scholars were identified as faculty students, and there are other explanations. And there are a handful or small handful, less than four, $I$ think, that did not have a rational clear traceable explanation. And we have taken care of that.

DR. GOTCHER: Okay.
MR. HENRY: And that person in charge of those procedures is not with Haas Hall now. And so we ask you to trust that going forward our procedure is completely transparent and we invite the State -- we went to the State's procedures, used the State's spreadsheet on how to conduct the lottery, even the Excel spreadsheet on the function of randomizing numbers and acceptance. So going forward is all we
can do relative to the Springdale location and our books are completely open, as you know.

DR. GOTCHER: Sure.
MR. HENRY: You also did not sense any hesitation, $I$ guess, from the State when they came to look at our books. We've had several meetings because we want to put all of these rumors to rest. The only way to do that is have a time-stamped fully automated computer system and that's what Heather Holloway put together for us.

DR. GOTCHER: Good. And thank you. And I do believe based upon what I'm seeing that there is a transparency in the lottery process. I guess the little concern I have is in regards to the former employee. So it was possible for one employee to enroll a student that possibly was not on the wait list. And if that is the possibility, how have those measures been ceased in order for this -- for -- one person should not be able to --

MR. HENRY: Absolutely.
DR. GOTCHER: -- to violate a wait list.
MR. HENRY: Sure.
DR. GOTCHER: And so how have the processes been changed to allow that to not happen again?

MR. HENRY: Right. So what you're asking for is
what levels of accountability --
DR. GOTCHER: Exactly.
MR. HENRY: -- and whether or not the bookkeeper takes the money. And also, by example, is the same person doing everything? No. The computer, the database is doing everything with the automated -- so when the State -- for example, this time when Ms. Boyd was here, she was right there, immediately received the full list of the students before we did the draw, after we did the draw, and she was there whenever the email notifications were sent or were about to be sent. So those databases are in her possession, beginning at any time when she requests it. And so right before we draw and right after we draw, and she has all those copies, and that allows the State to audit as well. So there is an oversight. We've invited the oversight. We've had oversight for at least two years, I mean, in terms of -- the books have been open for longer, but she has attended our lottery draw two years now. So going forward, yes. As for the past, we've dealt with that. We ask you to trust that some of these employment issues, as for any school district, for Springdale or Fayetteville or Bentonville, they need to address the issues as they come forward. But we
think we have in place an electronic system that has our full confidence and the State's confidence going forward.

DR. GOTCHER: Thank you, Mark. And I do believe there is an increased transparency and accountability. I'm just still concerned that -- I need to see a consistency in that transparency --

MR. HENRY: Absolutely.
DR. GOTCHER: -- before I can support an expansion at this point. But I'll continue to let my colleagues respond and we'll move forward.

CHAIRPERSON COFFMAN: Ms. Pfeffer, you're recognized.

MS. PFEFFER: Good morning. This -- my questions are probably for Dr. Schoppmeyer.

DR. SCHOPPMEYER: Yes, ma'am.
MS. PFEFFER: You've talked a little bit about the data regarding diversity with your student population, and I'd asked for some clarification on the economic diversity. And you don't participate in the free and reduced lunch program but you indicate that you provide free uniforms and meals to scholars

DR. SCHOPPMEYER: Yes.
MS. PFEFFER: -- in financial need. Can you
tell me in each of your campuses how many of your scholars qualify for that and how do you determine which scholars are in financial need?

DR. SCHOPPMEYER: The exact numbers I don't have off the top of my head, so I'd hate to give you those right now. I can tell you that our process at Haas Hall is we let everybody know during orientation "if something is a financial hardship for you or your family all you need to do is let one of us know." Typically, it's the college placement officer at each campus. It's done quietly, no one knows, and we pay for everything for the scholar. It's not about what you have and don't have; it's about this.
(COURT REPORTER'S NOTE: Dr. Schoppmeyer points to both temples when he says "it's about this.")

DR. SCHOPPMEYER: We want to focus on that. So uniforms, any kind of test prep costs, food are taken care of.

MS. PFEFFER: And I appreciate that sentiment. I guess my question is though, what is -- besides the student having to come up and tell somebody "I can't afford it," do you have a mechanism in place by which you could evaluate that?

DR. SCHOPPMEYER: No. Because, again, I don't want to embarrass the scholar. There have been times
when they'll say, "My parents won't buy a jacket for me. Would you mind giving me one or buying one for me?" No problem.

MS. PFEFFER: Okay.
DR. SCHOPPMEYER: I'm not going to embarrass anybody over that because that's not what we're about. We're about educating everybody the same.

MS. PFEFFER: Okay. It would be helpful for me to have that information.

DR. SCHOPPMEYER: I'd be more than happy to provide that information to you.

MS. PFEFFER: Okay. So then my next question -and I want to make sure I'm understanding your request -- you basically have two requests: one is the location and then the other is the preferential treatment for siblings -- and I may be saying that wrong, but for --

DR. SCHOPPMEYER: The sibling clause.
MS. PFEFFER: -- siblings priority. Yes.
DR. SCHOPPMEYER: Yes, ma'am. And there's also the expansion of our Fayetteville campus by 100 scholars, as well.

MS. PFEFFER: Okay. So there's three things. Okay. And this -- so this question would be for probably ADE Legal. The request for siblings, is
that a typical request?
MS. DAVIS: Yes. I mean, there are lots of campuses that -- or charter schools that have multiple campuses that do have a sibling preference.

MS. PFEFFER: Okay. But that would be something we would be voting on today. Is that correct?

MS. DAVIS: Yes. And there's actually three parts. They want an enrollment cap on their Fayetteville charter; they wanted the sibling preference applicable to all their charters; and then the license to operate a Springdale campus.

MS. PFEFFER: Okay. So, Dr. Schoppmeyer, do you -- I guess something that I'm kind of struggling with, without knowing any details on the economic diversity of your students and, you know, with your demographics still being -- a majority of your students being white, would -- help me to understand or maybe alleviate some of my concerns that granting a request for sibling preference wouldn't just perpetuate a lack of diversity in your campuses.

DR. SCHOPPMEYER: NO, I don't believe that's the case whatsoever. No, ma'am. What that's going to do is alleviate a lot of parents who are upset with me every year when the lottery is drawn to where they have a child that wants to come in -- and there are
all different races that are in the same situation that have multiple siblings. So we'd like to be able to do that. Again, looking at our Springdale campus I think you're going to see that we're going to have an opportunity to become much more diverse and that's what I'm really excited about. And the Jones Center for Families is a perfect location for us because it's already being used as a school and it's also being used by many community members as a place for recreation and various assisted help that they need throughout the day.

MS. PFEFFER: But in your two existing campuses where you don't have a lot of diversity, how are you going to increase diversity there if you're giving preferential treatment -- and I'm saying that wrong, I know that -- sibling preference --

DR. SCHOPPMEYER: Right.
MS. PFEFFER: -- sibling priority to those who are there. So that's a concern I have. And then the other question $I$ have is about the timeline. I believe one of you presented that you would actually -- if we approve this today, you would start your application tomorrow; that applications would open up starting tomorrow. And I know one of your goals is to be able to get the Jones Center, but it would
still be next month before the State Board would give that final approval. So to me that timeline is really rushed. And I guess I also, I guess, share a little bit of what -- of concern that Dr. Cleveland expressed that any time things are on such a fasttrack it just, you know, bears some questioning could this slow down a little bit so that we have time to see, you know, are we increasing the diversity in communities; do we have the infrastructure in place so that if an expansion does occur at a later time you really are able to have a diverse group of students that have opportunities for a high quality education.

DR. SCHOPPMEYER: Yes, ma'am.
MS. PFEFFER: So I guess my question would be the rush of the timeline, you know, that just seems very rushed.

DR. SCHOPPMEYER: It is expedited a bit but we already have the groundwork as far as we have scholars who want to attend. We also have faculty who want to teach, and we're moving into an existing facility that was utilized as a school. So I don't think that it's going to be a burden for us whatsoever. It's going to be rather exhilarating, I believe, to be able to open up the campus in a short
amount of time.
CHAIRPERSON COFFMAN: Dr. Saunders, you're recognized.

DR. SAUNDERS: Yes, sir. I had questions on the lottery process, as you discussed earlier.

DR. SCHOPPMEYER: Yes, sir.
DR. SAUNDERS: And I think that I can totally understand a random process at the point of selection from the list with the oversight and everything else. But my concern is -- or questions would be into the creation of that list initially to begin. How is the academic information that's collected on the applicants used on the assignment of the numbers? DR. SCHOPPMEYER: What are you talking about specifically?

DR. SAUNDERS: Pardon?
DR. SCHOPPMEYER: What are you talking about specifically? I'm sorry.

DR. SAUNDERS: The academic information on the application.

DR. SCHOPPMEYER: That math grade that they're in, the math course that they're in?

DR. SAUNDERS: That's one of them.
DR. SCHOPPMEYER: Okay.
DR. SAUNDERS: Also, if the student has ever
repeated a grade; also, if a student has ever skipped a grade.

DR. SCHOPPMEYER: That's off of our website, the repeated a grade or skipped a grade. Typically what happens is there are parents that will come in and they'll say, "I'd like my child to skip a grade and I would like to know if they can skip more than one," those types of things. None of this information is utilized in our lottery until it's drawn because what happens is scholars get accepted in the lottery, they attend an orientation, and then we help them build a course schedule and that's based upon what math have you currently had. We don't receive transcripts for any new scholar until they're already enrolled, much like during the summer we don't ask for any kind of triand transcript passing to and fro from schools. Because there have been times when our scholars have been bullied by the district of origin to where we don't do that any longer. We wait until the very last moment to make sure Marty is going to attend Haas Hall. So no academic information is ever given to us except for did your child -- what math course are they currently in so we can go ahead and decide to build -- if we pull the lottery and we have 48 kids who need Algebra I, we'll have two Algebra I
classes. If we pull the lottery and it says only 12 need Algebra $I$, we'll just have one. So we're trying to build our schedule early on so that we can go ahead and have our current scholars and then the new scholars in the classes. That's what that was used for.

DR. SAUNDERS: So what about the skipping of the grade and --

DR. SCHOPPMEYER: The skipping of the grade would've been only -- I'm sorry.

DR. SAUNDERS: -- and the repeating of a grade, why is that collected prior to, at the very initial onset of the application process?

DR. SCHOPPMEYER: I believe that's why we took that off because in prior years we'd use it only to see if a child had, after the lottery's been drawn, skipped a grade. Because many times people would come in and say, "My child is in 8th grade, they're bored, they're not being challenged; can they be kicked up into the 9 th grade or the 10 th grade?" So that's good data for us to know.

DR. SAUNDERS: But that was on this year's application.

DR. SCHOPPMEYER: Was it on this year's application?

MS. HOLLOWAY: It is. Moving forward -- we followed the best practices outlined in the Webinar that we attended that was put on by the State, which stated that really our application should be very bare bones, very minimum. And so our new application process for Springdale, and going forward, basically just asks the required information: name, address, grade. I mean, it's really bare bones and so we won't have hardly any information going into it. We definitely don't ask about skipping or repeating a grade or math courses or anything.

DR. SAUNDERS: But those changes were not in effect for this year's process. Correct?

MS. HOLLOWAY: Not for -- yeah -- the 2016-17 Fayetteville and Bentonville.

DR. SAUNDERS: And on the orientation/shadow a scholar step in the application process, if a child simply applies and they choose not to attend either one of those are they still eligible for the lottery?

DR. SCHOPPMEYER: Yes.
MS. HOLLOWAY: Yes, definitely. We only had around 40 to $45 \%$ attendance in a shadow. It's an opportunity we offer, but it's definitely not a requirement.

DR. SAUNDERS: Have you been able to analyze any
of the results from this year's lottery on the results as far as migrant students or special ed. or English Second Language?

MS. HOLLOWAY: I haven't yet. No. Yeah, we're just now getting all of the enrollment paperwork in, so we're still working on processing all of that.

CHAIRPERSON COFFMAN: Any other questions? Ms. Liwo.

MS. LIWO: Let me just fill you in on what's going on in my mind and maybe you can address it. But just looking at your information I have a really big problem with your diversity. And I heard about the five-year recruitment plan.

DR. SCHOPPMEYER: Yes.
MS. LIWO: And then Ms. Pfeffer saying that you would -- if we approved, you would try to run applications for your Springdale campus tomorrow. And with that short timeframe I'm wondering how you are going to actively or -- I can't think of the correct word -- but how are you going to recruit low income minority students in such a small timeframe when your -- the history of your -- the makeup of your other two campuses indicates either that you've had a problem with recruiting those kinds of students or that you haven't been. I don't know if I've made
myself clear, but --
DR. SCHOPPMEYER: Yeah.
MS. LIWO: -- could you address that for me?
DR. SCHOPPMEYER: Well, I think the --
certainly, we want to be more diverse and that's the reason that we did hire a full-time community outreach person to service all of our schools. I'm talking strictly about Springdale now because that's what we're talking about as far as our expansion plans go. The opportunity for us to become more diverse certainly is in Springdale and it's at the Jones Center for Families. And that person that's in charge of community outreach will do information sessions. We're ready to go. We're ready to have all this stuff lined out. She's a dynamo. We'll have information sessions at the Jones Center and at various places throughout the community, get people excited about coming to Haas Hall and registering and becoming a part of our lottery. So that's something that we're actively trying to do. I've heard the criticisms for many years and I'm here to address them today, and the way I want to do that is by saying let's go to Springdale, let's put our school in Jones Center for Families, and let's try to increase our minority population. And I think that's
something that everybody here from our team wants to have happen and many of our supporters.

MS. LIWO: Okay. So you heard these criticisms for years. Why not try to implement your five-year recruitment plan with your Fayetteville and Bentonville campus, see how it works out, and then come back and try Springdale? And I understand a lot of people are interested in the Jones Center.

DR. SCHOPPMEYER: Yes, ma'am.
MS. LIWO: I've heard that. And I guess the other question I have too was the methods for getting the word out about the Springdale campus, is that something -- are those methods that you've used before or are they new ideas? And do you think it'll -- the word will reach -- how sure are you that it will reach low income minority students?

DR. SCHOPPMEYER: Because there's a high percentage of low income minority students that are around the Jones Center for Families. That's the major key is where it's located for us. And, again, there's so many opportunities for those youngsters to take Ozark Regional Transit to and from school. Now we've used some strategies in the past; they've been fairly effective. We have some new strategies, after talking to various stakeholders, how to do other
things. We're partnering with other folks and they're going to be increased. But our person that's in charge of diversity or community school outreach has just wonderful plans set up and we're ready to start. And I think you're going to be really proud. I think I'll come back a year from now and you guys are going to go, "Hey, you did what you said you'd do."

MS. LIWO: I'll just be honest with you, I'm not -- I'm not comfortable. I don't want another campus that looks like your Fayetteville and Bentonville campus. And I would rather see in years to come diversity increase on your two existing campuses before I go and, you know, give my vote for a new campus that's going to look like the two that you have.

DR. SCHOPPMEYER: I appreciate your honesty, Ma'am. Thank you.

CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: Thank you, Madam Chair. I know we've heard from Haas Hall representatives regarding the transparency of the lottery process. But I'm curious if we might have some input from our ADE staff on their witnessing of the lottery process. That would be interesting information for I think the

Panel to hear, Ms. Boyd.
MS. BOYD: Yes, sir. I have been -- I have observed lotteries for Haas Hall for the past two years. The most recent lottery that was done is leaps and bounds improvement upon the past. Before -- before, it didn't appear to be as open to the public as it has this past year. So this is the first time I went where there were people in attendance who were there, they were allowed to ask questions, they were allowed to take their numbers right there and fill out paperwork right there on this day. So I can answer more specific questions but overall, the process has in the past year become more transparent. And we've gotten feedback from the public as well to say that they have noticed a change.

DR. GOTCHER: Okay. And that's encouraging. Ms. Davis, do you --

MS. DAVIS: Several of us went and reviewed some of their lottery documents and there were discrepancies in the past. Some of them were -there were multiple reasons that -- for the discrepancies. They did go over their new lottery process, the new online application, how to check your application, your number, and it does seem that
it would prevent some of the issues that had led up to the discrepancies prior to. And then we had offered some suggestions on how to even further improve that to cut down on -- I believe that you had mentioned earlier about having one person that can go in and, you know, basically manually make changes. We had offered some suggestions that would make us feel even more comfortable with the fact that it is a fair and open lottery without external adjustments. DR. GOTCHER: Thank you, Ms. Davis. I think -I don't know if it's a Haas Hall representative or someone from the Charter Panel -- I think I heard earlier, and I'd heard this before, that the address for the campus in Fayetteville actually is in the Springdale School District, while the physical address has a Fayetteville Zip Code. I just need to know more information why that exists and -- anyway - -

MS. BOYD: Yes. So I can speak to that. That's correct. The location of the campus is physically in the city of Fayetteville. However, when you -- if you search the address to figure out what school district it's in, it does come up as being in the Springdale School District. And this is -- this is probably my mistake that we haven't -- that you guys
haven't been made aware of this prior to.
DR. GOTCHER: Should that require a name change? Should it be a Springdale campus if that's -- or maybe not because it's a physical address in Fayetteville. But I think that's interesting to ask though.

MS. BOYD: Well, we don't have any rules or procedures on how the schools name themselves.

DR. GOTCHER: Sure.
CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: Yeah. I just had a question about on the staffing. So you already have staffing in place and ready for this --

DR. SCHOPPMEYER: NO.
MR. ROGERS: -- and where would they be coming from and --

DR. SCHOPPMEYER: Well over 300 people applied from all over the country. And so we've been talking to people, trying to get them excited about the possibility of Haas Hall Academy, the Jones Center, opening up in the fall. We're skyping with people, we're calling them on the phone, and we're interviewing people face-to-face.

MR. ROGERS: But you don't have them in place right now?

DR. SCHOPPMEYER: Oh, no. No. I mean, there a number of them ready to go. I mean, they'd like to go. If I can go back and say, "Hey, we're going to be approved," they'd quit their other jobs and come with us.

MR. ROGERS: So I think you're projecting 360 slots for --

DR. SCHOPPMEYER: Right.
MR. ROGERS: So you're going to have a full staff, lunches, everything done before school would start this coming school year from -- for the Jones -- you feel comfortable you would be able to have that all set up and ready to go?

DR. SCHOPPMEYER: I do. Yes, sir.
MR. ROGERS: And then -- because I -- the timeframe is just -- I do have questions about the timeframe. It does seem rushed. I mean, it's a pretty quick turnaround, especially with the questions they're raising about the lottery and staffing. And then I know that there was a school that was in there but then going in there -- and I'm assuming there's going to have to be some kind of renovations for it to come in there or do you just think you're going to be able to walk in that day and use what was there?

DR. SCHOPPMEYER: I think we'd utilize about 70\% of it as-is.

MR. ROGERS: And the other question I had was on the lottery, about the shadow, the scholar campus tour.

DR. SCHOPPMEYER: Yes.
MR. ROGERS: Can I get a little more detail of what happens on it? Do they just follow the student around or is there an interaction with the faculty, administrators?

DR. SCHOPPMEYER: That's a great question. What happens is our scholars will sign up to shadow and they're met at the front door with their person they're going to shadow for the day. And so that child shadows with the scholar and goes to four classes and then they go home. They don't meet with me, I don't see them. If I see a youngster walking down the hallway that's wearing something that's not Haas Hall, I'll say hello, good morning or good afternoon. That's the extent of it. But they do go to various classes. They get to see that it's 90 minutes in length in each class. So it's a little bit different. You carry four classes a day. And they get to see the academic environment as it is and it's fundamentally different from most. So for them
it makes them -- they're interviewing us at this point. This is their opportunity to say, "I really like Haas Hall. I've love to attend Haas Hall." Or, some will say, "I don't want to go there," and that's certainly their right.

MR. ROGERS: Okay. But there's -- the fact teachers talk to them -- I mean, I guess --

DR. SCHOPPMEYER: No. We're just teaching class and if -- you know -- if -- I'm going to use my name because -- if Marty is a shadow and Marty is engaged in a class and Marty raises his hand, he'll be called. Sure, if they want to -- if they want to participate in the lesson, great, that's awesome. If they want to sit back and read a book or whatever they want to do and just observe, that's their right as well.

MR. ROGERS: Are the parents with them? DR. SCHOPPMEYER: No, sir.

CHAIRPERSON COFFMAN: All right. It's my turn, my questions.

DR. SCHOPPMEYER: Yes, ma'am.
CHAIRPERSON COFFMAN: As I'm looking over your request, in essence you currently are approved for 900 students at both, total, with both campuses. Is that correct?

DR. SCHOPPMEYER: For Bentonville and Fayetteville?

CHAIRPERSON COFFMAN: Yes.
DR. SCHOPPMEYER: Yes, ma'am.
CHAIRPERSON COFFMAN: And, in essence, to replicate at the Jones Center then that would be for additional 500 seats so that in essence you're asking to go from 900 to 1500?

DR. SCHOPPMEYER: No. Bentonville is its own separate charter, so Bentonville is a 500 number campus. It will stay 500. What we want to do is expand our Fayetteville campus another 100 scholars and then expand our Fayetteville numbers by 500 and allow those 500 scholars to go to Springdale. Because it will be a license, not a charter.

CHAIRPERSON COFFMAN: Okay. On your website, I want to quote the exact wording. In your website it says, "Therefore, it is required that each scholar have access to an internet connected computer, preferably broadband at his or her residence."

DR. SCHOPPMEYER: That was up there back when we were in the dairy barn days. I don't know how it's up there now. I don't do our website.

CHAIRPERSON COFFMAN: Yes, I'm looking at live.
DR. SCHOPPMEYER: What page is that?

## Sharon Hill Court Reporting

CHAIRPERSON COFFMAN: I'm on the -- under Parents' Technology Guidelines.

DR. SCHOPPMEYER: Okay. Well, that's --
MS. HOLLOWAY: That may be my mistake. It may be an old document that I uploaded on accident. It may not be our most recent.

CHAIRPERSON COFFMAN: It's current.
MS. HOLLOWAY: Is it?
CHAIRPERSON COFFMAN: I'm looking at your website now.

MS. HOLLOWAY: Right. I may have uploaded that.
DR. SCHOPPMEYER: By accident.
MS. HOLLOWAY: Yeah. That may not have been the most recent document that we have.

DR. SCHOPPMEYER: The reasoning behind that initially was we thought at one time that if there was inclement weather we could still have school back in the dairy barn days when we had about 17 scholars. And so we gave everybody a laptop back then, so it was a different system. We were just trying to get anybody who wanted to come. It was hard to get people to come out to Farmington.

CHAIRPERSON COFFMAN: Have you reached out to the Springdale School District for any collaboration or strategic planning?

DR. SCHOPPMEYER: I have not. And that's not for any other reason than the fact that we're both extremely busy. But I'd be happy to sit down with Dr. Cleveland and anybody else you would like me to sit down with. I want to be a partner. I'm the little guy here, I understand that, and I'm just trying to make an impact on Arkansas education, just like everybody else is. But it would be nice. That's one of the reasons of having the school choice fair was to get everybody together at the Jones Center and show off what we're best at so people can make an informed decision where they'd like to have their student go to school. And so, yeah, I think it would be wonderful if we had a partnership. I've always wanted one. I'm open.

CHAIRPERSON COFFMAN: We certainly encourage that. Make the first step.

DR. SCHOPPMEYER: Well, I'll be happy to call Dr. Cleveland tomorrow.

CHAIRPERSON COFFMAN: My concern is, as I search your website, if I were a parent in that region $I$ myself would not send my child there. And I would not have felt comfortable as a child myself going there. And I came from a poverty background, so I don't feel that I'm welcomed there -- and that may
not be the truth, and so that's my perception. And I just share that with you because your website is that first -- that first location for people to go and learn about you and it's an opportunity to really change perceptions. And so if that's not the reality, that's certainly the perception being sent.

DR. SCHOPPMEYER: Certainly. I appreciate your comments and I'm disappointed to hear that because I spent a lot of money having that thing upgraded to look real nice and be friendly.

CHAIRPERSON COFFMAN: It looks nice; it just doesn't feel friendly.

DR. SCHOPPMEYER: Okay.
CHAIRPERSON COFFMAN: It's easy to --
DR. SCHOPPMEYER: Well, if you have any suggestions for me, let me know.

CHAIRPERSON COFFMAN: -- easy to find information but as I look at the kids on there, they don't look like I did. They don't look -- it just looks more expensive than the public education I received.

DR. SCHOPPMEYER: Well, I think one of the things that causes that is the fact that we wear uniforms. And even though they come from Lands End/K-Mart it does put them in school mode, because
those days that they don't wear their uniform is a totally different feel at the school. So, I mean, I think the uniforms probably are the cause of that when you see our scholars wearing the crest and things like that. But it's the same idea as the corporate mentality that you work for the corporation, you work for Haas Hall. And so we're all trying to be the best we can ever be everyday so that our scholarships -- our diplomas are worth more money. That's the hope for every scholar that attends.

CHAIRPERSON COFFMAN: I appreciate that and I appreciate high expectations. I just want there to be a welcoming attitude.

DR. SCHOPPMEYER: We'll work on that. If you have any suggestions, please let us know. I'd be happy to --

CHAIRPERSON COFFMAN: Thank you.
DR. SCHOPPMEYER: -- have Heather do it or anybody else.

CHAIRPERSON COFFMAN: Any other questions? Ms. Davis, are there any remaining issues regarding the amendments?

MS. DAVIS: There's just a few clarifications, and I think that they might have clarified it just a
moment ago but I would feel better if we just had it on record. On the -- so they want a 100 -student increase in their Fayetteville charter, but they also want a license for Springdale. So if the Springdale license is approved, then it would also be at either the 400 if you do not approve the enrollment cap or 500 students if the enrollment cap is approved. So I just want to make sure that you are clear that if they approve the Springdale license at the 100student enrollment cap then you would have a 500 enrollment cap at Springdale. But if not, it would be 400 because it would be -- still be a replication of the Fayetteville campus.

DR. SCHOPPMEYER: Yes, ma'am.
MS. DAVIS: Okay. Just making sure. Also, on the sibling preference, if you were to approve that, it would not go into effect until the next school year, a lottery process -- with the exception if you approve the Springdale license, then it could be in effect for that.

CHAIRPERSON COFFMAN: And just for clarification, is that sibling preference -- is that within that school or across schools?

MS. DAVIS: Yeah. No, that would just be within that school. Yeah. There would not be -- and that
was one of the things that we did discuss that the transfers of students was your -- who you apply is the one that you can get into. You can apply to multiples but you can only get acceptance into one.

CHAIRPERSON COFFMAN: Ms. Boyd, do you have any additional clarification?

MS. BOYD: No. Just Ms. Davis got it right about the sibling preference. That's all. MS. PFEFFER: I have a question.

CHAIRPERSON COFFMAN: Okay.
MS. PFEFFER: Yeah. Are we voting on each of those things separately or is it a motion for all of it? What's the most -- or does it just depend on -MS. DAVIS: I mean, you could do it all in one, but if you want to handle them individually I think it just probably depends on how you feel your votes, you know -- I mean, I would probably suggest that you handle the enrollment cap and the sibling preference and then the license so that way those things would be in effect if a license was approved.

MS. PFEFFER: And just for clarification, the enrollment cap or the increase in the enrollment cap would be to bring Fayetteville from 400 to 500 , which matches what Bentonville already has.

MS. DAVIS: That's correct.

MS. PFEFFER: Is that correct?
MS. DAVIS: Yes.
MS. PFEFFER: Okay.
MS. BARNES: I was just saying that I would prefer that we take each separately.

CHAIRPERSON COFFMAN: Okay. Is that the will of the group?

All right. Then we'll start with the expansion of the Fayetteville campus enrollment from 400 to 500 students, if I could have a motion.

MS. BARNES: Madam Chair, I move not to approve the expansion.

DR. GOTCHER: Second.
CHAIRPERSON COFFMAN: Second by -- motion by Ms. Barnes and a second by Dr . Gotcher to not approve the enrollment cap expansion for the Fayetteville campus. Any discussion? All those in favor?
(MAJORITY CHORUS OF AYES)
CHAIRPERSON COFFMAN: Any opposed?
MR. ROGERS: No.
CHAIRPERSON COFFMAN: Mr. Rogers is in opposition. Six-to-one, motion carries.

DR. GOTCHER: For the sake of our voting, does that require two more documents? Because we only have the one.

CHAIRPERSON COFFMAN: Yeah, I was about to ask. DR. GOTCHER: That's good.

CHAIRPERSON COFFMAN: If you'll upload some additional documents for us.

MS. BOYD: I'm working on it.
CHAIRPERSON COFFMAN: And, Ms. Davis, do we -can we go ahead and take a vote on all of these and then come back and give our reasons?

MS. DAVIS: Yes, you can.
CHAIRPERSON COFFMAN: Okay. I'm going to take the liberty of -- let me look at this -- asking this question before we move on. Should we vote next on the sibling admission preference for the Fayetteville campus?

MS. DAVIS: I would go -- well, the sibling preference is for all their campuses. So I would go ahead and vote on that one now, so that way in the event if you approve a Springdale charter then it would also be applicable because it would be applicable to all their campuses.

CHAIRPERSON COFFMAN: All right. Sibling preference.

DR. SAUNDERS: Can I ask --
CHAIRPERSON COFFMAN: Do you have a question?
DR. SAUNDERS: I do have a question for them
over that.
CHAIRPERSON COFFMAN: All right. Go right ahead.

DR. SAUNDERS: Yes. Dr. Schoppmeyer, I don't know if you're best to answer this question concerning the sibling preference. I was wondering if you have any idea of the number of students that that may involve as far as potential applicants that may be in a given year?

DR. SCHOPPMEYER: No, sir.
DR. SAUNDERS: Okay.
MS. BARNES: Ready for a motion?
CHAIRPERSON COFFMAN: Motion.
MS. BARNES: Madam Chair, I move to approve sibling preference.

DR. SAUNDERS: I'll second that.
CHAIRPERSON COFFMAN: A motion has been made by Ms. Barnes and seconded by Dr. Saunders to approve the sibling preference for all campuses, if the third campus is approved. Any discussion? All those in favor?
(MAJORITY CHORUS OF AYES)
CHAIRPERSON COFFMAN: Any opposed?
MS. PFEFFER: No.
MS. LIWO: No.

CHAIRPERSON COFFMAN: Pfeffer and Liwo, no. That gives me five-two. Motion passes.

Third, to replicate the Fayetteville campus into the Jones Center for Families in Springdale. Any questions, any motions?

DR. GOTCHER: Repeat that again, please, Madam Chair.

CHAIRPERSON COFFMAN: Consideration to replicate the Fayetteville campus into the Jones Center for Families in Springdale. In other words, because there is a 400 cap in Fayetteville there would be a 400 cap in Springdale with sibling admission preference.

DR. GOTCHER: Okay. I move to deny the amendment request for expansion to the Jones Center. MS. LIWO: Second.

CHAIRPERSON COFFMAN: So there's been a motion by Dr . Gotcher to not approve and seconded by Ms. Liwo. Any discussion? All those in favor?
(UNANIMOUS CHORUS OF AYES)
CHAIRPERSON COFFMAN: Any opposed? Motion carries.

MS. BOYD: Can you see where I've added the additional sheets?

DR. GOTCHER: I'm just on the first one right
now, so --
MS. BOYD: Okay.
CHAIRPERSON COFFMAN: As we read our reasons for the vote, I'm going to take those one at a time. And so we'll do the first motion.

DR. GOTCHER: Sure.
[A FEW MINUTES OF SILENCE]
CHAIRPERSON COFFMAN: Okay. If I can direct everyone back to the motion to not approve the enrollment cap expansion for Fayetteville -- Ms. Barnes.

MS. BARNES: Yes. I voted not to approve the current cap expansion because I do not believe at this time it serves the best interest of the student population as well as the surrounding communities. I believe that over time the current practice would create a more beneficial school.

CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: I voted for the motion to not approve. While there appears to be an increase in accountability and oversight in the lottery process -- and I am truly encouraged by what I've heard this morning -- I do feel strongly that a longer period of time to insure that this process is transparent to allow for an increase in trust. Secondly, the
timeline for expansion is a challenge for me. While I'm confident that they certainly are up for the challenge, but considering all of the elements required for the beginning of a new year, I'm not in favor also because of the timeline for expansion. CHAIRPERSON COFFMAN: Mr. Lester. MR. LESTER: At this time $I$ voted for the amendment to not have it happen because I still have concerns about the recruitment for diversity, the lottery process, and the timing for opening the new location.

CHAIRPERSON COFFMAN: Ms. Liwo.
MS. LIWO: I voted for. I have concerns about diversity and the lottery process.

CHAIRPERSON COFFMAN: Ms. Pfeffer.
MS. PFEFFER: I would like to have concrete data on the status of economically disadvantaged students and data regarding the most recent lottery conducted under the new transparent process.

CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: I voted against the motion because I felt like allowing them to have more slots would allow them to prove that they are trying to recruit a more diverse population; that holding them where they are with the number they have, they wouldn't be able
to add and then possibly they could.
CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: I voted for the motion. I had a concern over the lack of diversity in association with the lottery procedures. And I think one thing in the future is not just the procedures in place but looking at the results of the procedures in place. And once we have the results of diversity with the lottery that that would help me to make a better decision for that.

CHAIRPERSON COFFMAN: Part two, the motion was to approve sibling preference. The motion passed five-two. And I see, Ms. Barnes, you're working on that one. So --

MS. BARNES: All right.
CHAIRPERSON COFFMAN: Go ahead. MS. BARNES: I voted in favor of sibling preference because I do believe that it serves the best interest of parents, as well as the needs of students in providing for equitable education in the home.

CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: The second, is that right?
CHAIRPERSON COFFMAN: Siblings.
DR. GOTCHER: Siblings. I voted for the motion
to approve the sibling preference. While there remains a concern for diversity currently in these two campuses, $I$ do feel it's in the best interest of families to allow for siblings to be together.

CHAIRPERSON COFFMAN: Mr. Lester.
MR. LESTER: I voted for, for also the same reasons; for the best interest of the family I approved it.

CHAIRPERSON COFFMAN: Ms. Liwo.
MS. LIWO: I voted against. I thought that the sibling preference would enhance their issues with diversity.

CHAIRPERSON COFFMAN: Ms. Pfeffer.
MS. PFEFFER: I also voted against this motion. And while $I$ understand the need for families to have consistency, I feel that sibling preference at this point will further prevent a diverse student population given that over $70 \%$ of the population at both schools is currently white and no data regarding economically disadvantaged students exists.

CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: I voted for the motion because I believe that the waiver exists with other charter schools and this would -- could possibly provide a strain on parents having children at two different
schools.
CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: I voted for the motion. I feel it is important to accommodate for families with multiple students to attend the same school when possible.

CHAIRPERSON COFFMAN: The third motion was a motion to deny the expansion into -- or the license request for the Springdale campus. Ms. Barnes.

MS. BARNES: I voted in favor of the denial because I believe that this expansion lends itself to many unknown and unintended consequences. While I appreciate the opportunities as expressed, they do not outweigh the concern that a delay could potentially resolve.

CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: I voted for the motion to deny. Legislative intent of charter schools allows for, quote, expanded choices that are available in the public school system. I currently feel that the Springdale School District offers multiple and innovative opportunities for the current region and do not see the need for expansion at this time.

CHAIRPERSON COFFMAN: Mr. Lester.
MR. LESTER: I voted for the denial. I still
have concerns about the recruitment for diversity, the lottery process, and the timing for opening a new location.

CHAIRPERSON COFFMAN: Ms. Liwo.
MS. LIWO: I voted for. I had concerns again with diversity, the lottery process, and the impact on the school district.

CHAIRPERSON COFFMAN: Ms. Pfeffer.
MS. PFEFFER: I voted for the motion because the timeline is too rushed for a thorough lottery process and could potentially negatively impact neighboring districts, either through staffing or student attendance at such a late date.

CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: I voted for the motion. Along the same lines with everybody else, I felt like the timeline was too rushed with still concerns about the lottery process and the staffing for -- you know -for this fall.

CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: I voted for the motion. I had concerns over the lack of diversity in association with the lottery procedures. MS. PFEFFER: I have a comment.

CHAIRPERSON COFFMAN: Ms. Pfeffer.

MS. PFEFFER: I do want to say that I did feel better today with the explanation of the lottery process. I do feel like you are taking steps to correct some things that have been problematic in the past. And I also, you know, understand the choice for the new location. So I just think that there needs to be time to show that things that are being put in place are going to set the foundation for changes in the future. So I, you know, I would encourage you -- and I was encouraged by your comments about -- from you and Dr. Cleveland both about partnerships. Because I do believe we all want the same thing and that is to provide quality education for all students and recognizing that that can be good when there is choice. So I would just like to encourage that and would be open to seeing some things in the future.

CHAIRPERSON COFFMAN: Dr. Schoppmeyer, I would echo the encouragement. I was very encouraged today and really excited about your new lottery process. It appears to be very transparent and may be a model to others. So we look forward to that.

The second thing I would say is I think you've been given some positive criticism today that I hope that you will take and come back to see us again with
that data, that evidence that your recruitment plan is working, that you are listening and your outreach is reflective of the comments that have been shared with you today. So I hope you don't see this as a negative, but $I$ hope you see this as a positive to come back and get it right.

DR. SCHOPPMEYER: Yes, ma'am. I certainly do and thank you for your time today. Appreciate it very much.

CHAIRPERSON COFFMAN: Thank you.
We will take a 15 -minute break. (BREAK 10:15-10:35 A.M.)

A-3: REQUEST FOR OPEN-ENROLLMENT CHARTER SCHOOL AMENDMENTS: LITTLE ROCK PREPARATORY ACADEMY

CHAIRPERSON COFFMAN: Action Item 3, Request for Open-Enrollment Charter School Amendments for Little Rock Preparatory Academy. Ms. Boyd, you're recognized.

MS. BOYD: Thank you, Madam Chair. On November 4, 2008, the State Board of Education approved the open-enrollment charter application for Little Rock Preparatory Academy. The Charter Authorizing Panel approved a three-year renewal of the charter in February of 2014. The charter is approved to serve students in grades $\mathrm{K}-8$ with a maximum enrollment of

## Sharon Hill Court Reporting

432. Representatives of the Little Rock Preparatory Academy are appearing before the Panel to request amendments to their current charter.

Would you like to be reminded of the procedures? CHAIRPERSON COFFMAN: Yes. And would you -before we go forward, would you tell us the amendment?

MS. BOYD: Yes. They are requesting a location change.

CHAIRPERSON COFFMAN: Only?
MS. BOYD: Only.
CHAIRPERSON COFFMAN: Okay. Ms. Davis.
MS. DAVIS: The procedures today are going to be the same ones that you've followed this morning. They are -- it still is morning -- that you have followed already. Everybody wishing to provide testimony outside of the attorneys will need to be sworn in. After that, the charter will have 20 minutes to present its case for its amendment, followed by 20 minutes for -- collectively for opposition. I did notice that there are quite a few people that signed up for public comment. I don't know if those are for opposition, but if so, they need to be aware that they have 20 minutes collectively. So if there's one person that may can
speak, you know, as a whole, so that way all their concerns are addressed, they might want to consider that.

But after 20 minutes for opposition the charter will have 5 minutes additional time to respond. After that you may ask questions of anyone that you feel has information necessary for you to make your determination. You can then take the matter under advisement and vote today, at which point you have a Google doc that you can log your vote in and your reasons for your vote. If you would like to take it under advisement and vote at a later time, you can do that as well.

