

# Annual Report

School Year 2022–2023





# Adult Public Charter School

Excellence in Adult Education Since 1985

**Academy of Hope Adult Public Charter School**

[www.aohdc.org](http://www.aohdc.org)

Ward 5 Site: 2315 18th Place, NE, Washington, DC 20018, (202) 269-6623

Ward 8 Site: 421 Alabama Ave. SE, Washington, DC 20032, (202) 373-0246

Board Chair: Barbara Jumper, D.C. Public Library

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## ■ School Mission

Academy of Hope Adult Public Charter School's mission is to provide high-quality adult education and services that change lives and improve communities.

Academy of Hope (AoH) serves adults ages 18 and older from throughout the District of Columbia, providing quality education and preparation for a high school diploma through the GED exam or the National External Diploma Program (NEDP), as well as high-level certification training in Healthcare and Information Technology. Throughout all programs, AoH integrates digital literacy, career counseling, and college preparation, and provides essential wraparound student support services.

## ■ School Program

According to Georgetown University's Center on Education and the Workforce, in the near future, entering the middle-class will require at least some education beyond high school. In the District of Columbia, 71 percent of all jobs will require education beyond a high school credential. Yet, more than 60,000 working-age adults in DC lack a high school diploma.

Low literacy and low educational attainment are root causes of poverty, unemployment, homelessness, and poor health. Adults without a high school diploma are over seven times more likely to live in poverty than those with a credential. Without the necessary skills, many remain unemployed or underemployed. District residents need opportunities to build their skills and achieve their educational goals, while also addressing their full spectrum of needs, so they are able to move forward with their lives.

Academy of Hope Adult Public Charter School (AoH) believes that education is the greatest lever for generational change: from increasing wealth-building opportunities to strengthening outcomes for adult learners and their families. At AoH, DC residents build their skills and connect to the next step of their career pathway—whether that means post-secondary education, training, or a self- and family-sustaining job.

Since 1985, nearly 850 DC residents earned their high school credential at AoH and more than 9,000 improved their basic reading, writing, math, and computer skills. In 2014, AoH transitioned from a community-based organization to an adult public charter school, serving more than 300 adults in the first year of operations under charter status. In SY 2022-23—the ninth year of operations under charter status—AoH served 1000 students.

In 2020, AoH celebrated its 35th year as a leader in adult education. The organization is more dedicated than ever to addressing the critical academic and career development needs of DC adult residents. AoH is preparing students to complete career training in high-demand industries, secure living-wage jobs, enter post-secondary education, and achieve self-sufficiency for themselves and their families.



## Quality Programming for Adult Learners at All Levels

Academy of Hope's sites in Ward 5 and Ward 8 serve adult learners from all eight wards of the District of Columbia. Ninety-six percent of learners come from households that classify as low-income, and 24 percent identify themselves as having a disability. The average adult learner entering AoH has reading, math, and digital literacy skills at the 6th-grade level or below.

Small, dynamic classes reach learners at a range of levels—from beginning literacy to college—and cover reading, social studies, writing, math, science, technology, and career awareness and preparation. Acknowledging the multifaceted dimensions of adult learners' lives, AoH offers classes during the day and evening across three terms.

Academy of Hope offers two high school credentialing options: the General Education Development (GED) exam and the National External Diploma Program (NEDP). These different options—one a timed exam and the other a competency-based model—allow learners more choice in deciding how they want to demonstrate their academic skills and abilities, thus empowering them to be life-long learners.

AoH also offers multi-level career training programs, with a specific focus on two in-demand industries: healthcare and information technology. By leveraging integrated education and training, learners receive contextualized academic and workforce training which is critical for success, especially for those who face the most significant barriers to employment and economic success. Through AoH's workforce programs, learners can earn stackable industry-recognized credentials and build the skills needed for high-wage, competitive careers.

In addition, AoH learners also have the opportunity to pursue dual enrollment with the University of the District of Columbia Community College, Catholic University, Bard College, Bay Atlantic University, Prince George's Community College, and Virginia State University.

## Providing Essential Support for Academic and Career Success

AoH learners often face significant challenges, including a lack of access to affordable childcare, housing, and transportation, as well as health issues impacting themselves and/or their family members. AoH's Student Support Services team works closely with learners to identify critical solutions, reduce the impact of these barriers, and ensure that learners can stay in school and successfully continue on their educational and career pathways.

Additionally, AoH's Career Services team addresses the challenges that learners—especially those with low literacy skills—face in finding, retaining, or advancing in employment. AoH's Employment Specialists assist all learners with discovering viable career pathways, developing career portfolios, and finding meaningful, self-sustaining employment.



## ■ Curriculum Design and Instructional Approach

Academy of Hope uses a range of instructional approaches that include project-based learning, explicit instruction, critical pedagogy, one-on-one tutoring, technology integration, and cross-curricular approaches.

