



TWO RIVERS BOARD OF TRUSTEES

January 12, 2026

Call to Order

Chair Carne called the January 12th meeting of the Two Rivers Board of Trustees to order at 6:07 PM at Young Elementary School with a quorum of Trustees present. Trustee Smith was not present. Trustee Proffitt joined the meeting at 6:13pm and Secretary Jacobs joined at 6:45. Chair Carne opened the meeting by explaining that the meeting would be held per the Open Meetings Act and recorded.

Roll Call

Board Members

Elle Carne, Chair	Present
Derek Pierce, Vice Chair	Present
Mike Jacobs Jr., Secretary	Present
Faisal Awwal, Treasurer	Present
Alyssa Brunner, Trustee	Present
Elaine Hou, Trustee	Present
Malik Husser, Trustee	Present
Jessica Proffitt, Trustee	Present
Erin Sheehy, Trustee	Present
Ahna Smith, Trustee	Absent
Belicia Reaves, Executive Director and Ex Officio	Present

Others Present

Michelle Kimso, Special Project Manager for the Office of the Executive Director
Bridget Jackson, Chief of Staff
Aqueelha James, Chief Academic Officer
Gail Williams, Chief Operating Officer
McKenzie Baecker, 4th St Elementary Principal
Anya Stockburger, 4th Street Parent
Rena Rudavsky, 4th Street Parent
Raj Thomas, Trustee-Elect

Approval of Meeting Agenda

Trustees Jacobs and Proffitt were not present, all other Trustees voted to approve the agenda.

Approval of the October 20, 2025 Minutes

Chair Carne suggested an amendment to the minutes be added that all financial memos presented to the Board were unanimously approved. Trustee Jacobs and Proffitt were not present, all others voted to approve the amended minutes.

Public Comments

Rena Rudavsky, 4th Street Parent, shared that she is an actively involved parent and being an involved parent at Two Rivers is hard. The barriers to being an involved parent include one network messaging, school fundraising, and communication. Rudavsky encouraged the school to break down barriers and build a multi-pronged educational community.

Executive Director Report

Executive Director Reaves shared the Mission Moment, of the first elementary schools one act plays. For enrollment, 100% of enrolled students were accepted and confirmed by OSSE. The academic update included OSSE Accountability Scores of 4th St Elementary 45.4%, Young Elementary 40.1%, Middle School 19.7%, noting that the elementary schools are moving in the right direction. The Middle School has a designation of a Targeted Support and Improvement School by OSSE, in which the school has created an action plan. For the Semester 2 Action Plan, Two Rivers is implementing targeted supports for identified subgroups, intensive instructional coaching, tiered student interventions, frequent progress monitoring, and leadership modeling and feedback. Reaves also shared that Young earned double digit gains, up from 24% to 40.1%.

Trustees asked questions around if being in the lowest 5% of schools comes with additional resources and what is the earliest they can know that the strategies implemented are working. Reaves responded that there are not additional resources, but that targeting specific things such as short cycle-assessments already started in December.

Reaves then shared the development update that Two Rivers has raised over \$26,000 of the \$30,000 goal for the Back to Basics Campaign. Additionally, Trustees were invited to mark their calendars for Celebration of Learnings, Share the Love Week, Black History Month Evening Event, and Ms. Brenda's Day of Service.

Strategic Plan

Chief Operating Officer Williams shared an update on Goal 3 of the Strategic Plan, to build sustainable operational and financial systems that will support the future of Two Rivers. The core areas include: how does Two Rivers ensure building and using knowledge management systems through codifying and documenting processes, building financial systems that allows the school to live within it's means, and working towards the current revenue paying for the mortgage. At the start of the Strategic Plan, Two Rivers was at 10%, and is currently at a net income of 12%. Staff perception is hitting the metrics with the Strategic Plan answering the question of, how do staff know where to go and who do they know to talk to. With regards to systems, Two Rivers is focused on sustainability through staff transitions. For long term financial goals, Two Rivers is building a comprehensive development plan with a clear template and methodologies. For data, ensuring that in every thread there is a mindset that staff are data driven and building dashboards where staff can access the data.