CHAIRPERSON COFFMAN: Thank you.
Ms. Boyd, you're recognized.
Let me swear everybody in.
MS. BOYD: Yes. Thank you.
CHAIRPERSON COFFMAN: If all representatives from the Little Rock Preparatory Academy, anyone speaking in favor or in opposition, if you will all stand and raise your right hand. If you signed up for public comment, please stand now.

Do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth and nothing but the truth?
(ALL WITNESSES ANSWERED AFFIRMATIVELY) CHAIRPERSON COFFMAN: Thank you. Ms. Boyd, you're recognized.

MS. BOYD: Madam Chair, before the school gets started with their presentation, we have a special request that one of the public commenters be allowed to speak now as they have a pending appointment. Her name is Gwendolyn Winston. Will you allow that? CHAIRPERSON COFFMAN: I will. Three minutes. MS. WINSTON: Good morning. My name is Gwendolyn Williams Winston and due to other pressing family obligations, I do need to leave and I'd like to thank you for allowing me this opportunity. As a single parent and grandparent, Little Rock Preparatory Academy has provided my children with a well-rounded, stable, caring learning environment. We've been with Little Rock Preparatory Academy since inception. The faculty and environment provided have been a prevalent factor in reinforcing dignity, a desire to learn, and help when learning and focus was difficult for my children. And most of all, it's a safe environment during the hours while they're at school. I don't have to worry about them. The choice of this charter school has been the best investment that I've made for their educational
needs. Thank you again.
CHAIRPERSON COFFMAN: Thank you.
MS. BOYD: Madam Chair, now we have Tina Long who's the superintendent for Little Rock Prep.

SUPT. LONG: Good morning, Madam Chair, Charter Authorizing Panel Members. Thank you for allowing me the time to present today regarding our relocation. My name is Tina Long; I am the superintendent. With me today I have three members of our executive management team. I have Christian Yarberry, our executive director; Dennis Tiede, our chief operating officer; I also have with me today members of our board of trustees, parents and children who are supporting Little Rock Prep. So if you're with us today, please stand and be recognized. Thank you.

The mission of Little Rock Preparatory Academy is to serve students from underserved communities for competitive college and advanced careers by insuring mastery of core subjects, developing the behaviors needed for success, citizenship and leadership. So it sounds like many schools' mission statements. Something that's a little different about ours is the underserved communities. We specifically recruit and design an educational model that best serves students from underserved communities. So our proposal today
does not change our mission statement.
So we are a $\mathrm{K}-8$ charter but today we're going to be discussing our middle school. So we have around 119 students in our middle school. Prior to the community eligibility provision $83 \%$ of our students qualified for free or reduced lunch and under the provision $100 \%$ of our students are receiving free lunch. We are 83\% African American, 15\% Latino. Compared to the Little Rock School District and the state of Arkansas, our TAGG groups are higher in all areas.

So just a little background about us. We take very seriously serving the whole child. So this is Maslow's Hierarchy of Needs and what we've done is systematically made sure that all of our children's needs are met all the way through, even starting at the bottom with physical, making sure that our free lunch program, uniform scholarships, uniform discounts, mental health services are all provided to our students. For safety, we fully implement the statewide panic button. We have had training on invasion training. Teachers are trained. We have a keycard entry system. So safety is a big concern and something that we address very seriously.

I think when you hear from our parents or our

## Sharon Hill Court Reporting

students the love and belonging is where we really thrive. Our parents love our school and our teachers love our students and that's very evident when you walk in the building at Little Rock Preparatory Academy. When we were administering our surveys just a few weeks ago, that was something I heard over and over from the parents is "where's the part about the children -- the teachers love us?" And so that's something that's just really prevalent with us. The fourth level is esteem. We have a mastery learning model, making sure children master all skills before moving on. Exponential learning, project based learning, and student led conferences; every child in our school is on an annual improvement plan. They all track their own data, know exactly where they stand and where they need to go, and they deliver those student-led conferences to their families three times a year.

And then the last is our highest level, selfactualization. We do that through explicit teaching, our graduate attributes, our leadership development program. We also have a learning pass program where our students go into the community and participate with 14 different learning partners. So meeting the needs of our students in a very organized systematic
way is something we will continue to do, regardless of the building that we're in.

So in the fall Little Rock Preparatory Academy requested that the Office for Educational Policy at the University of Fayetteville conducted an independent study of our school and did an analysis on our MAP data. So Dr. Sarah McKenzie presented that to you in February. I just want to briefly remind you of the results that we got: $63 \%$ of our students meet or exceed typical gains as compared to the national average of $50 \%$. Those gains resulted in 1.2 grade level equivalents in reading, 1.5 grade level equivalents in math. Dr. Sarah McKenzie concluded that LRPA students grow better than 79\% of students in math -- oh, nationally in reading -- and $84 \%$ of students nationally in math. So her conclusion was that Little Rock Preparatory Academy middle school grades exceeded national peers in academic growth, both in reading and in math.

Next is our ESEA report. This report is -- we take very seriously of the goals that are set before us by the state. We spent two years adjusting our curriculum to make sure we are addressing the standards and performing against our goals that the State set for us using the PARCC. We're very proud
that we are achieving in $100 \%$ of all the areas on this report. We remain focus on reaching a level of proficiency that we know we need to reach.

So in discussing the relocation, we chose to hold a focus group as well as conducted surveys. Families currently do not see our facility as a permanent home. Many of our students come to us for either behavior or academic remedies and after remedied, will transition on. And we're really looking and parents are really looking to be able to provide a facility that also offers the traditional amenities of a gymnasium, science labs, independent space, dedicated space, green space of a traditional school -- but still be able to have our academic model to be able to meet our students where they're at. So at the end of the relocation process we'll be able to strongly address the retention concerns. Here are actual numbers on our retention concerns from last year. You can see that we lost $30 \%$ of our students last year due to relocation out of our school for a variety of reasons.

So our request today is to relocate to 6711 Markham Street with around 180 students in grades 58. So what we would be doing is relocating our current middle school, which is on University, grades

## Sharon Hill Court Reporting

6-8, and then our 5th grade from our primary school campus. So previously we did have 5-8 at one campus, at our middle school campus where students in 5th grade were able to receive domain specific instruction from highly qualified teachers. Due to space constraints, we had to relocate the 5 th grade back to the primary school. This move will enable us to bring it back to a 5th through 8th.

So some of the benefits of the relocation is school pride. What we have seen in our primary school with our beautiful facility is children have been able to participate in activities that the amenities allow. We have gardens and a gardening program for our students; we have a gymnasium; we have an outreach program that's enabled us to have cheer, basketball leagues. Those types of things have really increased school pride and enhanced our academic program.

We're also looking to be able to attract more highly qualified educational personnel. So currently at our middle school facility, because it's a shared space, our teachers pack up their classrooms every day. People come into the classrooms, so they have to lock things up; we're not allowed to put things up on the walls. So we think that this move with
dedicated space will allow teachers to really have the ownership of making the classroom their own and then the students being able to display their work and take pride in that.

So this next slide defines central Little Rock as I-630 to the north, Main to the east, University to the west, and then Asher to the south. All of the red dots are families, residents, where they live. So that's -- the majority of our families are from central Little Rock. This map is a little visual design of our transportation plan. So the current bus ride right now from our primary school to our current middle school on University takes about 11 minutes. The new proposed route from our primary school to the Markham school would take between 12 to 15 minutes, depending if they took the freeway or not. So it's not a large amount of time difference. Oh, wait, I forgot one thing. Going back, we also -- the smaller blue dots are proposed bus stops. So one is at the primary school, one is at the current middle school facility, one is at a location to the west. And the idea is that we'll put stops where there are high concentrations of where our families live to give them easy access to our new middle school.

So this is the proposed site. Over the past two years we've searched diligently for a high quality facility to relocate. As defined by the boundaries before, our current middle school is about three blocks outside of those boundaries to the south. The proposed site is about six blocks outside of those central Little Rock boundaries to the north. This was the closest high quality facility we could find in our target demographic area.

So this is a picture of what we would like our science labs to look like in the new facility. Beautiful gymnasium with fully equipped locker rooms. This is our current middle school recreation space. Because we do not have a gymnasium, our students make the best of it and do our recreation outside every day. When we were doing one of our focus groups one mom was quoted saying she doesn't want her child playing outside on pavement any longer and would love to have a facility for her child to have his recreation space.

This is the recreational space at the Markham site. The Markham site is on 4.84 acres of green space. So in addition to the gymnasium there is still a beautiful outdoor area for children to play.

So, in conclusion, we respectfully request
permission to relocate our new middle school to the newly renovated building. The middle school will continue to make academic gains with our students. We believe that the Markham site with all of the advantages of a traditional public school, with the green space, science labs, equipped gymnasium and our academic model will allow our children to thrive and it will help us address our retention issue. Thank you very much.

CHAIRPERSON COFFMAN: You have eight additional minutes. Do you have anyone -- any of your parents that you would like to speak or any of your board members?

SUPT. LONG: So they're signed up in public comment. Would you like them to do it now?

CHAIRPERSON COFFMAN: We can come back to them later.

SUPT. LONG: Thank you.
CHAIRPERSON COFFMAN: Okay. Anyone to speak in opposition?
[BRIEF MOMENT OF SILENCE]
CHAIRPERSON COFFMAN: If not, Ms. Long, you have five additional minutes.

SUPT. LONG: We're good. Thank you.
CHAIRPERSON COFFMAN: All right. Then we will
move into public comment. We have public comment. You have three minutes each and let me get my timer set. Okay. Monique Robinson. Just so that other people can get ready, I'm going straight down the list: Shawn Parker is next, Anitra Rogers, Bonnie McCoy, Johnny Patterson, and Shiree Lawson. Ms. Robinson, you're recognized.

MS. ROBINSON: Good morning. I am here to request the support of the location change for the school. I have three children with Little Rock Preparatory, and Shawn Parker is one of them. We love the school. We love that they care about our children. It is a safe environment. I'm also a Little Rock fire fighter, so I am very high on keeping safety. Educational-wise, I love it. They care about them, they take time. The classes are smaller but that's what we love about it. That's all.

CHAIRPERSON COFFMAN: Thank you. Shawn Parker. Mr. Parker, if you'll grab that microphone and speak directly into it.

MR. PARKER: Hello. My name is Shawn Parker and I would like to speak on Little Rock Prep. Little Rock Prep has changed my life because when I used to be in a public school they wasn't helping me as much.

But Little Rock Prep has helped me and prepped me to be the student that I am today and I would like to thank Little Rock Prep for that.

CHAIRPERSON COFFMAN: Thank you. You know you're still in a public school. Thank you. Anitra Rogers.

MS. ROGERS: Good morning. I'm Anitra Rogers and I'm the interim principal at the middle school. And I would just like for you all to consider our request for a location move. It's nothing like having your own and I really believe our children deserve the amenities that the new school offer that we do not currently have. And I also believe that our teachers go above and beyond and because it is a shared space we do have to be out of our classrooms by a certain time. So having that request will help us greatly. Thank you.

CHAIRPERSON COFFMAN: Bonnie McCoy.
MS. McCOY: Hello. My name is Bonnie McCoy. First off, $I$ just wanted to say that Little Rock Preparatory Academy is a really great school. I don't remember how I came across it but I'm glad I did. But I want to talk about one of the programs they offer, the learning pass program. My son has been in it for a couple of years and that program is
nothing like anything $I$ have ever seen. It is like -- I'm so glad that he got selected to be a part of it. He goes to different areas of the city; they take them to different places, Dunbar Gardens and to the golf course. And that's some things that I myself would never get a chance to do; you know, take my son to go play golf, I would never think about that. But they did and he loves it. He loves it. Different things like that, the innovative hub -- I don't know what that is, but they do and now he does and he talks to me about it all the time. So that is a really great program. I'm so glad that he was able to go to this school to get qualified to be in that program. And I hope that when we move, you know, that they bring that program over and it stays until forever because it's great. Thank you.

CHAIRPERSON COFFMAN: Thank you. Johnny Patterson.

MR. PATTERSON: Good morning. My name is Johnny Patterson. Let me start off with my first thing, my daughter. She was in the public school, so we had to move her because we was up there every day just about. We put her in LRPA. Her grades went up and now she's back in the public school right now; she's making like As and Bs. Okay. The second person I'd
like to talk about is my son. My son has a disability and when he first came into the LRPA he was away from everybody; nobody could touch him, nothing like that. He now is integrated into the classes. He does things that we didn't expect for him to do. They even have little dances now; he even goes to the dance. That's not Brian. Brian was the type of guy that he didn't want no one to touch him, even me to some extent. He has -- I can't think of the name of it but anyway, he has a disability. And sometimes people with disabilities need other things besides the public -- I'm not down on public school because I had three daughters to graduate from public school. Okay? But some people is not good for the public school. Public school is not good for some folks and I think my son is one. And he always said -- a child left behind -- not to be left behind, he would be left behind if it wasn't for LRPA. And I am so glad that we found LRPA and now he's participating in everything. He used to wouldn't participate in anything, nothing, but now he does. So thank God for LRPA.

CHAIRPERSON COFFMAN: Thank you. Shiree Lawson. MS. LAWSON: Hello. I'm Shiree Lawson, the Little Rock Preparatory Pass organization president.

And I just want to say, in conclusion, we ask you to bid it not robbery to afford our children the opportunities that come with this campus. Everything that comes with a campus is everything that we've ever dreamed of. All the way from day-one I've been there. And we've graduated slowly and the campus that we have now is a nice campus -- but, again, it's not our own. And so we feel like we deserve to have our own campus in order for our children to be a little bit more well-rounded and have a better chance at success, although they are on the right path, the teachers are amazing. Everything -- all the programs that are in place are amazing. But this campus will contribute to a more well-rounded individual in order to contribute to their success. Thank you.

CHAIRPERSON COFFMAN: Iris Bonilla. Is that
close? Am I -- if you'll grab the microphone and get it right to your mouth and correct my pronunciation of your name.

MS. BONILLA: Iris Bonilla.
CHAIRPERSON COFFMAN: Thank you.
INTERPRETER: She said because her English is
not that great she's requested a translator. Are you okay if I translate?

CHAIRPERSON COFFMAN: Absolutely.

INTERPRETER: Okay.
CHAIRPERSON COFFMAN: If you'll speak into the microphone.

INTERPRETER: Yes, ma'am.
CHAIRPERSON COFFMAN: So, and it's not just for us; it's for the viewing audience. If you're not speaking in the microphone, they can't hear you.

INTERPRETER: Yes, ma'am.
Last year, her son Alexander made a letter -- or created a letter for Mr . Lindquist. He requested that a football team be created for the school. He rounded up all his schoolmates to sign a petition and also the former principal Ms. McMann was also supporting him in the effort. The team did get created and they were playing at the school and they were playing in the parking lot in the picture that you all just saw a little bit ago.

I just want to correct one thing -- she said football, I meant soccer. Sorry. It just dawned on me. My apologies.

Anyways, and she said that they did play and they played -- you know, they liked playing there but they just kicked the ball one time really hard and it would go into the street. So then what happens at that point is that teachers are running after the
soccer ball, obviously, and having to come retrieve it every single time that it goes on the street. So the teachers did this so the children wouldn't have to go into the street to retrieve the ball, obviously, themselves. So what she's asking and pleading with you all, to please let us move to this new building to give the kids this green space to be able to play there their soccer.

She says we are also Hispanics and African Americans, we are minority, and we feel that we deserve also a good education. So she's asking you all please.

MS. BONILLA: Thank you.
CHAIRPERSON COFFMAN: Thank you. Bronda Miranda. I know I'm not even close, but help me. You'll have to get really close to the microphone. INTERPRETER: She said her name is Bronda Miranda and she's asking for a translator because her English is bad.

CHAIRPERSON COFFMAN: Absolutely. INTERPRETER: I hope I remember what she said. She said her past experience with the Little Rock Prep is that she feels like a family there. And she's asking that the request to move to a new building be granted by the Panel.

So her son Charlie, when he entered the school, he was really shy and he also was very nervous when he took the test, the exams, because he -- you know -- he didn't feel comfortable enough to do well.

She said that principal Anitra Rogers has really helped him and that she -- he is now improved on his grades and that he -- she's very happy with the school and everything that they've done for him. And that's why she's asking you and pleading with you all to give them the opportunity to move into this new building for the students.

MS. MIRANDA: Thank you.
CHAIRPERSON COFFMAN: Thank you. Let me check my list. Okay. That's everyone I have signed up for public comment. Ms. Long, do you know of any others?

SUPT. LONG: No, ma'am.
CHAIRPERSON COFFMAN: Okay. All right. I have a quick question and then we'll get started going around the Panel. Is anyone else occupying the building except for you, this new building?

SUPT. LONG: Not currently, no.
CHAIRPERSON COFFMAN: Okay. Panel Members, questions? Dr. Gotcher.

DR. GOTCHER: Thank you, Superintendent Long. And I'm overwhelmed by your participation of your
supportive parents and I'm sure the students would like us to go about three more hours. But sadly, students, as wonderful a job as you did, as well as your principal and administrative support, I have a feeling this might go very quickly.

My concern is only some fiscal concerns, and I always defer to my colleague Mr. Rogers for some of these. But -- and maybe Mr . Teague might be able to answer. Did I say that correctly, Dennis Teague? Yes. Just the fiscal impact moving from the one campus to the next campus, I've taken a look at the operating budget. Is there any concern at this point of what kind of impact that would create? I don't see a 15-16 budget, so I'm not sure of the rent or the arrangement you had with that facility. And while I'm in favor of many aspects of this, the fiscal impact is important. So maybe someone could address that for me, please.

SUPT. LONG: It's actually a really easy answer. DR. GOTCHER: Good.

SUPT. LONG: We've been very fortunate that the lease is structured based on $11 \%$ of our enrollment. So it's actually cheaper.

DR. GOTCHER: Actually cheaper. Good. And was there a separation -- I know just on the contingency
budget of 319 , what percentage of that is any federal funds that you may receive with your -- are there any categoricals that need to be broken up in that? I know that --

SUPT. LONG: Let me get the person in charge of that.

DR. GOTCHER: Okay.
MR. YARBERRY: I'm going to bring up one of our finance directors. She wasn't sworn in earlier, but if you don't mind swearing her in she'll be able to respond to your question.

CHAIRPERSON COFFMAN: Hang on, I have to flip back to that page.

MR. TIEDE: So just real quick --
CHAIRPERSON COFFMAN: If you'll state your name, please.

MS. BURKS: Verdelia Burks.
CHAIRPERSON COFFMAN: Okay. If you'll raise your right hand. Do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth and nothing but the truth? MS. BURKS: I do. CHAIRPERSON COFFMAN: Thank you. MR. TIEDE: So just to answer the original question about the affordability --

CHAIRPERSON COFFMAN: And Your name, sir?
MR. TIEDE: My name is Dennis Tiede, the chief operating officer. So currently we're paying 15.8\% of revenues at the current location. To move to the new location it's going to be $11 \%$ of enrollment revenue. What it basically pans out to be is currently we're occupying 13,000 square feet for our classrooms. We'd be moving into a space where we'd be occupying 18,900 square feet, and then additionally there would be shared space of about 16,000 square feet. So that would be the auditorium, the gymnasium; it would be kind of the common spaces that would be shared.

DR. GOTCHER: I'm hearing multiple win-wins in this move. Okay.

MS. BURKS: Okay. Could you repeat the question about the categorical funds?

DR. GOTCHER: Yes. Just I didn't see a differentiation and maybe $I$ missed it in just the proposed draft. But of the 319 proposed total fund equity contingency balance is there a -- how much of that is anticipated carryover or some of the special needs funds, title funds, whatever that the school may receive in terms of federal revenue?

MS. BURKS: Oh, the federal revenues were not
included in what you saw. Okay. Let me go down here. Our federal revenues for the projected year, in 16-17, are $\$ 875,000$, so that includes our child nutrition reimbursements. Title 1 is estimated at $\$ 188,000$. Is that answering your question?

DR. GOTCHER: It does. Yes.
MS. BURKS: Okay.
DR. GOTCHER: That's -- those are fine numbers. Thanks.

CHAIRPERSON COFFMAN: Mr. Rogers, you're recognized.

MR. ROGERS: Since we're talking about revenues, how much eRate have you received this year?

MS. BURKS: This year we have not received any of our eRate funds from our vendor yet. They're still working out the details.

MR. ROGERS: How much is that --
MS. BURKS: It should be around $\$ 5100$, I believe.

MR. ROGERS: \$5100?
MS. BURKS: Uh-huh.
MR. ROGERS: But your budget for next year is \$25,000?

MS. BURKS: Correct. With the new
implementation of the technology at the new facility.

MR. ROGERS: How quickly has your eRate funds been coming in?

MS. BURKS: The turnaround from -- I can't really answer that.

MR. ROGERS: Yeah. Because ours are coming slow too, so that's a concern of mine.

MS. BURKS: Right.
MR. ROGERS: When you put $\$ 25,000$ on here for your budget that --

MS. BURKS: Right.
MR. ROGERS: -- that's a pretty big concern.
MS. BURKS: I tend to like to leave it out in my cash-flow projections though so that it's not, you know, included in our cash-flow.

MR. ROGERS: On the second page of the budget that you sent in, it was showing a loan repayment of $\$ 108,000$ under Facilities. But then earlier, up under Services and Supplies I think you'd said that it was postponed repayment of that -- of a $\$ 128,000$ loan.

MS. BURKS: That is correct.
MR. ROGERS: First of all, what are those two loans for? Because the one under Facilities said a cash-flow loan and who is that loan with and what are the terms on that?

MR. YARBERRY: Christian Yarberry, executive director of Exalt Education. The $\$ 128,000$ is for the management service fee that Little Rock Prep pays for the support of --

MR. ROGERS: So that Exalt fee that I love so much?

MR. YARBERRY: Yes, sir.
MR. ROGERS: And what was the $\$ 108,000$ one for?
MR. YARBERRY: It's a Self-Help loan that we used for renovating the facility.

MR. ROGERS: Self-Help loan?
MR. YARBERRY: Uh-huh. It's actually for the primary school at Trinity when they renovated the facility then for us to start teaching our students.

MR. ROGERS: So who is the loan -- is that another loan that Little Rock Prep got from --

MR. YARBERRY: It's through Self-Help; it's not through Exalt.

MR. ROGERS: Yeah, the Self-Help loan --
MR. YARBERRY: It's a separate loan that we gained before that was used to renovate two of the buildings -- three of the buildings that we're utilizing at the Trinity school for our Little Rock Prep primary school. So that loan is separate from Exalt and that's what we used to renovate the
facilities there.
MR. ROGERS: So it wasn't a loan through Exalt; it was from an outside source, not Exalt?

MR. YARBERRY: Correct.
MR. ROGERS: That's why you can't write that one off, I'm assuming?

MR. YARBERRY: Correct.
MR. ROGERS: I guess do you want me to keep on going with them? The email that I got from you yesterday --

MR. YARBERRY: Yes, sir.
MR. ROGERS: -- about the EDD payments, was that the total EDD payments or was that just the Minnesota life insurance that we talked about?

MR. YARBERRY: We didn't have any Minnesota life when we looked in there. That's the total that we owe dating back to 2013, based on the email. And so we have a printout that I have also that I can share with you that we have of all the EDD payments that we owed and it included that $\$ 18,000$.

MR. ROGERS: Okay. So the whole \$18,000 --
MR. YARBERRY: That should be taken care of. Yes, sir.

MR. ROGERS: Going down on the budget some more, you showed a projected surplus for this year of
\$131,000 -- or, I'm sorry -- \$79,902 for this year?
MR. YARBERRY: Correct. Yes, sir.
MR. ROGERS: What's changed? This isn't using another loan from Exalt, is it?

MR. YARBERRY: No.
MR. ROGERS: On your projected -- on the projected balance right now I'm showing it's a negative $\$ 71,000$. And so you're talking 140 turnaround.

MR. YARBERRY: So we received some additional growth funding this year that was not included that we will be utilizing as obviously surplus, making sure we pay off all of our debts. Speaking to the legal balance --

MR. ROGERS: How much growth have y'all had? Because seventy -- going from a negative $\$ 71,000$ to where you say you're going to turnover $\$ 79,000$ is a big -- that's a lot of growth.

MR. YARBERRY: So referring to the legal balance, there are two administrative positions that are not filled currently. So if you take away those positions we should end approximately with around $\$ 50,000$ based on the legal balance.

MR. ROGERS: Okay. So the contract with Exalt covers administrative staff?

## Sharon Hill Court Reporting

MR. YARBERRY: It covers the principal and the finance director only.

MR. ROGERS: For five -- for half-a-million dollars?

MR. YARBERRY: Well, there's a lot more support that goes with that.

MR. ROGERS: I guess -- I guess my same issues are the same they've been all along. The cash-flows that I'm seeing that I have don't match what I have on paper. And still having that half-a-million dollar Exalt loan, do $I$ think it's a good idea to relocate? Probably. I mean, it sounds great. The kids are excited about it. But I have to look at it from a bean-counter position and right now 1 still have just concerns about your financial integrity to stay in the building you are in. So I'm really struggling with approving a move when looking on paper -- without taking another cash-flow loan from Exalt, which bugs me on that because Little Rock Prep still isn't standing on their own yet. And so to take this kind of challenge on before Little Rock Prep is standing on their own concerns me.

The other concern that I still have, which when we met with y'all I told you, is the whole Exalt setup that nobody in Little Rock Prep has skin in the
game. There's -- y'all have outside people with Exalt that actually pay the bills, do the budget, that are in charge of all that. And so -- and I'm not saying anything $I$ didn't say to $y$ 'all that day either; I'm just saying it in public so you know how serious I was about it. So those are still my concerns. So I guess my question is: how do I quit being concerned?

SUPT. LONG: Mr. Rogers, after your meeting we met with Complete Consulting and when stepping into the new superintendent position and looking back at the track record we had discussed the difference between the books at Exalt Academy in southwest and the books there. We've made some staffing changes. Verdelia Burks was previously at the Exalt Academy in southwest, but I know that you were pleased with the way that those books looked. We've also made -- have made two separate appointments and met with Chris Bell of Complete Consulting to put a layer of oversight into our budget. So we too when transitioning in were looking at how do we make sure that finances are not an issue for our school, and that's the steps we've taken in the last 30 days. MR. ROGERS: That's all I have for right now. CHAIRPERSON COFFMAN: Any other questions? Ms.

Barnes.
MS. BARNES: Thank you. Excuse me. Good morning.

SUPT. LONG: Good morning.
MS. BARNES: It's still morning. Yes.
SUPT. LONG: Good morning.
MS. BARNES: Thank you all for being here. Thank all of the parents and students who are present today. I just had a couple of questions. I think the Chair asked a question about shared space, anyone sharing the space with you, and the answer was no. So I was trying to determine does that mean -earlier in the presentation you were discussing the need for space because the teachers cannot leave their items out, students can't post work because everything has to be locked up at the end of the day. So I was taking her question to mean is the space shared with any other entity or --

SUPT. LONG: So the question $I$ believe was was anyone currently occupying the building. And no, no one is currently occupying the building. The building itself has room for over 500 students. We do not plan on -- we're not asking for an enrollment cap. We plan on transitioning the students we currently have. So what my guess is, there will be
other people located in other parts of the building; however, we will have dedicated space that is not shared in our classrooms. So our classrooms will not be a -- because the building is so large our classrooms will not have to be packed up. It will be dedicated space for our students.

MS. BARNES: Okay. And so I thought she was asking about the current space that you're in.

SUPT. LONG: Oh, I apologize if I misunderstood.
MS. BARNES: So when I visited the school I did witness the various components and individuals coming in and out. I believe it's shared with a church?

SUPT. LONG: Yes, ma'am.
MS. BARNES: And then, you know, I heard and I appreciated the statement that we will continue to do regardless of the building that we're in. I did appreciate that because I don't want it to appear that we can't educate children where we are -SUPT. LONG: Yes, ma'am. MS. BARNES: -- and we can do a better job where we go. So I get and I appreciated the presentation and all that was offered. But, of course, I will admit that Mr . Rogers' questions give me some pause as well because I don't want you to start something that you can't follow through with.

You made a statement earlier about $33 \%$, I believe, of the students relocated -- previous students relocated for various reasons. Could you be a little more specific about why students left the school?

SUPT. LONG: We did some surveys -- we always do surveys and exit interviews of why. Some of them are simply relocation, moving to -- either out-of-state or something of that nature. But often, our families are saying that they don't feel that our building is offering all of the amenities of a traditional school -- sports teams in middle school, arts outreach, science labs, those type of things -- and they're looking for a more permanent type home.

MS. BARNES: I have a couple of other questions, I think, but my colleagues may ask some that will maybe resolve the questions $I$ have in my head. Thank you.

SUPT. LONG: Thank you.
CHAIRPERSON COFFMAN: Before we go around, Ms. Long, I want to come back and clarify the location that you're requesting, 6711 West Markham; you left me a little unclear about the shared space. So I realize that you're moving into a very large space and the owner of the building may rent the other
rooms out to a -- for another purpose and that you might have to share the gym?

SUPT. LONG: That's a possibility. There's nobody else currently leasing in the building but I'm assuming with us paying just a percentage and a small amount. So, there's been talk of perhaps in one wing on the other side of the building a preschool. It would all be for educational purposes.

CHAIRPERSON COFFMAN: Okay. Any other questions? Ms. Pfeffer.

MS. PFEFFER: When is your charter renewal date?
SUPT. LONG: Next year. So we're assuming we'll
come before you in January or February.
MS. PFEFFER: A couple of things that I've considered as I've read through your proposal. And I do think that the learning environment is critical and the environment where teachers are teaching is critical. So in your presentation I think you made some very valid points and I'm supportive of everything. A couple of things that I've thought about just in terms of looking at academic progress: I know that's an area where you all have put some plans in place to make changes. I do think that the steps you're taking are a good foundation that should support an upward trajectory in student growth and
academic growth and achievement. The financial concerns that you will be -- if I'm understanding right, you will be saving money with this move. So whatever the larger financial concerns this would not contribute to that, if I'm understanding correctly. SUPT. LONG: That's correct.

MS. PFEFFER: So I'm taking a lot of that into consideration. I don't know if by January we're going to see enough differences and changes, you know, to really make a lot of different determinations. But I guess I just needed to kind of process some things out loud in terms of what I'm thinking. But I do understand that having the space -- I'm just very intrigued by the comments that I've heard over and over from the parents -- and "intrigued" may not be the right word, but what's resonated with me is their comments of the environment, it being a safe, caring place where they feel good about sending their children. And that ought to be the feeling of every parent wherever they send their child. So I do appreciate that. My concern is then that that is backed up by the academic progress that will insure that parents who feel good about where they're sending their children also know that their children's futures are secure
because their children will be prepared for all of the challenges after high school. So anyway, I just -- I really, really want to encourage you all to really look at that academic progress, not just with the NWEA MAP data but with what are those outcomes for those students who leave Little Rock Preparatory Academy and go on to various high schools. If we have data that we can see about what is their longterm success look like, I think all of that would be very good, and especially if you'll be back in a few months to share.

SUPT. LONG: I do. We have currently, over the last three years, we track where our students are placed after leaving us in 8 th grade. Our board has approved several college prep type programs, whether they be AP tracks, avid programs, those sorts of things, into the traditional Little Rock Public School system. $83 \%$ of our children after graduating with us in 8 th grade were placed into those college prep tracks. And that's something that we're going to continue to work on and is a priority for us. CHAIRPERSON COFFMAN: Dr. Gotcher. DR. GOTCHER: One of the most powerful proponents of a school community is the school culture and climate, and I feel from the first day I

## Sharon Hill Court Reporting

stepped into that campus and continued the relationship with you folks as I've visited with you I continue to be impressed. There's so much more to a student's life than a test score. While that is all very important and a huge priority for Mark Gotcher, I do trust my colleague Greg Rogers and I just encourage that we continue to stay closely aligned to his concerns because in order to have a school --

SUPT. LONG: You have to have money.
DR. GOTCHER: -- you've got to have a school, you know.

SUPT. LONG: Yeah. Yes, sir.
DR. GOTCHER: So anyway -- so I guess that's just more of a comment, Ms. Long, than a question.

SUPT. LONG: Thank you.
CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: Yes. And just to kind of reiterate what I've heard, the proposal would save approximately $\$ 20,000$ a year. Is that correct?

SUPT. LONG: Uh-huh.
DR. SAUNDERS: Do you have an approximate estimation on what relocation expenses would be?

MR. TIEDE: So we're looking at less than $\$ 10,000$ for relocation.

DR. SAUNDERS: Okay.
MR. TIEDE: We only have eight classrooms, so with volunteers -- we've been talking to Boys' and Girls' Club, the YMCA; there are a lot of different people in the community that need community service hours. So just, I mean, on a Saturday/Sunday, being able to do it with a U-Haul and a lot of elbow grease and some pizzas, $I$ think we can get it done.

DR. SAUNDERS: So the only -- if I recall, the only item on this amendment is the relocation move and that would be -- from the information you've provided that would be a positive financial transaction?

MR. TIEDE: Yes.
DR. SAUNDERS: And I think some of the concerns that Mr . Rogers had -- I respect those concerns and I understand that -- maybe to our counsel, if we have some concerns regarding some of the financial issues or practices do we have alternate routes, such as fiscal distress or renewal that that may go through if it was to that route?

MS. DAVIS: I mean, you can always call them back in. Later on, you can require them to report in their renewal; you can choose not to renew in the renewal; and you can always put them on some type of
fiscal distress when you bring them back in. DR. SAUNDERS: Would that -- would -- a classification on the fiscal distress or the identification, would that, could that occur outside of the Charter Panel?

MS. DAVIS: Uh-huh.
DR. SAUNDERS: Okay. I just wanted clarification. Thank you. That's all I have. CHAIRPERSON COFFMAN: Any other questions? Mr. Rogers.

MR. ROGERS: But we've never had a charter school in fiscal distress before. We've never chose to go that with the charter schools, so that's part of my concern is we've done academic -- we do academic, but we've never used fiscal distress on any charters before. If it's that bad where it's in fiscal distress, it's usually a revocation of the charter. So that's a problem.

DR. GOTCHER: Mr. Rogers, would early intervention trigger any kind of action on our part if that was a route that your office chose?

MR. ROGERS: Yes. We possibly could do some early intervention. I think that Patti Martin in my office right now works with a lot of the charter schools on finance stuff. So we kind of already are
doing that and we have been having discussions with them on that.

DR. GOTCHER: Okay.
CHAIRPERSON COFFMAN: Ms. Long, I have two points to discuss with you. One is have you reached out to the Little Rock School District for any collaboration?

SUPT. LONG: Our previous successor, Mr. Lindquist, had reached out to the superintendent with no response back on several occasions. I myself in my tenure or our colleagues have not. We have collaborated with local schools and neighbors, principals of local schools, discussing professional development opportunities, inviting them to our professional development, which looks like it may happen actually this summer. So on a different level, lower level down, absolutely, and we would welcome that collaboration.

CHAIRPERSON COFFMAN: Continue to reach out.
SUPT. LONG: Thank you.
CHAIRPERSON COFFMAN: And my final statement is communication is very important.

SUPT. LONG: Yes, ma'am.
CHAIRPERSON COFFMAN: And just a reminder that it is a public charter school.

## Sharon Hill Court Reporting

SUPT. LONG: Yes, ma'am. CHAIRPERSON COFFMAN: Public being the key word. SUPT. LONG: Yes, ma'am. CHAIRPERSON COFFMAN: Any other -- Mr. Lester. MR. LESTER: Yes. We had a previous conversation, as we do with all the public schools, regarding your Title 1 funds and your 10-0-3(a) funds. You have contacted our office on that. Did we discuss --

SUPT. LONG: Yes, we have. We've submitted the application with all of the supporting documentation. MR. LESTER: Okay. Thank you. SUPT. LONG: And awaiting our check. CHAIRPERSON COFFMAN: Is there any other -- Ms. Davis, are there any remaining issues regarding the requested amendment?

MS. DAVIS: No.
CHAIRPERSON COFFMAN: Then if there are no further questions or comments I'll accept a motion. DR. SAUNDERS: I make a motion to approve the amendment.

DR. GOTCHER: Second.
CHAIRPERSON COFFMAN: A motion has been made by Dr. Saunders and seconded by Dr. Gotcher to approve the amendment. Any discussion? All those in favor?
(MAJORITY CHORUS OF AYES)
MS. BARNES: No.
MR. ROGERS: No.
CHAIRPERSON COFFMAN: One no from Ms. Barnes and a no from Mr. Rogers. Five-two, motion carries. If you'll give us just a moment for comment.
[A FEW MINUTES OF SILENCE]
CHAIRPERSON COFFMAN: Ms. Barnes.
MS. BARNES: I voted not -- I did not vote in favor of the motion due to the fact that $I$ have the same academic and fiscal issues and concerns that remain from our February 18th review that resulted in taking no action. That decision was made so that time would be allowed for sustainability and to demonstrate whether or not this charter was moving in the right direction. So I just feel that I need to stay true to the year that is necessary for the renewal review.

CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: I voted for the amendment to approve. Many concerns with fiscal integrity remain, but the relocation is good for students and will provide a solid academic environment and a strong cultural advantage that $I$ feel is conducive to student learning.

CHAIRPERSON COFFMAN: Mr. Lester.
MR. LESTER: This move allows for a single permanent and better equipped facility. There are still concerns for their fiscal stability but I believe that they are going to be following that very closely.

CHAIRPERSON COFFMAN: Ms. Liwo. MS. LIWO: I voted for. I think the location change is in the best interest of the students. While there are larger financial concerns, it appears that the location change will save money and not add to those financial concerns.

CHAIRPERSON COFFMAN: Ms. Pfeffer.
MS. PFEFFER: I voted for the amendment. The relocation will provide an opportunity for a better learning space for students and teachers. I would encourage the school to focus on fiscal issues and academic progress prior to the renewal application process.

CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: I voted against the motion. I still have the fiscal concerns that $I$ still believe are still there. And I think before taking on additional challenges that will accompany with any move that I'd like to see Little Rock Prep in better
fiscal and academic standing. And also with a full review coming up I would rather have held this issue in moving forward with the relocation at this time. CHAIRPERSON COFFMAN: Dr. Saunders. DR. SAUNDERS: I voted in favor of the motion. I felt that the information provided showed a positive academic benefit and financial impact for the relocation.

CHAIRPERSON COFFMAN: Thank you, Ms. Long. SUPT. LONG: Thank you. I appreciate all your time.

CHAIRPERSON COFFMAN: Panel, I've had a request for five minutes. Is that good for everyone? All right. A five-minute break.
(BREAK: 11:38-11:45 A.M.)
A-4: REQUEST FOR DISTRICT CONVERSION CHARTER SCHOOL AMENDMENTS: MOUNTAIN HOME HIGH SCHOOL CAREER ACADEMIES CHAIRPERSON COFFMAN: Thank you. If we could reconvene. Action Item 4, Request for District Conversion Charter School Amendments for Mountain Home High School Career Academies. Ms. Boyd, you're recognized.

MS. BOYD: Thank you, Madam Chair. On February 10, 2003, the State Board of Education approved the district conversion charter application for the

Mountain Home High School Career Academies. The State Board approved a four-year renewal of the charter in February of 2006, and a five-year renewal in March of 2010. The Charter Authorizing Panel approved a five-year renewal of the charter in February of 2015. The charter is approved to serve students in grades 9-12 with a maximum enrollment of 1,600. Representatives of Mountain Home High School are appearing before the Panel to request amendments to the current charter. They're requesting waivers, additional waivers.