AoH views teaching as a dialogue, where teachers are learners and learners are teachers. In addition, project-based learning activities allow students to actively explore real-world situations and apply learned skills to solve real-world problems.

Teachers also design instructional units of study incorporating 21st Century Worker Competencies. This approach creates a student-driven environment by providing more opportunities for students to build knowledge and collaborate with peers. Key competencies in areas of critical thinking, problem-solving, communication, collaboration, creativity, and innovation prepare students for increasingly complex life and work environments.

Explicit instructional approaches are also used, ensuring that teachers break content into manageable units when needed and provide adequate modeling and scaffolding for learners.

In order to meet the educational goals of all learners, AoH ensures all curricula are informed by research and best practices. All instructional planning is guided by the Danielson's Framework for Teaching, helping to ensure that each lesson—at every level—attends to essential teaching components such as preparation, classroom environment, learner engagement, and formative assessments.

All English Language Arts (ELA) classes value reading as a complex process and emphasize teaching strategies that help to develop engaged, strategic, and independent readers. To meet the needs of beginning readers, AoH uses the Institute for Multisensory Education's (IMSE) Orton Gillingham method, an intensive, explicit, and systematic phonics-based reading instruction program. AoH bases its higher-level reading classes on the National College and Career Readiness Standards (CCRS), which inform both the GED exam and the National External Diploma Program. These classes focus on helping learners develop and hone reading comprehension and higher order reasoning skills.

AoH's mathematical instruction is also based on CCRS, focusing on operations and the number system, algebra, geometry, measurement and data, and statistics and probability. All levels of mathematical instruction—from beginning numeracy to advanced algebra—are designed to promote both conceptual understanding, as well as computational fluency.

Academy of Hope's career training programs are designed with employer partners and based on an Integrated Education and Training model. Through this approach, workforce learners receive simultaneous instruction in core content, as well as industry training in a meaningful, contextualized approach. In addition, undergirding all classes is the Northeast Resiliency Competency Model, which stresses five competencies critical to college and workplace success: critical thinking, adaptability, self-awareness, reflective learning, and collaboration. By incorporating these competencies into all classes, at all levels, learners can develop and practice key college and career success skills.

As one of the few adult charter schools serving adults at all levels, from beginning readers to college-level readers, AoH is committed to continuing to develop multi-level curricula that encourage all adult learners to understand their worlds in new ways, helping AoH to meet its mission of changing lives and improving communities through education.

## ■ Parental Involvement Efforts

Many of Academy of Hope's adult learners are parents or guardians of school-age children. During the 2022-2023 school year, almost 50 percent of learners reported having children or dependents. Many more are grandparents, aunts, uncles, or are otherwise significantly involved in a child's life. Research consistently demonstrates the close correlation between parents' educational attainment and the reduction in childhood poverty and with children's success with literacy and school. As AoH students build their skills and confidence, their families and children benefit, as well. Many adult learners report becoming more involved in their children's homework or school after attending classes at AoH.

## ■ Leveraging Technology for Blended Learning Models

After the COVID-19 crisis, AoH continued our commitment to ensure every learner had technology access and blended learning opportunities. In SY22-23 every learner had a Chromebook and internet access along with a robust learning management system to provide an effective and meaningful learning experience. In addition, AoH's database generates and virtually houses an email address and password for every learner, and the Clever platform allows students easy access to over ten learning applications and other digital resources used in classes. In SY 22-23, AoH continued our investment in Cheqroom, an equipment management software that enables AoH to keep track of all distributed hotspots and monitor their functionality. These new tools ensure that a learner's instruction is not interrupted.

Although the sudden incorporation of remote teaching and learning was challenging, it also enabled Academy of Hope to realize the long held goal of offering various learning options for adult students. In SY 22-23, learners were able to continue to choose in-person, online, or hybrid classes. AoH will continue to offer these options in SY23-24 and beyond, giving students learning model choices and allowing programming to better fit the realities of adult learners.

“As AoH students build their skills and confidence, their families and children benefit as well.”



## ■ School Performance and Progress SY 22-23

### Meeting Our Mission

In the academic year 2022-2023, Academy of Hope Adult Public Charter School achieved its core objective of delivering top-notch adult education and services that positively impacted lives and enhanced communities. Employing a research-based multi-level academic curriculum, impressive educational gains were observed, with nearly 72% of ABE 1 learners, 66% of ABE 2 learners, and 53% of ABE 4 learners made Educational Functional Level (EFL) gains.

A notable achievement was the graduation of 41 learners who successfully earned their high school diplomas through AoH's innovative GED and NEDP programs. Many of these graduates achieved college readiness scores and earned college credits through AoH's dual enrollment partnerships, reflecting the efficacy of the institution's educational approach.

