The School District of Philadelphia

Board of Education
Public Meeting
Minutes
September 22, 2022

A public meeting of the Board of Education was held in hybrid format on September 22, 2022. Some Board Members, select staff, and some registered speakers participated in-person, while others participated remotely. Members of the general public who did not attend in-person participated via Zoom meeting platform.

The meeting was convened at 4:00 p.m., by Joyce Wilkerson, President. President Wilkerson reported/commented on the following:

- Acknowledgement of the First Day of School
- Installation Ceremony of the 2022-2023 Student Board Representatives
- The Collective Bargaining Agreement with the Service Employees International Union, Local 32BJ District 1201

- The recent passing of Ernie Bennett, the longtime District Leader of 32BJ SEI
- Latinx/Hispanic Heritage Month
- A brief update on the Bluford and Daroff Charter Schools

Vice President Egea-Hinton made announcements concerning recording, copyright, participation in, and viewing of the meeting.

Roll Call, Minutes, Announcements

Lynn Rauch, General Counsel, announced that the Board met in executive Session on August 26, September 1, and September 8, to discuss confidential, privileged, quasi-judicial charter school matters; on August 29, to discuss confidential, privileged labor relations matters; and today, to discuss privileged, confidential, personnel, investigation, and quasi-judicial charter school matters, and information or strategy in connection with the following litigation: Sargent et al. v. The School District of Philadelphia, U.S. Dist. Ct. E.D.Pa., No. 22-cv-1509 (alleging equal protection and constitutional claims); and UrbEd and APPS v. The School District of Philadelphia, Phila. Cty. Ct. of Common Pleas, No. 210302041 (alleging violation of the Sunshine Act).

Ms. Rauch conducted Roll Call.

Members Present: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson *(remotely),* President Wilkerson – 9

Members Absent: 0

Attending: Tony B. Watlington, Ed.D, Superintendent

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, The minutes from the August 18, 2022 and August 26, 2022 meetings of the Board of Education were presented for approval.

Mr. Streater, Ms. Thompson *(remotely),* President Wilkerson - 9

No: 0

Installation Ceremony

Board Member Andrews provided opening remarks for the installation of the Student Board Representatives for 2022-2023, Sophia Roach, Creative and Performing Arts High School, and Angelica "Love" Speech, Kensington Creative & Performing Arts High School. Remarks were provided by Mayor Jim Kenney, Superintendent Tony Watlington, Creative and Performing Arts School Principal Joanne G. Beaver, and Kensington Creative & Performing Arts High School Principal Patricia M.McDermott-Fair.

President Wilkerson introduced a motion for a voice vote to affirm the selection of Sophia Roach and Angelica "Love" Speech as the new Student Board Representatives.

The vote was as follows:

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson - 9

No: 0

President Wilkerson administered the Oath of Responsibility. Following administration of the Oath of Responsibility, Student Board Representatives Sophia Roach and Angelica "Love" Speech provided remarks.

Special Recognitions

President Wilkerson invited representatives from the Council of the Great City Schools and Scholastic to present a plaque to Akeere Scott, Principal of Meade School, Dr. Watlington and the Board of Education.

Committee Reports

Board Member Thompson provided a report from the Parent and Community Advisory Council, including:

- Participation of Advisory Council members in Dr. Watlington's Transition Team
- Sharing concerns of members' school communities about the Mask Policy implemented for the first 10 days of school
- Sharing their various school communities' Back to School experiences
- Recognizing next week as Deaf Awareness Week/International Deaf Awareness Week, which focuses on accomplishments and rights of people with hearing impairment, and thanking the School District via our educators and support staff for providing our students who are deaf/hard of hearing the necessary support and services to ensure their education and ability to thrive in society

Superintendent Remarks

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, President Wilkerson invited Dr. Watlington to provide remarks. Dr. Watlington reported/commented on:

- Action Item 26 - Ratification of Collective Bargaining Agreement with 32BJ SEIU Local 1201

- School Opening

Dr. Watlington invited the following staff to provide reports:

- Reggie McNeil, Chief Operating Officer
- Evelyn Nunez, Chief of Schools
- Larisa Shambaugh, Chief Talent Officer

Copies of presentations are included with meeting materials.

Public Testimony and Registered Student and General Speakers

Board Member Salley acknowledged the receipt of and summarized written testimony submitted to the Board from:

- Laura Johnson
- Beth Devine
- Diane Payne

Complete copies of the written testimony are included with the meeting materials.

The meeting was opened to the public for presentation of statements by registered student speakers and general speakers. Ms. Rauch provided the applicable provisions of the speakers' policy for the meeting.