Would you like to be reminded of the procedures? CHAIRPERSON COFFMAN: Yes, please.

MS. BOYD: All right.
MS. DAVIS: The procedures for this amendment are going to be that all persons wishing to provide testimony with the exception of attorneys will need to be sworn in. The charter school will have 20 minutes to present its case for its amendments, followed by 20 minutes collectively for any opposition that there may be. The charter school will then have an additional 5 minutes to respond to opposition. You may ask questions of the applicant or of anyone else that you feel has information that you need to make a decision. You can make a decision
today, at which point you have a Google doc that you will be entering in all of your reasons for your vote. If you want to take it under advisement, you can do so and vote at the next meeting.

CHAIRPERSON COFFMAN: If all of the parties that are here -- representatives from Mountain Home High School Career Academies and anyone speaking in opposition will please stand to receive the oath. Do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth and nothing but the truth?
(ALL WITNESSES ANSWERED AFFIRMATIVELY) CHAIRPERSON COFFMAN: Ms. Boyd, you're recognized.

MS. BOYD: Thank you, Madam Chair. We have Superintendent Long to begin the amendment request for Mountain Home.

SUPT. LONG: My name is Jake Long; I'm the superintendent of Mountain Home Public Schools. CHAIRPERSON COFFMAN: Dr. Long, if you'll bring that microphone up. Thank you. SUPT. LONG: My apologies. I want to thank the Charter Authorizing Board for -- Panel for hearing us today. I also thank the Commissioner and the Department for all the support to Mountain Home

Public Schools, and I also want to thank Dr. Brown for putting together the presentation that we have for you today.

The presentation does include a link to the Department's video of our school that was conducted and I don't want to waste y'all's time if everybody has seen it that's on the Panel. But if you have not seen it, we can play it.

CHAIRPERSON COFFMAN: I think most of us have seen it.

SUPT. LONG: So we'll move right on through it. What we're requesting is we're requesting favors as listed above. I have to say I want to thank the Legal Department at ADE and Ms. Boyd for helping us through this process. They've been nothing but tremendous in letting us know what we needed to be asking for and accomplishing what we want to accomplish. So we appreciate them doing that. We feel that the rationale behind these waivers are responsibility -- is to design an educational system that fits our students and not necessarily force our students into what our educational system has looked like. In October, we embarked on a strategic planning initiative and then there was much interest in the expansion of our Virtual Arkansas
offerings as provided by the State Department. And then recently we were at a couple of trainings and some of the flexibility within the Virtual Arkansas courses were -- we were made aware of them and certainly think that we would have the students that would be interested in participating in that.

Also, we feel that it could help us increase some of our graduation rates, assist in some of our most at-risk students, and then help us in putting a learning environment together that will not be foreign to our students as they enter into postsecondary institutions.

A big part of the success of this waiver will be through the use of technology, Virtual Arkansas initially, and then we'll build it into -- expand it into Google and Google Classroom. We have built our master schedule offering our students two different types of virtual learning opportunities: content specific and then also the learning lab type classroom. And so our application for these courses would be thorough enough to understand what the students' real needs were and why they would be needing that type of learning environment, but also flexible enough to not -- for it to not be a barrier for our students.

We also think that having these flex paced courses through Virtual Arkansas would allow for greater internships, opportunities, also utilizing our ASU Mountain Home technical center, and then also maybe even concurrent credits through ASU Mountain Home .

A pretty simple budget -- we budgeted -everything that's presented to you is based on approximately 50 students that we think might take advantage of this. And the $\$ 2500$ membership fee through Virtual Arkansas, the next line item there, is based on 50 students at $\$ 25$ a course and then you've got the textbook options equaling $\$ 7,000$, which is less than right at $1 \%$ of our high school overall budget.

What questions do you have?
CHAIRPERSON COFFMAN: Is there anyone to speak in opposition?

Any additional comments, Dr. Long, before we begin our questioning?

SUPT. LONG: (Shaking head from side to side.)
CHAIRPERSON COFFMAN: Panel, questions?
MS. PFEFFER: Clarification. Your high school,
is it 9-12 or 10-12?
SUPT. LONG: It is a 10-12 high school but our

9-12 is the LEA.
MS. PFEFFER: Okay.
SUPT. LONG: So this would also be available to our 9th grade students who are technically at the junior high building.

CHAIRPERSON COFFMAN: Other questions? Well, I'll ask one while we're waiting. I was so happy to see a strategic plan, because anyone that knows me knows I like a plan. So in your strategic plan will you have measurements to see if the waivers are working for you, if they're effective?

SUPT. LONG: Yeah. We'll set some growth goals. Every one of our initiatives within our strategic plan will have a measurable objective for it. But this one specific within the Virtual Arkansas, we'll set some growth goals based on where we are now and then also the students that enroll in this. So, absolutely.

CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: Okay. So if I'm looking at the requested waivers it wouldn't be just for students to be able to progress perhaps at an accelerated rate or at their own pace, but would also include the amount of time within the school day for 9 th graders, all the way down to 9 th grade. Correct?

SUPT. LONG: Yes, sir.
DR. SAUNDERS: So can you just give me a better example? I'm not clearly understanding. What would be an example of a 9 th grader not needing to go to school for the 360 minutes?

SUPT. LONG: If a student -- say we get a student in from some sort of institution and that doesn't have any transfer grades to come in, that might be one example. Also, say we get a student that is able to -- wants to accelerate their learning and take care of some of the base courses to project them for those internships at the back-end of their education, and they can go through a Virtual Arkansas class in say nine, ten, twelve weeks, whatever their flex pace may be, and then they could start their next course so that -- you know -- our structure is not holding them back, but they're able to work on a level in which they're able to achieve more.

DR. SAUNDERS: I understand that and I think that's the self-paced. But I think my question more specifically would be -- and let me just throw out a scenario.

SUPT. LONG: Sure.
DR. SAUNDERS: When would a 9th -- what would be the reason -- if I understand these waivers in
conjunction with one another, what would be an example of a 9th grader only going to school for say half of the day? Because this would allow that, if I'm understanding it correctly.

SUPT. LONG: I'm not sure. This is Dr. Brown. DR. BROWN: Hi, I'm Dr. Dana Brown. I think one of the things that you could look at is in some of our 504 plans you have an adjusted schedule to where it kind of waives their attendance. So that might be something that we could look at having our students work at a flex pace in that particular program. So I think it would really -- in the request we said we would kind of look at each student case-by-case to see if this actual curriculum would fit with their needs. So I think that we would really need to look at each student to see what is the reason that you're asking to do this, what is the rationale behind it. Because some of the things like Dr. Long had mentioned, we have seen some students that have gone to facilities or institutions throughout the state for, you know, various situations and then they come back and they're at a disadvantage. Some of them cannot actually transition back into the public school, so they need, you know, a little bit more school-based mental health opportunities or things
like that. So we thought that that could be another opportunity for some of those type of students. So I think it kind of spans the width of every student, in really meeting that personalized need of whatever that student is. But, again, I think we would look at it as they really would have to give us the reason why they would need that service.

DR. SAUNDERS: Okay. And I totally support and understand the idea of the possibility if you have the infrastructure and the systems in place on the waiver of the Carnegie units and for a student to pace at whatever they need. But I'm still having a tough time trying to grasp, especially in particular with freshman and sophomore year, on why there would not be a requirement for them to attend a full day of school. I'm -- perhaps I'm missing it and you said that, so if you could clarify that for me.

DR. BROWN: The only thing that -- I mean, and even we could adjust --

CHAIRPERSON COFFMAN: Dr. Brown, if you will get right up on that microphone.

DR. BROWN: Okay.
CHAIRPERSON COFFMAN: Thank you.
DR. BROWN: What we could even do -- yes, our charter does include grades 9 through 12. And what
we could do would be to project it in our -- as a growth goal to maybe expand down to 9 th grade, but we could focus more on the 10 through 12 aspect in order to push this particular waiver through. And whenever we renew our charter that could be one of our growth goals that we could present. Because if the concern is for the 9 th grade student, then that could be something that we look at a little bit differently. So, again, I would think that we would kind of go back to what our original proposal was, a case-bycase basis, and really since -- you know -- take the direction that you're asking us to take to really focus on what does that 9th grade look like. Then, we could take your direction and really build that into a growth goal to see, again, case-by-case and then build that data to show you exactly what we would need whenever we came back to renew the charter.

DR. SAUNDERS: I understand that but I want to clarify. It's not necessarily my direction; I'm just asking for some understanding because we're asking for a waiver from the minimum amount of minutes within a school day for students all the way down to 9th grade. And so I'm just asking for -- when would that be exercised for the benefit of the students, to
give an example. So that's all I'm looking for and I haven't heard it yet.

DR. BROWN: I think even -- you know -- you can even look at homebound; you could even look at including enrollment of home-school students within our area, so that could be another opportunity that they could take advantage of. So maybe a different population that we could reach with this particular waiver. Because, again, with your homebound students there's some different requirements that would require them to not participate in a full day's activity of instruction. And so I think that would be two examples that we could utilize to address the 9th grade issue. And, again, it would be case-bycase. So I'm not saying that every 9th grade student would actually be -- you know -- would need this particular deal. There may be some students that want to graduate early and so they may want to do something different, so that might be something that looks different as well. So I'm really thinking homebound and the home-school. That might be two really good examples of what you're asking for, to where their day may look a little bit different. DR. SAUNDERS: And that is what I'm asking for. And I guess I'm asking for when would that be
applied? Would it just be applied to homebound and students that were previously enrolled in home-school or would that be available for all students, what that would look like? Would it look like only for those students that are enrolled in internship programs where that is outside of the school and in the local industry? I'm just looking for examples for how these waivers would be applied.

SUPT. LONG: Sure. I firmly believe, Dr. Saunders, that, you know, the best learning environment that we can put our kids in is in front of a teacher which they have a relationship with and, you know, I'll stand by that as long as I can. But I think that we do have a percentage of -- a small percentage of students that might be able -- that we may be holding back or not, you know, giving them every opportunity that we would have through that requirement, which is why you have it today. I don't have any specific examples, you know, for you. I don't know, other than those possible options that we presented. But if your concern is that, you know, we're going to automatically, you know, start, you know, not having our kids show up throughout the day, that's not -- that goes against every fiber of my belief, you know, as far as the best way to educate
kids.
MS. PFEFFER: Could I ask a question? Would this apply in a case where you might have 9 th graders attending courses at your local community college? Would they potentially leave campus and attend courses at the technical college? Is that a situation? I'm trying to help with Dr. Saunders' questions.

DR. BROWN: Currently, we actually do have some 9th grade students that do participate in a blended learning situation where they will spend some of their time at the campus. But then they do have some opportunities for them to do online stuff, so I think that would be an excellent option. And the availability would be there for them to take some of those particular classes.

MS. PFEFFER: And I think just in some of the recent proposals for schools of innovation or charters one of the things that we've looked at when we start talking about the accelerated learning and students moving through the system at different paces and just thinking through any unintended consequences, just plans for students who may actually complete 9 th grade within the first nine weeks of 9 th grade and move to 10 th grade technically
and how will that be tracked, how will that be considered. And I always just try to think in terms of what might -- the impact might be for accountability, and I know Ms. Barnes is thinking through that as well, because, you know, do you take a 9th grade assessment for state assessments? Do you take a 10th grade assessment? And I know some of those things box us back into the mold we're trying to break out of. But those are always just things that go through my mind so that we're not setting schools up for unintended consequences down the road. So I don't know if you need to comment on that. But I think before she does, something that might good, because we -- you know -- moving students through and having such different situations -- because we want to be supportive of that, every child getting what they need, and knowing that student -- you know -that time really doesn't need to be the constant; it needs to be the variable in learning. If we could maybe at the end of next year just have a summary report provided to us, a written report, you know, where we just get an idea of these are -- this is how it did impact our 9 th grade students this year, which is very different, because $I$ think we're all more comfortable with flexible schedules for juniors and
seniors but for 9 th graders, you know, it can be different just because a lot of times they don't have the transportation. And so it might be helpful for us to learn from what you all have learned and it might be some good best practice guidance for other schools if you all would be amenable to providing us maybe at the beginning of June of next year just what you learned from your 9th grade getting this flexibility. Would that, Dr. Saunders, be helpful in the future?

DR. SAUNDERS: I think that would be helpful. I think I'm still a little unclear on -- I understand the waiver for seat time; I understand the waiver on some of this to allow a child to continue to progress. But I'm not sure especially in the younger ages how the waiver of the school day is necessary to allow that to happen. If it is limited to just 504 students or homebound students or previously homeschooled, that's just what I'm curious to get at. But I'm not -- I'm just not seeing how it's necessary for a general population to waive the general school day. So maybe you can address that to help me understand it better. It could just be my lack of understanding.

MS. BARNES: Are you talking --

DR. SAUNDERS: I --
MS. BARNES: Oh, I'm sorry. I just wanted to be clear. I'm listening to the whole conversation. So you're -- Dr. Saunders, are you asking about the school day or the mandatory attendance for grades 9 through 12?

DR. SAUNDERS: A combination of both. MS. BARNES: Yeah, that's what -- I kind of thought you might be but I heard you say school day, so I wanted to double-check on that.

One thing while you're gathering your thoughts there, accountability came up and it's constantly on my mind. However, we are in the world of waivers now and so we are -- that's part of what we are doing as a collaborative group, stakeholders, everyone. We're going to have to look at accountability differently. So I get that and that's why I don't always show what's happening on the inside on the outside when someone starts to talk about various ways of educating students because we're at that particular point in our world. Education looks differently. Now with respect to the concerns I think that Dr. Saunders is raising, I think there's always the potential of getting relaxed and not being aware sometimes that while it looks like a really great
thing for all students, some students may suffer by the accelerated possibilities of rushing through and not fully prepared once it's done. So I think what I'm hearing is a little bit of angst with respect to -- what are the proposals to maintain the integrity of the intent of this waiver as it reaches to the lower grades. But with respect to grades 9-12 mandatory attendance, it reaches those grades and which says that they have to attend for at least 350 minutes a day even though a school day is 360. So I'm not as anxious about that but $I$ will say that the examples that were given, it almost negates the waiver in my mind when you start to talk about restricting it to certain populations. So that's -I mean, I think I'm just really talking out loud to hear myself so that I can coordinate my thoughts, because I hear all of the concerns. But a 9-12 waiver is for 9-12 and things of that nature, and you've stated some of the reasons that you could see it happening. But I could see a modified school day happening anyway for homebound students. I mean, you understand what I'm saying?

SUPT. LONG: Right. MS. BARNES: So anyway -SUPT. LONG: Same thing for 504.

MS. BARNES: Yes, sir. And so that's why I was thinking, well -- I needed to hear something different than those things because that's already a reality. But I do understand and I think I heard why and I understand the need. So, Dr. Saunders, I was just shedding a little light on the school day 9-12 piece.

DR. BROWN: You know, whenever we were -- we went to a training for Virtual Arkansas and this is where our wheels started turning with the opportunity to provide our students with that flexed paced learning. And it was our understanding that other schools in the state of Arkansas are requesting the seat waivers and utilizing this particular curriculum. And so I could just see that you could have -- I could see where your concern is for 9th grade. And, again, I think we do take it case-bycase. Those were just a couple of examples that we had talked about where we've actually seen an impact on students where a student didn't qualify for 504, where a student didn't -- they needed that little bit of extra help. We've had some students with medical conditions that didn't qualify for a 504, that didn't -- they needed that extra help; they needed a curriculum that was paced for them. And so, you
know, with us being attached to another state agency I think that that also has validity to what it is that we're wanting to do. Because there are going to be accountability measures built in with them as well because of, you know, what we're asking and following the curriculum, making sure that we're following -you know -- making sure that we have the right highly qualified teachers and everything. And so we want to make sure that we're doing it correctly and providing more opportunities for our students, so that was really what our goal is with this particular piece. Ninth grade, again, with our rationale, thinking that we could take it case-by-case and that would -- I mean, that's kind of the rationale why we're actually here is because, you know, we did look at partnering with Virtual Arkansas, as other schools, from our understanding, are doing the same thing.

CHAIRPERSON COFFMAN: Correct me if I'm wrong, but I think you've also had some students that were doing some professional singing and some professional sports that this might apply to.

DR. BROWN: Yes. We do actually have one student who is pursuing a music career and we also do have another student who is in the pageant circuit. And so those would've been, too, really very
beneficial to them versus them going home-school. We could've provided that opportunity for them and could've helped them as well. So there's some really different situations out there. And, you know, personally I haven't experienced the 9th grade issue, so I'm looking at the totality of what our population is and maybe there is a student in 9th grade that will pursue the same music career or whatever, you know. There are different circumstances. But, again, being affiliated with that other agency $I$ think that that does lend itself with some accountability as well.

CHAIRPERSON COFFMAN: Any additional questions or comments?

DR. SAUNDERS: I do.
CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: Yes. And I think on that same topic -- and I want to clarify and I want to make sure that on a self-paced, you know, if a child is self-paced and they're progressing throughout the curriculum I think that that's key. I think that's very important and that flexibility is needed. And I want to make sure that if the child is able to do that in a short amount of time that their instructional time is not cut from what it previously
was because then it would no longer be providing more opportunities; it would just be providing the same opportunities in a different amount of time. And so that was what my concern was and that's where I was going with that. I understand the need and the flexibility on those particular cases that you mentioned and I would be interested to see how that would be applied, in particular just the number of students whose instructional time was waived from the 360, how that was applied. That would be my concern because I think that if a child progresses at a faster rate that that additional time could be used to supplement their education in other areas, not just no longer in an educational environment. That's what my concern was.

SUPT. LONG: Or even, you know, some of those workplace type learning exploratory -- we've had conversations with -- very interested in the concept of inter-generational learning, especially with the population in Mountain Home with the -- we've got people that move into our community that have these unbelievable backgrounds and job type experiences that I've discovered we're not taking full advantage of. And you take a 9th grade student that has finished their core content area or whatever the
class is and then we're able to get them in touch with a nuclear engineer that is retired or -- that's just an example -- I think that -- I think it opens up that window for those job explorations, especially at the 9 th grade. I totally get where you guys are coming from. We don't -- I mean, none of us have been there either and -- but we're just trying to see how we can push open some doors.

DR. SAUNDERS: Okay.
CHAIRPERSON COFFMAN: And, Dr. Long, you were agreeable to the written summary report for June 2017?

SUPT. LONG: Oh, yeah, absolutely.
DR. SAUNDERS: I have a separate follow-up question.

CHAIRPERSON COFFMAN: All right. Dr. Saunders. DR. SAUNDERS: Just a question on the waiver from the planned instructional time. Could you just expand on that a little bit for me and --

DR. BROWN: What I think what we would do is for this first year specifically we really would work very closely with Virtual Arkansas to see what would that look like for flex pace and really kind of take note with what their direction is. Again, this is a new venture that we are looking at and we would go to
them for their expertise as to what the planning day would look like. We are looking at within our master schedule building in certified teachers, not just a classified facilitator as they have required. So there is a certified teacher partnered with every Virtual Arkansas piece that we would be working with. And so I think that we would have to take the guidance of Virtual Arkansas to see what does that planning time look like. That was one of the things that was recommended to us to ask for, so there was -- there's a rationale for that. But -- and, again, I'm going to have to go with them and their instruction for this first year. And then, you know, maybe again within our summary that we provide you, if this is approved, then we can also show where our growth goals are at concerning that planning time as well.

DR. SAUNDERS: Okay. And just for clarification on that -- and it may be my confusion -- is that addressing the teachers planning time?

DR. BROWN: That would be working with the teacher that is like in Hot Springs that is employed by Virtual Arkansas, that would be working with our teacher that is a facilitator, and that would be working with our students to see what does the lesson
look like and what is the direction that they're going in.

DR. SAUNDERS: So that does not affect the teachers' planning time or it does affect the teachers' planning time?

DR. BROWN: Currently, they have a 90 -minute prep period already built in. So I would -- they would use that particular time to work with the Virtual Arkansas. So I'm not waiving planning time to where teachers are not going to be allowed planning time, if that's what your question is, is going to. Absolutely not. Teachers -- we work on a block schedule, we're on an $A / B$ block, we do 90 minutes, and they have a 90 -minute prep period every day.

CHAIRPERSON COFFMAN: Any additional questions or comments? Ms. Davis?

MS. DAVIS: I don't have any other comments. But I just wanted to clarify that that is not -- the planned instructional day is only the actual classroom time, not having to do with a teacher.

CHAIRPERSON COFFMAN: And while you're there, Ms. Davis, are there any remaining issues regarding these waivers?

MS. DAVIS: No.

CHAIRPERSON COFFMAN: Any additional questions or comments from the Panel? Then I'll accept a motion.

MS. PFEFFER: I move to approve the amendment.
DR. GOTCHER: Second.
CHAIRPERSON COFFMAN: A motion has been made by Ms. Pfeffer to approve the waiver request, seconded by Dr. Gotcher. Any discussion? All those in favor?
(UNANIMOUS CHORUS OF AYES)
CHAIRPERSON COFFMAN: Any opposed? Motion carries.

If you'll wait just a moment, we'll give you -we'll read our written comments.
[A FEW MINUTES OF SILENCE]
CHAIRPERSON COFFMAN: Ms. Barnes.
MS. BARNES: Yes, ma'am. I voted in favor of the motion because I believe the waivers compliment the current instructional program and allow for a more realistic actualization of the flexibility in the existing approved charter.

CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: I too approved or voted for the motion to approve. I do believe seat time waivers allow for increased flexibility for teachers and students. I do not see any issues in supporting
these waivers and it falls in line with our practice in the past, as well as support for the State Board of Education.

CHAIRPERSON COFFMAN: Ms. Liwo.
MS. LIWO: I voted for. I didn't have any concerns.

CHAIRPERSON COFFMAN: Ms. Pfeffer.
MS. PFEFFER: I'm in favor or the amendment request. I believe that it aligns with the already approved charter and will provide the flexibility needed for students. I'm also comfortable that the district agreed to provide us with data regarding the implementation of this flexible attendance and instructional time for the 9 th grade students.

CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: I didn't really have any concerns. It allows flexibility for the students learning.

CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: I voted in favor. I felt flexibility is needed to accommodate for the needs of the individual students.

CHAIRPERSON COFFMAN: Congratulations. Just a quick note: the Commissioner is out going across the state. He and our Deputy Commissioners are talking about the $A D E$ vision for excellence in education and
the vision is to focus on student centered, student focused learning systems. And so we're eager to get your feedback, this data that you're going to report to us, because that's exactly the feedback we need from schools that are willing to take a chance and see how it could look for kids, not the way it has to look currently. So, congratulations.

A-5: REQUEST FOR DISTRICT CONVERSION CHARTER SCHOOL
AMENDMENTS: SPRINGDALE SCHOOL OF INNOVATION
CHAIRPERSON COFFMAN: We'll move quickly into Action Item 5. Ms. Boyd, you're recognized. MS. BOYD: Thank you, Madam Chair. Item 5 is a request for district conversion charter school amendments to the Springdale School of Innovation. On November 19, 2015, the Charter Authorizing Panel approved the district conversion charter application for Springdale School of Innovation. The school is approved to serve students in grades $K-12$ with a maximum enrollment of 2,000 . Representatives of the Springdale School of Innovation are appearing before the Panel to request amendments to their current charter. Their amendment request includes working with outside vendors to secure curriculum programming. Would you like to be reminded of the procedures?

CHAIRPERSON COFFMAN: No, I think Dr. Witonski heard those previously, didn't you?

DR. WITONSKI: I know them by heart.
CHAIRPERSON COFFMAN: If all the representatives from the Springdale School of Innovation and anyone speaking in opposition would stand to receive the oath, raise your right hand. Do you swear or affirm that the testimony you're about to give shall be the truth, the whole truth and nothing but the truth?
(ALL WITNESSES ANSWERED AFFIRMATIVELY)
CHAIRPERSON COFFMAN: Ms. Boyd.
MS. BOYD: Madam Chair, we have Dr. Megan Witonski, who's associate superintendent of Springdale School District, to start their request.

DR. WITONSKI: Good afternoon. I know the Panel is ready for lunch probably, so I will try to keep my comments brief to give you the information that you need to make the decision that you can. I'm Megan Witonski, associate superintendent, Springdale School District. And there's a white paper that I've given you just as an overview to kind of give you an idea of what we are seeking and why we are seeking it, which is a great problem to have. I'm going to take you real quickly to our website so that you can be aware of where this is located. If you look at the
screen behind you, beside you or above you -- and this is our mainframe page of our website. And the thing that $I$ found from sitting in the chair of what your role is as state leaders is that we do not share curriculum like we should. And if we do and have created it, we lock it down and we don't share it; so it's password protected. So I'm going to show you where this is located, and the reason that $I$ think it's important for us to know that this is here is we have received a Race to the Top grant through the U.S. Department of Education and one of our charges with that grant was to create curriculum. And then beyond that, we started a journey with the innovation process with the laws that were passed two years ago, beginning with the inception of the School of Innovation to try to create curriculum units that were comprehensive. And those are integrated and they're deep and they're rich and all of those great things. The good news is with that grant we were able to hire 20 different writers, the best of the best teachers in Springdale School District that could come forward to help us write what that curriculum looks like, to include all of the diverse components that are required of a good, rich curriculum. From that we have had them writing like
crazy, which is great. The interesting part though, and what I stood before you and told you in November, is that we will absolutely be ready in August for these kids and for all of the components. But I will tell you School of Innovation is already up and going. We have students who are going through the curriculum path as we speak. The thing that we did not anticipate is those 20 adults are being outpaced by 8 th grade students and so we can truly not create it as fast as they are needing to access it. And so instead of turning to a child and saying like, "You've got to slow down," we want to say, "Let us move out of your way and you continue on and move forward."

So what you're going to see on our website, in the upper right-hand corner you see the little box there that Ms. Friedman is pointing to called Curriculum. If you'll click on that, what you'll notice is we have components there. So we have literacy, math, science and social studies, and then we're working on physical education. Science and social studies are under development. We are in the process of cranking it out as quickly as we can because you're aware that our standards have changed and have been released and approved by the State

Board of Education. What you will also notice in literacy/math is we are going through the revision process in anticipation of the new standards that are going to be approved by the Arkansas Department of Education State Board in the coming months, and so that is going through its revision process. But I wanted you to know that this is here; it is free. What you will notice on the bottom is all of the information that you need. These are based on Understanding by Design, which is a great framework that our teachers seem to find that best addresses the diversity that we have in Springdale. At the bottom of this page you'll notice additional resources. We're really -- okay, you can go up a little bit there, Ms. Friedman. Thank you. What you'll notice though is two resources there; what is embedded here is how do we embed appropriate technology into the classroom. Technology will never replace a teacher and technology will never replace a student. And then how do we do that in a way that encompasses what our students need to know, so you'll find resources there. The other thing you'll find -Ms. Friedman, can you click on the light-bulb? What we found is our teachers needed a quick way, a quick snapshot to know what had changed in the curriculum
units without having to go through to try to find them. Because we are revising these through a curriculum process that we write, we think this is the best, we send it out to teachers and say, "What do you think," and they say, "This is terrible" or "this is great." And we go into the classroom and we watch the revised lesson being taught and then we go back and make revisions from that. And then we talk to kids and say, "What did you think about this lesson? How was it for you?" And they said, "This is terrible," or "This is great." And we revise from there. So it is a spiral that is ongoing with lots of input.

The other things that we do is post a weekly memo. So can you click on the Post-It note, Ms. Friedman? This weekly memo gives you all of the updates -- perfect. So we'll just click back. This memo is supposed to give you all of the updates which you should be able to see, and I'm not sure what's happening with that. But it should give you all of the updates from that week that have been addressed and you'll see that every date from this school year we've done updates. So if we can go back, Ms. Friedman, to the main page. Yeah, perfect, and go up. And so these are the curriculum sections that
are there. And so let's just click on literacy and I'm going to just show you how this is laid out so you'll know it. So these are broken into quarters. We've got elementary and secondary, which we break down in Springdale, not right or wrong, as $\mathrm{K}-5$. And then 6-12 we have a Year at a Glance for the upper levels for them to quickly go and get a snapshot of what's in there. But let's click on 8 th grade second quarter just for looking at what this layout looks like. What you're going to notice is at the top it begins stage one, which tells us like what do you want us to know and what do you want us to do. The little red camera that's there are videos and those videos are not for kids; those are for teachers teaching other teachers -- what you're going to find in the unit, why did they write it that way, what does it mean. All of those things that get to be so much body of work in a written form you can do so quickly on a video. So you'll notice that those links are there. And if we can scroll down, Ms. Friedman -- it helps to isolate what are the standards that are in there. We go through what those things are. And if you can keep on scrolling, it's like a lot of fun. The other thing that you'll notice as you go through these units is we've built
in ELA scaffolding and that's all the way woven throughout. The thing that we heard back from teachers is, "There's not enough diversity for our kids who don't speak English, so go back and fix this." And we serve roughly 10,000 students who don't and so you'll notice that those have been changed.

If you'll keep going, Ms. Friedman, it's like a scroll fun. The other thing that you'll notice is that you're going to eventually, right here, get to stage two which is the assessment evidence. Again, it has attachments that show you what those videos look like, what does it mean, how do I use this assessment, and we are in the process of building CFAs, common formative assessments, across our district to now weave into the curriculum that's written.

And then if you go on down to the bottom you'll notice that we get into stage three and that's it, the green, which is the -- what are the learning activities. Again, a video accompanies it; it says this is what you do. And our big focus this year has been technology integration, how do we do that appropriately, and we base that on a SAMR model. We came up with a series of badges which gives them an
icon or something that they can quickly click on, link to, and move to. So these are not perfect. These probably have millions of misspelled words in them and are never going to be perfect. But locking them down and saying, "Well, when they are perfect we're going to release them to everybody to access" is not best practice. So what we have found from releasing these on the web and they're open and anybody can get them -- home-school parents inform us where we can make improvements. We've had other countries inform us of things that we could do to make improvements. We've had people within the state inform what we need to -- what it needs to look like. But we are cranking it out absolutely as quickly as we can. The awesome news is we aren't cranking it out quickly enough. So that has forced us to examine where we are and say, "Are we going to absolutely be able to continue these -- this student's path at this pace?" Our goal is to have that in place within -obviously, as soon as possible. But we have an interface that we are using with the School of Innovation and that is what students have become accustomed to and that is what the charter will also use. But we are asking for your permission to access a third-party provider and we want to show you what
we've done. It's available, it's there, it's free. Any school can use it any way they want to and modify it any way they want to, only if they'll just tell us what do they -- if they have something awesome that comes out of what they've implemented to share it back with us so that we can change our -- modify our units also.

So our main request is permission to allow us to access a vendor type of relationship so that as we are building we can remove that piece and insert the part and piece that we have created, and at the same time not stifle our students as they're trying to progress and move on. So, questions that you have?

CHAIRPERSON COFFMAN: Is there anyone to speak in opposition? Are you ready for us to move to questions?

DR. WITONSKI: Yes, please.
CHAIRPERSON COFFMAN: All right. Panel? Dr. Gotcher.

DR. GOTCHER: Dr. Witonski --
DR. WITONSKI: Yes.
DR. GOTCHER: -- I understand there is not a third-party provider at this time. So that what we're seeking is just the opportunity to move forward with a procurement process, whatever that might look
like?
DR. WITONSKI: We just need your permission. So this would be an agreement -- I don't know if you've met Dr . Rollins, but he's very particular in how we progress through any procurement of anything. So what we would do is we have a specific list of needs, of things that have to be met in a particular way. We're not looking for something that we can mold to; we're looking for something that can mold to us, because we already have a standard of practice in place. So finding the right person to fill that void, to fill that hole; finding the right content, quality curriculum. We've seen some that they look beautiful, they look like they're really fancy, but if you dig just a little bit underneath the price sticker you realize that it's not what you thought that you were receiving. And so that quality of content, the level of rigor is enormous, especially for the students that we serve, and also that we don't invest in something that we can't stand behind as a district -- at the same time something that we don't formally obligate for an ongoing expense because our goal is, as I said, is to continue to build out the curriculum to insure that it is all provided by Springdale teachers. But I think that we
have obviously a procurement process. Dr. Cleveland, who is with the district -- Jared Cleveland is the deputy superintendent who also helps with the procurement process. And so between the two of us with a curriculum background and his finance background that is the process that we would be seeking to deploy and then seek an appropriate vendor.

DR. GOTCHER: And could you help me bridge a gap that I'm trying to process? DR. WITONSKI: Yes, sir. DR. GOTCHER: The Understanding by Design model, with its fluidity and its input --

DR. WITONSKI: Yes.
DR. GOTCHER: -- how does that bridge? Because the third-party piece is the student management piece, right?

DR. WITONSKI: Correct.
DR. GOTCHER: Or is the student interactive piece?

DR. WITONSKI: Correct.
DR. GOTCHER: Okay.
DR. WITONSKI: So what the third-party would do would be to provide us with the ability to provide the continued content to the students. So in some
cases it's not that the child -- in School of Innovation it's just so confusing but super easy. We don't do -- we don't necessarily have grade bands. DR. GOTCHER: Sure.

DR. WITONSKI: So I might have an 8 th grade student but they're not really in 8 th grade content. They may have moved and surpassed far beyond. But if I know that I've got an 8th grader now -- for example, one 8 th grader who began this year as an 8th grade student, on level 8th grade, deficient in some areas but 8 th grade in general, and then we're trying to progress them forward and they have moved themselves in some content areas past 9 th grade and they're quickly moving on through 10th grade, it's awesome but at the same time it's a little bit like we've got to have something over here that we've not yet developed on that end. And so it's bridging the gap between what we have and then where we need to go, and at the same time continuing to build and run as quickly as we can in front of that. I don't want to ever turn to a child though and say --

DR. GOTCHER: "Slow down."
DR. WITONSKI: -- "You're doing awesome; stop." We want to say, you know, "Continue to push yourself, continue to strive." And our goal is still to
continue to meet what that demand is. And I wouldn't say that that's all students. We have some students who have really valued the ability to go back and have repetition for things, for some of our students who struggle in some content areas, and they can truly be this far apart. They can be completely excelling in one area and then completely deficient in another area. And so the area that they tend to want to go to is this one; they don't want to necessarily spend as much time on that one. So advancing them in this area is great because it provides us more time to provide support in the areas that they need additional assistance in. DR. GOTCHER: Thank you. CHAIRPERSON COFFMAN: Any questions, comments? Ms. Davis, do you have any issues, remaining issues regarding this waiver? MS. DAVIS: No. CHAIRPERSON COFFMAN: Or request? What is this? An amendment. That's the word I was looking for. MS. DAVIS: Either way, I don't have any other issues.

CHAIRPERSON COFFMAN: All right. Thank you. Then I'll accept a motion. DR. SAUNDERS: I make a motion to accept this
amendment.
MS. BARNES: Second.
CHAIRPERSON COFFMAN: We have a motion by Dr. Saunders and a second by Ms. Barnes to approve this amendment. Any discussion? All those in favor?
(UNANIMOUS CHORUS OF AYES)
CHAIRPERSON COFFMAN: Any opposed?
If you'll give us just a second, Dr. Witonski.
DR. WITONSKI: Thank you.
[A FEW MINUTES OF SILENCE]
CHAIRPERSON COFFMAN: Ms. Barnes. I couldn't tell if you were pausing or finished.

MS. BARNES: Well, actually, I was just messing with you a little bit; I'll just wait. Thank you very much, Dr. Witonski, for a very exciting presentation. I did vote in favor of the motion because I do believe that this amendment provides for the necessary momentum and shifts that are in line with insuring continued success with the innovative endeavors of the school.

DR. WITONSKI: Thank you.
CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. GOTCHER: I too supported the amendment request. I see no issues in supporting this amendment. It's evident that this district supports
a student-centered philosophy of learning and desires to provide systems to be in place to support such learning.

DR. WITONSKI: Thank you.
CHAIRPERSON COFFMAN: Ms. Liwo.
MS. LIWO: I voted for. I didn't have any concerns.

DR. WITONSKI: Thank you.
CHAIRPERSON COFFMAN: Ms. Pfeffer.
MS. PFEFFER: This amendment will allow the district to be in a process to better meet the goals of the charter.

CHAIRPERSON COFFMAN: Mr. Rogers.
MR. ROGERS: I didn't have any concerns. It allows the district to move forward.

CHAIRPERSON COFFMAN: Dr. Saunders.
DR. SAUNDERS: I felt -- I voted for this. I felt that it allowed the flexibility to better serve the needs of their students. And I just wanted to commend you also, I'm very impressed with the -- I think the process on the content as far as the collaboration and recognizing the need to constantly refine it, that it will never be static, just very encouraged with that whole process.

DR. WITONSKI: Thank you.

CHAIRPERSON COFFMAN: Thank you for opening up your curriculum and sharing it with everyone. We appreciate that. And as I said earlier, I hope you heard me, that the Commissioner has helped us to redesign the vision that is all about student-focused learning systems. And so we applaud you and encourage you.

DR. WITONSKI: Thank you so much. Thank you for your time.

CHAIRPERSON COFFMAN: Thank you.
Ms. Boyd, are there any additional issues before the Panel today?

MS. BOYD: No, ma'am. I just want to remind everyone that we'll be meeting here again in the morning for a work session.

CHAIRPERSON COFFMAN: At --
MS. BOYD: At 8:30.
CHAIRPERSON COFFMAN: 8:30.
Thank you to everyone and I will accept a motion to adjourn.

DR. GOTCHER: So moved.
CHAIRPERSON COFFMAN: Dr. Gotcher.
DR. SAUNDERS: Second.
CHAIRPERSON COFFMAN: Dr. Saunders. All those
in favor?

- May 18, 2016

|  |  | 174 |
| :---: | :---: | :---: |
| 1 | (UNANIMOUS CHORUS OF AYES) |  |
| 2 | CHAIRPERSON COFFMAN: The motion carries. |  |
| 3 |  |  |
| 4 |  |  |
| 5 | (The meeting was adjourned at 12:46 p.m.) |  |
| 6 |  |  |
| 7 |  |  |
| 8 |  |  |
| 9 |  |  |
| 10 |  |  |
| 11 |  |  |
| 12 |  |  |
| 13 |  |  |
| 14 |  |  |
| 15 |  |  |
| 16 |  |  |
| 17 |  |  |
| 18 |  |  |
| 19 |  |  |
| 20 |  |  |
| 21 |  |  |
| 22 |  |  |
| 23 |  |  |
| 24 |  |  |
| 25 |  |  |
|  | Sharon Hill Court Reporting (501) 847-0510 |  |



- May 18, 2016

- May 18, 2016

- May 18, 2016

- May 18, 2016

- May 18, 2016

- May 18, 2016


C E R T I FICATE

```
STATE OF ARKANSAS )
    ) ss.
COUNTY OF SALINE )
```

I, SHARON K. HILL, CCR, a Certified Stenomask Reporter and Notary Public before whom the foregoing proceedings was taken, do hereby certify that the same is a true and correct transcription before the Arkansas State Department of Education, Charter Authorizing Panel, in Little Rock, Arkansas, on May 18, 2016, that the said proceedings was reduced to typewritten form by me or under my direction and supervision; and that the foregoing pages constitute a true and correct transcription of all proceedings had in said matter.

I FURTHER CERTIFY that I am neither counsel for, related to, nor employed by any of the parties to this action.