The career training programs at AoH, founded on the proven Integrated Education and Training (IE&T) model, empowered learners to acquire stackable micro-credentials and high-level certifications. This equipped them to enter high-demand job markets, contributing to their professional growth.

Lastly, the robust Student Support team at AoH collaborated with learners to address significant challenges, ensuring a seamless continuation of their long-term educational and career paths. By overcoming obstacles, learners not only improved their own lives but also made positive contributions to the well-being of their families and communities.





## School Performance

Academy of Hope PCS Goals and Academic Achievement Expectations	Goal Met or Unmet	Evidence
<p>Academy of Hope adopted the adult PMF framework as goals. At its ten-year review, obtains an average PMF score for school years 2018-19, 2019-20, 2020-21, 2021-22, 2022-23</p>	<p>Academy of Hope’s Charter Goals were not officially evaluated due to DC PCSB Board’s approved COVID-19 Impact Policy.</p>	<p>Self-Reporting Evidence of Goal Completion:</p> <p><b>Student Progress Indicator:</b> 72% of ABE 1 learners made EFL gains; 66% of ABE 2 learners made EFL gains; 53% of ABE 4 learners made EFL gains.</p> <p><b>Student Achievement Indicator:</b> 87% of learners attempting to pass the GED or NEDP passed. In total, AoH graduated 41 learners.</p> <p><b>High-Credential Indicator:</b> 94% of Certified Nursing Assistant learners passed high-level credentialing exam.</p>



## ■ Student Profiles



**Lola K.**, age 51, is originally from Ghana and came to the United States to further her studies. Before enrolling in Academy of Hope, Lola was employed and working to build a secure future. However, as the world grappled with the unprecedented challenges brought on by the COVID-19 pandemic, Lola, like countless others, found herself faced with the harsh reality of job loss.

Yet, amidst this adversity, she decided to pursue a high school credential, viewing it as a stepping stone toward a brighter future. Lola's journey is a testament to her unyielding spirit and her desire to forge ahead despite the odds. Her advice for her fellow learners is a message of encouragement that resonates with anyone striving to reach their goals. She emphasizes, "Never give up or lose hope." She underscores the importance of recognizing that the challenges one faces are not solitary battles, and that support can be found along the way. In her words, "Know that you're not alone, and it is worth it."

To Lola, the AoH community is not just a school but an extended family, and she cherishes the support she has received. "Your teachers and faculty are here for you like your family," she shares, highlighting the sense of camaraderie and guidance that makes AoH a special place for learners. With her diploma in hand, Lola has her sights set on the future as she plans to enroll in college to further her educational journey.

*Lola K., AoH Graduate, June 2023*

**DeMarco O.**, age 32, is a proud Washington, DC native and had this to say about his life before enrolling at Academy of Hope: "I was a high school dropout who was inspired to go after my dreams. Although I did not reach them initially, they shifted." This statement shows Demarco's unwavering spirit not just to chase his dreams, but to adapt and evolve with them.

DeMarco's current chapter in life is an inspiring one. He not only has obtained his high school credential at AoH, but he's now thriving in the government sector, a testament to his dedication and ambition. Simultaneously, he's embarked on a new educational journey, attending college and studying toward his dream of becoming an attorney. His academic performance speaks volumes about his commitment, boasting an impressive 4.0 grade point average at the University of the District of Columbia.

His message to others is a profound piece of advice derived from his own experiences: "Surround yourself with people who uplift and encourage growth, rather than those who hinder it." His journey is a beacon of hope and a reminder that it's never too late to go after your goals, and succeed.

*DeMarco O., AoH Graduate, June 2023*



## ■ Unique Accomplishments

### Celebrating the Class of 2023

On June 16, 2023, AoH celebrated 97 graduates across our High School Diploma and Career Pathways programs. Forty-one high school graduates and fifty-six workforce graduates earned diplomas and workforce credentials as friends and family watched proudly in-person and via livestream. DC Public Charter School Board member Shukurat Adamoh-Faniyan welcomed everyone to the ceremony, and the State Superintendent of Education for the Office of the State Superintendent of Education, Dr. Christina Grant, delivered keynote remarks.

### Fast Facts About AoH's 2022–23 Graduates

- 41 graduates earned their High School Diploma
  - 33 earned their credential through GED exam
  - 8 earned their credential through the NEDP
  - 27 graduates are female, 14 graduates are male
- 56 workforce students earned high-level certifications
  - 23 earned Certified Nursing Assistant Certifications
  - 14 earned CompTia IT Fundamentals Certifications
  - 2 earned CompTia A+ certification
  - 17 earned Phlebotomy Technician Certifications
- The youngest graduate was 19 while the oldest was 63
- NEDP graduates completed the assessment phase in as few as 3 months and as much as 8 years
- 3 graduates dually enrolled in college; 1 graduate earned College Ready Scores on GED exam; 9 graduates enrolled in college after graduation from AOH.
- 81 students earned 81 micro credentials (including CPR, CPR/Basic Life Support)

41

graduates earned their High School Diploma

56

workforce students earned high-level certifications



## Pinning Certified Nursing Assistants

AoH first launched its Certified Nursing Assistants (CNA) program in the spring of 2018. It was an innovative and ambitious program—one in which an adult learner can enter one place, complete their high school credential, and prepare for a career at the same time.