The following individuals spoke:

Gwendolyn Roth, student, shared her experience with leveling within her school and asked that leveling not occur.

Lisa Haver, community member, expressed concerns regarding the Board's use of their time during Board meetings.

Kristin Luebbert, District staff member, shared part three of her teacher retention testimony and expressed concerns regarding principal and teacher accountability throughout the District.

Lynda Rubin, community member, expressed excitement over the appointment of four African American teachers in core subject areas at Martin Luther King High School and shared that she looks forward to seeing an increase in African American male teachers in classrooms across the District.

Renee Porter-Sanders, parent, thanked the District and Charter Schools Office for their partnership and support as Mastery prepares to build an athletic center in the Germantown community.

Leah Clouden, community member, talked about the state of education and urged the Board and District to return back to the basics in the District's curriculum and the impact that education has on the Philadelphia community.

The following individuals expressed concerns regarding School District building conditions and air ventilation in classrooms:

- Eleanor Black, student
- Jan Chanin, community member
- Lizzie Rothwell, Parent

Horace Clouden, PCAC Member, expressed concerns regarding Action Item 22 and urged the Board of Education to vote against the action item and challenge the District to hold professional development in the Administration Building. He also questioned the lack of aquatic instruction for high school students and questioned why the District cannot implement this programming in schools immediately.

Ilene Poses, community member, shared feedback that she has heard during Dr. Watlington's District-wide listening session and expressed concerns over the District's decision to enter into various contracts for work that allegedly could be completed utilizing local companies and resources.

Gail Clouden, community member, expressed concerns regarding the state of education and urged the Student Board Representatives to go into the community and learn about what's happening in schools across the city.

Lynn Landes, community member, expressed concerns regarding the District's COVID-19 policies and questioned the validity of the research that the District is utilizing to support their policies.

Wendy-Anne Roberts-Johnson, community member, shared information about the importance of out of school time programming such as her organization Need In Deed, and urged Dr. Watlington to establish an Office of Extra-Curricular Programs to support providers who engage with the District to provide programming to students.

Vincent Feldman, parent, expressed concerns regarding lack of teachers in schools and questioned if the District's COVID-19 vaccine policy impacts the District's ability to attract high quality teachers for school instruction.

Rahul Ganesan, parent, expressed concerns regarding the District's COVID-19 policies and procedures.

Caroline Thorn, parent, expressed concerns regarding resource allocations in schools including leveling.

Meeka Outlaw, parent, expressed concern regarding school bussing for older children, shared her son's recent experience while riding SEPTA and questioned whether the District would allow parents to pay for their children to have a seat on school transportation.

Goals and Guardrails

Board Member Salley introduced and she and Board Member Streater facilitated the Board's Goals and Guardrails monitoring session to review progress toward Goals 4: is the percentage of students who are proficient on all three state high school assessments (Algebra, Literature, and Biology) by the end of their 11th grade year with a growth target of moving from 26.1% in August 2019 to 52.0% by August 2026 and Goal 5: is the percentage of Career and Technical Education (CTE) students who pass an industry standards-based competency assessment by the end of their 12th grade year will grow from 54.5% in August 2019 to 80.0% in August 2026. Board Member Salley provided an overview of the development and adoption of the Board's Goals and Guardrails, along with the process for monitoring. Board Members and Superintendent Watlington presented an overview and engaged in an in-depth discussion of the Goals and Guardrails monitoring session, including as summarized below.

Board Member Salley shared the following requests were made at the previous monitoring session for Goals 4 and Goal 5:

1. The District's CTE strategy has revolved around improvements in ELA and Math, however there is also a correlation between the NOCTI and industry feedback. The Board hoped to receive information on the District's CTE strategy beyond Reading and Math.
2. Secondly, we last discussed the need for every school/program to have a community advisory group of business professionals in the industry designed to support District pipelines and goals. The Board would like to receive an update on progress here, if any.
3. Tangentially, the Board would like to see how the program curriculum correlates to success of the CTE students and programs. The Board eagerly anticipates District discussion around CTE centric strategy as well as a breakdown on how students perform academically within the different trades.
4. Lastly, the District submitted an action item asking the Board for approval so that a company can audit all-CTE programs for effectiveness and alignment to workforce demands. The Board requests an update if there have been any developments.

Dr. Watlington provided an assessment of progress toward Goals 4 and Goal 5, noting the District's CTE strategy has revolved around improvements in ELA and Math, however there is also a correlation between the NOCTI and industry feedback. Dr. Watlington noted that this served as the fourth progress monitoring cycle for this goal, and the second for the 2021-22 school year, shown on the timeline by the green box. This check-in covers the entire 2021-22 school year. Dr. Watlington shared that the District would be reporting on changes from Fall to Spring on the Star ELA and Math assessments for students in grades 9-11 and final grades for career and technical education students in grades 10 and 11.