I FURTHER CERTIFY that $I$ have no contract with any parties within this action that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original transcript or copies of the transcript before it is certified and delivered to the custodial agency, or that requires me to provide any service not made available to all parties to the action.

WITNESS, MY HAND AND SEAL, THIS DATE: June 2, 2016.

SHARON K. HILL, CCR
Certified Court Reporter Certificate No. 670

|  | 130:16;180:24 | 170:24,25;173:19 | actualization (2) | 92:5 |
| :---: | :---: | :---: | :---: | :---: |
| \$ | A-5 (2) | acceptance (6) | 92:20;155:19 | administrated (1) |
|  | 157:8;181:2 | 28:5,8;42:14;45:3, | actually (19) | 26:9 |
| \$10,000 (1) | ability (4) | 25;74:4 | 28:2;31:19;51:7; | administration (4) |
| 123:25 | 17:20,23;168:24; | accepted (5) | 52:21;63:14;107:19, | 15:24;16:1,14;20:8 |
| \$108,000 (2) | 170:3 | 24:13;40:1;42:18; | 23,24;112:12;116:2; | administrative (4) |
| 111:17;112:8 | able (44) | 44:4;55:10 | 126:16;138:23; | 12:14;107:4; |
| \$128,000 (2) | 12:8;14:14,17; | accepts (1) | 141:16;143:9,24; | 114:20,25 |
| 111:19;112:2 | 19:25;25:25;27:25; | 36:7 | 148:19;149:14,22; | administrators (1) |
| \$131,000 (1) | $\begin{aligned} & \text { 28:5;29:1;35:2; } \\ & \text { 39:21,22;41:25; } \end{aligned}$ | $\begin{aligned} & \text { access (10) } \\ & 9: 11 ; 34: 20,24 ; \end{aligned}$ | Adams (15) | 66:10 admission (2) |
| 118,000 | 46:19;52:2,25;53:11, | 35:3;68:19;96:24; | 11:18,23,23;15:3, | 76:13;78:12 |
| 113:20,21 | 25;57:25;65:12,24; | 160:10;165:6,24; | 10,12,14,23;17:8,11, | admissions (1) |
| \$188,000 (1) | 80:25;94:10,14,15, | 166:9 | 25;18:3,6,8,11 | 26:12 |
| 110:5 | 17;95:4,12,19;96:3; | accident (2) | add (2) | admit (1) |
| \$20,000 (1) | 101:12;105:8;107:8; | 69:5,12 | 81:1;129:11 | 118:23 |
| 123:20 | 108:10;12 | accidentally (1) | added (1) | ads (1) |
| \$25 (1) | 136:22;137:10,17,18; | 15:4 | 78:23 | 29:10 adults (1) |
| 135:12 | 142:15;150:23; | accommodate (2) | addition (2) | adults (1) |
| \$25,000 (2) | $\begin{aligned} & 152: 1 ; 159: 20 ; \\ & 162: 19 ; 165: 18 \end{aligned}$ | 83:4;156:20 | 4:21;97:23 additional (22) | 160:8 <br> advanced (2) |
| 110:23;111:8 | $\begin{aligned} & \text { 162:19;165:18 } \\ & \text { above (3) } \end{aligned}$ | $\begin{aligned} & \text { accompanies (1) } \\ & \text { 164:21 } \end{aligned}$ | $\begin{aligned} & \text { additional (22) } \\ & \text { 19:20,24;35:4; } \end{aligned}$ | advanced (2) 37:21;90:18 |
| $\begin{gathered} \$ 2500(1) \\ 135: 10 \end{gathered}$ | above (3) <br> 100:14;133:13; | accompany (1) | 68:7;74:6;76:4; | 37:21;90:18 advancing (1) |
| \$300,000 (2) | 159:1 | 129:24 | 78:24;88:5;98:10,23; | 170:11 |
| 14:25;15:8 | abreast (1) | accomplish (1) | 114:10;129:24; | advantage (4) |
| \$50,000 (1) | 28:19 | 133:18 | 131:11,22;135:19; | 128:24;135:10; |
| 114:23 | Absolutely (12) | accomplishing (1) | 150:13;151:12; |  |
| \$5100 (2) | 14:12;46:20;48:8; 103:25;105:20; | 133:17 <br> accountability (8) | $\begin{aligned} & \text { 154:16;155:1; } \\ & \text { 161:13;170:13; } \end{aligned}$ | $\begin{array}{\|l} \text { advantages (1) } \\ 98: 5 \end{array}$ |
| 110:18,20 $\$ 6585(1)$ | $\begin{aligned} & 103: 25 ; 105: 20 ; \\ & 126: 17 ; 136: 18 ; \end{aligned}$ | accountability (8) 47:1;48:6;79:21; | $\begin{aligned} & \text { 161:13;170:13; } \\ & 173: 11 \end{aligned}$ | adverse (1) |
| $\begin{gathered} \text { \$6585 (1) } \\ 31: 16 \end{gathered}$ | 152:13;154:12; | 144:4;146:12,16; | additionally (1) | 19:9 |
| \$7,000 (1) | 160:3;165:14,17 | 149:4;150:12 | 109:10 | advertising (1) |
| 135:13 | academic (22) | accurate (1) | address (17) | 29:7 |
| \$71,000 (2) | 26:2;54:12,19; | 28:10 | 5:9;44:8;47:25; | advisement (7) |
| 114:8,16 | 55:21;66:24;93:19; | accustomed (1) | 57:7;58:10;59:3,21; | 7:14,17;22:13,16; |
| \$79,000 (1) | 94:8,14;95:18;98:3, | 165:23 | 63:13,16,22;64:4; | 88:9,12;132:3 |
| 114:17 | 7;120:21;121:1,23; | achieve (1) | 91:24;94:17;98:8; $107 \cdot 18 \cdot 141 \cdot 13$. | affect (4) |
| \$79,902 (1) | $\begin{aligned} & \text { 122:4;125:14,15; } \\ & \text { 128:11,23;129:18; } \end{aligned}$ | 137:18 <br> achievement (1) | $\begin{aligned} & \text { 107:18;141:13; } \\ & \text { 145:22 } \end{aligned}$ | 17:20;19:15;154:3, <br> 4 |
| $\begin{gathered} 114: 1 \\ \mathbf{\$ 8 7 5 , 0 0 0} \mathbf{( 1 )} \end{gathered}$ | $\begin{aligned} & \text { 128:11,23;129:18; } \\ & 130: 1,7 \end{aligned}$ | achievement (1) <br> 121:1 | addressed (2) | $\stackrel{4}{\text { affiliated (1) }}$ |
| 110:3 | ACADEMIES (5) | achieving (1) | 88:2;162:21 | 150:10 |
|  | 130:17,21;131:1; | 94:1 | addresses (1) | affirm (6) |
| [ | $132: 7 ; 180: 24$ ACADEMY | acres (1) | 161:11 | 10:21;22:24;88:2 |
|  | ACADEMY (36) | 7:22 | addressing (2) | 108:19;132:9;158:7 |
| [A (4) | 6:5,8,13,16;10:18, | across (5) | 93:23;153:20 | AFFIRMATIVELY (5) |
| 79:7;128:7;155:14; | 19;11:5,8;20:23; | 8:19;73:23;100:22; | ADE (5) | 10:24;23:2;89:1; |
| 171:10 | 21:4,8,16;23:15; | 156:23;164:15 | 4:11;50:25;61:23; | 132:12;158:10 |
| [BRIEF (1) | 24:18;25:10;64:20; | Act (1) | 133:14;156:25 | afford (2) |
| 98:21 | 86:14,17,22;87:2; | 4:10 | adjourn (1) | 49:22;103:2 |
| A | 90:16;92:5;93:3,17; | 6:6;20:25;21:2 | adjourned (1) | 108:25 |
|  | 100:21;116:13,15; | 22:22;26:1;86:15; | 174:5 | afforded (1) |
| A/B (1) | 122:7;175:24; | 125:20;128:13; | adjust (1) | 38:17 |
| 154:13 | 176:24;177:24; | 130:19;157:11 | 139:19 | African (2) |
| A-1 (3) | 178:24;179:24 | actively (2) | adjusted (1) | 91:8;105:9 |
| 6:4;10:16;175:24 | accelerate (1) | 58:19;59:20 | 138 | afternoon (2) |
| A-2 (3) | 137:10 | activities (2) | adjusting (1) | 66:20;158:15 |
| 20:22;176:24; | accelerated (5) | 95:12;164:21 | 93:22 | Afterwards (2) |
| 177:24 | 23:16;29:1;136:22; | activity (1) | adjustments (1) | 7:9;11:21 |
| A-3 (3) | 143:20;147:2 | 141:12 | 63:9 | again (28) |
| 86:13;178:24; | accept (8) | actual (4) | admin (1) | 9:10;30:12;38:3; |
| 179:24 | 5:20;28:13;43:12; | 10:10;94:18; | 14:6 | 39:2;43:23;46:24; |
| A-4 (2) | 127:19;155:2; | 138:14;154:20 | administering (1) | 49:24;52:3;60:20; |


| 78:6;84:5;85:25; | 89:13;90:6 | announce (1) | 39:25;45:1;64:17; | 94:1;101:3;151:13; |
| :---: | :---: | :---: | :---: | :---: |
| 90:1;103:7;139:5; | allows (7) | 26:24 | 142:1,1,8;151:8,10 | 169:11,13;170:5,12 |
| 140:9,15;141:9,14; | 20:13;27:3;47:15; | announced (1) | applies (1) | argument (1) |
| 148:17;149:12; | 83:18;129:2;156:17; | 27:17 | 57:18 | 39:10 |
| 150:10;152:24; | 172:15 | annual (1) | apply (6) | Arkansas (43) |
| 153:11,14;164:11,21; | almost (1) | 92:14 | 25:17;26:17;74: | 4:5,20;6:5,8,13,15; |
| 173:14 | 147:12 | anonymity | 3;143:3;149: | 8:6,9,18;9:22;10:17, |
| against (6) | Along (2) | 45:2 | appoint (1) | 19;11:5,8;23:21,23; |
| 80:21;82:10,14 | 84:15;11 | ANSWERED (5) | 4:10 | 24:2,10;26:4;33:5,10, |
| 93:24;129:21;142:24 | alternate (1) | 10:24;23:2;89:1; | appointment (1) | 12,15;37:8;38:8; |
| agency (2) | 124:19 | 132:12;158:10 | 89:7 | 70:7;91:10;133:25; |
| 149:1;150: | alternative | anticipa | appointments (1) | 134:3,14;135:2,11; |
| agenda (7) | 23:18 | 160:8 | 116:18 | 136:15;137:13; |
| 4:25;5:4,5,20;6:3 | although | anticipated | appreciate (20) | 148:9,13;149:16; |
| 8:10,12 | 34:15;103: | 109:22 | 5:15;7:24;9:2 | 152:22;153:6,8,23; |
| agent (1) | always (12) | anticipating ( | 10:11,14;11:9;41:4; | 154:9;161:4 |
| 17:3 | 12:9;16:12;70:15 | 17:11 | 42:22;49:19;61:17; | around (13) |
| ages (1) | 102:16;107:7;119:6; | anticipation (1) | 71:7;72:12,13;83:13; | 27:24;30:7;31:4; |
| 145:16 | 124:22,25;144:2,9; | 161:3 | 86:8;118:17;121:21; | 33:20;57:22;60:19; |
| aggressive | 146:17,23 | anxious (1) | 130:10;133:18;173:3 | 66:9;91:3;94:23; |
| 23:18 | amazing (2) | 147:11 | appreciated (2) | 106:19;110:18; |
| ago (7) | 103:12,13 | Anyways | 118:15,21 | 114:22;119:20 |
| 8:13;15:19;33:6 | amenable (1) | 104:21 | appropriate (2) | arrangement (1) |
| 73:1;92:6;104:17 | 145:6 | AP (2) | 161:17;168:7 | 107:15 |
| 159:14 | amendment | 37:24 | appropriately ( | array (1) |
| agreeable (1) | 7:7;11:4,11,12; | apart (1) | 164:24 | 33:13 |
| 152:11 | 18:21;19:9,10,15,19; | 170:6 | approval (4) | arts (1) |
| agreed (1) | 20:11;22:5;23:7; | apologies (2) | 5:10;29:2,3;53 | 119:12 |
| 156:12 | 78:15;80:8;87:7,19 | 104:20;132:2 | approve (26) | Asher (1) |
| agreement (1) | 124:10;127:16,21,25; | apologize (1) | 5:20;18:21, | 96:7 |
| 167:3 | 128:20;129:14; | 118:9 | 52:22;73:6,9,16,1 | aside (2) |
| ahead (8) | 131:15;132:16; | appeal (2) | 75:11,15;76:18 | 9:13,19 |
| 27:25;39:22;55:23; | 155:4;156:8;157:22; | 14:7;26:1 | 77:14,18;78:18;79:9, | as-is (1) |
| 56:4;76:7,17;77:3; | 170:20;171:1,5,17, | appear (3) | 12,20;81:12;82:1; | 66:2 |
| 81:16 | 23,25;172:10 | 43:20;62:6;1 | 127:20,24;128:21; | aspect (1) |
| aimed (1) | AMENDMENTS (19) | appearing (5) | 155:4,7,23;171:4 | 140:3 |
| 27:18 | 6:4,8,17;7:3;9:6; | 6:16;21:19;87: | approved (37) | aspects (2) |
| Alexander (1) | 20:22;21:4,20;72:23; | 131:9;157:20 | 6:12,13;9:6,7 | 16:7;107:16 |
| 104:9 | 86:13,16;87:3; | appears (3) | 12:12,25;19:12,1 | assessment (4) |
| Algebra (3) | 130:17,20;131:9,19; | 79:20;85:21; | 21:7,9,11,15,17; | 144:6,7;164:11,14 |
| 55:25,25;56:2 | 157:9,14,21 | 129:10 | 58:16;65:4;67:23; | assessments (2) |
| aligned (1) | amenities (4) | applaud | 73:5,7;74:20;77:20; | 144:6;164:15 |
| 123:8 | 94:12;95:13; | 173:6 | 82:8;86:20,23,24; | assigned (2) |
| aligns (1) | 100:12;119:11 | applicable | 122:15;130:24; | 26:21;45:3 |
| 156:9 | American (1) | 51:10;76:19,20 | 131:2,5,6;153:15; | assignment (1) |
| allegations ( | 91:8 | applicant (2) | 155:20,22;156:10; | 54:13 |
| 32:12,13 | Americans (2) | 40:2;131:23 | 157:16,18;160:25; | assist (1) |
| alleviate (2) | 25:20;105:10 | applicants (6) | 161:4 | 134:8 |
| 51:18,23 | America's (1) | 26:23;28:2,2 | approving (1) | assistance (2) |
| allow (20) | 24:3 | 39:23;54:13;77 | 115:17 | 15:15;170:13 |
| 11:16;14:15;20:1; | amount (11) | application (28) | approximate (1) | assistant (2) |
| 46:24;68:14;79:25; | 11:16;26:18;31 | 6:12;21:8,16; | 123:22 | 12:14;14:6 |
| 80:23;82:4;89:8; | 37:11;54:1;96:17; | 26:19,20,22;35:11, | approximately (3) | assisted (1) |
| 95:13;96:1;98:7; | 120:6;136:23; | 21,25;42:4,16;44:19; | 114:22;123:20; | 52:10 |
| 135:2;138:3;145:14, | 140:22;150:24;151:3 | 52:23;54:20;56:13, | 135:9 | associate (3) |
| 17;155:18,24;166:8; | analysis (1) | 23,25;57:4,5,17; | April (2) | 34:9;158:13,19 |
| 172:10 | 93:6 | 62:24,25;86:21; | 5:7;21:1 | association (2) |
| allowed (7) | analyze (1) | 127:11;129:18; | area (11) | 81:4;84:22 |
| 62:9,10;89:6 | 57:25 | 130:25;134:20; | 12:5;16:7;97:9,2 | Association's (1) |
| 95:24;128:14; | angst (1) | 157:16 | 120:22;141:6 | 24:11 |
| 154:10;172:18 | 147:4 | applications (3) | 151:25;170:7,8,8,11 | assuming (4) |
| allowing (5) | Anitra (4) | 10:10;52:23;58:17 | areas (10) | 65:22;113:6;120:5, |
| 30:4;35:10;80:22; | 99:5;100:5,7;106:5 | applied (8) | 13:7;30:18;91:11; | $12$ |


| ASU (2) | 122:16 | BARNES (44) | belief (1) | 141:23;147:4; |
| :---: | :---: | :---: | :---: | :---: |
| 135:4,5 | awaiting (1) | 5:21,24;19:7,8; | 142:25 | 148:21;152:19; |
| at-risk (1) | 127:13 | 38:24,25;75:4,11,15; | Bell (1) | 161:15;167:15; |
| 134:9 | award (1) | 77:12,14,18;79:11, | 116:19 | 169:15;171:14 |
| attached (1) | 24:9 | 12;81:13,15,17;83:9, | belonging (1) | blended (1) |
| 149:1 | aware (6) | 10;117:1,2,5,7;118:7, | 92:1 | 143:10 |
| attachments (1) | 64:1;87:24;134:4; | 10,14,20;119:15; | beneficial (2) | block (2) |
| 164:12 | 146:24;158:25; | 128:2,4,8,9;144:4; | 79:17;150:1 | 154:13,13 |
| attend (15) | 160:24 | 145:25;146:2,8; | benefit (4) | blocks (2) |
| 25:5,10;27:5;38:2, | away (2) | 147:24;148:1; | 4:16,17;130:7; | 97:5,6 |
| 5;41:16;53:20;55:11, | 102:3;114:21 | 155:15,16;171:2,4, | 140:25 | blue (1) |
| 20;57:18;67:3;83:5; | awesome (5) | 11,13 | benefits (1) | 96:19 |
| 139:15;143:5;147:9 | 67:13;165:15; | barrier (1) | 95:9 | Board (20) |
| attendance (7) | $166: 4 ; 169: 15,23$ | 134:24 | Benton (1) | 6:11;8:2;12:6,9; |
| 57:22;62:9;84:13; | awhile (1) | base (3) | 24:7 | 13:3,3,5;21:6,9;53:1; |
| 138:9;146:5;147:8; | 8:1 | 42:1;137:11; | Bentonville (22) | 86:20;90:13;98:12; |
| 156:13 | AYES (9) | 164:24 | 12:2,3,5;20:23; | 122:14;130:24; |
| attended (2) | 6:1;19:2;75:18; | based (15) | 21:5,16;22:20;24:16, | 131:2;132:23;156:2; |
| 47:20;57:3 | 77:22;78:20;128:1; | 8:21;9:4,13;40:22; | 21;27:11;28:23; | 161:1,5 |
| attending (1) | 155:9;171:6;174:1 | 41:11;46:12;55:12; | 33:19;39:25;40:23; | board's (1) |
| 143:4 |  | 92:13;107:22; | 47:24;57:15;60:6; | 15:4 |
| attends (1) | B | 113:17;114:23; | 61:11;68:1,9,10; | body (2) |
| 72:11 |  | 135:8,12;136:16; | 74:24 | 18:9;163:18 |
| attitude (1) | back (39) | 161:9 | beside (1) | bones (2) |
| 72:14 | 45:6;60:7;61:6; | basically (7) | 159:1 | 57:5,8 |
| Attorney (3) | 65:3;67:14;68:21; | 10:4,5;17:7;50:14; | besides (2) | Bonilla (4) |
| 7:1;32:21;44:5 | 69:17,19;76:8;79:9; | 57:6;63:6;109:6 | 49:20;102:1 | 103:16,20,20; |
| attorneys (6) | 85:25;86:6;95:7,8; | basis (2) | best (30) | 105:13 |
| 7:4;22:3;44:16,17; | $96: 18 ; 98: 16 ; 101: 24$ | 37:20;140:11 | 9:4,5,21;13:10; | Bonnie (3) |
| 87:17;131:17 | 108:13;113:17; | basketball (2) | 23:23;26:16;35:18; | 99:5;100:18,19 |
| attract (3) | 116:11;119:21; | 25:2;95:16 | 36:11;37:19;38:1; | book (2) |
| 37:17;38:7;95:19 | 122:10;124:23; | BATSON (4) | 57:2;70:11;72:8; | 45:4;67:14 |
| attributes (1) | 125:1;126:10; | 35:6,9,9,13 | 77:5;79:14;81:19; | bookkeeper (1) |
| $92: 21$ | 137:17;138:22,23; | bean-counter (1) | 82:3,7;89:24;90:24; | $47: 3$ |
| audience (3) | 140:10,17;142:16; | 115:14 | 97:15;129:9;142:10, | books (6) |
| 4:17,18;104:6 | 144:8;162:8,17,23; | bears (1) | 25;145:5;159:20,21; | 46:2,6;47:19; |
| audit (1) | 164:2,4;166:6;170:3 | 53:6 | 161:11;162:4;165:7 | 116:13,14,17 |
| 47:16 | backed (1) | beautiful (6) | better (16) | boost (1) |
| audited (1) | 121:22 | $20: 20 ; 30: 15 ; 95: 11$ | 12:6,24;20:6;73:1; | 14:1 |
| 44:24 | back-end (1) | $97: 12,24 ; 167: 14$ | 81:9;85:2;93:14; | bored (1) |
| auditorium (1) | 137:12 | become (6) | 103:10;118:20; | 56:19 |
| $109: 11$ | background (5) | 12:1;37:15;52:5; | 129:3,15,25;137:2; | both (12) |
| August (3) | 36:12;70:24;91:12; | 59:10;62:13;165:22 | 145:23;172:11,18 | 16:13;21:4;39:3,5; |
| 28:16;39:23;160:3 | 168:5,6 | becoming (1) | beyond (3) | 49:15;67:24,24;70:2; |
| authorization (1) | backgrounds (2) | 59:19 | 100:14;159:13 | 82:19;85:11;93:19; |
| 4:8 . | 9:12;151:22 | began (1) | 169:7 | 146:7 |
| Authorizing (9) | bad (2) | 169:9 | bid (1) | bothered (1) |
| 4:4,7;6:17;21:14; | 105:19;125:16 | begin (5) | 103:2 | 32:23 |
| 86:22;90:6;131:4; | badges (1) | 7:20;23:7;54:11 | big (6) | bottom (4) |
| 132:23;157:15 | 164:25 | 132:16;135:20 | 58:12;91:23; | 91:17;161:8,13; |
| automated (2) | balance (5) | beginning (4) | 111:11;114:18; | 164:18 |
| 46:9;47:6 | 109:21;114:7,14, | 47:13;80:4;145:7; | 134:13;164:22 | bound (3) |
| automatically (1) | 20,23 | 159:15 | bigger (1) | 23:20;25:18;36:16 |
| 142:22 | ball (3) | begins (1) | 9:17 | boundaries (5) |
| availability (1) | 104:23;105:1,4 | 163:11 | biggest (2) | 18:3,3;97:3,5,7 |
| 143:15 | bands (1) | behavior (1) | 13:6;27:6 | bounds (1) |
| available (8) | 169:3 | 94:8 | bills (1) | 62:5 |
| 14:10;16:17;27:1; | bang (1) | behaviors (1) | 116:2 | box (2) |
| 38:21;83:19;136:3; | 12:24 | 90:19 | bit (19) | 144:8;160:16 |
| 142:3;166:1 | bare (2) | behind (9) | 12:15;26:10;48:17; | BOYD (37) |
| average (1) | 57:5,8 | 43:17;69:15; | 53:4,7,18;66:23; | 13:17;20:25;21:2; |
| 93:11 | barn (2) | 102:17,17,18;133:19; | 103:10;104:17; | 23:3,5;47:8;62:1,2; |
| avid (1) | 68:22;69:18 | 138:17;159:1;167:20 | 138:24;140:8; | 63:19;64:7;74:5,7; |


| 76:5;78:23;79:2; | bugs (1) | campaign (1) | CAREER (7) | certain (2) |
| :---: | :---: | :---: | :---: | :---: |
| 86:17,19;87:8,11; | 115:19 | 27:18 | 130:17,21;131:1; | 100:16;147:14 |
| 88:15,17;89:2,4; | build (8) | campaigns (1) | 132:7;149:23;150:8; | certainly (15) |
| 90:3;130:21,23; | 55:11,24;56:3; | 29:10 | 180:24 | 25:9;30:9;36:24; |
| 131:14;132:13,15; | 134:15;140:14,16; | campus (55) | careers (1) | 38:9;40:2;42:1;59:5, |
| 133:14;157:11,12; | 167:24;169:19 | 24:15,16,16,20,21; | 90:18 | 11;67:5;70:16;71:6, |
| 158:11,12;173:11,13, | building (27) | 27:10,11,12,24;28:1; | cares (1) | 7;80:2;86:7;134:5 |
| 17 | 14:7;15:7;16:23; | 29:2;39:6;40:23,23, | 9:10 | certified (2) |
| Boys' (1) | 40:3;92:4;93:2;98:2; | 24;42:24;49:11; | caring (2) | 153:3,5 |
| 124:3 | 105:7,25;106:11,20, | 50:21;51:11;52:3; | 89:16;121:18 | CFAs (1) |
| break (6) | 20;115:16;117:20,21, | 53:25;58:17;60:6,12; | Carnegie (1) | 164:15 |
| 86:11,12;130:14, | 22;118:1,4,16; | 61:10,12,15;63:14, | 139:11 | Chair (25) |
| 15;144:9;163:4 | 119:10,25;120:4,7; | 20;64:3;66:4;68:11, | carries (5) | 4:12;6:10;7:9; |
| breaks (1) | 136:5;153:3;164:14; | 12;73:13;75:9,16; | 75:22;78:22;128:5; | 9:24;11:3,6;17:19; |
| 16:16 | 166:10 | 76:14;77:20;78:3,9; | 155:11;174:2 | 21:2;22:8;23:5;34:6; |
| Brian (2) | buildings (2) | 83:9;95:2,2,3;103:3, | carry (1) | 61:20;75:11;77:14; |
| 102:7,7 | 112:22,22 | 4,6,7,9,13;107:11,11; | 66:23 | 78:7;86:19;89:4; |
| bridge (2) | built (4) | 123:1;143:5,12 | carryover (1) | 90:3,5;117:10; |
| 168:9,15 | 134:16;149:4; | campuses (14) | 109:22 | 130:23;132:15; |
| bridging (1) | 154:7;163:25 | 27:2;29:6;49:1; | case (9) | 157:12;158:12;159:3 |
| $169: 17$ | bulk (1) | 51:3,4,20;52:12; | 7:6;22:5;51:22; | Chairman (1) |
| brief (1) | 17:4 | 58:23;61:13;67:24; | 87:19;131:19; | 7:23 |
| 158:17 | bullied (1) | 76:16,20;77:19;82:3 | 140:11;141:15; | CHAIRPERSON (235) |
| briefly (1) | 55:18 | can (104) | 143:3;148:18 | 4:2,24;5:6,12,14, |
| 93:8 | burden (1) | 7:9,15,16,17; | case-by- (3) | 17,19,23;6:2,6,20,23; |
| bring (7) | 53:23 | 10:12;12:6,12,21; | 140:10;141:14; | 7:18,20;9:25;10:15, |
| 32:9;74:23;95:8; | Burks (16) | 13:8;15:10;17:6; | 148:17 | 25;11:22;13:15,18; |
| 101:15;108:8;125:1; | 108:17,17,22; | 18:8;22:8,10,12,14; | case-by-case (3) | 14:9,18;17:16;18:13, |
| 132:20 | 109:16,25;110:7,14, | 25:17;29:8;30:19; | 138:13;140:15; | 17,23;19:3,7,13,18, |
| bringing (1) | 18,21,24;111:3,7,10, | 31:19;32:19;33:23; | 149:13 | 22;20:4,10,15,19,24; |
| 41:4 | 12,21;116:15 | 38:1,12;41:1;42:7; | cases (2) | 21:23;22:18;23:3,8, |
| broadband (1) | bus (3) | 44:25;46:1;48:9,25; | 151:6;169:1 | 10,13;29:22,25; |
| 68:20 | 38:5;96:12,19 | 49:6;54:7;55:7,23; | cash-flow (4) | 30:21;34:4;35:5,7; |
| broaden (1) | Business (1) | 56:3,19;58:10;62:12; | 111:13,14,24; | 37:2;38:23;40:7; |
| 38:4 | 23:24 | 63:5,19;65:3;66:7; | 115:18 | 48:12;54:2;58:7; |
| broken (3) | busy (1) | 70:11;72:8;74:3,3,4; | cash-flows (1) | 61:19;64:10;67:19, |
| 15:16;108:3;163:3 | 70:3 | 76:7,9,23;78:23; | 115:8 | 22;68:3,5,16,24;69:1, |
| Bronda (2) | button (1) | 79:8;85:15;87:25; | categorical (1) | 7,9,23;70:16,20; |
| 105:14,17 | 91:21 | 88:8,10,12;94:19; | 109:17 | 71:11,14,17;72:12, |
| brought (2) | buy (1) | 98:16;99:4;113:18; | categoricals (1) | 18,21;73:21;74:5,10; |
| 15:20;40:11 | 50:1 | 118:20;122:8;124:8, | 108:3 | 75:6,14,19,21;76:1,3, |
| Brown (15) | buying (1) | 22,23,24,25;131:25; | cause (2) | 6,10,21,24;77:2,13, |
| 133:1;138:5,6,6; | 50:2 | 132:4;133:8;137:2, | 39:11;72:3 | 17,23;78:1,8,17,21; |
| 139:18,20,22,24; |  | 13;141:3;142:11,13; | causes (1) | 79:3,8,18;80:6,12,15, |
| 141:3;143:9;148:8; | C | 145:1,22;147:16; | 71:23 | 20;81:2,11,16,22,24; |
| $\begin{aligned} & \text { 149:22;152:20; } \\ & \text { 153:21:154:6 } \end{aligned}$ |  | $\begin{aligned} & \text { 152:8;153:15; } \\ & \text { 158:18,24;160: } \end{aligned}$ | ceased (1) | $\begin{aligned} & \text { 82:5,9,13,21;83:2,7, } \\ & 16,24 ; 84: 4,8,14,20 \end{aligned}$ |
| 153:21;154:6 Bryce (2) | $\begin{gathered} \text { C-1 (1 } \\ 5: 5 \end{gathered}$ | 158:18,24;160:9,23; | $46: 18$ census (1) | $\begin{aligned} & 16,24 ; 84: 4,8,14,20 \\ & 25 ; 85: 18 ; 86: 10,15 \end{aligned}$ |
| 11:18,23 | call (4) | 163:18,20,23;165:1, | 31:18 | 87:5,10,12;88:14,18; |
| Bs (1) | 16:16;44:21;70:18; | 9,10,15;166:2,6,10; | Center (28) | 89:2,9;90:2;98:10,16, |
| 101:25 | 124:22 | 167:8,9;169:20; | 24:17,22;25:2,6,11, | 19,22,25;99:19; |
| buck (1) | called (3) | 170:5,6 | 19;30:14,15,18;34:7; | 100:4,18;101:17; |
| 12:24 | 4:4;67:12;160:17 | candidates (1) | 37:15;39:18,19; | 102:23;103:16,21,25; |
| budget (14) | calling (1) | 32:4 | 41:10;52:6,25;59:12, | 104:2,5;105:14,20; |
| 12:25;14:22,23; | 64:22 | cap (15) | 16,24;60:8,19;64:20; | 106:13,17,22;108:12, |
| 107:12,14;108:1; | came (13) | 17:12;51:8;73:6,7, | 68:6;70:11;78:4,9, | 15,18,23;109:1; |
| 110:22;111:9,15; | 8:9,14;10:5;25:12 | 10,11;74:18,22,22; | 15;135:4 | 110:10;116:25; |
| 113:24;116:2,20; | 43:4;44:23;46:5; | 75:16;78:11,12; | centered (1) | 119:20;120:9; |
| 135:7,15 | 70:24;100:22;102:2; | 79:10,13;117:24 | 157:1 | 122:22;123:17 |
| budgeted (2) | 140:17;146:12; | care (7) | centers (1) | 125:9;126:4,19,21, |
| 31:23;135:7 | 164:25 | 8:6;45:16;49:18; | 34:9 | 24;127:2,4,14,18,23; |
| budgeting (1) | camera (1) | 99:12,16;113:22; | central (4) | 128:4,8,19;129:1,7, |
| 14:25 | 163:13 | 137:11 | 16:18;96:5,10;97:7 | 13,20;130:4,9,12,18; |


| 131:13;132:5,13,20; | 131:3,4,5,6,10,18,21; | 14 | (3) | 10,16,18,2 |
| :---: | :---: | :---: | :---: | :---: |
| 133:9;135:17,22; | 22.23.139.25. | cir | 17 | llaborate |
| 136:6,19;139:20 |  |  | closely (3) | 11:24 |
| 149:18;150:13,16; | 156:10;157:8,13,15, | Cisneros | 3:7;129: | collaborated (1) |
| 152:10,16;154:16,2 | 16,22;165:23;172:12 | 25:19-41 | 2:22 | 126:12 |
| 155:1,6,10,15,21; | charters (10) | citizenship (1) | osest (1) | collaboration (6) |
| 156:4,7,15,18,22; | 4:9;9:9,9;20:23 | 90:20 | 97:8 | 13:7,24;69:24; |
| 1 | 1;22:20;51:10; |  | Club (1) | 126:7,18;172 |
| 166:14,18;170:15, | 125:16;143:19 | 63:21; | 124:4 | collaborative (1) |
| 23;171:3,7,11,22; | c | , | ( | 146:15 |
| 172:5,9,13,16;173:1, | 107:23, | :19;73:22;74 | 26:4; | collaborativ |
| 10,16,18,22,24;174:2 | check (3) | ;125:8;135:2 | COFFMAN (235) | 20:7 |
| HAIR'S (2) | 62:24;10 | 53:18 | 4:2,24;5:6,12,1 | olleague ( |
| 23,25 | 13 | clarificat | 17,19,23;6:2,6,20,23; | 43:17;107:7; |
| chal |  | 72.24 | 7:18,20;9:25;10: | colleagues (4) |
| 8:17,18;80 |  | clarified | 25;11:22;13:15,18; | 9:16;48:11;1 |
| 5:21 |  | 72:25 | 14:9,18;17:16;18:13, | 126:11 |
| 兂 |  | clarify (5) | 17,23;19:3,7,13,18, | collected (2) |
| 56:19 | chief ( | 19:21 | 22;20:4,10,15,19,24; | 54:12;56:12 |
| challen | 90:11; | 40:20;150:18 | 21:23;22:18;23:3,8, | collective (1) |
| 1 | child | 19 | 10,13;29:22, | 7:8 |
| challenging (1) | 36:8,8; | cl | 30:21;34:4;35:5 | collectively (4) |
| 24:3 | 55:6,22 | 66 | 37:2;38:23;40:7 | 22:7;87:20,25 |
| chance ( | 57:17;66:15;70:2 | 11;137:14;152 | 48:12;54:2;58:7 | 131:20 |
| 12;13: | 23;91:13;92:14; | classes (8) | 61:19;64:10;67: | college (12) |
| 103:10;157 | 97:17,19;102:17 | 56:1,5;66:16,2 | 22;68:3,5,16,24;69:1, | 23:16,20; |
| change (14) | 110:3;121:21; | ;99:16;102 | 7,9,23;70:16,20; | 25:18;36:16;4 |
| 17:19;19:1 | 144: | 143:16 | 71:11,14,17;72:1 | 49:10;90:18 |
| 16;37:13;62:16;64:2; | 150:19,23;151:11 | classific | 18,21;73:21;74:5,10; | 19;143:4,6 |
| 71:5;87:9;91:1;99:9; | 160:11;169:1,21 | 125:3 | 75:6,14,19,21;76:1,3, | combination (1) |
| 129:9,11;166:6 | childr | classified | 6,10,21,24;77:2,13 | 146:7 |
| changed (6) | 38:18 | 26:2;15 | 17,23;78:1,8,17,2 | comfortable (7) |
| 46:24:99.2 | 89:15,21;90:13;92 | classr | 79:3,8,18;80:6,12,15, | 61:10;63:8;65: |
| 160:24;161:25;164:7 | 11;95:11;97:24;98:7; | 6:1;42:13 | 20;81:2,11,16,22,24; | 70:23;10 |
| changes (6) | 99:10,13;100:11; | 34:16,20;154:2 | 82:5,9,13,21;83:2,7, | 156:11 |
| 57:12;63:6; | 103:2,9;105: | 161:18;162:6 | 16,24;84:4,8,14,20, | coming (11) |
| 116:14;120:23;121:9 | 118:18;121:19,24 | classrooms | 25;85:18;86:10,15 | 34:14;37:6 |
| hapel (1) | 122:1,18 | $95 \cdot 22$ 23. | 87:5,10,12;88:14,18; | 64:15;65:11;111:2,5 |
| 25:3 | children's | 109:8;118:3,3, | 89:2,9;90:2;98:10,16, | 118:11;130:2;152:6 |
| ha | , | 124:2 | 19,22,25;99:19; | 161:5 |
| 61:3;108:5;116 |  | clause | 100:4,18;101:17; | commend |
| 61:3;108:5;11 | 17:23 | $50 \cdot 1$ | 102:23;103:16,21,25; | 172:20 |
| charges (1) | Choice | clean (1) | 104: | comment (12) |
| 159:11 | 25:21;41:14,15 | 36:15 | 106:13,17,22;108:12, | 18:18;22:22;84:24 |
| Charlie (1) | 70:9;85:5,15;89:24 | cl | 15,18,23;109:1; | 87:22;88:22;98:1 |
| 106:1 |  | , | 110:10;116:25 | 9:1,1;106:15 |
| chart (1) | 83:19 | 146:3 | 119:20:120:9 | 123:15;128:6;144:12 |
| 15:16 | choose | clearly (3) | 122:22;123:17 | commenters (1) |
| Charter ( | 28:11,13 | 4:16;35: | 125:9;126:4,19,21 | 89:6 |
| $4: 3,7,9 ; 6: 4,7$ | 124:24 | Cleveland | 24;127:2,4,14,18,23; | comments (15) |
| 18;7:5,10;8:11;9:1,4, | CHORUS | 30:1,2,3,22;39:9 | 128:4,8,19;129:1,7 | 34:7;71:8;85:11; |
| 21;19:12;20:22;21:3, | 6:1;19:2;75 | 53:4;70:4,19;85:1 | 13,20;130:4,9,12,18; | 86:3;121:14,17; |
| 7,10,14,15;22:4,9,11; | 77:22;78:20;128:1; | 168:1,2 | 131:13;132:5,13,20; | 127:19;135:19; |
| 26:3;31:18;33:8,14; | 155:9;171:6;174:1 | Cleveland | 133:9;135:17,22 | 50:14;154:17,18; |
| 35:12;36:21;37:1; | ch | 37: | 136:6,19;139:20,2 | 55:2,13;158:17; |
| 51:3,9;63:12;68:10, | 94 | click (7) | 149:18;150:13,16; | 170:15 |
| 15;73:3;76:18;82:23 | Chris (1) | 160:1 | 152:10,16;154:16,22; | Commissioner (4) |
| 83:18;86:13,16,21, | 116: | 162:15, | 155:1,6,10,15,21; | 4:10;132:24 |
| 22,23,24;87:3,18; | Christian | 165 | 156:4,7,15,18,22 | 156:23;173: |
| 88:4;89:24;90:5; | 90:10;112: | cliente | 157:10;158:1,4,11; | Commissioners (1) |
| 91:2;120:11;125:5 | church (1) |  | 166:14,18;170:15,19, | 156:24 |
| 11,13,18,24;126:25 | 118:12 | climate (1) | 23;171:3,7,11,22; | Committee (1) |
| 128:15;130:16,20,25; | circuit (1) | 122:25 | 172:5,9,13,16;173:1, | 8:4 |