The program has grown exponentially in recent years. According to the DC Board of Nursing's latest city-wide report, AoH students' passage rate is the highest among all of the training provider sites in the District. City-wide, 63 percent of exam takers passed the written section, and 48 percent passed the skills exam. Academy of Hope's pass rate for the written section is 100 percent and the skills section is 92 percent. In SY22-23 we celebrated 23 CNA graduates.

AoH works diligently with CNA graduates to connect them to high-quality employers, including Sibley Hospital, Ingleside, and Ascension Services at Carroll Manor. Every graduate from AoH's Fall '22 cohort is fully employed, and AoH continues to receive significant interest in the CNA program.

## Raising Awareness for Adult Education

In SY 22-23, Academy of Hope raised awareness about adult education and AoH's unique accomplishments in the field through a variety of channels. NBC 4 featured AoH's graduating Class of 2023 and the DC Policy Institute highlighted Academy of Hope in their DC Adult Public Charter Schools report.

## Building a More Inclusive and Equitable Community

Academy of Hope expressly embraces people of all races, ethnicities, gender identities, ages, sexual orientations, religions/spirituality, and backgrounds. AoH strives to create an inclusive environment where race and other identifiers do not pre-determine one's future but rather where everyone is valued and adds value. In SY 2022-23, AoH continued its partnership with Building for Mission and started a new partnership with Equity Through Action to take a closer look at internal processes, structures, and practices that may contribute—directly and indirectly, intentionally and unintentionally—to a lack of diversity, equity, and inclusion (DEI). Throughout the year, staff participated in trainings, focus groups, and a Race Equity Task Force. AoH looks forward to continuing this process of self-reflection and dismantling any structures and processes that prevent an inclusive and equitable community for all.



## Students Taking the Lead

“Empowerment” is one of Academy of Hope’s core values. Academy of Hope strives to center student voices and encourages learners to take an active role as advocates within the school and beyond.

With the goal of including student voices in high-level decision-making, AoH’s staff hosted multiple town halls during the 2022-2023 school year to hear directly from learners. Student feedback during those conversations resulted in direct changes to AoH programming and future plans. Two AoH students serve on the AoH board of directors and continue to ensure learners’ voices, concerns and needs are always part of the decision-making process.



## ■ List of Donors \$500+

Rona & Jeffrey Abramson Foundation

Michelle Althuis

Susan C. Basile

Frank Burgess

Lillian Burke

Kenton Campbell

America's Charities

Mary Clark

Patrina Clark

Sara Cormeny

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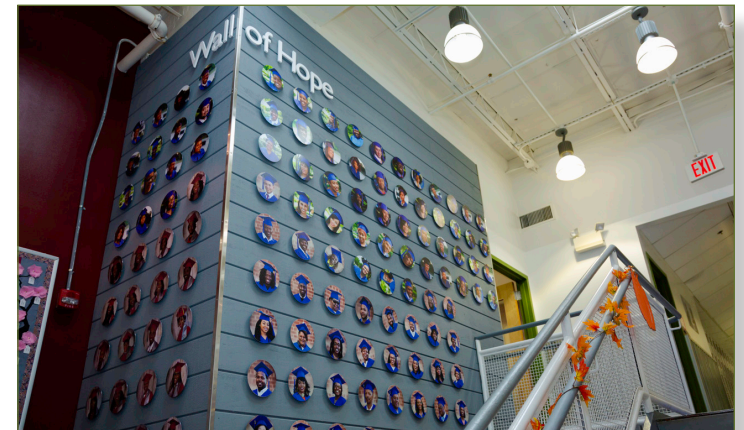
Jan Solomon

Steve Solow

Diane Tipton

William Wells

Andre Zagmout



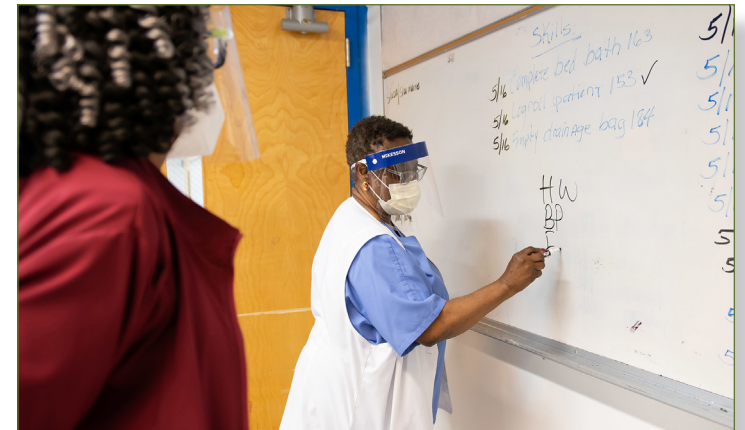
# Appendix 1

## School Year 2022-2023 Annual Report Data Report

Source	Data Point
PCSB	LEA Name: Academy of Hope Adult PCS
PCSB	Campus Name: Academy of Hope Adult PCS
PCSB	Grades served: Adult
PCSB	Overall Audited Enrollment: 652