Trustees asked a question around one of the indicators not being green in the heatmap. Williams shared that the work started later than other work, but trends are moving in the right direction.

Finance

Treasurer Awwal shared the memo below which were previously shared with Trustees.

- RTU Replacement - Two Rivers is replacing the poured-in-place playground surface at Young Elementary School. The surface is eleven years old, and upon an inspection by OSSE and Two Rivers facilities management vendor, PMM, it was determined that the amount of divots formed under the surface will make it a serious safety hazard before its scheduled end of useful life in 2028. Students are not in any immediate danger; however, we want to replace the surface as soon as possible. Therefore, the project will be completed in April during the school's spring break. In procuring a contract for playground replacement, Two Rivers followed the Public Charter School Board's procurement policy. A request for proposals was advertised in the DC Register, Washington City Paper, and Washington Informer on November 28, 2025. Two proposals were received: HEP Construction (\$145,000) and Playground Specialist (\$107,000).
- Recommendation - Two Rivers requests approval to contract with Playground Specialist for a total of \$107,000 in FY26.

Trustees asked a question around the tradeoff, if the money from the playground was being reallocated from money for the A/V upgrade. COO Williams shared that after the RFP was run, there was surplus from A/V upgrade, which is being used to cover the playground. Trustees also asked if other playgrounds had been surveyed? Williams replied that a needs assessment of all playgrounds was completed in 2024 and that the Young playground surface replacement was slated for 2028, however with funds currently available, it is being addressed over spring break instead of over the summer.

All Trustees unanimously voted to approve the contract with Playground Specialist.

COO Williams shared that Two Rivers received the independent audit with no findings. There is no indicator of concern.

Academic

ED Reaves shared the memo below which was previously shared with Trustees.

- ASPIRE Framework - If Two Rivers chooses to adopt ASPIRE, the board must hold a formal vote to approve the charter amendment. Schools that previously adopted the Performance Management Framework (PMF) as their charter goals have two options:
 1. Adopt ASPIRE as their charter goals, or
 2. Work with DC PCSB to create new, individualized charter goals.
 Each school has until April 1, 2026 to either confirm its decision to adopt ASPIRE as its charter goals or submit a charter goals amendment application detailing its newly negotiated goals. Following the Board vote, Two Rivers will submit a form to PCSB with the minutes confirming the vote.
- Recommendation - Two Rivers requests that the Board vote to approve the ASPIRE Framework as replacement of PMF.

All Trustees unanimously voted to adopt the ASPIRE Framework as replacement of PMF.

Governance

Secretary Jacobs Jr. shared the memo below which were previously shared with Trustees.

- Vote on New Trustee - Raj Thomas - The recent resignation of Trustee John Phillips left the Board with an uneven number of Trustees at 10. In order to be in compliance with the Public Charter School Board School Reform Act requiring that all public charter school boards have an odd number of members between 3 and 15, Two Rivers' Governance Committee has decided to invite Raj Thomas, current member of the Finance Committee, to join the Board. Raj has previously worked with Two Rivers as our School Finance Manager at EdOps for over three years. Previously, he was the Head of Administration at Montessori Children's House and at Gap, Inc as their VP of Global Operations/Sr. Director of Corporate Finance. He obtained his BS in Mathematics from Michigan State University and his Masters in Accounting from the University of Houston.
- Recommendation - Add Raj Thomas as a new Trustee.

All Trustees unanimously voted to add Raj Thomas as a new Trustee.

Closed Session

The Board of Trustees unanimously voted to move to closed session under OMA (b) (10) Personnel Matter.

The Board of Trustees unanimously voted to move to open session. Chair Carne shared there was no public information to report.

Adjournment

Trustees unanimously voted to adjourn the meeting at 8:13pm.

Prepared by:
Michelle Kimso/s/
Executive Assistant

Submitted by:
Mike Jacobs/s/
Secretary