| common (2) ${ }^{\text {109 }}$ | 146:22;147:17; | 120:15;144:2 | copies (1) | creation (1) |
| :---: | :---: | :---: | :---: | :---: |
| 109:12;164:15 | 156:6,16;172:7,14 | considering (1) | 47:15 | 54:11 |
| communication (1) | conclude (1) | 80:3 | copy (1) | credits (1) |
| 126:22 | 34:3 | consistency (2) | 16:5 | 135:5 |
| communities (6) | concluded (1) | 48:7;82:16 | core (2) | crest (1) |
| 9:5;53:9;79:15; | 93:14 | constant (1) | 90:19;151:25 | 72:4 |
| 90:17,23,25 | conclusion (3) | 144:18 | corner (1) | critical (3) |
| community (18) | 93:17;97:25;103:1 | constantly (2) | 160:16 | 20:8;120:16,18 |
| 25:13;29:9,11,13; | concrete (1) | 146:12;172:22 | corporate (1) | criticism (1) |
| 38:15;41:6;52:9; | 80:16 | constraints (1) | 72:6 | 85:24 |
| 59:6,13,17;61:3; | concurrent (1) | 95:6 | corporation (1) | criticisms (2) |
| 91:5;92:23;122:24; | 135:5 | construction (1) | 72:7 | 59:21;60:3 |
| 124:5,5;143:4; | conditions (1) | 16:20 | corporations (1) | cultural (1) |
| 151:21 | 148:23 | Consulting (2) | 41:19 | 128:24 |
| Compared (2) | conducive (1) | 116:10,19 | corrected (1) | culture (1) |
| 91:9;93:10 | 128:24 | contact (1) | 5:16 | 122:25 |
| competitive (1) | conduct (1) | 28:7 | correctly (4) | curious (5) |
| 90:18 | 45:23 | contacted (1) | 107:9;121:5;138:4; | 17:19,22;43:21; |
| Complete (3) | conducted (5) | 127:8 | 149:9 | 61:23;145:19 |
| 116:10,19;143:24 | 27:18;80:18;93:5 | contemplates (1) | cost (3) | current (22) |
| completely (7) | 94:5;133:5 | 25:20 | 17:14;19:21,24 | 6:18;12:10;21:21; |
| 44:19,24;45:5,21; | conference (1) | content (9) | cost-per-square- (1) | 27:5,8;56:4;69:7; |
| 46:2;170:6,7 | 25:2 | 134:18;151:25; | 12:22 | 79:13,16;83:22;87:3; |
| compliment (1) | conferences (2) | 167:12,18;168:25; | costs (2) | 94:25;96:11,13,21; |
| 155:17 | 92:13,17 | 169:6,13;170:5; | 15:16;49:17 | 97:4,13;109:4;118:8; |
| component (1) | confidence (2) | 172:21 | counsel (1) | 131:10;155:18; |
| 45:2 | 48:2,2 | contingency (2) | 124:17 | 157:21 |
| components (4) | confident (1) | 107:25;109:21 | counties (1) | currently (27) |
| 118:11;159:24; | 80:2 | continue (21) | 24:7 | 24:23,23;28:22; |
| 160:4,19 | configuration (1) | 4:15;10:6;17:20; | countries (1) | 34:16;40:4;42:23; |
| comprehensive (4) | 15:25 | 30:17;33:11,21; | 165:11 | 55:13,23;67:23;82:2, |
| 23:16;25:15;27:16; | confusing (1) | 48:10;93:1;98:3; | country (2) | 19;83:20;94:6;95:20; |
| 159:17 | 169:2 | 118:15;122:21; | 39:20;64:18 | 100:13;106:21; |
| computer (4) | confusion (1) | 123:3,7;126:19; | couple (7) | 109:3,7;114:21; |
| 16:15;46:9;47:5; | 153:19 | 145:14;160:13; | 100:25;117:9; | 117:20,21,25;120:4; |
| 68:19 | Congratulations (3) | 165:18;167:23; | 119:15;120:14,20; | 122:12;143:9;154:6; |
| concentrations (1) | 20:19;156:22; | 169:24,25;170:1 | 134:2;148:18 | 157:7 |
| 96:23 | 157:7 | continued (3) | course (12) | curriculum (22) |
| concept (1) | conjunction (2) | 123:1;168:25; | 14:25;18:2,7;29:3; | 93:23;138:14; |
| 151:18 | 41:19;138:1 | 171:19 | 35:13;54:22;55:12, | $148: 15,25 ; 149: 6$ |
| concern (24) | connected (1) | continuing (2) | 22;101:5;118:22; | 150:21;157:23; |
| 34:9;37:9;46:14; | 68:19 | 33:17;169:19 | 135:12;137:16 | 159:5,12,16,23,25; |
| 52:19;53:4;54:10; | CONNECTIONS (13) | contract (2) | courses (7) | 160:7,18;161:25; |
| 70:20;81:4;82:2; | 6:5,8,13,16;10:18, | 31:1;114:24 | 57:11;134:4,20; | 162:3,25;164:16; |
| 83:14;91:23;107:6, | 19;11:5,8,24;16:6,8, | contracts (1) | 135:2;137:11;143:4, | 167:13,24;168:5; |
| 12;111:6,11;115:23; | 25;175:24 | 30:24 | 6 | 173:2 |
| 121:22;125:14; | connectivity (1) | contribute (3) | court (2) | cut (2) |
| 140:6;142:21; | 16:10 | 103:14,15;121:5 | 25:2;49:14 | 63:4;150:25 |
| 148:16;151:4,10,15 | consecutive (4) | conversation (3) | cover (1) | cycle (1) |
| concerned (8) | 24:2,4,6,9 | 32:17;127:6;146:3 | 41:1 | 27:9 |
| 8:14;14:22;17:22, 22;40:11,22;48:6; | Consent (4) 5:3,5,20;6:2 | conversations (1) 151:18 | covers (4) 16:13:17:1:114:25; | D |
| 22;40:11,22;48:6; 116:8 | 5:3,5,20;6:2 consequences | CONVERSIO | $\begin{aligned} & \text { 16:13;17:1;114:25; } \\ & \text { 115:1 } \end{aligned}$ | D |
| concerning (2) | 83:12;143:23; | $130: 16,20,25 ;$ | cranking (3) |  |
| 77:6;153:16 | 144:11 | 157:8,13,16 | 160:23;165:14,15 | $32: 21$ |
| concerns (36) | conservative (1) | Co-op (1) | crazy (1) | dairy (2) |
| 19:9,21;20:12,16; | 13:2 | 33:5 | 160:1 | 68:22;69:18 |
| 51:18;80:9,13;84:1,5, | consider (6) | coordinate (1) | create (6) | Dana (1) |
| 17,22;88:2;94:17,18; | 5:10;10:7;11:10; | 147:16 | 45:4;79:17;107:13; | 138:6 |
| 107:6;115:15,22; | 25:9;88:2;100:9 | Coordinator (1) | 159:12,16;160:9 | dance (1) |
| 116:7;121:2,4;123:8; | Consideration (2) | 11:19 | created (6) | 102:7 |
| 124:15,16,18;128:11, | 78:8;121:8 | copier (1) | 41:7;104:10,11,15; | dances (1) |
| 21;129:4,10,12,22; | considered (2) | 16:4 | 159:6;166:11 | 102:6 |


| data (17) | 8:23;14:23 | 133:14;134:1; | difficult (3) | distress (7) |
| :---: | :---: | :---: | :---: | :---: |
| 14:2;31:18;38:1; | dealt (1) | 159:11;161:4 | 31:3,22;89:21 | 26:2;124:20;125:1, |
| 42:5;48:18;56:21; | 47:21 | Department's (1) | dig (1) | 3,12,15,17 |
| 80:16,18;82:19;86:1; | debate (3) | 133:5 | 167:15 | District (44) |
| 92:15;93:7;122:5,8; | 9:3,8,17 | depend (1) | digitally (1) | 12:3;30:4,17;34:8, |
| 140:16;156:12;157:3 | debts (1) | 74:13 | 29:13 | 11,18,19,24;35:16, |
| database (1) | 114:13 | depending (1) | dignity (1) | 18,21,24;36:20,25; |
| 47:6 | decide (1) | 96:16 | 89:19 | 37:12;40:25;41:16, |
| databases (1) | 55:23 | depends (1) | diligently (1) | 17;47:23;55:18; |
| 47:12 | decision (7) | 74:16 | 97:2 | 63:15,23,24;69:24; |
| date (3) | 13:2;70:12;81:10; | deploy (1) | diplomas (1) | 83:21;84:7;91:9; |
| 84:13;120:11; | 128:13;131:25,25; | 168:7 | 72:9 | 126:6;130:16,19,25; |
| $162: 22$ | 158:18 | deputy (3) | direct (2) | 156:12;157:8,13,16; |
| dating (1) | decisions (5) | 30:3;156:24;168:3 | 43:9;79:8 | 158:14,20;159:21; |
| 113:17 | 8:25;9:3,13,18 | deserve (3) | direction (6) | 164:16;167:21; |
| daughter (2) | 10:10 | 100:12;103:8 | 128:16;140:12,14, | 168:2;171:25; |
| 38:16;101:21 | decline (2) | 105:11 | 20;152:24;154:1 | 172:11,15 |
| daughters (1) | 28:12;31:15 | design (5) | Directions (1) | districts (2) |
| 102:13 | dedicated (4) | 90:24;96:11 | 11:19 | 31:4;84:12 |
| Davis (40) | 94:13;96:1;118:2,6 | 133:20;161:10 | directly (2) | diverse (9) |
| 6:21,23,25;7:1,19 | deep (2) | 168:12 | 19:16;99:21 | 37:13,16;52:5; |
| 10:16;18:14,16; | 40:2;159:18 | desire (1) | director (5) | 53:11;59:5,11;80:24; |
| 21:25;22:1;51:2,7; | deeply (1) | 89:20 | 26:8;41:6;90:11 | 82:17;159:23 |
| 62:18,19;63:10; | 9:10 | desires (1) | 112:2;115:2 | Diversity (23) |
| 72:22,24;73:15,24; | defer (1) | 172:1 | directors (1) | 24:18;34:10;48:18, |
| 74:7,14,25;75:2;76:6, | 107:7 deficient (2) | detail (2) | 108:9 | 20;51:15,20;52:13, |
| 9,15;87:12,13; | deficient (2) | 17:3;66:7 | dirty (1) | 14;53:8;58:12;61:3, |
| 124:22;125:6; | 169:10;170:7 | details (2) | 36:15 | 13;80:9,14;81:4,8; |
| 127:15,17;131:15 | defined (1) | 51:14;110:1 | disabilities ( | 82:2,12;84:1,6,22; |
| 154:17,18,23,25; | 97:3 | determination (1) | 102:11 disability | 161:12;164:3 |
| 170:16,18,21 | defines (1) | 88:8 | disability (2) | doc (4) |
| dawned (1) | 96.5 | determinations (1) | 102:2,10 | 7:15;22:14;88:10; |
|  | definitel <br> 57:10 | d | disadvantage |  |
| 10:14;16:17;23:20; | degrees (1) | determine (2) 49:2;117:12 | disadvantaged (2) | 69:5,14 |
| 25:13;27:5,12;36:1; | 37:21 | developed (1) | 80:17;82:20 | documentation (1) |
| 37:20,23;38:6;52:11; | delay (3) | 169:17 | disappointed (1) | 127:11 |
| 62:12;65:24;66:14, | 31:6;39:13;83:14 | developing (1) | $71: 8$ | documents (3) |
| 23;95:23;97:16; | delaying (1) | 90:19 | disciplinary (1) | 62:20;75:24;76:4 |
| 101:22;116:4; | 39:10 | development (4) | 26:1 | dollar (1) |
| 117:16;122:25; | deliberate (1) | 92:21;126:14,15 | discounts (1) | 115:11 |
| 136:24;138:3; | 31:12 | 160:22 | 91:19 | dollars (2) |
| 139:15;140:23; | deliver (1) | devices (1) | discovered (1) | 32:1;115:4 |
| 141:23;142:23; | 92:17 | 4:7 | 151:23 | domain (1) |
| 145:16,22;146:5,9; | demand (1) | difference (2) | discrepancies (3) | 95:4 |
| 147:10,10,20;148:6; | 170:1 | 96:17;116:1 | 62:21,23;63:2 | done (10) |
| 153:1;154:15,20 | demarcation (1) | differences (1) | discuss (3) | 49:11;62:4;65:10 |
| day-one (1) | 44:13 | 121:9 | 74:1;126:5;127 | 91:14;106:8;124:8; |
| 103:5 | demographic (1) | different (34) | discussed (2) | 125:14;147:3; |
| days (5) | 97:9 | 15:17;26:13;27:14 | 54:5;116:12 | 162:23;166:1 |
| 11:13;68:22;69:18; | demographics (1) | 41:18,18;52:1;66:23, | discussing (4) | door (1) |
| 72:1;116:23 | 51:16 | 25;69:20;72:2;82:25; | 91:3;94:4;117:13 | 66:13 |
| day's (1) | demonstrate (2) | 90:22;92:24;101:3,4, | 126:13 | doors (1) |
| 141:11 | 35:18;128:15 | 9;121:10;124:4; | discussion (7) | 152:8 |
| day-to- (1) | denial (2) | 126:16;134:17; | 18:25;75:17;77:20; | dots (2) |
| 37:19 | 83:10,25 | 141:7,10,19,20,23; | 78:19;127:25;155:8; | 96:8,19 |
| deadline (1) | Dennis (3) | 143:21;144:15,24; | 171:5 | Dotson (2) |
| 28:19 | 90:11;107:9;109:2 | 145:2;148:3;150:4,9; | discussions (1) | 10:2,3 |
| deadlines (1) | deny (5) | 151:3;159:20 | 126:1 | double (1) |
| 27:20 | 35:21;37:1;78:14; | differentiation (1) | display (1) | 17:7 |
| deal (1) | 83:8,17 | $109: 19$ | $96: 3$ | double-check (1) |
| $141: 17$ | Department (8) | differently (3) | distinction (1) | 146:10 |
| dealing (2) | $4: 5,20 ; 7: 1 ; 132: 25$ | 140:8;146:16,21 | 12:22 | doubles (1) |


| 17:12 | 140:19;141:3,24; | easy (6) | electronic (3) | 152:2 |
| :---: | :---: | :---: | :---: | :---: |
| down (27) | 142:9;143:7,9;145:9, | 38:21;71:14,17; | 4:7;44:24;48:1 | English (5) |
| 15:17;16:21;19:4; | 11;146:1,4,7,23; | 96:24;107:19;169:2 | elementary (1) | 29:14;58:3;103:22; |
| 37:6;44:16;45:8; | 148:5,8;149:22; | echo (2) | 163:4 | 105:19;164:4 |
| 53:7;63:4;66:18; | 150:15,16,17;152:9, | 10:4;85:19 | elements (1) | enhance (1) |
| 70:3,5;99:4;102:12; | 10,14,16,17,20; | economic (2) | 80:3 | 82:11 |
| 110:1;113:24; | 153:18,21;154:3,6; | 48:20;51:14 | eligibility (1) | enhanced (1) |
| 126:17;136:25; | 155:5,8,21,22; | economically (2) | 91:5 | 95:17 |
| 140:2,23;144:11; | 156:18,19;158:1,3, | 80:17;82:20 | eligible (1) | enjoy (1) |
| 159:6;160:12;163:5, | 12,15;166:17,18,20, | ed (5) | 57:19 | 27:12 |
| 20;164:18;165:5; | 20,21,22;167:2,4; | 13:11;42:6;43:4,9; | else (12) | enormous (1) |
| 169:22 | 168:1,9,11,12,14,15, | 58:2 | 7:13;14:6;22:11; | 167:18 |
| downtown (2) | 18,19,21,22,23; | EDD (3) | 37:3;54:9;70:4,8; | enough (8) |
| 12:5,24 | 169:4,5,22,23; | 113:12,13,19 | 72:20;84:16;106:19; | 9:9;41:5;106:4; |
| DR (325) | 170:14,25;171:3,8,9, | educate (5) | 120:4;131:24 | 121:9;134:21,24; |
| 5:11,13,13,15,18, | 15,21,22,23;172:4,8, | 36:17,22;41:14; | email (7) | 164:3;165:16 |
| 22,24;14:20,21;15:8, | 16,17,25;173:8,21, | 118:18;142:25 | 16:1;26:20;28:6,7 | enrichment (1) |
| 11,13,22;17:6,10,15, | 22,23,24 | educating (6) | 47:11;113:9,17 | 25:20 |
| 17,18;18:2,5,7,10,12, | draft (1) | 33:20;37:7;39:4 | emails (4) | enroll (4) |
| 20,22,23,24;19:13, | 109:20 | 43:14;50:7;146:2 | 27:17;28:4,5;29:10 | 18:8;25:17;46:16; |
| 14;20:15,16;23:6,9, | dragged (3) | Education (35) | embarked (1) | 136:17 |
| 12,14;29:22,24;30:1, | 9:2,7,17 | 4:6,20;6:11;8:1,3, | 133:23 | enrolled (6) |
| 2,22;34:4,6;36:18; | draw (5) | 3,6,8;9:11,11;11:24; | embarrass (2) | 42:23;43:19;44:4; |
| 37:4,5,9;39:8,16; | 47:10,10,14,15,20 | 21:7;33:7;36:11; | 49:25;50:5 | 55:14;142:2,5 |
| 40:7,8,8,9,10,14,15, | drawing (4) | 41:22;42:11;43:6; | embed (1) | enrollment (27) |
| 20,21;41:4;42:3,9,16, | 26:24,25;27:23; | 53:13;70:7;71:20; | 161:17 | 6:15;17:12,21,24; |
| 18,22;43:1,6,8,11,12, | 29:4 | 81:20;85:14;86:20; | embedded (1) | 18:11;21:13,18; |
| 16;44:2,7,11;45:17; | drawn (3) | 105:11;112:2; | 161:17 | 40:22;51:8;58:5; |
| 46:3,11,21,23;47:2; | 51:24;55:9;56:16 | 130:24;137:13; | employed (1) | 73:6,7,10,11;74:18, |
| 48:4,9,15,16,24;49:4, | dreamed (1) | 146:21;151:13; | 153:22 | 22,22;75:9,16;79:10; |
| 14,16,24;50:5,10,18, | 103:5 | 156:3,25;159:11; | employee (3) | 86:25;107:22;109:5; |
| 20;51:12,21;52:17; | due (5) | 160:21;161:1,5 | 32:12;46:15,15 | 117:23;131:7;141:5; |
| 53:4,14,18;54:2,4,6, | 33:1;89:11;94:20; | educational (8) | employment (1) | 157:19 |
| 7,14,16,17,19,21,23, | 95:5;128:10 | 89:25;90:24;93:4; | 47:23 | enter (1) |
| 24,25;55:3;56:7,9,11, | Dunbar (1) | 95:20;120:8;133:20, | enable (2) | 134:11 |
| $14,22,24 ; 57: 12,16$ | 101:4 | 22;151:14 | 28:9;95:7 | entered (1) |
| 20,25;58:14;59:2,4 | during (9) | Educational-wise (1) | enabled (1) | 106:1 |
| 60:9,17;61:17,19,20; | 15:15,18;16:22; | 99:15 | 95:15 | entering (1) |
| 62:17;63:10;64:2,9, | 26:24;27:9,12;49:7; | educator (3) | encompasses (1) | 132:2 |
| 14,17;65:1,8,14;66:1, | 55:15;89:22 | 33:4,6;35:14 | 161:21 | entertain (1) |
| 6,11;67:8,18,21;68:1, | dynamo (1) | educators (5) | encourage (12) | 18:18 |
| 4,9,21,25;69:3,12,15; | 59:15 | 35:20,22,24;36:24; | 9:2,12;10:6;25:15; | entertained (1) |
| 70:1,4,18,19;71:7,13, |  | 37:20 | 27:6;70:16;85:10,16; | 39:14 |
| 15,22;72:15,19; | E | Edwin (3) | 122:3;123:7;129:17; | entire (3) |
| 73:14;75:13,15,23; |  | 11:3,7;12:14 | 173:7 | 27:18;44:16,18 |
| 76:2,23,25;77:4,4,10, | eager (1) | effect (4) | encouraged (4) | entity (1) |
| 11,16,18;78:6,14,18, | 157:2 | 57:13;73:17,20; | 79:22;85:10,19; | 117:18 |
| 25;79:6,18,19;81:2,3, | earlier (10) | 74:20 | 172:24 | entry (1) |
| 22,23,25;83:2,3,16, | 43:4;44:14;54:5 | effective (2) | encouragement (1) | 91:23 |
| 17;84:20,21;85:11, | 63:5,13;108:9; | 60:24;136:11 | 85:19 | environment (14) |
| 18;86:7;93:7,13; | 111:17;117:13; | effort (1) | encouraging (2) | 23:19;66:24;89:16 |
| 106:23,24;107:20,24; | 119:1;173:3 | 104:14 | 28:15;62:17 | 18,22;99:13;120:16, |
| 108:7;109:14,18; | early (6) | eight (2) | end (6) | 17;121:18;128:23; |
| 110:6,8;122:22,23; | 36:4;37:22;56:3; | 98:10;124:2 | 44:21;94:16; | 134:10,23;142:11; |
| 123:11,14,17,18,22; | 125:19,23;141:18 | either (11) | 114:22;117:16; | 151:14 |
| 124:1,9,15;125:2,7, | earn (1) | 22:10;32:7;57:18; | 144:20;169:17 | equaling (1) |
| 19;126:3;127:20,22, | 24:7 | 58:23;73:5;84:12; | End/K-Mart (1) | 135:13 |
| 24,24;128:19,20; | earned (1) | 94:8;116:5;119:8; | 71:25 | equipment (1) |
| 130:4,5;132:20; | 24:4 | 152:7;170:21 | endeavors (1) | 15:6 |
| 133:1;135:19; | easiest (1) | ELA (1) | 171:20 | equipped (3) |
| 136:19,20;137:2,19, | 26:17 | 164:1 | engaged (1) | 97:12;98:6;129:3 |
| 24;138:5,6,6,18; | east (1) | elbow (1) | 67:10 | equitable (1) |
| 139:8,18,20,22,24; | 96:6 | 124:7 | engineer (1) | 81:20 |


| equity (1) | 157:4 | expand (5) | 24 | 167:14 |
| :---: | :---: | :---: | :---: | :---: |
| 109:21 | Exalt (14) | 68:12,13;134:15; | extraordinary (1) | fantastic (1) |
| equivalents (2) | 112:2,5,18,25; | 140:2;152:19 | 34:23 | 33:12 |
| 93:12,13 | 113:2,3;114:4,24; | expanded (1) | extremely (1) | far (10) |
| eRate (3) | 115:11,19,24;116:2, | 83:19 | 70:3 | 30:11;37:19;53:19; |
| $110: 13,15 ; 111: 1$ | $13,15$ | expansion (21) | F | $\begin{aligned} & \text { 58:2;59:9;77:8; } \\ & \text { 142:25;169:7;170:6; } \end{aligned}$ |
| $\begin{gathered} \text { error (1) } \\ 5: 8 \end{gathered}$ | $165: 16$ | $\begin{aligned} & 33: 8,14 ; 35: 12,25 ; \\ & 37: 1 ; 48: 10 ; 50: 21 ; \end{aligned}$ | F | $172: 21$ |
| ESEA (1) | example (9) | 53:10;59:9;75:8,12, | face (1) | Farmington (1) |
| 93:20 | 47:4,7;137:3,4,9; | 16;78:15;79:10,13; | 8:25 | 69:22 |
| ESL (1) | 138:2;141:1;152:3; | 80:1,5;83:8,11,23; | face-to-face (3) | fast (1) |
| 25:8 | 169:9 | 133:25 | 14:11;42:17;64:23 | 160:10 |
| especially (10) | examples (6) | expect (1) | facilitate (1) | fast- (1) |
| 13:11;16:18;33:8; | 141:13,22;142:7, | 102:5 | 4:12 | 53:5 |
| 65:18;122:10; | 19;147:12;148:18 | expectations (1) | facilitator (2) | faster (1) |
| 139:13;145:15; | exams (1) | 72:13 | 153:4,24 | 151:12 |
| 151:19;152:4;167:18 | 106:3 | expedited (1) | facilities (7) | favor (21) |
| essence (3) | exceed (1) | 53:18 | 16:25;31:24;41:21; | 5:25;19:1,8;75:17; |
| 67:23;68:5,7 | 93:10 | expense (3) | 111:17,23;113:1; | 77:21;78:19;80:5; |
| established (1) | exceeded (1) | 8:22;9:18;167:22 | 138:20 | 81:17;83:10;88:20; |
| 34:13 | 93:18 | expenses (1) | facility (31) | 107:16;127:25; |
| establishing (1) | Excel (1) | 123:23 | 11:14,15,25;12:1 | 128:10;130:5;155:8, |
| 39:6 | 45:24 | expensive (1) | 15:1;16:18;19:11,20, | 16;156:8,19;171:5, |
| esteem (1) | excellence (1) | 71:20 | 23;20:2,6,17;24:22; | 16;173:25 |
| 92:10 | 156:25 | experience (2) | 30:15;32:5;39:20; | favors (1) |
| estimated (1) | excellent (1) | 33:7;105:22 | 53:22;94:6,11;95:11, | 133:12 |
| 110:4 | 143:14 | experienced (1) | 21;96:21;97:3,8,11, | FAYETTEVILLE (40) |
| estimation (1) | excelling (1) | 150:5 | 19;107:15;110:25; | 20:23;21:5,8; |
| 123:23 | 170:7 | experiences (1) | 112:10,14;129:3 | 22:20;24:15,19; |
| ethnicity (1) | except (2) | 151:22 | fact (9) | 27:10,24;28:22; |
| 42:5 | 55:22;106:20 | experiment (1) | 8:10;33:13;37:18; | 33:18;34:16;38:16; |
| evaluate (1) | exception (2) | 36:21 | 41:11;63:8;67:6; | 40:1,23,24;42:24; |
| 49:23 | 73:18;131:17 | expertise (1) | 70:2;71:23;128:10 | 47:24;50:21;51:9; |
| even (21) | exchange (1) | 153:1 | factor (1) | 57:15;60:5;61:11; |
| 10:13;12:13;33:23; | 16:1 | explanation (4) | 89:19 | 63:14,16,21;64:5; |
| 37:15;45:23;63:3,8; | excited (7) | 42:7;45:9,15;85:2 | factories (1) | 68:2,12,13;73:3,13; |
| 71:24;91:16;102:6,6, | 13:3;43:14;52:6; | explanations (1) | 41:18 | 74:23;75:9,16;76:13; |
| 9;105:15;135:5; | 59:18;64:19;85:20; | 45:13 | faculty (9) | 78:3,9,11;79:10;93:5 |
| 139:19,24;141:3,4,4; | 115:13 | explicit (1) | 37:6,20;39:24; | February (7) |
| 147:10;151:16 | exciting (1) | 92:20 | 40:3;45:11,12;53:20; | 86:24;93:8;120:13; |
| event (2) | 171:15 | explorations (1) | 66:9;89:18 | 128:12;130:23; |
| 8:16;76:18 | Excuse (3) | 152:4 | fair (6) | 131:3,6 |
| eventually (1) | 38:25;44:17;117:2 | exploratory (1) | 4:12;25:22;33:1; | federal (4) |
| 164:10 | executive (4) | 151:17 | 41:14;63:9;70:10 | 108:1;109:24,25; |
| everybody (13) | 26:8;90:9,11;112:1 | explore (1) | fairly (1) | 110:2 |
| 39:24;49:7;50:7; | exercised (1) | 40:24 | 60:24 | fee (4) |
| 60:1;69:19;70:8,10; | 140:25 | Exponential (1) | fall (3) | 15:6;112:3,5; |
| 84:16;87:16;88:16; | EXHIBIT (7) | 92:12 | 64:21;84:19;93:3 | 135:10 |
| 102:3;133:6;165:6 | 175:25;176:25; | exposed (1) | falls (1) | feedback (3) |
| everyday (1) | 177:25;178:25; | 8:13 | 156:1 | 62:14;157:3,4 |
| 72:8 | 179:25;180:25; | exposure (1) | Fame (1) | feel (34) |
| everyone (10) | 181:25 | 8:11 | 24:11 | 7:13;25:24;29:1; |
| 4:5;27:19;28:4; | exhilarating (1) | expressed (2) | Families (20) | 35:25;38:14,17;41:9; |
| 79:9;106:14;130:13; | 53:24 | 53:5;83:13 | 24:17;25:12,16; | 63:8;65:12;70:25; |
| 146:15;173:2,14,19 | existing (5) | extended (2) | 37:15;41:10;52:7; | 71:12;72:2;73:1; |
| evidence (2) | 17:20;52:12;53:21; | 7:9;22:8 | 59:12,24;60:19;78:4, | 74:16;79:23;82:3,16; |
| 86:1;164:11 | 61:13;155:20 | extent (2) | 10;82:4,15;83:4; | 83:3,20;85:1,3;88:7; |
| evident (3) | exists (3) | 66:20;102:9 | 92:18;94:6;96:8,9, | 103:8;105:10;106:4; |
| 36:19;92:3;171:25 | 63:17;82:20,23 | exteriors (1) | 24;119:9 | 119:10;121:19,24; |
| exact (3) | exit (1) | 36:14 | family (6) | 122:25;128:16,24; |
| 18:9;49:4;68:17 | 119:7 | external (1) | 36:9,13;49:9;82:7; | 131:24;133:19;134:7 |
| Exactly (4) | exits (1) | 63:9 | 89:12;105:23 | feeling (2) |
| 47:2;92:15;140:16; | 12:3 | extra (3) | fancy (1) | 107:5;121:20 |


| feelings (1) | 142:9 | 118:25 | 161:10 | 93:10,11;98:3 |
| :---: | :---: | :---: | :---: | :---: |
| 35:11 | first (18) | followed (5) | free (10) | game (3) |
| feels (1) | 4:24;9:23;13:21; | 57:2;87:14,16,20; | 35:1;37:23;38:10; | 32:19,20;116:1 |
| 105:23 | 37:5;62:8;70:17; | 131:20 | 48:21,22;91:6,7,17 | gap (2) |
| feet (5) | 71:3,3;78:25;79:5; | following (3) | 161:7;166:1 | 168:9;169:18 |
| 12:13;25:3;109:7, | 100:20;101:20; | 129:5;149:5, | freeway (1) | gardening (1) |
| 9,11 | 102:2;111:22; | follow-up (1) | 96:16 | 95:13 |
| felt (8) | 122:25;143:24 | 152:14 | freshman (1) | gardens (2) |
| 9:15;70:23;80:22; | 152:21;153:13 | food (1) | 139:14 | 95:13;101:4 |
| 84:16;130:6;156:19; | fiscal (16) | 49:17 | Friedman (7) | gathering (1) |
| 172:17,18 | 26:2;107:6,10,17; | foot (1) | 160:17;161:15,23; | $146: 11$ |
| few (15) | 124:20;125:1,3,12, | 12:23 | 162:16,24;163:21; | gave (2) |
| 7:22;8:12;14:14; | 15,17;128:11,21; | footage (1) | 164:8 | 45:9;69:19 |
| 15:23;19:6;33:5; | 129:4,17,22;130:1 | 12:7 | friendly (2) | GED (1) |
| 37:2;72:24;79:7; | fit (2) | football (2) | 71:10,12 | 25:22 |
| 87:21;92:6;122:10; | 24:25;138:14 | 104:11,1 | fro (1) | general (3) |
| 128:7;155:14;171:10 | fits (1) | force (1) | 55:16 | 145:21,21;169:11 |
| fiber (1) | 133:21 | 133:22 | front (4) | Gentlemen (1) |
| 142:24 | five (6) | forced (1) | 41:22;66:13; | 4:3 |
| fields (1) | 22:9;23:22;37:4; | $165: 16$ | 142:11;169:20 | gets (2) |
| 37:22 | 98:23;115:3;130:13 | foreign (1) | full (7) | 36:11;89:4 |
| fighter (1) | five-minute (1) | 134:11 | 47:9;48:2;65:9; | Girls' (1) |
| 99:14 | 130:14 | forever (1) | 130:1;139:15; | 124:4 |
| figure (1) | five-two (3) | 101:16 | 141:11;151:23 | given (7) |
| 63:22 | 78:2;81:13;128:5 | forgot (1) | full-time (1) | 10:16;55:21;77:9; |
| file (1) | five-year (6) | 96:18 form (4) | 59:6 fully (5) | 82:18;85:24;147:12; |
| 13:11 | 21:9;41:7;58:13 | form (4) | fully (5) | 158:20 |
| files (1) | 60:4;131:3,5 | 28:8,12,13;163 | 44:24;46:8;91:20 | gives (3) |
| 13:12 | fix (1) | formally (1) | 97:12;147:3 | 78:2;162:16; |
| fill (6) | 164:4 | 167:22 | fun (3) | 164:25 |
| 15:2;28:1;58:9; | flex (4) | formative (1) | 29:16;163:24; | giving (3) |
| 62:11;167:11,12 | 135:1;137:15; | 164:15 | 164:9 | 50:2;52:14;142:16 |
| filled (1) | 138:11;152:23 | former (3) | function (1) | glad (5) |
| 114:21 | flexed (1) | 32:12;46:14 | 45:24 | 15:20;100:22 |
| final (5) | 148:11 | 104:13 | fund (1) | 101:2,12;102:19 |
| 13:19;34:21;43:16; | flexibility (10) | fortunate (2) | $109: 20$ | Glance (1) |
| 53:2;126:21 | 134:3;145:9; | 41:5;107:21 | fundamentally (1) | 163:6 |
| Finally (3) | 150:22;151:6; | forward (23) | 66:25 | goal (10) |
| 13:5;32:8;33:4 | 155:19,24;156:10,17, | 20:20;41:5;44:13, | funded (1) | 4:12;30:6;41:13; |
| finance (4) | 20;172:18 | 20,23;45:5,6,20,25; | 31:17 | 42:1;140:2,15; |
| 108:9;115:2; | flexible (4) | 47:21,25;48:3,11; | funding (4) | 149:11;165:19; |
| 125:25;168:5 | 41:25;134:24; | 57:1,6;85:22;87:6; | 31:14;37:9,11; | 167:23;169:25 |
| finances (1) | 144:25;156:13 | 130:3;159:22; | 114:11 | goals (8) |
| 116:22 | flip (1) | 160:14;166:24; | funds (11) | 52:24;93:21,24; |
| financial (12) | 108:12 | 169:12;172:15 | 31:17,18,22;108:2; | 136:12,16;140:6; |
| 13:2;48:25;49:3,8 | fluidity (1) | found (4) | 109:17,23,23;110:15; | 153:16;172:11 |
| 115:15;121:1,4; | 168:13 | 102:19;159:3; | 111:1;127:7,8 | God (1) |
| 124:12,18;129:10,12; | flyer (1) | 161:24;165:7 | furniture (1) | 102:21 |
| 130:7 | 29:14 | foundation (6) | 15:7 | goes (8) |
| find (8) | flyers (1) | 13:23;31:14;41:13, | further (4) | 17:14;36:6;66:15; |
| 12:6;71:17;97:8; | 29:12 | 20;85:8;120:24 | 28:7;63:3;82:17; | 101:3;102:7;105:2; |
| 161:11,22,22;162:1; | focus (10) | founded (1) | 127:19 | 115:6;142:24 |
| 163:15 | 49:16;89:20;94:2, | 25:21 | future (4) | Gold (1) |
| finding (2) | 5;97:16;129:17; | founder (1) | 81:6;85:9,17; | 24:1 |
| 167:11,12 | 140:3,13;157:1; | 23:15 | 145:10 | golf (2) |
| fine (5) | 164:22 | four (8) | futures (1) | 101:5,7 |
| 29:24;30:8;32:19; | focused (1) | 8:3,4;44:9;45:6,7, | 121:25 | Good (55) |
| 43:5;110:8 | 157:2 | $14 ; 66: 15,23$ |  | $4: 2 ; 6: 25 ; 10: 3,14$ |
| $\begin{aligned} & \text { finished (2) } \\ & 151: 25 ; 171: 12 \end{aligned}$ | folks (4) 43:4;61:1;102:16; | $\begin{array}{\|l\|} \text { fourth (3) } \\ 24: 4,9 ; 92: 10 \end{array}$ | G | $\begin{aligned} & 11: 6,23 ; 12: 20 ; 13: 2 \\ & 14: 1: 17: 25: 23: 9.10 \end{aligned}$ |
| fire (1) | 123:2 | four-year (1) | gained (1) | 30:2,6,12;32:6; |
| 99:14 | follow (4) | 131:2 | 112:21 | 38:25;40:8,9;42:22; |
| firmly (1) | 7:2;22:2;66:8; | framework (1) | gains (3) | 44:7;46:11;48:14; |