### Student Data Points

School	<b>Total number of instructional days:</b> 160
PCSB	<b>Suspension Rate:</b> 0.00%
PCSB	<b>Expulsion Rate:</b> 0.00%
PCSB	<b>Instructional Time Lost to Discipline:</b> 0.00%
PCSB	<b>In-Seat Attendance:</b> 61.02%
PCSB	<b>Average Daily Attendance:</b> Not Applicable
PCSB	<b>Mid-year Withdrawals:</b> Not Applicable
PCSB	<b>Mid-year Entries:</b> Not Applicable
PCSB	<b>Promotion Rate (LEA):</b> Not Applicable
PCSB (SY20-21)	<b>Graduation Rates:</b> Not Applicable
PCSB (SY20-21)	<b>College Acceptance Rates:</b> Not Applicable
PCSB (SY20-21)	<b>College Admission Test Scores:</b> Not Applicable



## Teacher Data Points

<p><b>Teacher Attrition Rate</b></p> <p>Number of teachers retired/resigned/outplaced between October 5, 2022 and the first day of school in 2023</p> $\frac{\text{Number of teachers retired/resigned/outplaced between October 5, 2022 and the first day of school in 2023}}{\text{(number of teachers employed as of October 5, 2019)}} \times 100$	<p>4.76</p>
<p><b>Number of Teachers</b></p> <p>“Teacher” is defined as any adult responsible for the instruction of students at least 50% of the time, including, but not limited to, lead teachers, teacher residents, special education teachers, and teacher</p>	<p>21</p>
<p><b>Teacher Salary</b></p> <p>Average:</p> <p>Range Minimum:</p> <p>Range Maximum:</p>	<p>\$89,000</p> <p>\$45,110 (part time)</p> <p>\$92,886</p>
<p><b>Executive Compensation</b></p> <p>Salaries (including bonuses) of the five most highly-compensated individuals in the organization, if over \$100,000, for SY 2021-2022</p>	<p>\$240,515</p> <p>\$162,537</p> <p>\$141,740</p> <p>\$138,287</p>