The following staff provided reports:

- Dr. Tonya Wolford, Chief of Evaluation, Research, and Accountability
- Dr. Malika Savoy-Brooks, Chief of Academic Support
- Dr. Evelyn Nunez, Chief of Schools

Following Dr. Watlington and team's presentation, the Board engaged in a discussion and question and answer period. Board Member Streater stated that the Board has accepted the Superintendent's report on the progress towards Goals 4 & 5. Board Member Streater summarized the District's report on Goals 4 & 5, noting that outcomes monitored this session found that the District has been successful in not experiencing any losses over the past months. As it relates to Goal 5, the District has had incremental increases in the data suggesting that student attendance and performance in literacy and math have been found to be tied directly to outcomes. Board Member Streater also noted that within CTE the District has reported that student attendance specifically appears to be the driving force behind the data.

Board Member Streater shared that the Board has requested more information on teacher and student attendance, student engagement, and structured problem solving (SMART goals). Board Member Streater also shared that Dr. Watlignton confirmed that his upcoming strategic plan will include SMART goals that are attainable and would be the basis for all evaluations throughout the District. The Board also wishes to have more information from the District on how we know Common Planning Time is working (the cause and effect). The Board also requested (and Dr. Watlington confirmed) that there will be an audit for CTE, additional analysis into the multivariate issues within the data, making sure students are in their correct programs, and whether the STAR Assessment is simply a memory test or a true assessment of ability as intended. The Board found it problematic that there may be issues surrounding a student's ability to transfer out of a CTE track should that student decide they no longer wish to pursue it.

Consideration of Action Items

President Wilkerson described the process of how Action Items will be presented for consideration.

- Action Items Nos. 2 and 27 were withdrawn by staff.
- Action Items Nos. 1, 3, 4

- Action Items Nos. 5 and 6 will be considered as Group 2 - Talent Items
- Action Items Nos. 16 will be considered as Group 3 - Operations Items
- Action Items Nos. 19 and 20 will be considered as Group 4 - Academic Support Items
- Action Item No. 22 will be considered as Group 5 - Schools Items
- Action Item Nos. 7-15, 17, 18 , 21, and 23-26 will be presented together.

Item No. 1. Approval of Personnel Terminations (Updated 9.22.2022)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 2. Administration's Recommendation for Termination of Professional Employees - WITHDRAWN BY STAFF

Item No. 3. Approval of Personnel Hires (Updated 9.15.2022)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 4. Approval of Retirements and Resignations (Updated 9.22.2022)

Board Member Thompson expressed concerns regarding the number of resignations in key areas such as special education. Larisa Shambaugh, Chief Talent Officer provided a response.

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 5. Contract with Lyra Health, Inc. Behavioral Health Provider ($2,200,000)

Board Member Thompson asked about data used to assess this provider for the services that are needed and how the District will hold the vendor accountable. Larisa Shambaugh, Chief Talent Officer, provided a response.

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 6. Amendment to Contract with Magnum Integrated Marketing - Recruiting Marketing Campaign ($1,129,000) - Updated 9.14.2022

Board Member Salley asked if the Board should anticipate additional actions following the Talent department's review of the current Talent Office. Larisa Shambaugh, Chief Talent Officer, provided a response. Board Member Thompson asked questions to understand if this specific vendor has

already attempted to support the District in recruiting efforts and whether they have been successful in their efforts thus far. Larisa Shambaugh, Chief Talent Officer, provided a response.

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 7. Capital Award at Various Locations - Intermediate School, Feltonville, Robeson High School, Paul, Garden Elementary School, Spring - ($8,417,970)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 8. Ratification Amendment of Contract with Schrader Group Architecture, LLC for Professional Design Services at the Anne Frank Elementary School - Addition and Major Renovations - No Cost Time Extension

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 9. Ratification Amendment of Contract with Godshall Kane O'Rourke Architects, LLC for Major Renovation Project - James Rhoads Elementary School - No Cost Time Extension

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 10. Amendment of the Contract with Various Vendors for Supplemental Professional Mechanical, Electrical, and Plumbing (MEP) Design Services ($5,000,000)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 11. Change Orders at Various Locations ($284,821)

Board Member Thompson asked clarifying questions and for information about design errors and omissions attributable to the vendor. Reggie McNeil, Chief Operations Officer provided a response.
Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 12. Ratification Amendment of Contract with Gannett Fleming, Inc. for HVAC Design Services at Elkin Elementary School - No Cost Time Extension