| 56:21;66 |  |  |  | 66:19;99:22; |
| :---: | :---: | :---: | :---: | :---: |
| 85:15;89:10;90:5 | 25;101:23;106:7; | 3.3,3, | 88:21;1 | 100:19; |
| 98:24;99:8;100:7 | 131:7;137:8;139:25; | ;113:8; | handful (2) | lp (18) |
| 101:19;102:14,15 | 146:5;147:7,7,8; | 5:7,7;116:7 | 45:13,1 | 14:3,8;51:1 |
| 105:11;107:20,24 | 157:18 | 7:25;121:11 | handle ( | 52:10;55:11; |
| 115:11;117:2,4,6; | g |  | (1) | 89:20;98:8;100:16; |
| 120:24;121:19,24 | 5;25:17;3 | guidanc | Hang (1) | 105:15;134:7,9; |
| 122:10;128:22; | 2:21;102:13;14 | 145:5;153 | 108:12 | 143:7;145:22; |
| 130:13;141:22 | gradu | Guidelines ( | hanging (1) | 148:22,24;159:22; |
| 144:13;145:5; | 5.23.36 |  | 29:12 | 168:9 |
| 158:15;159:19, |  |  | happen | help-desk |
| Google (6) | 122:18 | 32:23 | 46.24;60 | 16:13 |
| 7:15;22:14;88:10 | gr | g | 126:16;145:17 | lped (4) |
| 132:1;134:16,16 | 34:8 | 2:22,2 | happe | 100:1;106:6;150:3; |
| Gotcher (96) | grandio | 2:820 | 6:18;147:20,2 | 173:4 |
| 5:13,18;17:17 | 21 | gu | 162:20 | helpful (4) |
| 18:2,5,7,10,12,22, | grandp | 26:10 | hap | 50:8;145:3,9,11 |
| 19:13,14;40:7,8, | -1 |  |  | ping (2) |
| 15,21;42:3,16,22 | grant | G | 2;104:2 | 99:25;133:14 |
| 43:6,11,16;44:2,7 | 159:10,12 | 89:8,11 | happy (7) | helpline (1) |
| 45:17;46:3,11,21,23 | granted (1) | gym | :21;50:10;70 | 16:16 |
| 47:2;48:4,9;61:19, | 105:25 |  | ;72:17;106:7 | helps (2) |
| 20;62:17; | granting | gy | 136 | 163:21;168 |
| 9;75:13,15,23;76:2; | 51:18 | 94:12;95:14; | hard | Hendren (2) |
| 78:6,14,18,25;79:6, | gra | 14,23;98:6;109:12 | :12;29:17;69:2 | 7:21,23 |
| 18,19;81:22,23,25; | Grave |  | 104:23 | Hendren's (1) |
| 83:16,17;106:23,2 | G | H | h | 10:4 |
| 107 | 8:5,5 |  |  | Henry (11) |
| 109:14,18;110:6, | grease |  | rdsh | $44: 5,5,8,12 ; 45: 18$ |
| 122:22,23;123:6,11, | 4: |  | 49:8 | 46:4,20,22,25;47:3; |
| 14;125:19;126:3; | great (20) | ,25:9:26:8 | rm (1) | $48: 8$ |
| 127:22,24;128:19 | 31:9; | 5:9;26:8; | 39:11 | here's (4) |
| 155:5,8,21,22; | 39:4,20;66:11;67 | 28:11,18;30:5,8,10 | hate | 12:10;2 |
| 166:19,20,22;168 | 100:21;101:12,16; | 13;31:5,19;32:4; | 49:5 | 14 |
| 12,15,19,22;169: | 103:23 | 33:21;34:17,19 | h | hesitati |
| 22;170:14;171:22 | 146:25; | 35:11,22 | 9:5119 | 46:5 |
| 23;173:21,22 |  | 5;39:2 | 135:21 | Hey (2) |
| ab (2) | 1:10; | 43:15;44:6;45:19; | health | 61:7;6 |
| 99:20;1 | 170:11 | 49:6;55:21;59:18 | 91:19;13 | Hi (2) |
| grade (58) | gr | 1:21;62:3;63:11 | hear (10) | 26:7;138:6 |
| 24:5; | g 135: | 64:20;66:19;67:3,3 | 7:13;30:20;40:1 | Hierarchy (1) |
| 54:21;55:1,2,4,4, |  | 72:7;176:24;177:2 | 2:1:71:8:91:25 | 91:14 |
| 56:8,9,11,17,18,20, | (5) | half (1) | 8:7 | High (27) |
| 20;57:8,11;93:12,12; | green ( | 138: | 148:2 | 8:5;23:21, |
| 95:1,4,6;122:14,19; | 13, | half-a-milli | heard (20) | 25:24;31:24;36:5; |
| 136:4,25;140:2,7,13, | 105:7;164:2 | 115:3,10 | -5;44. | 8:14;42:1;53:12 |
| 24;141:14,15;143:10, | Gre | HALL (47) | 60:3,10;61:21; | 60:17;72:13;96:23 |
| 24,25,25;144:6,7,23; | , | 20:23;21 | :12,13;79:22;92:6; | 97:2,8;99:14;122: |
| 145:8;148:17; | groundwo | 19;22:19;23:6,15 | 118:14;121:1 | 7;130:17,21;131:1,8; |
| 149:12;150:5, | 53:19 | 24:11,18;25:9;26:8 | 123:19;141:2;146:9; | 132:6;135:14,23,25 |
| 151:24;152:5; | gr | 28:11,18;30:5,8,11 | 148:4;158:2;164:2; | 136:5 |
| 156:14;160:9; | 53:11; | 13;31:5,19;32:4; | 173:4 | higher (1) |
| 169:3,5,6,10,10,11, | 14 |  | hearin | 91:10 |
| 13,14 | group | 35:11,22;36 | (0) | highest (1) |
| grader (4) | 91:10;971 | 37 | 132:23;147 | 92:19 |
| 137:4;13 | grow | 43:15;44:6;45:1 | heart (1) | highlighted (2) |
| 9 | 21 | 49:7;55:21;59:1 | 158:3 | 15:4,5 |
| graders (3) | growth (12) | 61:21;62:3;63:1 | Heather (4) | highly (3) |
| 136:24;14 | 93:19;11 | 64:20;66:19;67:3, | 26:5,7;46: | 95:5,20;149 |
| 145:1 | 18;120 | 72:7;176:24;177:2 | held (4) | hire (3) |
| grades (20) | 136:12,16; | hallway | $26: 12 ; 27$ | 41:5;59:6;159:20 |
| 6:14;21:12,17; | 15;153:16 | 66:18 | 130:2 | hired (2) |
| 23:17;28:15,21; | guess (19) | hand (6) | hello (4) | 11:7;30:25 |


| Hispanics (1) | I-630 (1) | included (4) | initially (3) | interaction (2) |
| :---: | :---: | :---: | :---: | :---: |
| 105:9 | 96:6 | 110:1;111:14; | 54:11;69:16; | 27:7;66:9 |
| history (1) | ice (1) | 113:20;114:11 | 134:15 | interactive (1) |
| 58:22 | 25:1 | includes (3) | initiative (1) | 168:19 |
| hoarse (1) | icon (1) | 16:23;110:3; | 133:24 | interest (6) |
| 44:17 | 165:1 | 157:22 | initiatives (1) | 79:14;81:19;82:3, |
| hold (4) | idea (8) | including (1) | 136:13 | 7;129:9;133:25 |
| 29:4,5;37:21;94:5 | 13:20;72:5;77:7; | 141:5 | Innovation (15) | interested (4) |
| holding (3) | 96:22;115:11;139:9; | income (7) | 24:24;31:25;32:4; | 60:8;134:6;151:7, |
| 80:24;137:17; | 144:22;158:21 | 25:16;40:17;41:2, | 143:18;157:9,14,17, | 18 |
| 142:16 | ideas (1) | 9;58:21;60:16,18 | 20;158:5;159:13,16; | interesting (4) |
| hole (1) | 60:14 | increase (8) | 160:5;165:22;169:2; | 41:3;61:25;64:5; |
| 167:12 | identification (1) | 52:14;59:25;61:13; | 181:24 | $160: 1$ |
| Holloway (15) | 125:4 | 73:3;74:22;79:20,25; | innovations (1) | interface (1) |
| 26:6,7,7;38:12; | identified (5) | 134:7 | 36:23 | 165:21 |
| 43:24;44:3;46:10; | 5:8;43:7,9;45:11, | increased (4) | innovative (4) | inter-generational (1) |
| 57:1,14,21;58:4;69:4, | 12 | 48:5;61:2;95:17; | 36:22;83:22;101:9; | 151:19 |
| 8,11,13 | identify (3) | 155:24 | 171:19 | interim (1) |
| home (16) | 24:19,20;35:2 | increases (1) | input (3) | 100:8 |
| 66:16;81:21;94:7; | IM (1) | 19:16 | 61:23;162:13; | internal (2) |
| 119:14;130:17,21; | 16:2 | increasing (1) | 168:13 | 16:20;43:19 |
| 131:1,8;132:6,17,19, | immediately (1) | 53:8 | insert (1) | internet (2) |
| 25;135:4,6;151:20; | 47:8 | incredible (1) | 166:10 | 16:10;68:19 |
| 180:24 | impact (11) | 24:22 | inside (1) | internship (1) |
| home- (1) | 17:23;70:7;84:6, | independent (2) | 146:18 | 142:5 |
| 145:18 | 11;107:10,13,17; | 93:6;94:12 | Insider (1) | internships (2) |
| homebound (6) | 130:7;144:3,23; | indicate (1) | 23:24 | 135:3;137:12 |
| 141:4,9,21;142:1; | 148:19 | 48:21 | installation (1) | INTERPRETER (6) |
| 145:18;147:21 | impacts (1) | indicates (1) | 16:4 | 103:22;104:1,4,8; |
| home-school (5) | 19:10 | 58:23 | instant (1) | 105:17,21 |
| 141:5,21;142:2; | implement (3) | individual (3) | 16:2 | intervention (2) |
| 150:1;165:9 | 13:6;60:4;91:20 | 10:11;103:14 | instead (2) | 125:20,23 |
| honest (1) | implementation (2) | 156:21 | 12:23;160:11 | interviewing (2) |
| 61:9 | 110:25;156:13 | individually (1) | institution (2) | 64:23;67:1 |
| honesty (1) | implemented (1) | 74:15 | 23:17;137:7 | interviews (1) |
| 61:17 | 166:5 | individuals (1) | institutions (2) | 119:7 |
| hope (11) | important (11) | 118:11 | 134:12;138:20 | into (59) |
| 12:1;13:6;25:22; | 8:4,24;9:1,15; | indoor (1) | instruction (4) | 4:16;6:6;9:2,7,17; |
| 29:19;72:10;85:24; | 33:15;83:4;107:17; | 25:2 | 14:4;95:5;141:12; | 12:21;15:6,17;21:24; |
| 86:4,5;101:14; | 123:5;126:22; | inducted (1) | 153:13 | 24:13;25:14;27:4,13; |
| 105:21;173:3 | 150:22;159:9 | 24:10 | instructional (6) | 37:14;38:3;41:21; |
| hopefully (1) | impressed (2) | industry (1) | 150:25;151:9; | 44:15;53:21;54:10; |
| 38:4 | 123:3;172:20 | 142:7 | 152:18;154:20; | 56:20;57:9;73:17; |
| hoping (2) | improper (1) | influence (1) | 155:18;156:14 | 74:3,4;78:3,9;83:8; |
| 12:17;17:11 | 43:22 | 10:9 | insurance (3) | 92:23;95:23;99:1,21; |
| Hot (1) | improve (2) | influences (1) | 17:1;25:8;113:14 | 102:2,4;104:2,24; |
| 153:22 | 14:4;63:4 | 10:9 | insure (7) | 105:4;106:10;109:8; |
| hours (4) | improved (1) | inform (3) | 12:7;26:22;29:18; | 116:10,20;119:24; |
| 36:9;89:22;107:2; | 106:6 | 165:9,11,13 | 36:10;79:24;121:23; | 121:7;122:17,19; |
| 124:6 | improvement (2) | information (22) | 167:24 | 123:1;133:22; |
| House (1) | 62:5;92:14 | 28:10;42:7;50:9, | insuring (2) | 134:11,15,16;138:23; |
| 8:2 | improvements (2) | 11;54:12,19;55:8,21; | 90:18;171:19 | 140:15;144:8; |
| HS (1) | 165:10,12 | 57:7,9;58:11;59:13, | integrated (2) | 151:21;157:10; |
| 180:24 | inception (2) | 16;61:25;63:17; | 102:4;159:17 | 161:18;162:6;163:3; |
| hub (1) | 89:18;159:15 | 71:18;88:7;124:11; | integration (1) | 164:16,19 |
| 101:9 | inclement (1) | 130:6;131:24; | 164:23 | intrigued (2) |
| huge (2) | 69:17 | 158:17;161:9 | integrity (3) | 121:14,16 |
| 8:20;123:5 | inclined (1) | informed (1) | 115:15;128:21; | introduce (1) |
| hundreds (1) | 29:14 | 70:12 | 147:5 | 26:5 |
| 35:24 | include (7) | infrastructure (2) | intent (2) | invasion (1) |
|  | 15:2,9;16:19; | 53:9;139:10 | 83:18;147:6 | 91:22 |
| I | 133:4;136:23; | initial (1) | intentional (1) | invest (1) |
|  | 139:25;159:23 | 56:12 | 31:12 | 167:20 |


| investment (2) | 99:6;101:17,19 | 51:14;144:17 | learned (6) | 169:10 |
| :---: | :---: | :---: | :---: | :---: |
| 32:1;89:25 | joining (1) | knows (3) | 33:2,7;36:6;43:18; | leveled (1) |
| invite (1) | 7:21 | 49:11;136:8,9 | 145:4,8 | 32:12 |
| 45:21 | Jones (25) |  | learning (31) | levels (2) |
| invited (3) | 24:17,22;25:6,11; | L | 20:2;23:19;89:16, | 47:1;163:7 |
| 44:14,20;47:17 | 30:14,15,18;37:14; |  | 20;92:11,12,13,22, | liaison (1) |
| inviting (1) | 39:18,19;41:10;52:6, | lab (1) | 24;100:24;120:16; | 42:11 |
| 126:14 | 25;59:12,16,24;60:8, | 134:19 | 128:25;129:16; | liberty (1) |
| involve (1) | 19;64:20;65:11;68:6; | labs (4) | 134:10,18,19,23; | 76:11 |
| 77:8 | 70:10;78:4,9,15 | 94:12;97:11;98:6; | 137:10;142:10; | license (10) |
| involved (2) | journey (1) | 119:13 | 143:11,20;144:19; | 25:25;51:11;68:15; |
| 14:24;27:21 | 159:13 | lack (4) | 148:12;151:17,19; | 73:4,5,9,19;74:19,20; |
| IQ (1) | July (1) | 51:20;81:4;84:22; | 156:17;157:2; | 83:8 |
| 36:16 | 29:4 | 145:23 | 164:20;172:1,3; | lie (1) |
| Iris (2) | June (4) | Ladies (1) | 173:6 | 38:1 |
| 103:16,20 | 21:10;29:3;145:7; | 4:2 | lease (1) | life (5) |
| isolate (1) | 152:11 | laid (1) | 107:22 | 33:2;99:24;113:14, |
| 163:21 | Junior (2) | 163:2 | leasing (1) | 15;123:4 |
| issue (10) | 23:7;136:5 | Lands (1) | 120:4 | light (1) |
| 8:23,24,24;17:21; | juniors (1) | 71:24 | least (3) | 148:6 |
| 44:8;98:8;116:22; | 144:25 | Language (1) | 43:3;47:18;147:9 | light-bulb (1) |
| 130:2;141:14;150:5 |  | 58:3 | leave (5) | 161:23 |
| issues (22) | K | laptop (2) | 89:12;111:12; | liked (1) |
| 5:9;9:19;14:13; |  | 15:20;69:19 | 117:14;122:6;143:5 | 104:22 |
| 18:14;40:10;47:23, | K-12 (2) | large (3) | leaving (1) | likely (1) |
| 25;63:1;72:22;82:11; | 6:14;157:18 | 96:17;118:4; | 122:14 | 32:4 |
| 115:7;124:18; | K-5 (1) | 119:24 | led (2) | limited (2) |
| 127:15;128:11; | 163:5 | larger (3) | 63:1;92:13 | 28:2;145:17 |
| 129:17;154:23; | K-8 (2) | 12:19;121:4; | left (6) | limits (1) |
| 155:25;170:16,16,22; | 86:25;91:2 | 129:10 | 12:11;102:17,17, | 22:8 |
| 171:24;173:11 | keep (5) | last (9) | 18;119:4,22 | Lindquist (2) |
| item (11) | 28:19;113:8; | 24:13;28:3;55:20; | Legal (5) | 104:10;126:9 |
| 4:24;6:7;20:25; | 158:16;163:23;164:8 | 92:19;94:19,20; | 50:25;114:14,19, | line (3) |
| 21:2;22:22;86:15; | keeping (1) | 104:9;116:23;122:13 | 23;133:14 | 135:11;156:1; |
| 124:10;130:19; | 99:15 | late (2) | Legislative (1) | 171:18 |
| 135:11;157:11,12 | key (3) | 37:22;84:13 | 83:18 | lined (1) |
| items (1) | 60:20;127:2 | later (5) | legislature (1) | 59:15 |
| 117:15 | 150:21 | 22:16;53:10;88:12; | 8:19 | lines (1) |
|  | keycard (1) | 98:17;124:23 | lend (1) | 84:16 |
| J | 91:23 | Latino (1) | 150:11 | Link (3) |
|  | kicked (2) | 91:8 | lends (1) | 16:2;133:4;165:2 |
| jacket (1) | 56:20;104:23 | laws (1) | 83:11 | links (1) |
| 50:1 | kids (21) | 159:14 | length (1) | 163:20 |
| Jake (1) | 8:4,8;9:4,12,21; | Lawson (4) | 66:22 | list (13) |
| 132:18 | 31:11;32:2,6;37:11; | 99:6;102:23,24,24 | less (4) | 28:14,23,24;43:18, |
| January (4) | 55:25;71:18;105:7; | layer (1) | 39:24;45:14; | 20;46:17,21;47:9; |
| 6:11;21:6;120:13; | 115:13;142:11,23; | 116:19 | 123:24;135:14 | 54:9,11;99:5;106:14; |
| 121:8 | 143:1;157:6;160:4; | layout (2) | lesson (5) | 167:6 |
| Jared (2) | 162:9;163:14;164:4 | 13:5;163:9 | 33:2;67:13;153:25; | listed (1) |
| 30:2;168:2 | kind (21) | LEA (1) | 162:7,10 | 133:13 |
| Jennifer (4) | 9:25;44:23;49:17; | 136:1 | Lester (13) | listening (2) |
| 6:21,25;35:9,13 | 51:13;55:15;65:22; | leader (2) | 19:18,19;80:6,7; | 86:2;146:3 |
| Jersey (1) | 107:13;109:12; | 11:3,8 | 82:5,6;83:24,25; | literacy (2) |
| 16:11 | 115:21;121:11; | leaders (2) | 127:4,5,12;129:1,2 | 160:20;163:1 |
| Jim (1) | 123:18;125:20,25; | 25:14;159:4 | letter (3) | literacy/math (1) |
| 7:21 | 138:9,13;139:3; | leadership (2) | 24:5;104:9,10 | 161:2 |
| job (7) | 140:9;146:8;149:14; | 90:20;92:21 | letting (4) | literally (1) |
| 30:8;33:12,20; | 152:23;158:21 | leagues (1) | 7:24;9:23;27:21; | 14:13 |
| 107:3;118:20; | kinds (3) | 95:16 | 133:16 | little (73) |
| 151:22;152:4 | 33:16,24;58:24 | leaps (1) | level (10) | 12:15;26:10;32:8; |
| jobs (1) | knew (2) | 62:5 | 92:10,19;93:12,13; | 33:9;40:22;43:17; |
| 65:4 | 27:19;32:23 | learn (3) | 94:2;126:17,17; | 46:14;48:17;53:4,7; |
| Johnny (3) | knowing (2) | 71:4;89:20;145:4 | 137:18;167:18; | 66:7,22;70:6;86:14, |


| 16,21;87:1;88:19; | lonely (1) | lost (1) | 126:23;127:1,3; | 26:8;27:18 |
| :---: | :---: | :---: | :---: | :---: |
| 89:14,17;90:4,14,16, | 12:15 | 94:1 | 155:16;173:13 | Markham (6) |
| 22;91:9,12;92:4; | long (68) | lot (20) | Madam (21) | 94:23;96:15;97:21, |
| 93:3,17;96:5,10,10; | 28:14;32:18;90:3, | 17:3;27:7;28:2,14 | 6:10;7:23;9:24; | 22;98:4;119:22 |
| 97:7;99:10,14,23,23; | 5,8;98:14,18,22,24 | 32:15;42:9;51:23 | 11:2,6;17:18;21:2 | Martin (4) |
| 100:1,3,20;102:6,25; | 106:15,16,21,24; | 52:13;60:7;71:9; | 23:5;34:6;61:20; | 23:6,12,14;125:23 |
| 103:10;104:17; | 107:19,21;108:5; | 104:16;114:18; | 75:11;77:14;78:6 | Marty (4) |
| 105:22;112:3,16,23; | 116:9;117:4,6,19; | 115:5;121:7,10; | 86:19;89:4;90:3,5; | 55:20;67:10,10,11 |
| 115:19,21,25;119:4, | 118:9,13,19;119:6 | 124:4,7;125:24; | 130:23;132:15; | Maslow's (1) |
| 23;122:6,17;126:6; | 19,21;120:3,12; | 145:2;163:24 | 157:12;158:12 | 91:14 |
| 129:25;138:24; | 121:6;122:12; | lots (2) | main (5) | master (3) |
| 140:8;141:23; | 123:10,13,15,16,21; | 51:2;162:12 | 30:5;31:6;96:6 | 92:11;134:17; |
| 145:12;147:4;148:6, | 126:4,8,20,23;127:1, | lotteries (1) | 162:24;166:8 | 153:2 |
| 21;152:19;160:16; | 3,10,13;130:9,10; | 62:3 | mainframe (1) | mastery (2) |
| 161:15;163:13; | 132:16,18,18,20,22; | lottery (56) | 159:2 | 90:19;92:10 |
| 167:15;169:15; | 133:11;135:19,21,25; | 25:16;26:9,12,23; | maintain (1) | match (1) |
| 171:14;178:24; | 136:3,12;137:1,6,23; | 27:9,15,19;28:19,25; | 147:5 | 115:9 |
| 179:24 | 138:5,18;142:9,13; | 29:2,4,16;32:15,16; | maintenance (2) | matches (1) |
| live (5) | 147:23,25;151:16; | 34:12;38:13,19;39:6; | 14:24;15:1 | 74:24 |
| 36:14;41:16;68:24 | 152:10,13 | 42:21;43:25;44:12, | major (2) | math (12) |
| 96:8,24 | long- (1) | 18;45:23;46:13; | 31:24;60:20 | 16:8;31:16;54:21, |
| live-streamed (1) | 122:8 | 47:20;51:24;54:5 | majority (5) | 22;55:12,22;57:11; |
| 4:18 | longer (6) | 55:9,10,24;56:1; | 51:16;75:18;77:22 | 93:13,15,16,19; |
| Liwo (25) | 47:19;55:19;79:23 | 57:19;58:1;59:19 | 96:9;128:1 | 160:20 |
| 19:22,23;58:8,9, | 97:18;151:1,14 | 61:22,24;62:4,20,23; | makes (3) | matter (4) |
| 15;59:3;60:3,10; | long-run (1) | 63:9;65:19;66:4; | 31:8;36:13;67:1 | 7:17;22:13;36:12; |
| 61:9;77:25;78:1,16, | 14:8 | 73:18;79:21;80:10, | makeup (1) | 88:8 |
| 19;80:12,13;82:9,10; | look (49) | 14,18;81:5,9;84:2,6, | 58:22 | maximum (6) |
| 84:4,5;129:7,8;156:4, | 9:19;20:20;27:13 | 10,18,23;85:2,20 | making (10) | 6:14;21:12,18; |
| 5;172:5,6 | 29:6;36:12,13,14,15; | lottery's (1) | 27:19;33:10;73:1 | 86:25;131:7;157:19 |
| loan (15) | 41:22;45:1;46:6; | 56:16 | 91:17;92:11;96:2; | May (38) |
| 111:16,20,24,24; | 61:15;71:10,18,19, | loud (2) | 101:25;114:12; | 4:3;7:12,14;22:12; |
| 112:9,11,15,16,19,20, | 19;76:11;85:22; | 121:12;147:15 | 149:6,7 | 25:23;30:24,25;31:4; |
| 24;113:2;114:4; | 97:11;107:11; | love (13) | man (1) | 50:16;69:4,4,6,11,13; |
| 115:11,18 | 115:13;122:4,9; | 35:16;36:17;67:3; | 33:1 | 70:25;77:8,9;85:21; |
| loans (1) | 138:7,10,13,15; | 92:1,2,3,8;97:18; | management (3) | 87:25;88:6;108:2; |
| 111:23 | 139:5;140:8,13; | 99:12,12,15,17;112:5 | 90:10;112:3; | 109:24;119:16,25; |
| local (5) | 141:4,4,23;142:4,4 | loves (2) | 168:16 | 121:16;124:20; |
| 32:1;126:12,13 | 146:16;149:15; | 101:8,8 | managing (1) | 126:15;131:21,23; |
| 142:7;143:4 | 152:23;153:2,9; | low (6) | 16:22 | 137:15;141:17,18,23; |
| located (5) | 154:1;157:6,7; | 25:15;40:17;41:2; | mandatory (2) | 142:16;143:23; |
| 34:17;60:20;118:1; | 158:25;164:13; | 58:20;60:16,18 | 146:5;147:8 | 147:1;153:19;169:7 |
| 158:25;159:8 | 165:13;166:25; | lower (5) | M-and-O (1) | maybe (20) |
| location (31) | 167:13,14 | 19:20,24;41: | 15:21 | 8:22;33:23;40:4; |
| 12:8,11,17;14:9, | looked (5) | 126:17;147:7 | manner (1) | 43:17;51:18;58:10; |
| 17;17:19;19:25;20:1, | 32:15;113:16; | LRPA (6) | 43:9 | 64:4;107:8,17; |
| 12,14,17,20;34:16; | 116:17;133:23; | 93:14;101 | manually (1) | 109:19;119:17; |
| 41:10;46:1;50:15; | 143:19 | 102:2,18,19,22 | 63:6 | 124:17;135:5;140:2; |
| 52:7;63:20;71:3; | Looking (26) | lunch (5) | many (24) | 141:7;144:20;145:7, |
| 80:11;84:3;85:6; | 34:10;52:3;58:11; | 48:21;91:6,8,18; | 9:9;12:19;25:13 | 22;150:7;153:14 |
| 87:8;96:21;99:9; | 67:22;68:24;69:9; | 158:16 | 13;30:15;36:9,19 | McCoy (4) |
| 100:10;109:4,5; | 81:7;94:10,10;95:19; | lunches (1) | 37:22;39:1;41:17,23; | 99:6;100:18,19,19 |
| 119:21;129:8,11 | 115:17;116:11,21; | 65:10 | 42:23;43:6;49:1; | McKenzie (2) |
| lock (2) | 119:14;120:21; |  | 52:9;56:17;59:21; | 93:7,13 |
| 95:24;159:6 | 123:24;136:20; | M | 60:2,21;83:12;90:21; | McLaughlin (6) |
| locked (1) | 141:1;142:7;150:6; |  | 94:7;107:16;128:21 | 5:9;6:9,10,21;11:1, |
| 117:16 | 152:25;153:2;163:9; | ma'am (24) | MAP (3) | 2 |
| locker (1) | 167:8,9;170:20 | 17:18;19:8;35:5 | 93:7;96:10;122:5 | McMann (1) |
| 97:12 | looks (10) | 39:17;48:16;50:20; | March (3) | 104:13 |
| locking (1) | 17:1;61:11;71:11, | 51:22;53:14;60:9; | 26:12;27:23;131:4 | meals (2) |
| 165:4 | 20;126:15;141:20; | 61:18;67:21;68:4; | Mark (3) | 35:3;48:22 |
| $\log (3)$ | 146:21,25;159:23; | 73:14;86:7;104:4,8; | 44:5;48:4;123:5 | mean (24) |
| 7:16;22:14;88:10 | 163:9 | 106:16;118:13,19; | marketing (2) | 43:12,14;47:18; |


| 51:2;57:8;65:1,2,17; | 60:11,13 | misspelled (1) | 30:2;39:1;40:8,9; | 52:5;55:14;86:9; |
| :---: | :---: | :---: | :---: | :---: |
| 67:7;72:2;74:14,17; | microphone (8) | 165:3 | 44:7;48:14;66:19 | 98:9;99:25;109:21 |
| 115:12;117:12,17; | 4:16;99:20;103:17 | mistake | 79:23;87:14,15; | 110:13,17;112:6; |
| 124:6,22;139:18; | 104:3,7;105:16; | 15:3;63:25;69:4 | 89:10;90:5;99:8 | 114:15;123:3; |
| 147:15,21;149:14; | 132:21;139:21 | misunderstood (1) | 100:7;101:19;117:3, | 133:24;163:18; |
| 152:6;163:17;164:13 | Microsoft (3) | 118:9 | 4,5,6;173:15 | 170:10;171:15;173:8 |
| means (1) | 15:25;16:1,2 | mode (1) | most (17) | multiple (7) |
| 39:4 | middle (15) | 71:25 | 8:4;12:19;24:3 | 28:17;51:4;52: |
| meant (2) | 91:3,4;93:18; | model (7) | 26:18;28:10;37:2 | 62:22;83:5,21; |
| 36:21;104: | 94:25;95:3,21;96:13, | 85:21;90:24;92:11 | 39:9;62:4;66:25; | 109:14 |
| measurable (1) | 21,25;97:4,13;98:1,2; | 94:15;98:7;164:24; | 69:6,14;74:13;80:18; | multiples (1) |
| 136:14 | 100:8;119:12 | 168:12 | 89:21;122:23;133:9; | 74:4 |
| measureme | might (22) | modified | 134 | music (2) |
| 136:10 | 61:23;72:25;88:2 | 147:20 | motion (51) | 149:23;150:8 |
| measures ( | 107:5,8;120:2;135:9; | modify (2) | 5:20,23;18:19,20, | myself (6) |
| 43:21;46:18;149:4 | 137:9;138:9;141:19, | 166:2,6 | 24;20:5;74:12;75:10, | 59:1;70:22,23; |
| mechanism (1) | 21;142:15;143:3; | mold (3) | 14,22;77:12,13,17; | 101:6;126:10;147:16 |
| 49:22 | 144:3,3,13;145:3,5; | 144:8;167:8, | 78:2,17,21;79:5,9,19; |  |
| Medal (1) | 146:9;149:21; | mom (1) | 80:21;81:3,11,12,25; | N |
| 24:1 | 166:25;169:5 | 97:17 | 82:14,22;83:3,7,8,17; |  |
| media (3) | migrant | moment | 84:9,15,21;127:19, | name (26) |
| 8:15;27:17;29:10 | 58:2 | 19:4;41:1;55:20 | 20,23;128:5,10; | 4:14;11:7;23:11, |
| medical (2) | million | 73:1;98:21;128:6 | 129:21;130:5;155:3, | 12;30:2;35:8,13; |
| 25:7;148:22 | 32:1 | 155:12 | 6,10,17,23;170:24, | 44:5;45:2;57:7;64:2, |
| meet (5) | millions | MOMENTS (2) | 25;171:3,16;173:19; | 8;67:9;89:8,10;90:8; |
| 66:16;93:10;94:15; | 165:3 | 19:6;37:3 | 174:2 | 99:22;100:19; |
| 170:1;172:11 | mind (8) | momentum | motions (1) | 101:19;102:10; |
| meeting (14) | 15:11;33:5;50:2 | 171:18 | 78:5 | 103:19;105:17; |
| 4:3,4,19,21; | 58:10;108:10; | Monday (2) | MOUNTAIN (12) | 108:15;109:1,2; |
| 20:8;22:17;26:15; | 144:10;146:13 | 11:13;12:1 | 130:17,20;131:1,8 | 132:18 |
| 92:24;116:9;132:4; | 147:13 | money (8) | 132:6,17,19,25; | names (1) |
| 139:4;173:14;174:5 | mine (1) | 32:2;36:13 | 135:4,5;151:20; | 26:24 |
| meetings (2) | 111:6 | 71:9;72:10;121:3 | 180:24 | national (2) |
| 14:16;46:6 | minimum (2) | 123:10;129:11 | mouth (1) | 93:11,18 |
| Megan (3) | 57:5;140:22 | Monique (1) | 103:18 | nationally (2) |
| 34:8;158:12,18 | Minnesota (2) | 99:3 | move (43) | 93:15,16 |
| member (1) | 113:13,15 | monitored | 5:3;6:6;20:25; | native (1) |
| 5:1 | minority (7) | 16:12 | 24:25;25:14;30:1; | 36:3 |
| members (7) | 41:8;42:1;58:21; | month (1) | 37:14;38:3;39:22; | nature (2) |
| 17:17;52:9;90:6,9, | 59:25;60:16,18; | $53: 1$ | 40:6;48:11;75:11; | 119:9;147:18 |
| 12;98:13;106:22 | 105:10 | months (3) | 76:12;77:14;78:14; | neat (2) |
| membership (1) | minutes (35) | 15:19;122:1 | 95:7,25;99:1;100:10; | 28:3;29:18 |
| 135:10 | 5:6,7,10;7:6,8,10; | 161:5 | 101:14,22;105:6,24; | necessarily (5) |
| memo (3) | 22:5,6,9;29:23;37:4; | moot (1) | 106:10;109:4,15; | 29:13;133:21; |
| 162:15,16, | 66:22;79:7;87:19,20, | 37:10 | 115:17;121:3; | 140:20;169:3;170:10 |
| mental (2) | 24;88:4,5;89:9; | more (46) | 124:10;129:2,25; | necessary (7) |
| 91:19;138:25 | 96:14,16;98:11,23; | 8:11;12:6;17:3,13 | 133:11;143:25; | 16:24;17:13;88:7; |
| mentality (1) | 99:2;128:7;130:13; | 20:1;37:16;40:17; | 151:21;155:4; | 128:17;145:16,20; |
| 72:6 | 131:19,20,22;137:5; | 41:2,8,9;43:17; | 157:10;160:13,13; | 171:18 |
| mentioned (4) | 140:22;147:10; | 50:10;52:5;55:7 | 165:2;166:13,15,24; | need (52) |
| 40:16;63:5;138:19; | 154:14;155:14; | 59:5,10;62:12,14; | 172:15 | 7:4,13;9:6;13:1 |
| 151:7 | 171:10 | 63:8,17;66:7;71:20 | moved (5) | 22:3;34:21;36:24; |
| merits (2) | Miranda (3) | 72:9;75:24;79:17; | 5:21;36:3;169:7 | 39:22;47:24;48:7,25; |
| 10:8,10 | 105:15,18;106:12 | 80:22,24;95:19; | 12;173:21 | 49:3,9;52:10;55:25; |
| message (1) | MIS (2) | 103:10,14;107:2; | moving (13) | 56:2;63:16;82:15; |
| 16:2 | 16:7,13 | 113:24;115:5;119:4, | 16:24;53:21;57:1; | 83:23;87:17,24; |
| messing (2) | missed (1) | 14;123:3,15;137:18, | 92:12;107:10;109:8; | 89:12;92:16;94:3; |
| 31:9;171:13 | 109:19 | 20;138:24;140:3; | 119:8,24;128:15; | 102:11;108:3; |
| met (8) | missing (1) | 144:24;149:10; | 130:3;143:21; | 117:14;124:5; |
| 44:1;66:13;91:16; | 139:16 | 151:1;155:19;170:12 | 144:14;169:14 | 128:16;131:17,25; |
| 115:24;116:10,18; | mission (4) | morning (30) | much (24) | 138:15,24;139:4,7, |
| 167:4,7 | 23:18;90:16,21; | 4:2;5:2;6:25;10:3, | 10:15;12:6,18,24; | 12;140:17;141:16; |
| methods (2) | 91:1 | 6;11:6,9,23;23:9,10; | 29:8,8;36:13;40:6; | 144:12,17,18;148:5; |


| 151:5;157:4;158:18; | 7: | numbers (10) | (3) | 56:13 |
| :---: | :---: | :---: | :---: | :---: |
| 161:9,21;165:13; | 32 | :14;35:17 | 0:12;109 | on-site (1) |
| 167:2;169:18; | 50:12;53:1;73:17; | :25;49:4;54:13; | es (3) | 16:12 |
| 170:13;172:22 | 76:12;93:20;96:5; | :10;68:13;94:18 | 2:13,19;44: | open (18) |
| needed (14) | 99:5;107:11;110:22; | 0:8 | official (1) | 14:19;29:1;30:13; |
| 14:10;28:7;42 | 120:12;132:4; | nutritio | 29:3 | 33:24;39:22;44:19; |
| 90:20;121:11; | 35:11;137:16 | 10: | (1) | 45:3,4;46:2;47:19; |
| 133:16;148:2, | 144:20;145:7 | NWA | 16:11 | 52:23;53:25;62:6; |
| 24;150:22;156:11, | nice (5) | 25:21 | often (1) | 63:9;70:15;85:16; |
| 20;161:24 | 33:20;70:8;71 | NWEA | 19: | 152:8;165:8 |
| needing (4) | 11;103:7 | 122:5 | old (2) | PEN-ENROLLME |
| 4:2 | Niche (1) |  | 11:25; | :4,7,12;20:22 |
| 160:10 | $3: 23$ | 0 | nce (3) | 21:3,7,15;86:13,16, |
| needs (22) |  |  | 26:19; | 21 |
| 20:9;25: | (15 |  | one (95) | opening (4) |
| 32:20;34:25;37:2 | nine (2) |  | 5:11;8:11;11:1 | 64:21;80:10;84:2; |
| 25;42:24;81:19;85:7; | 137:14;143:2 | objective | 2:17;13:25;14:5, | 173:1 |
| 90:1;91:14,16;92:25; | Ninth (1) | 136:14 | 17:12;18:17;23:21, | opens (2) |
| 109:23;134:22; | 149:12 | obligat | 23;24:3;25:13;27:5; | 31:18;152:3 |
| 138:15;144:19; | nob | 167:22 | :7:31:5;32:22; | operate (3) |
| 156:20;165:13; | 102:3;115 | obligation | 37:14;40:15,15 | 31:13;32:7;51:11 |
| 167:6;172:19 | 120 | 89:12 | 6:15,18;49:9,1 | operating (3) |
| negates (1) | None | observe | 50:2,2,14;52:21,2 | 90:11;107:12; |
| 147:12 | 55:8;152:6 | 67:15 | 54:23;55:7;56:2; | 109:3 |
| negative | nonprof | observe | 19 | operation (2) |
| 86:5;114:8 | 25:4 | 62:3 | 70:9,15;71:22;74:1,3, | 14:24;15:1 |
| negatively (1) | non-white | obtain | 4,14;75:25;76:1 | opportunities (15) |
| 84:11 | 24:19,20 | 20:2 | 78:25;79:4;81:5,14, | 38:17;41:24;53:1 |
| neighbor | north | obviou | 87:25;89:6;95:2 | 60:21;83:13,22; |
| 30:6,12 | :6 | 105:1,5;114:1 | 96:18,20,20,21; | 103:3;126:14; |
| neighbori | northe | 165:20;168:1 | 97:16,16;99:11 | 134:18;135:3; |
| 84:11 | 12:4 | occasions (1) | 100:23;102:8,16 | 138:25;143:13; |
| neighbors | Northwe | 126:10 | 104:18,23;107:10 | 149:10;151:2,3 |
| 30:7;126:12 | 33:5,9,12,15; | occup | 108:8;111:23;112:8; | opportunity (24) |
| nervous (1) | NOTE | 16:2 | 113:5;117:21;120:6; | 11:9,10;19:16; |
| 106:2 | 49:14 | occupyin | 122:23;126:5;128:4; | 26:18;31:9;33:23 |
| net (1) | 156:23;162:1 | 106:19;109 | 136:7,13,15;137:9; | 7:16;38:7,15;40: |
| 38:4 | notes (1) | 117:20,21 | 138:1,6;140:5; | 52:5;57:23;59:10; |
| Network | 40:12 | occur (4) | 143:19;146:11 | 67:2;71:4;89:13; |
| 16:10 | notice (12) | :21,23;53:10 | 149:22;153:9; | 06:10;129:15 |
| new (41) | 87:21 | 125:4 | 159:11;163:11; | 139:2;141:6;142:17 |
| 11:14;12:1, | 161:1,8,13,16; | October | 169:9;170:7,9,1 | 148:10;150:2;166:2 |
| 14:17;16:11;19:10 | 163:10,19,25;164:6, | 21:14;133 | 175:25;176:25; | opposed (12) |
| 19,23;20:1;21:24; | 9,19 |  | 178:25;180:25; | 6:2;7:7;12:5;1 |
| 25:20;31:25;55:14; | noticed | 3:23;49:5;55:3; | 181:25 | 9:3;22:6,11;75:19; |
| 56:4;57:5;60:14,24 | 62:15 | 56:15;70:11;100:20 | one-of-a-kind (1) | 7:23;78:21;155:10; |
| 61:14;62:23,24;80:4, | notificat | 101:20;113:6;114:13 | 39:20 | 171:7 |
| 10,19;84:2;85:6,20; | 27:15 | offer (4) | ones (2) | opposition (22) |
| 96:14,24;97:11;98:1; | notific | 25:22;57 | 8:12;87:1 | 7:8;10:19;13:1 |
| 100:12;105:7,24; |  | 100:12 | ongoing (2) | 22:7,9,21;30:1;37:3; |
| 106:10,20;109:5; | notify | offered | 162:12;167: | 39:3,10;75:22;87:21 |
| 110:24,25;116:11; | 28:4 | 29:14;63:3,7 | online (5) | 3;88:4,20;98:20; |
| 152:25;161:3 | November (3) | 118:22 | 26:19;27 | 31:21,23;132:8; |
| newly (2) | 86:19;157:1 | of | 62:24;143:13 | 135:18;158:6;166:15 |
| 11:7;98:2 | 160 | :16;119:1 | only (24) | option (2) |
| news (4) | nuclear | 134:17 | 14:13 | 34:19;143: |
| 17:25;23 | 2 | offerin | 38:12;46:8;56:1,10 | options (6) |
| 159:19;165:15 | number | 134:1 | 15;57:21;74:4;75:24; | 33:13,13,16;41:17; |
| newspaper (2) | 17:8;23:21,2 | offers | 87:10,11;107:6 | 135:13;142:20 |
| 24:8;29:9 | 26:14,21,25;27:16; | 83:21;94: | 115:2;124:2,9,10 | order (8) |
| NewsWeek (1) | 37:14;39:17;45:2; | office (7) | 138:2;139:18;142:4; | 4:4;26:15;44:21; |
| 24:1 | 62:25;65:2;68:10; | 12:4,23;25:3;93: | 154:20;166:3 | 46:18;103:9,14; |
| next (21) | 77:7;80:25;151:8 | $125: 21,24 ; 127: 8$ | onset (1) | 123:8;140:3 |