## ■ Appendix 2

### Staff Roster 2022-2023

**Evan Adams-Thorne**

HR Generalist

**Akakpo Dodz**

Information Technology Manager

**Omolara (Lara) Asafa-Ayewoye**

Adjunct — NEDP Instructor

**Andrew Asare**

Teacher — Math

**Koya Bakare**

Instructional Manager Ward 8

**Monikah Baltimore-Osuchukwu**

School Administrative Assistant

**Annette C. Banks**

Teacher — NEDP Advisor/Assessor

**Florenda Bates**

Teacher — ELA

**Joy Bentley Phillips**

Chief Advancement Officer

**Na'quesha Booker**

Operations Manager

**Michael Braeuninger**

Director of Development

**Mirvlyne S. Brice**

Director of Leadership Giving

**Sandra Brown**

Teacher — ELA

**Terry Brown**

Comp TIA IT Fundamentals

**Lloyd Bryan**

Adjunct — Daytime Math

Longterm Substitute

**Jenaine M. Butler**

Director of GED Services and  
College Services

**Sohn Butts**

Adjunct — Math

**Mary M. Cabriele**

Director of Career and Workforce  
Services

**Candice Caldwell**

Adjunct — ELA

**Felicia Cave**

Adjunct — Math

**Jacly Claiborn**

Adjunct — Math

**Ii Carl Clemons**

Executive Assistant to the CEO

**Sean Crowe**

Math

**NoELAni Davis**

Adjunct — GED Math

**Jasmine Jialan Deal**

Intern — Advancement

**Frank Dews**

Adjunct — IT and Operations

**Jocelyn Drakeford**

Adjunct — ELA Instructor

**Jerry Dudley**

Teacher — Math

**Michael Durant**

Chief Academic Officer

**Elizabeth Early**

Teacher — STEM

**Coretta Edwards**

Student Support Specialist

**Flora Emeka-Opara**

Adjunct — Math

**Jamie Fragale**

Director of Advocacy &  
Communications

**Christian Fretty**

School Administrative Assistant

**Ingrid Garcia**

School Administrative Assistant

**Ingrid Garcia**

Teacher — ELA

**Traci German**

Director of Student Support Services

**Rashad Gibson**

Admissions Administrative Assistant

**Brett Glenn**

Adjunct — ELA

**Vernon Glover**

Director of Technology & Operations

**Tiffany Godbout**

Chief Operations Officer

**Kiesha Graham**

Senior Registrar

**Jerriel Hall**

Adjunct — Math

**Brandon Hamilton**

Assistant Director of Admissions

**Dani Hancock**

ELA Admissions Workforce Asst

**Katia Henriquez**

Teacher — STEM

**Shatyra Henry**

Student Support Specialist

**Dianna Hicks**

Teacher — Lead ELA

**Christylyn Hogan**

Facilities Attendant

**Tashinee Hooks**

Adjunct — School Admin Asst

**Tina Hooper**

Teacher — ELA

**Ruoya Huang**

Intern — Advancement

**Ruoya Huang**

Per Paid Intern

**Isaac Hudson**

IT Specialist

**Jermia Huff**

Instructional Manager Ward 5

**Ruweda Hussein**

Finance and Compliance Manager

**Shappelle Ivey**

Adjunct — Phlebotomy

**Sheila C. Izlar**

Director of HR

**Porsha James**

Student Support Specialist

**Raven Jeffers**

Adjunct — ELA

**Christie Joesbury**

Data Support Specialist

**Leicester Johnson**  
Chief Executive Officer

**Jamal Jones**  
Teacher — NEDP Advisor/Assessor

**Jamier Jones**  
Employment Specialist

**Shawntice Jones**  
Adjunct — Comp TIA IT  
Fundamentals and Basic Computers

**Jennifer Jordan**  
Teacher — NEDP Advisor/Assessor

**Eun Ah (AngELA) Kim**  
Director of Finance & Operations

**Charise Kitchen**  
Adjunct — CNA

**Lawanda Konate**  
Registrar

**Robert Kothe**  
Admissions Administrative Assistant

**Wallace Lane**  
Adjunct — ELA

**Lisa Leach**  
Executive Asst to CEO/Business  
Manager

**Ali Lindsay**  
Facilities Engineer

**Tiah Lormejuste**  
Adjunct — Math

**Alexandra Vandike (Sasha)**  
Lotas Director of Research and  
Evaluation

**Jam Love**  
ELA GED Services and Testing  
Specialist

**Julius Martin**  
Director of Admissions

**Sheila Mathis**  
Adjunct — CNA Clinical Instructor

**Diamond McBride**  
Adjunct — Career Development  
Instructor

**Kysien Mccoy**  
Adjunct — Comp TIA Prep Instructor

**Toni Mcghie**  
Teacher — Math

**Ayesha Mckie**  
Phlebotomy

**Timothy Mclaurin**  
Adjunct — Math

**Maria Mclean**  
Communications Manager

**Mary Mickey**  
Manager of Heath Care Programs

**Deneen Miller**  
Senior Employment Specialist

**Lateefah Montague**  
Teacher — Lead ELA

**Ellen Moorer**  
Adjunct — GED Math Prep

**Omar Morris**  
Adjunct — Math Instructor