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 13. Contract with Mobilease Modular Space Inc. Modular Building at Shallcross Bus Depot ($1,786,840)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 14. Authorization of Agreement with Various Vendors - Maintenance Supplies - $20,000,000

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 15. Contract with Tealbook, Inc. - Supplier Data Platform ($100,000)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 16. Authorization of Purchase for Printing Services Equipment with Ricoh USA, Inc. - $90,000

Board Member Thompson asked a clarifying question to understand how this action item differs from Action Item 22 from the August 18, 2022 Board of Education Meeting. Uri Monson, Chief Financial Officer provided a response.

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 17. Ratification of Memorandum of Understanding with Mathies & Sons, Inc. ($0)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 18. Ratification of Acceptance of Grant from the Pennsylvania Department of Environmental Protection, On-Road Rebate Program ($468,000)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 19.Occupational Advisory Committee Members for the 2022-23 School Year - Career and Technical Education Programs

Board Member Thompson made suggestions concerning opportunities to participate on an advisory committee, and asked a clarifying question to understand how many individuals are needed for each committee. Malika Savory-Brooks, Chief of Academic Supports provided a response.

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 20 Contract with Resources for Human Development, Inc., for the Provision of Educational Services at Stepping Stones ($240,000)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 21. Contract with Demetrius Weaver - Science Leadership Academy @ Beeber ($50,000)

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 22. Contract with the Pennsylvania Convention Center ($250,000)

Board Member Thompson asked if the District could consider asking university partners to donate spaces to accommodate the two-day training needed for the professional development. Evelyn Nunez, Chief of Schools provided a response.

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 23. Agreement for Service - Carahsoft Qualtrics - Added 9.7.2022

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 24. Contract with Talson Solutions for Capital Projects Audit ($104,000) - Added 9.7.2022

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 25. Ratification Amendment of Contract with Crabtree Rohrbaugh & Associates, Inc. at Rhawnhurst Elementary School - No Cost Time Extension - Added 9.7.2022

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 26. Ratification of Collective Bargaining Agreement with 32BJ SEIU Local 1201 - Added 9.7.2022

Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9

No: 0

Item No. 27. Maritime Academy Charter School – Request for Location Change Amendment - Added 9.16.22 - WITHDRAWN BY STAFF 9.22.2022

Adjournment

President Wilkerson announced that the Board will be holding its first mandated public hearing on October 6, 2022, at 4:00 p.m., and its next regularly scheduled Action Meeting on October 20, 2022, at 4:00 p.m.

On motion, the meeting was adjourned at 9:26 p.m.

Joyce S. Wilkerson, President
Board of Education

Tony Watlington, Ed.D.
Superintendent

The School District of Philadelphia

Board of Education
Intermediate Unit 26
Minutes
September 22, 2022

A public meeting of the Board of Education sitting as the Board of Directors of the Intermediate Unit was held on September 22, 2022.

The meeting was convened at 9:26 p.m. by Joyce Wilkerson, President.

Roll Call, Minutes

Lynn Rauch, General Counsel, conducted Roll Call.

Members Present: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson *(remotely)*, President Wilkerson – 9

Members Absent: 0

Attending: Tony Watlington, Ed.D. Executive Director

The minutes from the May 26, 2022 meeting of the Board of Education were presented for approval.

> Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9
>
> No: 0

Consideration of Action Items

The following Action Items were presented for formal action by the Board of Directors of the Philadelphia Intermediate Unit 26:

Item No. 1. Contract with Assistech Systems, Inc, Cognitopia Transition Curriculum ($325,000)

> Board Member Thompson asked clarifying questions to understand if the license being purchased is for the District only or specific schools. Board Member Thompson also asked questions to understand the focus of this action on this item, and for clarification around the Pennsylvania Department of Education 13 and 14. Malika Savory Brooks, Chief of Academic Supports provided a response.
>
> Yes: Ms. Andrews, Ms. Danzy, Vice President Egea-Hinton, Ms. Lam, Ms. Fix-Lopez, Ms. Salley, Mr. Streater, Ms. Thompson, President Wilkerson – 9
>
> No: 0

President Wilkerson announced that the Board will be holding its first mandated public hearing on October 6, 2022, at 4:00 p.m., and its next regularly scheduled Action Meeting on October 20, 2022, at 4:00 p.m. On motion, the meeting was adjourned at 9:33 pm.

Joyce S. Wilkerson,
President President

Tony Watlington, Executive
Director. Executive Director