| organization (1) | over (25) | 6:17;7:22;11:4; | 148:14;149:11; | people (32) |
| :---: | :---: | :---: | :---: | :---: |
| 102:25 | 7:24;14:25;24:13; | 14:19;17:17;21:15, | 151:6,8;154:8;167:4, | 8:22;16:12;21:24; |
| organizations (1) | 30:24;38:7;39:23; | 20;38:23;62:1;63:12; | 7 | 25:5;26:18;27:25; |
| 25:4 | 50:6;62:23;64:17,18; | 86:22;87:2;90:6; | parties (3) | 28:16;29:13;32:18; |
| organized (1) | 67:22;77:1;79:16; | 105:25;106:19,22 | 7:7;39:12;132: | 39:17;45:10;56:17; |
| 92:25 | 81:4;82:18;84:22; | 125:5;130:12;131:4, | partner (3) | 59:17;60:8;62:8; |
| organizers (1) | 92:6,7;97:1;101:15; | 9;132:23;133:7; | 33:23;41:22;70:5 | 64:17,19,21,23; |
| 29:11 | 117:22;121:15,15; | 135:22;155:2; | partnered (1) | 69:22;70:11;71:3; |
| orientation (3) | 122:12;169:16 | 157:15,21;158:15; | 153:5 | 87:22;95:23;99:4; |
| 29:5;49:7;55 | overall (2) | 166:18;173:12 | partnering (2) | 102:11,14;116:1; |
| orientation/shadow (1) | 62:13;135:15 | panic (1) | 61:1;149:15 | 118:1;124:5;151:21; |
| 57:16 | oversees (1) | 91:21 | partners (1) | 165:12 |
| origin (1) | 4:8 | pans (1) | 92:24 | percentage (5) |
| 55:18 | oversight (6) | 109:6 | partnership (2) | 60:18;108:1;120:5; |
| original (2) | 47:17,17,18;54:9 | paper (3) | 25:19;70:14 | $142: 14,15$ |
| 108:24;140:10 | 79:21;116:20 | 115:10,18;158:20 | partnerships (1) | percentages (1) |
| others (2) | overview (1) | paperwork (3) | 85:12 | 35:17 |
| 85:22;106:15 | 158:21 | 43:5;58:5;62:11 | parts (2) | perception (2) |
| ought (1) | overwhelmed (1) | PARCC (1) | 51:8;118: | $71: 1,6$ |
| 121:20 | 106:25 | 93:25 | pass (3) | perceptions (1) |
| ours (2) | owe (1) | Pardon (1) | 92:22;100:24; | 71:5 |
| 90:22;111:5 | 113:17 | 54:16 | 102:25 | perfect (8) |
| ourselves (1) | owed (1) | parent (4) | passed (3) | 24:5;41:10;52:7; |
| 42:15 | 113:20 | 36:5;70:21;89:14; | 6:3;81:12;159:14 | 162:17,24;165:2,4,5 |
| out (41) | own (11) | 121:20 | passes (2) | performing (1) |
| 8:15;15:7;24:5; | 10:8;36:9;68:9; | parents (23) | 38:10;78: | 93:24 |
| 27:16;28:4,17;29:8, | 92:15;96:2;100:11; | 14:15;25:13,23 | passing (1) | perhaps (3) |
| 12;36:1;59:15;60:6, | 103:8,9;115:20,22; | 26:17;38:22;44:25; | 55:16 | 120:6;136:22; |
| 12;62:11;63:22; | 136:23 | 50:1;51:23;55:5; | passion (1) | 139:16 |
| 69:22,23;94:20; | owner (1) | 67:17;81:19;82:25; | 39:4 | period (3) |
| 100:15;109:6; | 119:25 | 90:13;91:25;92:2,7; | password (1) | 79:23;154:7,14 |
| 110:16;111:12; | ownership (1) | 94:10;98:11;107:1; | 159:7 | permanent (3) |
| 117:15;118:12; | 96:2 | 117:8;121:15,23; | past (15) | 94:7;119:14;129:3 |
| 120:1;121:12;126:6, | Ozark (2) | 165:9 | 23:22;32:18;44:10; | permission (4) |
| 9,19;137:21;144:9; | 38:5;60:22 | Parents' (1) | 47:21;60:23;62:3,5,7, | 98:1;165:24;166:8; |
| $\begin{aligned} & \text { 147:15;150:4; } \\ & \text { 156:23;160:13,23; } \end{aligned}$ | P | park (1) | $\begin{aligned} & \text { 13,21;85:5;97:1; } \\ & \text { 105:22;156:2;169:13 } \end{aligned}$ | $\begin{aligned} & \text { 167:2 } \\ & \text { perpetuate (1) } \end{aligned}$ |
| 162:4;163:2;165:14, |  | park $12: 4$ | path (3) | 51:20 |
| 16;166:5;167:24 | pace (6) | Parker (6) | 103:11;160:7 | person (15) |
| outcomes (1) | 136:23;137:15; | 99:5,11,19,20,22, | 165:18 | 4:13;41:7;44:3; |
| 122:5 | 138:11;139:12; | 22 | Patterson (4) | 45:18;46:19;47:5; |
| outdoor (1) | 152:23;165:19 | parking (1) | 99:6;101:18,19,20 | 59:7,12;61:2;63:5; |
| 97:24 | paced (3) | 104:16 | Patti (1) | 66:13;87:25;101:25; |
| outlined (1) | 135:1;148:11,25 | part (11) | 125:23 | 108:5;167:11 |
| 57:2 | paces (1) | 34:21;59:19;81:11; | pause (1) | personal (1) |
| outlining (1) | 143:21 | 92:7;101:2;125:13, | 118:23 | 36:1 |
| 11:25 | pack (1) | 20;134:13;146:14; | pausing (1) | personalized (1) |
| out-of-state (1) | 95:22 | 160:1;166:11 | 171:12 | 139:4 |
| 119:8 | packed (1) | participate (9) | pavement (1) | personally (2) |
| outpaced (1) | 118:5 | 13:25;25:16;48:20; | 97:18 | 44:1;150:5 |
| 160:8 | packet (3) | 67:13;92:23;95:12; | pay (4) | personnel (2) |
| outreach (9) | 40:12,13,18 | 102:20;141:11; | 16:21;49:11; | 30:23;95:20 |
| 29:11;41:6,18; | packets (1) | 143:10 | 114:13;116:2 | persons (4) |
| 59:7,13;61:3;86:2; | 38:9 | participates (1) | paying (2) | 7:3;22:2,6;131:16 |
| 95:15;119:12 | page (9) | 31:2 | 109:3;120:5 | per-student (1) |
| outside (15) | 5:11;14:22,23; | participating (2) | payments (3) | 31:21 |
| 7:4;10:8;22:3; | 68:25;108:13; | 102:19;134:6 | 113:12,13,19 | petition (1) |
| 42:16;87:17;97:5,6, | 111:15;159:2; | participation (1) | pays (1) | 104:12 |
| 15,18;113:3;116:1; | 161:13;162:24 | 106:25 | 112:3 | Pfeffer (50) |
| 125:4;142:6;146:18; | pageant (1) | particular (15) | peers (1) | 20:4,5;48:12,14,17, |
| 157:23 | 149:24 | 41:12;138:11; | 93:18 | 25;49:19;50:4,8,12, |
| outweigh (1) | Panel (35) | 139:13;140:4;141:8, | pending (1) | 19,23;51:5,12;52:12, |
| 83:14 | 4:4,7,11,11,17;5:1; | 17;143:16;146:20; | 89:7 | 18;53:15;58:15;74:9, |


| 24; | 104:21;105:8;133:8 | 130:7 | $7: 1 ; 88: 19 ; 89: 15,17$ | privacy (1) |
| :---: | :---: | :---: | :---: | :---: |
| 78:1;80:15,16;82:13, | played (1) | possessio | 0:16;92:4;93:3,17; | 26:22 |
| 14;84:8,9,24,25;85:1; | 104:22 | 47:13 | 00:21; | probably (11) |
| 120:10,11,14;121:7; | playing | possibilities (1) | 02:25;122:6 | 12:15;43:2;48:15 |
| 129:13,14;135:23; | 97:18;10 | 147:2 | :24;179:2 | 2.25:63.25:72.3; |
|  |  |  | (3) | 4:16,17;115:12; |
| 155:4,7;156:7,8 | P | 17;64:20; | 11:17;122:1;147 | 8:16;165:3 |
| 172:9,10 | 13:25 | 9:9 | 11:17:120 | (1) |
| philosophic | pleading | possible | 00 | :3 |
| 98 |  | ,10 | preschoo | problem (5) |
| osop | 6 | , | 20:7 | 0:3;58:12,2 |
| 172:1 | 6,14;10 | 83:6;142:20;165:20 | present | 25:18;158:23 |
| pho | 23. | possibly (4) | 7.6.11 | blematic (1) |
| 64:22 | :22;90:15;105:6 | 6:16;81: | 7:19;90:7;1 | 85:4 |
| phy | 08:16 | 5:22 | 31:19;140 | procedure (1) |
| 63:15;6 | 131:13;132:8;166:1 | p | esentation (12) | 45:20 |
| 160:21 | pleased | 17:15 | 7,20,25;23:7 | procedures (17) |
| phys | 16:1 | - (1) | :5;89:5;117:1 | 6:19;7:2;10:16 |
|  | pl |  | $118: 21 ; 120: 1$ | 1:22;22:1;45:19,22 |
| pict | 9:1 | p | 133:2,4;171:16 | 4:8;81:5,6,7;84:23; |
| 97:10;10 |  | 4:19,21 | presen | 7:4,13;131:12,15; |
| piece (12) | 33:25 | Post-It | 9:20;13:3;35 | 157:25 |
| 15 | pm | 22:1 | 4:12;52:2 | process (64) |
| 148:7;149:11 | 174:5 |  | 93:7;135:8;142:2 | 6:9,13,19 |
| 166:10,11;168:16,17 | point | 11:19 | president (1) | ;28:3,20;29:16,19; |
| 20 | 11 | potent | 02: | 2:17,20;33:1;34:12; |
| pi | 48:10 | 31:16;77 | Press | 35:1;38:13,19;41:3; |
| 13:6;15 | 82:17;88:9;104:25 | potentially | 24:11 | 2:16;44:1,13,19; |
| pizzas (1) | 107:12;132:1;146: | 2:6;83:1 | pressin | 6:13;49:6;54:5,8 |
| 124 | pointing | 43:5 | 89:11 | 6:13;57:6,13,17; |
| place | $0 \cdot 1$ |  | p | $1: 22,24 ; 62: 13,2$ |
| 11: | points | 4:2 | 16:17;65:18; | 3:18;79:21,24; |
| $14: 5 ;$ | 2;17: | powerful | 111:11;135 | 0:10,14,19;84:2,6 |
| $43: 22$ | 120:19;1 | 122:23 | prevalent (2) | 0,18;85:3,20;94:16; |
| 52:9;53:9;64:13,24; | Policy (1) | practic | 89:19;92: | 21:12;129:19; |
| 81:6,7;85:8;103:13; |  | -18 | prevent | 33:15;159:14 |
| 120:23;121:18; | political | practice | 63:1;82:17 | 60:23;161:3,6 |
| 139:10;165:19; | -3,17 | 3.23 | previous (3) | 62:3;164:14; |
| 167:11;172:2 | politiciz | 56:1;165:7 | 119:2;126:8;12 | $66: 25 ; 168: 1,4,6,10$ |
|  |  | practices (2) | eviously (6) | 172:11,21,24 |
| 26:3;122:14 | politici | 57.2 | 95:2;116:15; | ocesses (2) |
| placement (1) |  | prefe | 8;150:25;158:2 | 2:15;46:23 |
| 49:10 | politics |  |  | processing (1) |
| P | P $10: 9$ | preferab | 12. | 58:6 |
| 59:17;101 |  | . 20 | prid | procurement (4) |
| lan (16) |  | prefere | 95:10,17;96 | 166:25;167:5; |
| 25:15;31 | populat | 2:9;51:4,10 | primary (11) | 168:1,4 |
| 33:23;41:8;5 | 34:10,11, | :16;73:16,22;74:8, | :19,22;33 | produce (1) |
| 60:5;86:1;92: | 41:12;48:19;59:25; | 18;76:13,16,22;77:6, | 95:1,7,10;96:12,14, | 30:10 |
| 96:11;117:23 | :15;80:24;82:18, |  | 20;112:13,24 | fessional |
| 136:8,9,9, | (8,151:20 |  | inci | 126:13,15;14 |
| planned (3) | 150:6;151: | preferential (2) | 00:8;104:13 | 20 |
| 31:12;152 | popula | 50.15.52.15 | 106:5;107:4;1 | proficien |
| 154:2 |  | preferred | principals (2) | 94:3 |
| planning |  | 12:2 | 8:22;126:13 | program (16) |
| 31.2,34.1,69.25 | 39:8 | p | intout | $8: 20 ; 25: 22 ; 4$ |
| 133:24;153:1,9,16 | position (2) |  | 113:18 | 91:18;92:22,22 |
| 20;154:4,5,9,11 | 115:14;116 | 99:23,24;100: | prior (6) | 95:14,15,18;100:24 |
| ns (5) | positions (4) | 105:23;112:3,16,24; | 56:12,15; | 25;101:12,14,15; |
| 59:10;6 | .21-39-2 | 115:19,22,25;122:15, | 64:1;91:4;129:1 | 138:11;155:18 |
| 138:8;143:2 | 22 | 20;129:25;154:7 | 50:19 | programming (1) |
| lay (6) | posit | preparatory (18) | 50:19 | 157: |
| 32:20;97:24;101:7; | 85:24;86:5;124:12; | 23:16;86:14,17,22; | 122:21;123:5 | programs (6) |


| 25:8;100:23 | $25 ; 166: 23$ | quarters (1) | reaching (1) | 109:24;132:8;158:6 |
| :---: | :---: | :---: | :---: | :---: |
| 103:12;122:15,16; | provides (4) | 163:3 | 㐌 | received (7) |
| 142:6 | 27:7;42:11;170:12; | quick (10) | read (6) | 24:8;47:9;71:21; |
| progress (9) | 71:17 | 15:10,19;24:12 | 28:6,6;67:14;79:3 | 110:13,14;114:10; |
| 120:21;121:23 | providing (5) | 2:22;65:18;106:18; | 0:15;155:13 | 59:10 |
| 122:4;129:18; | 81:20;145:6;149:9 | 8:14;156:23; | reading (3) | receiving (2) |
| 136:22;145:15; | 151:1,2 | 61:24,24 | 93:12,15, | 91:7;167:17 |
| 166:13;167:5;169:12 | provision (2) | quickly (12) | ready (13) | recent (5) |
| progresses (1) | 91:5,7 | 107:5;111:1 | 24:25;40:3; | 62:4;69:6,14; |
| 151:11 | public (38) | 157:10;158:2 | 14;61:4;64:13;65:2, | 80:18;143:1 |
| progressing (1) | 8:2;18:18;22:22 | 160:23;163:7,19 | 13;77:12;99:4; | recently (3) |
| 150:20 | 23:25;24:1;36:23 | 165:1,14,16;169:14, | 158:16;160:3;166:15 | 24:10;26:9;134:2 |
| project (4) | 38:8;43:13;45:3; | 20 | real (8) | recite (1) |
| 29:17;92: | 62:7,15;71:20;83:20; | quietly (1) | 12:22;15:10,19 | 35:17 |
| 137:11;140:1 | 87:22;88:22;89:6; | 49:11 | 31:15;71:10;108:14; | recognized (19) |
| projected (4) | 98:5,14;99:1,1,25; | quit (2) | 134:22;158:24 | 6:9,24;11:1;14:20; |
| 110:2;113:25 | 100:5;101:21,24; | 65:4;1 | realistic (1) | 21:1;23:4;34:5; |
| 114:6,7 | 102:12,12,13,15,15; | quite (5) | 155:19 | 38:24;48:13;54:3; |
| projecting (1) | 106:15;116:5; | 25:1;27:16;28:2 | reality (2) | 86:18;88:15;89:3; |
| 65:6 | 22:17;126:25 | 14;87:21 | 71:6;148 | 90:15;99:7;110:11 |
| projections (2) | 127:2,6;132:19; | quote (2) | realize (2) | 130:22;132:14; |
| 12:25;111:13 | 133:1;138:23 | 68:17;83 | 119:24;167:1 | 157:11 |
| projects (1) | pull (4) | quoted (1) | really (68) | recognizing (2) |
| 25:21 | 15:10,17;55:24 | 97:17 | 13:7,13,22,22,22 | 85:14;172:22 |
| $\begin{aligned} & \text { pronunciation (1) } \\ & \text { 103:18 } \end{aligned}$ | 56:1 <br> purchasi | R | $\begin{aligned} & \text { 23;14:1,7;27:6,11,13; } \\ & \text { 29:18;33:20,20; } \end{aligned}$ | $\begin{aligned} & \text { recommended (1) } \\ & 153: 10 \end{aligned}$ |
| proponent | 17:2, |  | 38:12,20;52:6;53 | reconvene (1) |
| 122:24 | pure (3) | Race (1) | 11;57:4,8;58:11; | 130:19 |
| proposal | 32:17,21;33: | 159:10 | 61:5;67:2;71:4; | record (4) |
| 90:25;120:15 | purpose (1) | races (1) | 85:20;92:1,9;94:9 | 4:15;23:11;73: |
| 123:19;140:10 | 120:1 | 52:1 | 10;95:17;96:1; | 116:12 |
| proposals (2) | purposes | raise (5) | 100:11,21;101:1 | recorded (1) |
| 143:18;147:5 | 19:11;120:8 | 10:20;22:23;88:21; | 104:23;105:16; | 4:19 |
| proposed (6) | pursue (1) | 108:18;158:7 | 106:2,5;107:19 | recreation (4) |
| 96:14,19;97: | 150:8 | raises (1) | 111:4;115:16; | 52:10;97:13,15,20 |
| 109:20,20 | pursuing | 67:11 | 121:10;122:3,3,4 | recreational (1) |
| prospective (2) | 149:23 | raising (2) | 138:12,15;139:4,6; | 97:21 |
| 27:4,9 | push (3) | 65:19;146:2 | 140:11,12,14;141:20, | recruit (5) |
| protected | 140:4;152:8 | random (1) | 22;144:18;146:25; | 41:8;42:1;58:20; |
| 159:7 | 169:24 | 54:8 | 147:15;149:11,25; | 80:23;90:23 |
| protection (1) | put (17) | randomizing (1) | 150:3;152:21,23; | recruiting (1) |
| 13:12 | 9:19;43:22 | 45:24 | 156:16;161:14; | 58:24 |
| proud (2) | 46:7,10;57:3;59:23 | ranked (3) | 167:14;169:6;170:3 | recruitment (8) |
| 61:5;93:25 | 71:25;85:8;95:24; | 23:21,25;24: | reapply (1) | 40:18;41:2,8; |
| prove (1) | 96:22;101:23;111:8; | rate (2) | 28:16 | 58:13;60:5;80:9; |
| 80:23 | 116:19;120:22; | 136:22;151:1 | reason (11) | 84:1;86:1 |
| provide (30) | 124:25;142:11 | rates (1) | 10:5;19:5;25:24; | red (2) |
| 7:4;8:8;19:16,20 | putting (2) | 134:8 | 27:6;37:14;59:6; | 96:8;163:13 |
| 20:6;22:3;23:18; | 133:2;134:9 | rather (4) | 70:2;137:25;138:16; | redesign (1) |
| $\begin{aligned} & 25: 5 ; 33: 13,16,22 ; \\ & 37: 23 ; 38: 10 ; 48: 22 \end{aligned}$ | $\mathbf{Q}$ | $\begin{aligned} & 9: 3 ; 53: 24 ; 61: 12 ; \\ & 130: 2 \end{aligned}$ | 139:6;159:8 <br> reasoning (1) | 173:5 <br> reduced (3) |
| 50:11;82:24;85:13; |  | rational (2) | $69: 1$ | 35:1;48:21;91:6 |
| 87:16;94:11;128:23; | qualified (5) | 45:9,15 | reasons (14) | referencing (1) |
| 129:15;131:16; | 91:6;95:5,20 | rationale (5) | 7:16;11:11;22:14 | 5:13 |
| 148:11;153:14; | 101:13;149:8 | 133:19;138:17; | 39:6;62:22;70:9; | referring (1) |
| 156:10,12;168:24,24; | qualify (3) | 149:12,14;153:11 | 76:8;79:3;82:7; | 114:19 |
| 170:12;172:2 | 49:2;148:20,2 | reach (5) | 88:11;94:21;119:3; | refine (1) |
| provided (10) | Quality (11) | 60:15,16;94:3; | 132:2;147:19 | 172:23 |
| 7:12;89:15,18; | $4: 9 ; 8: 8 ; 9: 10,11$ | 126:19;141:8 | recall (1) | reflective (1) |
| 91:19;124:12;130:6; | 19:17;53:12;85:13; | reached (3) | 124:9 | 86:3 |
| 134:1;144:21;150:2; | 97:2,8;167:13,17 | 69:23;126:5,9 | receive (9) | regard (4) |
| 167:25 | quarter (1) | reaches (2) | 20:7;35:3;37:10; | 8:16,19;9:20;42:8 |
| provider (2) | 163:9 | $147: 6,8$ | $55: 13 ; 95: 4 ; 108: 2$ | regarding (17) |


| 9:1;18:15;19:9 | 94:8 | 157:19;15 | 7:11;22:10;48:11; | 49:6;52:17;62:11,11 |
| :---: | :---: | :---: | :---: | :---: |
| :18;48: | remember (4) | representing (1) | 8:5;108:11;131:22 | 64:25;65:8;67:5,15 |
| 2:22;80:18; | 34:15,22;100 | 10:17 | response (2) | 19;69:11;74:7;75:8 |
| 82:19;90:7;124:18; | 5:2 | reque | 39:14;126 | 76:21;77:2,2;78:25; |
| 7:7,15;154:23; | r | 4.13 | responsibility | 81:15,23;86:6;88:21 |
| 0.17 |  | 5;20:22;21:3,20; | 133:20 | 96:12;98:25;101:24 |
| regardless (3) | reminded (5) | 3:7;39:12;42:5,6; | responsible | 103:11,18;106:17; |
| 37:11;93:1;118:16 | 6:19;21:22;87 | 0:14,25;51:1,19 | 4:13 | 108:19;111:7,10; |
| regards (1) | 131:12;157:2 | 7:23;78:15;83:9 | rest (1) | 114:7;115:14; |
| 46:14 | remin | :13,15;87:2;89 | 6:7 | 116:24;121:3,16 |
| region (2) | 26:2 | 99-9 | restric | 125:24;128:16; |
| 70:21;83:22 | remove (1) | 100:10,16;105:24 | 147:14 | 130:14;131:14; |
| Regional (2) | 166:10 | 130:12,16,19;131: | resulted | 133:11;135:14; |
| 38:5;60:22 | renew (3) | 132:16;138:12; | 93:11;128 | 139:21;147:23 |
| registering (1) | 124:24; | 5:7;156:9;157: | results (7) | 149:7;152:16;158:7; |
| 59:18 | renewal | ,21,22;158:14; | 0:10;32:13;58:1 | 163:5;164:10; |
| reimburs | 4:8;21: | 166:8;170:19;171:24 | 2;81:7,8;93:9 | 166:18;167:11, |
| 110:4 | 120:11;124:20,24,2 | requested (6) | retention (3) | 168:17;170:23 |
| reinforcin | 128:18;129:18; | 19:10;93:4;103: | 94:17,18;98 | right-hand (1) |
| 89:19 | 131:2 | 4:10:127:16; | red | 160:16 |
| reiterate | renov | 136:21 | 152:2 | rigor (1) |
| 123:19 | 112:21,25 | requesting | retrieve | 167:18 |
| Relations | renovated | 11:14;87:8;119:22; | 105:1,4 | rink (1) |
| 11:19,24 | 98:2;112 | 1:10;133:12,12; | return | 25:1 |
| relationship | renovatin | 148:13 | 31:3 | road (3) |
| 123:2;142:12 | 12:10 | requests | revenue | 8:19;12:4 |
| 166:9 | renovatio | :7;31:6; | 109:6,2 | robbery (1) |
| relative | 65:23 | 50:14 | revenues | 103:2 |
| 4 | rent (2) | require (4) | 109:4,25; | Robinson (3) |
| relaxed | 107:14; | :2;75:24;124:23; | review (4) | 99:3,7,8 |
| 146:2 | repayme | $1 \cdot 11$ | 5:7;128:12,18 | Rock (39) |
| release | 111:16,19 | required (5) | 130:2 | 33:9;86:1 |
| 165:6 | Repeat | :7;68:18;80:4; | reviewed | 7:1;88:19;89:14,17 |
| released | 78:6;109 | 153:4;159:24 | 34:14;62: | $70: 4,14,16 ; 91: 9$ |
| 160:25 | repeated (2) | requirement (3) | reviewing (1) | 2:4;93:3,17;96: |
| releasing | 55:1,4 | 57:24;139:15; | 40:12 | 0;97:7;99:10,14 |
| 165:8 | repeatin | 142:18 | revise (1) | 24;100:1,3,20; |
| relocat | 56:11; | requirements (1) | 162:11 | 102:25;105:22 |
| 94:22;95:6;97 | repetition (1) | $141: 10$ | revised | 12:3,16,23;115 |
| 98:1;115:12 | 170:4 | requires | 162:7 | 1,25;122:6,17; |
| relocated (2) | replace | 10 | revising | 26:6;129:25; |
| 119:2,3 | 161:19,19 | research | 162:2 | 78:24;179:24 |
| relocating | replicate | -19 | revi | rocks (2) |
| 94:24 | 68:6;78:3,8 | residenc | 4:8;161:2,6 | 30:5;32:10 |
| relocation | replication ( | 68:20 | revisions (1) | Rogers (71) |
| 90:7;94:4 | 73:12 | residen | 162:8 | $20: 10,11 ; 64: 10,11$ |
| 95:9;119:8;123:23, | REPORT | 96:8 | revocation | $15,24 ; 65: 6,9,15 ; 66: 3$ |
| 25;124:10;128:22; | 4:23,25,25;5 | resolve ( | 4:9;125:1 | 7;67:6,17;75:20,21; |
| 129:15;130:3,8 | 23:22;93:20,20;94:2 | 83:15;119:1 | revoked | 80:20,21;82:21,22; |
| remain (4) | 124:23;144:21,21; | resonated (1) | 26:4 | 84:14,15;99:5;100:6 |
| 17:23;94: | 152:11;1 | 21:1 | rhetoric | ,7;106:5;107:7 |
| 21 | REPORT | resources (3) | 8:14 | 110:10,12,17,20,22; |
| remaining | 4:23 | 161:14,16,2 | rich (2) | 111:1,5,8,11,15,22; |
| 18:14;29:23; | REPO | respect (5) | 159:1 | 112:5,8,11,15,19; |
| 72:22;127:15; | remer | 8;124:16 | ride (2) | 13:2,5,8,12,21,24; |
| 154:23;170:16 | represent | 146:22;147:4 | 38:8;96: | 14:3,6,15,24;115:3 |
| remains (1) | 32:22,24 | respected (1) | right (72) | 7;116:9,24;123:6; |
| 82:2 | Represent | 33:4 | 5:19;10:16 | 124:16;125:10,11,19 |
| remarks (2) | 10:2,3;63:11 | respectfully (1) | 11:1,2;14:19;18:18; | 22;128:3,5;129:20, |
| 10:5;34:3 | Representatives (11) | 97:25 | 20:24;22:23;29:25; | 21;156:15,16;172:13 |
| remedied (1) | 6:15;21:19;22:19 | respectiv | 32:20;34:1;36:25 | 14 |
| 94:9 | 35:23;61:21;87:1; | 37:2 | 38:23;40:6;43:13; | Rogers' (1) |
| remedies (1) | 88:18;131:8;132:6; | respond (6) | 46:25;47:8,14,14; | 118:23 |


| role (4) | 164:24 | 37:19;38:4,16;40:2; | schooled (1) | 81:23;85:23;101:25; |
| :---: | :---: | :---: | :---: | :---: |
| 10:8;30:19,22; | Sarah (2) | 41:8,9;42:9;43:3; | 145:19 | 111:15;127:22; |
| 159:4 | 93:7,13 | 45:11;48:22;49:2,3; | schoolmates (1) | 155:5;163:8;171:2,4, |
| roll (2) | sat (1) | 50:22;53:20;55:10, | 104:12 | 8;173:23 |
| 30:24;31:1 | 45:8 | 17;56:4,5;66:12; | Schools (39) | secondary (2) |
| Rollins (2) | Saturday/Sunday (1) | 68:12,14;69:18;72:4 | 4:9;8:11;9:1,5,21; | 134:12;163:4 |
| 36:18;167:4 | 124:6 | scholarships (2) | 10:11;23:24;24:4; | seconded (6) |
| rolls (1) | SAUNDERS (88) | 72:9;91:18 | 30:7;31:10,25;33:12, | 5:24;18:24;77:18; |
| 44:16 | 5:11,13,15,22,24; | Scholastic (1) | 19;35:15;36:23; | 78:18;127:24;155:7 |
| room (5) | 14:20,21;15:8,11,13, | 24:11 | 38:16;51:3;55:16; | Secondly (1) |
| 11:16;16:5,8; | 22;17:6,10,15;18:20, | SCHOOL (211) | 59:7;64:8;73:23; | 79:25 |
| 21:24;117:22 | 23;20:15,16;54:2,4,7, | 6:4,7,13;7:5,10; | 82:19,24;83:1,18; | sections (1) |
| rooms (2) | 16,19,23,25;56:7,11, | 8:2,5;11:3,8;12:3,21; | 122:7;125:13,25; | 162:25 |
| 97:12;120:1 | 22;57:12,16,25; | 16:7,9;17:3;20:13,18, | 126:12,13;127:6; | secure (4) |
| roughly (2) | 76:23,25;77:4,11,16, | 22;21:3,11,17;22:4,9, | 132:19;133:1; | 13:11;39:21; |
| 43:2;164:5 | 18;81:2,3;83:2,3; | 11;23:21,23,25;24:2, | 143:18;144:11; | 121:25;157:23 |
| rounded (1) | 84:20,21;123:17,18, | 7,8,24,25;25:10,21, | 145:6;148:13; | seeing (4) |
| 104:12 | 22;124:1,9,15;125:2, | 24;26:17;27:4;30:3, | 149:16;157:5 | 46:12;85:16;115:9; |
| route (3) | 7;127:20,24;130:4,5; | 17;31:4,10,25;32:3; | schools' (1) | 145:20 |
| 96:14;124:21; | 136:19,20;137:2,19, | 33:8,14;34:8,11,17, | 90:21 | seek (1) |
| 125:21 | 24;139:8;140:19; | 18,24;35:13,18,21; | Schoppmeyer (85) | 168:7 |
| routes (1) | 141:24;142:10; | 36:5,10,10,21,25; | 23:6,9,12,12,14,14; | seeking (4) |
| 124:19 | 145:9,11;146:1,4,7, | 37:13;38:14;39:23; | 29:23,24;37:4,5; | 158:22,22;166:24; |
| rules (2) | 23;148:5;150:15,16, | 40:4,25;41:7,14,15, | 39:16;40:8,9,14,20; | 168:7 |
| 32:19;64:7 | 17;152:9,14,16,17; | 23;42:19;43:13; | 41:4;42:9,18;43:1,8, | seem (3) |
| rumors (2) | 153:18;154:3; | 47:23;52:8;53:22; | 12;48:15,16,24;49:4, | 62:25;65:17; |
| 44:22;46:7 | 156:18,19;170:25; | 59:23;60:22;61:3; | 14,16,24;50:5,10,18, | 161:11 |
| run (2) | 171:4;172:16,17; | 63:15,22,24;65:10, | 20;51:12,21;52:17; | seems (3) |
| 58:16;169:19 | 173:23,24 | 11,20;69:17,24;70:9, | 53:14,18;54:6,14,17, | 34:12;44:9;53:16 |
| running (1) | Saunders' (1) | 13;71:25;72:2;73:17, | 21,24;55:3;56:9,14, | selected (1) |
| 104:25 | 143:7 | 23,25;79:17;83:5,20, | 24;57:20;58:14;59:2, | 101:2 |
| rush (5) | save (2) | 21;84:7;86:13,16; | 4;60:9,17;61:17; | selection (1) |
| 31:8,11;34:2; | 123:19;129:11 | 89:4,23,24;91:3,4,9; | 64:14,17;65:1,8,14; | 54:8 |
| 39:11;53:16 | saving (1) | 92:2,14;93:6,18; | 66:1,6,11;67:8,18,21; | self- (1) |
| rushed (5) | 121:3 | 94:14,21,25;95:1,3,7, | 68:1,4,9,21,25;69:3, | 92:19 |
| 53:3,17;65:17; | saw (3) | 10,11,17,21;96:12, | 12,15;70:1,18;71:7, | Self-Help (4) |
| $84: 10,17$ | 9:16;104:17;110:1 | 13,15,15,20,21,25; | 13,15,22;72:15,19; | 112:9,11,17,19 |
| rushing (1) | saying (14) | 97:4,13;98:1,2,5; | 73:14;77:4,10;85:18; | self-paced (3) |
| 147:2 | 43:1;50:16;52:1 | 99:10,12,25;100:5,8, | 86:7 | 137:20;150:19,20 |
|  | 58:15;59:23;75:4 | 12,21;101:13,21,24; | science (6) | Senate (1) |
| S | 97:17;116:4,5 | 102:12,14,15,15; | 94:12;97:11;98:6; | 8:3 |
|  | 147:22;160:11; | $\begin{aligned} & \text { 104:11,15;106:1,8 } \\ & \text { 109:23;112:13,23,2 } \end{aligned}$ | 119:13;160:20, | $\begin{array}{\|r} \hline \text { Senator (3) } \\ 7: 20,23 ; 10 \end{array}$ |
| 107:2 | scaffolding (1) | 116:22;118:10; | 24:5;123:4 | send (3) |
| safe (3) | 164:1 | 119:5,11,12;122:2, | screen (1) | 70:22;121:21; |
| 89:22;99:13; | scanner (1) | 18,24,24;123:9,11; | 159:1 | 162:4 |
| 121:18 | 16:4 | 125:12;126:6,25; | scroll (2) | sending (3) |
| safety (3) | scenario (1) | 129:17;130:16,17,20, | 163:20;164:9 | 28:17;121:19,24 |
| 91:20,23;99:15 | 137:22 | 21;131:1,8,18,21; | scrolling (1) | seniors (1) |
| sake (1) | schedule (6) | 132:7;133:5;135:14, | 163:23 | 145:1 |
| 75:23 | 55:12;56:3;134:17; | 23,25;136:24;137:5; | search (2) | sense (2) |
| same (28) | 138:8;153:3;154:13 | 138:2,24;139:16; | 63:22;70:20 | 31:8;46:4 |
| 11:17;12:8;18:9; | schedules (1) | 140:23;142:6; | searched (1) | sent (6) |
| 19:25;20:14;33:19; | 144:25 | 145:16,21;146:5,9; | 97:2 | 27:16;28:4;47:11, |
| 37:10;47:4;50:7; | scholar (17) | 147:10,20;148:6; | seat (4) | 12;71:6;111:16 |
| 52:1;72:5;82:6;83:5; | 23:20;25:10;27:4, | 157:8,9,13,14,17,17, | 28:8;145:13; | sentiment (1) |
| 84:16;85:13;87:14; | 5,7;28:11;37:23,25; | 20;158:5,14,19; | 148:14;155:23 | 49:19 |
| 115:7,8;128:11; | 45:3;49:12,25;55:14; | 159:15,21;160:5; | seats (2) | separate (6) |
| 147:25;149:17; | 57:17;66:4,15;68:18; | 162:22;165:21; | 28:1;68:7 | 16:5;68:10;112:20, |
| 150:8,17;151:2; | 72:10 | 166:2;169:1;171:20; | second (21) | 24;116:18;152:14 |
| 166:11;167:21; | scholars (31) | 181:24 | 5:18,22;18:22; | separately (2) |
| 169:15,19 | 23:17;24:12,19,20; | school-based (1) | 42:3;58:3;75:13,14, | 74:12;75:5 |
| SAMR (1) | 25:23;27:8,9,12; | 138:25 | 15;77:16;78:16; | separation (1) |