**Darren Murray**  
Teacher — Math

**Nicole Nelson**  
Adjunct — NEDP

**Oladapo Olalude**  
Teacher — Math

**Sean O'loughlin**  
Teacher — Math

**Richmond Okoeg Onokpite**  
Principal — Ward 5

**Beverly Paul**  
Adjunct — CNA

**Jerry Peterson**  
Adjunct — Math

**Christine Porter**  
Adjunct — Pre-Workforce Reading  
Workforce Reading Comprehension,  
Computer Literacy

**Jeffery Porter**  
Adjunct — Comp TIA IT

**Deborah Prence**  
Teacher — Lead STEM

**Gabrielle Raymond**  
Advancement Coordinator

**Audrey E. Reese**  
Dean of Student Academic Services

**Willie Reynolds**  
Adjunct — Comp TIA IT Prep  
Instructor

**Mark Roberts**  
Adjunct — Daytime – ELA

**Daniel Robinson**  
Grant & Operations Manager

**Marguerite Rorie-Bryan**  
Teacher — Math

**Janay Sanders**  
Adjunct — STEM Instructor

**Katherine J. Shrout**  
Teacher — ELA

**Charisse Smith**  
Development Manager

**Dwayne Smith**  
School Information Systems  
Specialist

**Maria Smith**  
Adjunct — Phlebotomy

**Kwelli Sneed**  
Adjunct — ELA

**Adepeju Sorinmade**  
Adjunct — CNA Clinical Instructor

**Ayinde Spradley**  
Adjunct — ELA

**Leonora Sweeney**  
Phlebotomy

**Nathaniel Swinson**  
Student Support Specialist

**Charles Thomas**  
Teacher — ELA

**Alicia Waldon**  
Principal — Ward 8

**Ayaba Walker**  
Assistant Director of Student Support  
Services

**William R. Walker**  
Teacher — Math

**Elzora Watkins**  
Director of Curriculum, Instruction,  
and Assessment

**Elzora Watkins**  
Adjunct — Workforce Math

**Ayanna Watson**  
ELA

**Thomas Webb**  
College Navigator

**Vernon G. White**  
Adjunct — ELA

**Dawn Janell Williams**  
Teacher — Lead NEDP Advisor/  
Assessor

**Darlene Wright**  
Adjunct — School Administrative  
Assistant

## ■ Appendix 3

### Board of Directors 2022-2023

**Barbara Jumper**

Board Chair  
Term 2

**Madi Ford**

Vice Chair  
Term 2

**Rashad Moore**

Treasurer  
Term 1

**Tamara Wilds Lawson**

Secretary  
Term 2

**Mark Lewis**

Program Committee Chair  
Term 1

**Nora Abramson**

Board Member  
Term 2

**Patrina Clark**

Board Member  
Term 2

**Dominique Anthony**

Student Board Member  
Term 1

**Fontella Young**

Student Board Member  
Term 1

**Dr. Larry Condelli**

Board Member  
Term 1

**Drew Hubbard**

Board Member  
Term 1

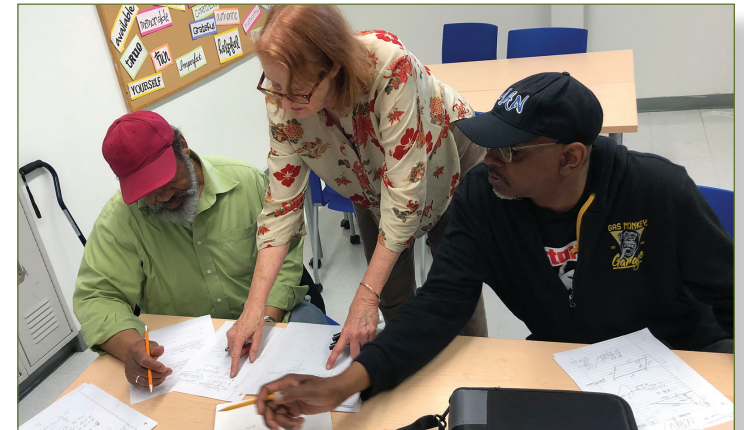
**Julie Meyer**

Board Member  
Term 2

**Eric Jones**

Board Member  
Term 1

Academy of Hope Adult Public Charter School has thirteen members on its Board of Directors for SY22–23. The board comprises of eight women and five men. There are five White/non-Hispanic board members and eight African American board members. Our Chief Executive Officer, Leicester Johnson, is an African American woman.



## ■ Appendix 4: Unaudited Year-end 2022–2023 Financial Statement

Description	Unaudited Y/E	Approved FY23	Variance 1
<b>Income</b>	<b>\$12,160,658</b>	<b>\$12,110,810</b>	<b>\$49,848</b>
State and Local Income	10,148,802	\$10,535,810	\$(387,008)
Per-Pupil Operating Income	\$7,488,242	\$7,340,640	\$147,602
4000 – Per-pupil alloc	\$7,368,441	\$7,232,640	\$135,801
4050 – Per-pupil adjustment	\$–	\$–	\$–
4060 – Pandemic Supplemental Funding	\$119,801	\$108,000	\$11,801
Per-Pupil Facility Income	\$2,290,476	\$2,248,960	\$41,516
4100 – Per-pupil facility alloc	\$2,290,476	\$2,248,960	\$41,516
Other Local Revenue	\$370,084	\$946,210	\$(576,126)
4200 – Local grants	\$370,399	\$946,210	\$(575,811)
4201 – Teacher Funding	\$–	\$–	\$–
Federal Income	\$1,132,702	\$365,000	\$767,702
Federal Grants Income	\$1,132,702	\$365,000	\$767,702
5030 – Competitive federal grants	\$127,543	\$130,000	\$(2,457)
5037 – Other Competitive Government Grants	\$1,005,159	\$235,000	\$770,159
Private Income	\$623,654	\$677,000	\$(53,346)
Private Contributions	\$423,655	\$667,000	\$(243,345)
6200 – Individual contributions	\$67,637	\$300,000	\$(232,363)
6210 – Corporate contributions	\$52,496	\$200,000	\$(147,504)
6220 – Foundation Contributions	\$221,022	\$–	\$221,022
6221 – Religious Contributions	\$50,000	\$20,000	\$30,000
6230 – Special event contributions	\$–	\$15,000	\$–