| 107:25 | share (12) | simple (1) | solid (1) | 104:7;114:13;132:7; |
| :---: | :---: | :---: | :---: | :---: |
| series (1) | 7:22;35:10,20; | 135:7 | 128:23 | 158:6 |
| 164:25 | 36:22;53:3;71:2; | simply (3) | somebody (2) | special (10) |
| serious (3) | 113:18;120:2; | 39:13;57:18;119:8 | 9:10;49:21 | 13:11;42:6,10,24; |
| 32:12;39:9;116:6 | 122:11;159:4,6; | singing (1) | someone (4) | 43:4,6,9;58:2;89:5; |
| seriously (3) | 166:5 | 149:20 | 41:5;63:12;107:17; | 109:22 |
| 91:13,24;93:21 | shared (10) | single (5) | 146:19 | specific (8) |
| serve (15) | 86:3;95:21;100:15; | 26:21;44:3;89:14; | sometimes (4) | 8:10;62:12;95:4; |
| 6:14;17:13;19:11; | 109:10,13;117:10,18; | 105:2;129:2 | 9:17;10:13;102:11; | 119:4;134:19; |
| 21:11,17;34:10,23; | 118:3,12;119:23 | sit (3) | 146:25 | 136:15;142:19;167:6 |
| 37:18;86:24;90:17; | sharing (2) | 67:14;70:3,5 | somewhere (1) | specifically (7) |
| 131:6;157:18;164:5; | 117:11;173:2 | site (8) | 14:6 | 30:11;41:1;54:15, |
| 167:19;172:18 | Shawn (4) | 12:2,11;15:24; | son (7) | 18;90:23;137:21; |
| served (1) | 99:5,11,19,22 | 97:1,6,22,22;98:4 | 100:24;101:7; | 152:21 |
| 34:12 | shedding (1) | sits (1) | 102:1,1,16;104:9; | speculations (1) |
| server (2) | 148:6 | 4:11 | 106:1 | 44:22 |
| 16:8,11 | sheets (1) | sitting (1) | soon (1) | spelling (1) |
| serves (3) | 78:24 | 159:3 | 165:20 | 5:8 |
| 79:14;81:18;90:24 | shifts (1) | situation (3) | sophomore (1) | spend (2) |
| service (7) | 171:18 | 52:1;143:7,11 | 139:14 | 143:11;170:10 |
| 19:17;37:7,25; | Shiree (3) | situations (3) | sorry (5) | spent (4) |
| 59:7;112:3;124:5; | 99:6;102:23,24 | 138:21;144:15; | 54:18;56:10; | 8:1,2;71:9;93:22 |
| 139:7 | short (4) | 150:4 | 104:19;114:1;146:2 | spiral (1) |
| services (9) | 11:25;53:25;58:18; | six (2) | sort (3) | 162:12 |
| 15:25;16:19;20:2; | 150:24 | 28:21;97:6 | 16:15,23;137:7 | spoke (2) |
| 25:5;35:4;41:12; | show (10) | Six-to-one (1) | sorts (1) | 8:11;33:5 |
| 42:12;91:19;111:18 | 70:11;85:7;140:16; | 75:22 | 122:16 | spoken (1) |
| serving (4) | 142:23;146:17; | skills (1) | sounds (2) | 44:3 |
| 13:9;23:17;34:16; | 153:15;159:7;163:2; | 92:12 | 90:21;115:12 | sports (2) |
| 91:13 | 164:12;165:25 | skin (1) | source (1) | 119:12;149:21 |
| session (1) | showed (3) | 115:25 | 113:3 | spot (1) |
| 173:15 | 44:15;113:25; | skip (2) | south (2) | 39:21 |
| sessions (3) | 130:6 | 55:6,7 | 96:7;97:5 | spreadsheet (2) |
| 37:24;59:14,16 | showing (2) | skipped (3) | southwest (2) | 45:23,24 |
| set (9) | 111:16;114:7 | 55:1,4;56:17 | 116:13,16 | Springdale (70) |
| 9:13;61:4;65:13; | shutdown (1) | skipping (3) | space (39) | 24:17,24;28:25; |
| 85:8;93:21,25;99:3; | 16:24 | 56:7,9;57:10 | 12:23;13:24,25 | 30:3,6,17,19,23; |
| 136:12,16 | shy (1) | skyping (1) | 14:13;15:7;16:11; | 33:18;34:8,11,17,18, |
| setting (1) | 106:2 | 64:21 | 19:20,24;20:6;25:4, | 24;35:15,18,20;36:3, |
| 144:10 | sibling (22) | slide (2) | 14;39:18;43:10; | 4,5,6,7,7,23,25;37:6, |
| setup (1) | 50:18;51:4,9,19 | 40:19;96:5 | 94:13,13,13;95:6,22; | 15;38:3,13;39:7; |
| 115:25 | 52:16,18;73:16,22; | slides (1) | 96:1;97:13,20,21,23; | 40:25;46:1;47:24; |
| seven (1) | 74:8,18;76:13,15,21; | 40:17 | 98:6;100:15;105:7; | 51:11;52:3;57:6; |
| 45:8 | 77:6,15,19;78:12; | slots (2) | 109:8,10;117:10,11, | 58:17;59:8,11,23; |
| seventy (1) | 81:12,17;82:1,11,16 | 65:7;80:22 | 14,17;118:2,6,8; | 60:7,12;63:15,24; |
| 114:16 | siblings (7) | slow (4) | 119:23,24;121:13; | 64:3;68:14;69:24; |
| several (5) | 50:16,19,25;52:2; | 53:7;111:5;160:12; | 129:16 | 73:4,4,9,11,19;76:18; |
| 21:23;46:6;62:19; | 81:24,25;82:4 | 169:22 | spaces (1) | 78:4,10,12;83:9,21; |
| 122:15;126:10 | side (3) | slowly (1) | 109:12 | 157:9,14,17,20; |
| shadow (5) | 120:7;135:21,21 | 103:6 | Spanish (1) | 158:5,14,19;159:21; |
| 57:22;66:4,12,14; | sign (4) | small (6) | 29:15 | 161:12;163:5; |
| 67:10 | 28:12,13;66:12; | 12:12;41:24;45:13; | spans (1) | 167:25;181:24 |
| shadowed (1) | 104:12 | 58:21;120:5;142:14 | 139:3 | Springs (1) |
| 27:10 | signed (5) | smaller (3) | speak (22) | 153:22 |
| shadowing (1) | 22:22;87:22;88:21; | 14:13;96:19;99:17 | 4:15;10:18;13:16; | square (6) |
| 27:3 | 98:14;106:14 | snapshot (3) | 16:3;18:17;30:1,4; | 12:7,13;25:3; |
| shadows (1) | silence (2) | 24:12;161:25; | 38:12;41:2;43:24; | 109:7,9,11 |
| 66:15 | 4:6;19:6 | 163:7 | 63:19;88:1;89:7; | stability (1) |
| Shaking (1) | SILENCE] (5) | soccer (3) | 98:12,19;99:20,23; | 129:4 |
| 135:21 | 79:7;98:21;128:7; | 104:19;105:1,8 | 104:2;135:17;160:7; | stable (1) |
| shall (6) | 155:14;171:10 | social (4) | 164:4;166:14 | 89:16 |
| 10:22;22:25;88:24; | similar (2) | 27:17;29:10; | speaking (7) | stack (1) |
| 108:20;132:10;158:8 | 8:18;34:7 | 160:20,22 | 4:14;22:21;88:20; | 12:10 |


| staff (6) | statewide (2) | 169:25 | 133:21,22;134:5,9, |  |
| :---: | :---: | :---: | :---: | :---: |
| 4:11;6:25;7:1; | 20:9;91:21 | strong (4) | 11,17,25;135:9,12; | 90:4,8;106:24; |
| 61:24;65:10;114:25 | static (1) | 13:23;37:18;40:13; | 136:4,17,21;138:10, | 116:11;126:9; |
| staffing (9) | 172:23 | 128:23 | 19;139:2;140:23,25; | 132:16,19;158:13,19; |
| 30:19,23;31:1; | status (1) | strongly (4) | 141:5,9,17;142:2,3,5, | 168:3 |
| 64:12,12;65:20; | 80:17 | 35:25;38:17;79:23; | 15;143:10,21,23; | supplement (1) |
| 84:12,18;116:14 | stay (5) | 94:17 | 144:14,23;145:18,18; | 151:13 |
| stage (3) | 37:22;68:11; | structure (1) | 146:20;147:1,1,21; | Supplies (1) |
| 163:11;164:11,19 | 115:16;123:7;128:17 | 137:16 | 148:11,20,22;149:10, | 111:18 |
| stakeholders (2) | stays (1) | structured (1) | 19;151:9;153:25; | support (16) |
| 60:25;146:15 | 101:15 | 107:22 | 155:25;156:11,14,17, | 16:5,6,19;17:2; |
| stand (13) | step (2) | struggle (1) | 21;157:18;160:6,9; | 20:7;48:9;99:9; |
| 10:20;22:20,21,23; | 57:17;70:1 | 170:5 | 161:21;164:5; | 107:4;112:4;115:5; |
| 35:16;88:21,22; | stepped (1) | struggling (2) | 165:22;166:12; | 120:25;132:25; |
| 90:15;92:16;132:8; | 123:1 | 51:13;115:1 | 167:19;168:25; | 139:8;156:2;170:12 |
| 142:13;158:6;167:20 | stepping (1) | stuck (1) | 170:2,2,4;172:19 | 172:2 |
| standard (1) | 116:10 | 41:16 | students' (2) | supported (1) |
| 167:10 | steps (4) | student (45) | 17:20;134:22 | 171:23 |
| standardized (1) | 26:14;85:3;116:23; | 18:9;20:9;3 | student's (2) | supporters (1) |
| 42:13 | 120:24 | 36:6,11;45:10;46:16; | 123:4;165:18 | 60:2 |
| standards (4) | sticker (1) | 48:18;49:21;54:25; | studies (2) | supporting (5) |
| 93:24;160:24; | 167:16 | 55:1;66:8;70:13; | 160:20,22 | 90:14;104:14; |
| 161:3;163:22 | stifle (1) | 73:10;79:14;82:17; | study (2) | 127:11;155:25; |
| standing (3) | 166:12 | 84:12;92:13;100:2; | 14:2;93:6 | 171:24 |
| 115:20,22;130:1 | still (32) | 120:25;128:25; | stuff (8) | supportive (3) |
| start (13) | 12:2,2;28:14,24; | 137:6,7,9;138:13,16; | 8:15;9:13,19; | 107:1;120:19; |
| 37:5;52:22;61:5; | 48:6;51:16;53:1; | 139:3,5,11;140:7; | 42:10,20;59:15; | 144:16 |
| 65:11;75:8;101:20; | 57:19;58:6;69:17; | 141:15;144:17; | 125:25;143:13 | supports (1) |
| 112:14;118:24; | 73:12;80:8;83:25; | 148:20,21;149:23,24; | subject (1) | 171:25 |
| 137:15;142:22; | 84:17;87:15;94:14; | 150:7;151:24;157:1, | 26:1 | supposed (1) |
| 143:20;147:13; | 97:24;100:5;110:16; | 1;161:20;168:16,19; | subjects (1) | 162:18 |
| 158:14 | 115:10,14,20,23; | 169:6,10 | 90:19 | SUPT (50) |
| started (5) | 116:6;117:5;129:4, | student-centered (1) | submit (1) | 90:5;98:14,18,24; |
| 13:23;89:5;106:18; | 22,22,23;139:12; | 172:1 | 15:18 | 106:16,21;107:19,21; |
| 148:10;159:13 | 145:12;169:25 | student-focused (1) | submitted (5) | 108:5;116:9;117:4,6, |
| starting (2) | stood (1) | 173:5 | 13:1;15:16;26:20; | 19;118:9,13,19; |
| 52:24;91:16 | 160:2 | student-led (1) | 35:12;127:10 | 119:6,19;120:3,12; |
| starts (1) | stop (1) | 92:17 | substantial (1) | 121:6;122:12; |
| 146:19 | 169:23 | students (156) | 11:15 | 123:10,13,16,21; |
| state (42) | stops (3) | 6:14;13:9,10; | success (6) | 126:8,20,23;127:1,3, |
| 4:14;6:11;11:18, | 38:6;96:19,22 | 14:10,14;16:15;17:9, | 90:20;103:11,15; | 10,13;130:10;132:18, |
| 19,23;18:6;21:6,9; | storage (1) | 13;19:15,17;20:1; | 122:9;134:13;171:19 | 22;133:11;135:21, |
| 22:7;23:11;26:16; | 13:11 | 21:12,17;30:14;31:2, | successes (1) | 25;136:3,12;137:1,6, |
| 32:2;35:7,19;44:15, | story (1) | 5,15;32:3;33:21; | 36:19 | 23;138:5;142:9; |
| 17,25;45:9,21;46:5; | 32:22 | 34:19,22,25;35:2; | successor (1) | 147:23,25;151:16; |
| 47:7,16;53:1;57:3; | straight (2) | 36:22;37:8;38:7; | 126:8 | 152:13 |
| 86:20;91:10;93:22, | 5:3;99:4 | 42:23,25;43:7,19; | suffer (1) | sure (46) |
| 25;108:15;130:24; | strain (1) | 44:10,16,25;45:6,12; | 147:1 | 12:16;13:9;26:15; |
| 131:2;134:1;138:20; | 82:25 | 47:9;51:15,17;53:12; | suggest (1) | 27:19;28:10;29:7; |
| 144:6;148:13;149:1; | strategic (7) | 58:2,21,24;60:16,18; | 74:17 | 32:16;33:3,10,14,25; |
| 156:2,24;159:4; | 34:1,2;69:25; | 67:24;73:7;74:2; | suggestions (5) | 38:20;43:11,16,22, |
| 160:25;161:5;165:12 | 133:24;136:8,9,13 | 75:10;77:7;80:17; | 44:20;63:3,7; | 24;44:2;46:3,22; |
| stated (2) | strategies (2) | 81:20;82:20;83:5; | 71:16;72:16 | 50:13;55:20;60:15; |
| 57:4;147:19 | 60:23,24 | 85:14;86:25;90:17, | summary (3) | 64:9;67:12;73:8,15; |
| statement (4) | Street (4) | 24;91:4,5,7,20;92:1, | 144:20;152:11 | 79:6;91:15,17;92:11; |
| 91:1;118:15;119:1; | 94:23;104:24; | 3,23,25;93:10,14,15, | 153:14 | 93:23;107:1,14; |
| 126:21 | 105:2,4 | 16;94:7,15,20,23; | summer (2) | 114:13;116:21; |
| statements (2) | Strickland (7) | 95:3,14;96:3;97:14; | 55:15;126:16 | 137:23;138:5;142:9; |
| 44:23;90:21 | 11:3,6,7;13:19,20; | 98:3;106:11;107:1,3; | sundry (1) | 145:15;149:6,7,9; |
| States (1) | 14:12;20:21 | 112:14;117:8,15,22, | 25:6 | 150:19,23;162:19; |
| 23:25 | strictly (1) | 24;118:6;119:2,3,4; | super (1) | 169:4 |
| state's (4) | 59:8 | 122:6,13;128:22; | 169:2 | surpassed (1) |
| 24:9;45:22,22;48:2 | strive (1) | 129:9,16;131:7; | Superintendent (14) | 169:7 |


| surplus (2) | 142:12;153:5,22, | 42:13,14;49:17; | 28:25;31:3;52:20 |  |
| :---: | :---: | :---: | :---: | :---: |
| 113:25;114:12 | 24;154:21;161:19 | 106:3;123:4 | 53:2,16;80:1,5;84:10, | 66:5 |
| surrounding (1) | teachers (43) | testimony (11) | 17 | traceable (1) |
| 79:15 | 11:16;12:7,16,20; | 7:4,13;10:21;22:3, | timer (1) | 45:15 |
| surveys (4) | 13:8,21,25;14:5,16; | 24;87:17;88:23; | 99:2 | track (5) |
| 92:5;94:5;119:6,7 | 16:3,14;19:24;20:6, | 108:20;131:17; | times (7) | 25:2;53:6;92:15; |
| suspended (1) | 13;27:8;67:7;91:22; | 132:9;158:8 | 27:1;38:6;49:25; | 116:12;122:13 |
| 26:4 | 92:2,8;95:5,22;96:1; | textbook (1) | 55:17;56:17;92:18 | trackable (1) |
| sustainability (1) | 100:14;103:12; | 135:13 | 145:2 | 28:5 |
| 128:14 | 104:25;105:3; | thanking (1) | time-stamp (1) | tracked (1) |
| swear (7) | 117:14;120:17; | 37:6 | 45:1 | 144:1 |
| 10:20;22:23;88:16, | 129:16;149:8;153:3, | thankless (1) | time-stamped (1) | tracks (2) |
| 23;108:19;132:9; | 20;154:10,12; | 10:13 | 46:8 | 122:16,20 |
| 158:7 | 155:24;159:21; | Thanks (2) | timing (2) | traditional (7) |
| swearing (1) | 161:11,24;162:4; | 30:4;110:9 | 80:10;84: | 23:19;37:20;94:11, |
| 108:10 | 163:14,15;164:3; | therefore (2) | Tina (2) | 13;98:5;119:11; |
| sworn (6) | 167:25 | 32:5;68:18 | 90:3,8 | 122:17 |
| 7:5;22:4;35:5; | teachers' (2) | thinking (6) | tiring (1) | trained (1) |
| 87:18;108:9;131:18 | 154:4,5 | 121:13;141:20; | 10:13 | 91:22 |
| system (14) | teaching (5) | 143:22;144:4;148:2; | title (9) | training (3) |
| 16:3;25:16;38:5; | 67:8;92:20;112:14; | 149:12 | 4:14;23:13;31:17, | 91:21,22;148:9 |
| 44:25;45:4;46:9; | 120:17;163:15 | third (3) | 17,20,22;109:23; | trainings (1) |
| 48:1;69:20;83:20; | Teague (2) | 77:19;78:3;83 | 110:4;127:7 | 134:2 |
| 91:23;122:18; | 107:8,9 | third-party (4) | today (43) | trajectory (1) |
| 133:21,22;143:21 | team (4) | 165:25;166:23; | 4:12,18;7:2,15,21; | 120:25 |
| systematic (1) | 60:1;90:10;104:11, | 168:16,23 | 8:12,17;9:3,13,19; | transaction (1) |
| 92:25 | 14 | thorough (2) | 11:3,18;22:2,13; | 124:13 |
| systematically (1) | teams (1) | 84:10;134:21 | 29:2;30:4;35:23; | transcript (2) |
| 91:15 | 119:12 | though (8) | 37:7;44:12;51:6; | 4:21;55:16 |
| systems (5) | technical (4) | 49:20;64:6;71:24 | 52:22;59:22;85:2,19, | transcripts (1) |
| 15:24;139:10; | 15:15;16:6;135:4; | 111:13;147:10; | 24;86:4,8;87:13; | 55:13 |
| 157:2;172:2;173:6 | 143:6 | 160:1;161:16;169:21 | 88:9;90:7,9,12,15,25; | transfer (1) |
|  | technically (2) | thought (7) | 91:2;94:22;100:2; | 137:8 |
| T | 136:4;143:25 | 69:16;82:10;118:7; | 117:9;132:1,24; | transfers (1) |
|  | Technology (7) | 120:20;139:1;146:9; | 133:3;142:18;173:12 | 74:2 |
| TAGG (1) | 69:2;110:25; | 167:16 | together (10) | Transit (3) |
| 91:10 | 134:14;161:18,18,19; | thoughts (3) | 12:8;13:8,21,25; | 38:5,9;60:22 |
| talk (10) | 164:23 | 35:10;146:11; | 19:25;46:10;70:10; | transition (2) |
| 13:8;30:10;36:2; | telecommunications (1) | 147:16 | 82:4;133:2;134:10 | 94:9;138:23 |
| 67:7;100:23;102:1; | 16:5 | three (15) | told (2) | transitioning (2) |
| 120:6;146:19; | tells (1) | 24:2;31:24;50:23; | 115:24;160:2 | 116:21;117:24 |
| 147:13;162:8 | 163:11 | 51:7;89:9;90:9; | tomorrow (4) | translate (1) |
| talked (3) | temples (1) | 92:18;97:4;99:2,10; | 52:23,24;58:17; | 103:24 |
| 48:17;113:14; | 49:15 | 102:13;107:2; | 70:19 | translates (1) |
| 148:19 | ten (1) | 112:22;122:13; | took (3) | 42:12 |
| talking (15) | 137:14 | 164:19 | 56:14;96:16;106:3 | translator (2) |
| 44:9;45:7;54:14, | tend (2) | three-year (1) | top (4) | 103:23;105:18 |
| 17;59:8,9;60:25; | 111:12;170:8 | 86:23 | 24:9;49:5;159:10; | transparency (5) |
| 64:18;110:12;114:8; | tendency (2) | thrive (2) | 163:10 | 38:18;46:13;48:5, |
| 124:3;143:20; | 8:20;9:16 | 92:2;98:7 | topic (1) | 7;61:22 |
| 145:25;147:15; | tenure (1) | throughout (8) | 150:18 | transparent (9) |
| 156:24 | 126:11 | 16:17;28:17;52:11; | total (4) | 29:19;38:20;44:24; |
| talks (1) | ten-year (1) | 59:17;138:20; | 67:24;109:20 | 45:5,21;62:14;79:24; |
| 101:11 | 21:10 | 142:23;150:20;164:2 | 113:13,16 | 80:19;85:21 |
| target (1) | term (1) | throw (3) | totality (1) | transportation (3) |
| 97:9 | 122:9 | 30:5;32:10;137:21 | 150:6 | 17:21;96:11;145:3 |
| taught (1) | terms (7) | Tiede (8) | totally (4) | treatment (2) |
| 162:7 | 34:14;47:18; | 90:11;108:14,24; | 54:7;72:2;139:8; | 50:16;52:15 |
| $\boldsymbol{t a x}(1)$ | 109:24;111:25; | 109:2,2;123:24; | 152:5 | tremendous (1) |
| 25:8 | 120:21;121:12;144:2 | 124:2,14 | touch (3) | 133:16 |
| teach (2) | terrible (2) | timeframe (4) | 102:3,8;152:1 | trial (1) |
| 36:18;53:21 | 162:5,11 | 58:18,21;65:16,17 | tough (1) | $33: 1$ |
| teacher (6) | test (5) | timeline (9) | 139:13 | triand (1) |


| 55:16 | 151:17,22;166:9 | 23;80:2;87:22;88:21; | 94:21 | votes (1) |
| :---: | :---: | :---: | :---: | :---: |
| trigger (1) | types (4) | 95:22,24,24;98:14; | various (12) | 74:16 |
| 125:20 | 41:15;55:8;95:16; | 101:22,23;104:12; | 10:9;14:2;25:6; | voting (3) |
| Trinity (2) | 134:18 | 106:14;108:3,8; | 52:10;59:17;60:25; | 51:6;74:11;75:23 |
| 112:13,23 | typical (2) | 111:17;117:16; | 66:21;118:11;119:3; |  |
| true (1) | 51:1;93:10 | 118:5;121:22;130:2; | 122:7;138:21;146:19 | W |
| 128:17 | Typically (2) | 132:21;139:21; | vendor (3) |  |
| truly (4) | 49:10;55:4 | 142:23;144:11; | 110:15;166:9; | wait (11) |
| $\begin{aligned} & \text { 36:21;79:22;160:9; } \\ & \text { 170:6 } \end{aligned}$ | U | $\begin{aligned} & \text { 146:12;152:4;160:5; } \\ & \text { 161:14;162:25; } \end{aligned}$ | 168:8 | $28: 14,23,24 ; 43: 18$ |
| trust (4) | U | $164: 25 ; 173: 1$ | 157:23 | 96:18;155:12;171:14 |
| 45:20;47:22;79:25; | ugly (1) | updates (4) | venture (1) | waiting (1) |
| 123:6 | 30:11 | 162:17,18,21,23 | 152:25 | 136:7 |
| trustees (1) | U-Haul (1) | upgraded (1) | Verdelia (2) | waive (1) |
| 90:13 | 124:7 | 71:9 | 108:17;116:15 | 145:21 |
| truth (19) | UNANIMOUS (6) | upload (1) | versus (2) | waived (1) |
| 10:22,22,23;22:25, | 6:1;19:2;78:20; | 76:3 | 34:11;150:1 | 151:9 |
| 25;23:1;71:1;88:24, | 155:9;171:6;174:1 | uploaded (2) | video (3) | waiver (15) |
| $24,25 ; 108: 20,21,21$ | unbelievable (1) | $69: 5,11$ | 133:5;163:19; | 82:23;134:13; |
| 132:10,10,11;158:9, | 151:22 | upon (5) | 164:21 | 139:11;140:4,22; |
| 9,9 | unclear (2) | 40:22;41:11;46:12; | videos (3) | 141:9;145:13,13,16; |
| try (12) | 119:23;145:12 | 55:12;62:5 | 163:13,14;164:12 | 147:6,13,18;152:17; |
| 8:7;9:14;33:17; | under (15) | upper (2) | viewing (2) | 155:7;170:17 |
| 37:16;58:16;59:24; | 7:14,17;22:13,16; | 160:16;163:6 | 4:18;104:6 | waivers (13) |
| 60:4,7;144:2;158:16; | 26:4;69:1;80:19; | upset (1) | violate (1) | 131:10,11;133:19; |
| 159:16;162:1 | 88:8,12;91:6;111:17, | 51:23 | 46:21 | 136:10,21;137:25; |
| trying (15) | 18,23;132:3;160:22 | upward (1) | virtual (18) | 142:8;146:13; |
| 56:2;59:20;64:19; | underneath (1) | 120:25 | 18:1;20:13,18; | 148:14;154:24; |
| 69:20;70:7;72:8; | 167:15 | use (11) | 133:25;134:3,14,18; | 155:17,23;156:1 |
| 80:23;117:12; | underserved (3) | 26:25;30:17;31:16 | 135:2,11;136:15; | waives (1) |
| 139:13;143:7;144:8; | 90:17,23,25 | 56:15;65:25;67:9; | 137:13;148:9; | 138:9 |
| 152:7;166:12; | uniform (3) | 134:14;154:8; | 149:16;152:22; | waiving (1) |
| 168:10;169:11 | 72:1;91:18,18 | 164:13;165:24;166:2 | 153:6,8,23;154:9 | 154:9 |
| turn (2) | uniforms (4) | used (15) | vision (4) | walk (5) |
| 67:19;169:21 | 48:22;49:17;71:24; | 24:23;45:22;52:8, | 23:20;156:25; | 11:13,20;21:24; |
| turnaround (3) | $72: 3$ | 9;54:13;56:5;60:13, | 157:1;173:5 | 65:24;92:4 |
| 65:18;111:3;114:9 | unintended (3) | $23 ; 99: 24 ; 102: 20$ | visit (1) | walked (1) |
| turning (2) | 83:12;143:22; | 112:10,21,25;125:15; | 20:1 | 44:18 |
| 148:10;160:11 | 144:11 | 151:12 | visited (2) | walking (1) |
| turnover (1) | unique (3) | using (3) | 118:10;123:2 | 66:17 |
| 114:17 | 26:21,25;27:13 | 93:25;114:3 | visual (1) | walk-through (1) |
| tutoring (3) | unit (1) | 165:21 | 96:10 | 12:18 |
| 14:15;20:3;37:23 | 163:16 | usually (1) | voice (1) | walls (2) |
| twelve (1) | United (1) | 125:17 | 7:8 | 16:20;95:25 |
| 137:14 | 23:25 | utilize (2) | void (1) | wants (6) |
| two (42) | units (5) | 66:1;141:13 | $167: 12$ | 33:22;38:2;43:14; |
| 8:2;11:13;12:3,13; | 139:11;159:16; | utilized (3) | volunteers (1) | 51:25;60:1;137:10 |
| 14:25;17:7,12;24:6, | 162:1;163:25;166:7 | 41:11;53:22;55:9 | 124:3 | Washington (1) |
| 13;32:8;38:15;40:10; | University (4) | utilizing (4) | vote (19) | 24:7 |
| 45:8;47:18,20;50:14; | 93:5;94:25;96:6,13 | 112:23;114:12; | 7:15,16;19:5; | waste (1) |
| 52:12;55:25;58:23; | unknown (1) | 135:3;148:14 | 22:13,15,16;61:14; | 133:6 |
| 61:13,15;62:3;75:24; | 83:12 |  | 76:7,12,17;79:4;88:9, | watch (1) |
| 81:11;82:3,25;93:22; | unless (1) | V | 10,11,12;128:9; | 162:7 |
| 97:1;111:22;112:21; | 13:13 |  | 132:3,4;171:16 | way (29) |
| 114:20;116:18; | up (57) | valid (1) | voted (38) | 13:8,10;26:16; |
| 126:4;134:17; | $7: 10 ; 9: 23 ; 12: 3,10$ | $120: 19$ | 19:8,14,19,23;20:5, | 30:11;32:6;33:24; |
| 141:13,21;159:14; | 14:19;15:10,18; | validity (1) | 11;79:12,19;80:7,13, | 34:2;46:8;59:22; |
| 161:16;164:11; | 17:14;22:22;25:12; | 149:2 | 21;81:3,17,25;82:6, | 74:19;76:17;88:1; |
| 168:4;177:25;179:25 | 30:13;31:10,18;32:9; | valued (1) | 10,14,22;83:3,10,17, | 91:16;93:1;103:5; |
| type (11) | 39:22;40:11;49:21; | 170:3 | 25;84:5,9,15,21; | 116:17;136:25; |
| 102:8;119:13,14; | 52:23;53:25;56:20; | variable (1) | 128:9,20;129:8,14, | 140:23;142:25; |
| 122:15;124:25; | 61:4;63:1,23;64:21; | 144:19 | 21;130:5;155:16,22; | 157:6;160:13; |
| 134:19,23;139:2; | 65:13;66:12;68:21, | variety (1) | 156:5,19;172:6,17 | 161:20,24;163:16; |

164:1;166:2,3;167:7; 170:21
ways (2)
36:22;146:19
wear (2)
71:23;72:1
wearing (2)
66:18;72:4
weather (1)
69:17
weave (1)
164:16
web (1)
165:8
Webinar (1) 57:2
website (13) 4:20,22;29:15; 55:3;68:16,17,23; 69:10;70:21;71:2; 158:24;159:2;160:15
week (1) 162:21
weekend (1) 37:24
weekends (1) 36:10
weekly (2) 162:14,16
weeks (5) 8:12;33:6;92:6; 137:14;143:25
welcome (3) 4:5;40:15;126:18
welcomed (1) 70:25
welcoming (1) 72:14
well-rounded (3)
89:16;103:10,14
west (3)
96:7,22;119:22
what's (12) 9:4,21;15:6;28:18; 36:25;58:9;74:13; 114:3;121:16; 146:18;162:19;163:8
whatsoever (2) 51:22;53:24
wheels (1) 148:10
whenever (4) 47:11;140:4,17; 148:8
where's (1) 92:7
wherever (1) 121:20
white (3) 51:17;82:19; 158:20
whole (14) 10:22;22:25;32:15;

33:13;88:1,24;91:13;
108:21;113:21;
115:24;132:10;
146:3;158:9;172:24
who's (3)
28:6;90:4;158:13
whose (1)
151:9
width (1)
139:3
Williams (1)
89:11
willing (1) 157:5
window (1) 152:4
wing (1) 120:6
Winston (3) 89:8,10,11
win-wins (1) 109:14
wise (1) 31:24
wishing (4) 7:3;22:2;87:16; 131:16
within (17) 12:25;14:22;28:1; 38:15;73:23,24; 134:3;136:13,15,24; 140:23;141:5; 143:24;153:2,14; 165:12,19
without (5) 9:7;51:14;63:9; 115:18;162:1
witness (1) 118:11
WITNESSES (5) 10:24;23:2;89:1; 132:12;158:10
witnessing (1) 61:24
Witonski (27) 34:4,6,8;158:1,3, 13,15,19;166:17,20, 21;167:2;168:11,14, 18,21,23;169:5,23; 171:8,9,15,21;172:4, 8,25;173:8
wonderful (8) 11:15;30:16;33:16; 38:6;40:5;61:4; 70:14;107:3
wondering (2) 58:18;77:6
word (7) 29:12;58:20;60:12, 15;121:16;127:2; 170:20
wording (1) 68:17
words (6)
7:22;10:1;13:19; 36:18;78:10;165:3
work (23)
8:7,13;10:12;12:8; 13:8;19:25;20:7;
29:17;36:9;41:13;
72:6,7,15;96:3;
117:15;122:21;
137:17;138:11;
152:21;154:8,12;
163:18;173:15
worked (3)
29:17;35:15;38:20
working (15)
7:25;35:16;37:19;
58:6;76:5;81:13;
86:2;110:16;136:11;
153:6,21,23,25;
157:22;160:21
workplace (1) 151:17
works (2) 60:6;125:24
World (3) 23:22;146:13,21
worry (1) 89:23
worth (1) 72:9
woven (1) 164:1
wraparound (2) 25:5;41:12
write (5) 19:4;113:5;159:22; 162:3;163:16
writers (1) 159:20
writing (1) 159:25
written (5) 144:21;152:11; 155:13;163:18; 164:17
wrong (5)
15:4;50:17;52:15; 15:4;50:17;52:15
149:18;163:5

| $\mathbf{Y}$ |
| :---: |
| 'all (4) <br> $114: 15 ; 115: 24 ;$ <br> $116: 1,4$ | 114.15,115:24; 116:1,4

y'all's (1) 133:6
Yarberry (20) 90:10;108:8;112:1, 1,7,9,12,17,20;113:4, 7,11,15,22;114:2,5, 10,19;115:1,5
year (51) 13:21;24:4,9;

26:13,13;27:15,21;
28:3,16,18;29:16;
30:24;31:2,6;32:3;
33:22;37:12;40:1;
43:4;51:24;61:6;
62:7,13;65:11;73:18;
77:9;80:4;92:18;
94:19,20;104:9;
110:2,13,14,22;
113:25;114:1,11;
120:12;123:20;
128:17;139:14;
144:20,23;145:7;
152:21;153:13;
162:22;163:6;
164:22;169:9
years (25)
8:1,2,3;14:25;17:7,
12;23:22;24:2,6,14;
35:14,15,15;47:18,
20;56:15;59:21;60:4;
61:12;62:4;93:22;
97:2;100:25;122:13;
159:14
year's (5)
43:25;56:22,24;
57:13;58:1
yesterday (2)
11:13;113:10
YMCA (1) 124:4
younger (1)
145:15
youngster (1)
66:17
youngsters (2)
37:25;60:21
$\mathbf{Z}$

| Zip (1) |
| ---: |
| 63:16 |
| zone (1) |
| $16: 18$ |


| 1 |
| :--- |
| $1(13)$ |


|  |
| :--- |
| 1 (13) |
| 6:7;30:24,25; |

31:17,18,20;110:4;
127:7;175:25;
176:25;178:25;
180:25;181:25
1\% (1)
135:14
1,600 (1)
131:8
1.2 (1)

93:12
1.5 (1)

10 (2)
130:24;140:3

10,000 (1)
164:5
10:15-10:35 (1)
86:12
100 (3)
27:24;50:21;68:12
100- (1)
73:9
100\% (2) 91:7;94:1
10-0-3a (1) 127:7
100-student (1) 73:2
10-12 (2) 135:24,25
10th (4) 56:20;143:25; 144:7;169:14
11 (4) 14:23;29:23;35:15; 96:13
11\% (2) 107:22;109:5
11:38-11:45 (1) 130:15
119 (1) 91:4
12 (9) 21:6,12,18;23:17; 56:1;96:15;139:25; 140:3;146:6
12\% (1) 39:24
12:46 (1) 174:5
12th (1) 29:4
13,000 (1) 109:7
14 (2)
6:11;92:24
140 (1) 114:8
15 (3) 8:1;21:14;96:16
15\% (1) 91:8
15.8\% (1) 109:3
1500 (1) 68:8
15-16 (1) 107:14
15-minute (1) 86:11
16,000 (1) 109:11
16-17 (1) 110:3
17 (1) 69:18
172 (1)

| 28:23 | 8:22 | 21:18;30:14;31:15; | 14:23;139:25; |  |
| :---: | :---: | :---: | :---: | :---: |
| 17th (1) |  | 68:7,10,11,13,14; | 146:5 |  |
| 29:5 | 3 | 73:7,10;74:23;75:9; | 90 (2) |  |
| 18 (3) |  | 117:22 | 66:21;154:13 |  |
| 4:3;35:14,14 | 3 (1) | 504 (7) | 900 (2) |  |
| 18,900 (1) | 86:15 | 42:6;43:2;138:8; | 67:24;68:8 |  |
| 109:9 | 3,000 (1) | 145:17;147:25; | 90-minute (2) |  |
| 180 (1) | 6:15 | 148:20,23 | 154:6,14 |  |
| 94:23 | 30 (2) | 504s (3) | 90s (1) |  |
| 18th (1) | 43:3;116:23 | 42:10,12;43:3 | 36:4 |  |
| 128:12 | 30\% (2) | 5-8 (1) | 9-12 (7) |  |
| 19 (1) | 24:20;94:19 | 95:2 | 131:7;135:24; |  |
| 157:15 | 300 (5) | 5th (4) | 136:1;147:7,17,18; |  |
| 19th (2) | 12:13;24:5,6; | 95:1,3,6,8 | 148:6 |  |
| 23:24;29:2 | 39:23;64:17 30th (2) | 6 | 9th (28) $\qquad$ |  |
| 2 | 26:12;27:23 |  | 137:4,24;138:2; |  |
|  | 319 (2) | 600 (1) | 140:2,7,13,24; |  |
| 2 (6) | 108:1;109:20 | 32:2 | 141:14,15;143:3,10, |  |
| 5:11;20:25;21:3; | 33\% (1) | 6-12 (1) | 24,25;144:6,23; |  |
| 22:22;177:25;179:25 | 119:1 | 163:6 | 145:1,8;148:16; |  |
| 2,000 (1) | 34 (1) | 616 (1) | 150:5,7;151:24; |  |
| 157:19 | 32:1 | 28:23 | 152:5;156:14;169:13 |  |
| 20 (13) | 350 (1) | 63\% (1) |  |  |
| 5:7;7:5,8;22:4,6; | 147:9 | 93:9 |  |  |
| 87:18,20,24;88:4; | 360 (4) | 667 (1) |  |  |
| 131:18,20;159:20; | 65:6;137:5;147:10; | 28:21 |  |  |
| 160:8 | 151:10 | 6711 (2) |  |  |
| 200,000 (1) | 365 (1) | 94:22;119:22 |  |  |
| 25:3 | 16:12 | 6-8 (1) |  |  |
| 2003 (1) |  | 95:1 |  |  |
| $130: 24$ $2004(1)$ | 4 | 7 |  |  |
| 21:6 | 4 (2) |  |  |  |
| 2006 (1) | 86:20;130:19 | 7 (3) |  |  |
| 131:3 | 4.84 (1) | 21:12,17;23:17 |  |  |
| 2007 (1) | 97:22 | 70 (2) |  |  |
| 21:10 | 40 (2) | 27:24;38:6 |  |  |
| 2008 (1) | 32:1;57:22 | 70\% (2) |  |  |
| 86:20 | 400 (7) | 66:1;82:18 |  |  |
| 2010 (1) | 21:13;73:6,12; | 79\% (1) |  |  |
| 131:4 | 74:23;75:9;78:11,12 | 93:14 |  |  |
| 2012 (1) | 41\% (1) | 7th (2) |  |  |
| 21:11 | 27:8 | 28:22,24 |  |  |
| 2013 (2) | 432 (1) | 8 |  |  |
| $2014 \text { (2) }$ | $87: 1$ $45 \%(2)$ | 8 |  |  |
| 21:14;86:24 | 27:10;57:22 | 8 (1) |  |  |
| 2015 (2) | 48 (1) | 94:24 |  |  |
| 131:6;157:15 | 55:24 | 8:30 (2) |  |  |
| $\begin{aligned} & 2016 \text { (3) } \\ & 4: 3 ; 5: 7 ; 6: 11 \end{aligned}$ | 5 | $\begin{aligned} & \text { 173:17,18 } \\ & \mathbf{8 3 \%} \text { (3) } \end{aligned}$ |  |  |
| 2016-17 (1) | 5 | 83\% $91: 5,8 ; 122: 18$ |  |  |
| 57:14 | 5 (5) | 84\% (1) |  |  |
| 2017 (1) | 7:10;88:5;131:22; | 93:16 |  |  |
| 152:12 | 157:11,12 | 8th (13) |  |  |
| 22\% (1) | 5- (1) | 56:18;95:8;122:14, |  |  |
| 24:18 | 94:23 | 19;160:9;163:8; |  |  |
| 235 (1) | 50 (3) | 169:5,6,8,9,9,10,11 |  |  |
| 28:24 | 37:11;135:9,12 |  |  |  |
| 24/7 (1) | 50\% (1) | 9 |  |  |
| $16: 12$ $\mathbf{2 7 0 , 0 0 0}$ | $93: 11$ $500(13)$ | 9 (3) |  |  |