## ■ Appendix 4: Unaudited Year-end 2022–2023 Financial Statement *(continued)*

Description	Unaudited Y/E	Approved FY23	Variance 1
6235 – Board Contributions	\$232,500	\$132,000	\$100,500
Additional Income	\$(9,643)	\$10,000	\$(19,643)
6500 – Short-term investments	\$618	\$–	\$618
6530 – Realized gains/losses	\$(15,560)	\$–	\$(15,560)
6560 – Miscellaneous revenue	\$5,299	\$10,000	\$(4,701)
Private Contributions	\$255,500	\$533,000	\$(277,500)
Private Grants	\$255,500	\$533,000	\$(277,500)
6010 – Corporate/business grants	\$50,500	\$158,000	\$(107,500)
6020 – Foundation grants	\$205,000	\$375,000	\$(170,000)
<b>Gross Profit</b>	<b>\$12,160,658</b>	<b>\$12,110,810</b>	<b>\$49,848</b>
<b>Operating Expenses</b>	<b>\$10,664,235</b>	<b>\$11,332,047</b>	<b>\$(667,812)</b>
Staff-Related Expense	\$7,365,058	\$7,460,741	\$(95,683)
Curricular Salaries	\$2,220,170	\$2,246,049	\$(25,879)
7000 – Leadership salaries	\$318,242	\$298,194	\$20,048
7010 – Teacher salaries	\$1,200,367	\$1,211,828	\$(11,461)
7013 – Specials salaries	\$287,879	\$309,374	\$(21,495)
7030 – Other curricular salaries	\$308,183	\$358,653	\$(50,470)
7090 – Curricular bonuses	\$105,500	\$68,000	\$37,500
Supplemental Service Salaries	\$1,726,290	\$1,898,114	\$(171,824)
7100 – Student support salaries	\$415,577	\$405,773	\$9,805
7130 – Business, operations salaries	\$824,927	\$904,494	\$(79,566)
7131 – IT staff salaries	\$139,756	\$67,216	\$72,540

## ■ Appendix 4: Unaudited Year-end 2022–2023 Financial Statement *(continued)*

Description	Unaudited Y/E	Approved FY23	Variance 1
7160 – Other service salaries	\$346,030	\$520,632	\$(174,602)
Supplemental Program Salaries	\$370,054	\$359,240	\$10,814
7210 – Program staff salaries	\$370,054	\$359,240	\$10,814
Management/Development Salaries	\$1,094,380	\$1,143,951	\$(49,570)
7300 – Executive salaries	\$692,047	\$661,545	\$30,502
7310 – Development salaries	\$402,333	\$482,406	\$(80,072)
Employee Benefits	\$658,691	\$668,880	\$(10,189)
7400 – Retirement plan contrib	\$125,678	\$115,000	\$10,678
7410 – Health insurance	\$493,548	\$499,380	\$(5,832)
7420 – Life and disability insurance	\$23,752	\$32,500	\$(8,748)
7460 – Workers’ comp insurance	\$15,714	\$22,000	\$(6,286)
Payroll Taxes	\$420,378	\$438,744	\$(18,366)
7500 – Social security & medicare	\$388,058	\$379,254	\$8,805
7510 – State unemployment tax	\$18,563	\$33,490	\$(14,927)
7520 – Universal Paid Leave tax	\$13,757	\$26,000	\$(12,243)
Professional Development	\$99,349	\$127,950	\$(28,601)
7600 – Staff development (non-travel)	\$94,114	\$117,950	\$(23,836)
7610 – Staff development travel	\$5,235	\$10,000	\$(4,765)
Contracted Staff	\$722,387	\$523,233	\$199,154
7700 – Substitute contract staff	\$–	\$10,400	\$(10,400)
7711 – Curricular contract staff	\$722,387	\$512,833	\$209,554
Other Staff Expense	\$53,358	\$54,580	\$(1,222)

## ■ Appendix 4: Unaudited Year-end 2022–2023 Financial Statement *(continued)*

Description	Unaudited Y/E	Approved FY23	Variance 1
7800 – Staff recruiting	\$2,975	\$10,250	\$(7,275)
7810 – Staff background checks	\$4,255	\$2,500	\$1,755
7820 – Staff meals, events & awards	\$45,707	\$40,830	\$4,876
7830 – Staff travel (non-development)	\$421	\$1,000	\$(579)
Occupancy Expense	\$1,184,745	\$1,109,358	\$75,387
Occupancy Rent Expense	\$474,408	\$474,408	\$(0)
8000 – Rent	\$320,007	\$474,408	\$(154,401)
8001 – Deferred Rent Expense	\$–	\$–	\$–
8011 – Non-cash Lease Expense	\$154,401	\$–	\$154,401
Occupancy Service Expense	\$710,337	\$634,950	\$75,387
8100 – Utilities & garbage removal	\$200,323	\$135,000	\$65,323
8110 – Contracted building services	\$412,759	\$375,200	\$37,559
8120 – Maintenance and repairs	\$68,078	\$86,750	\$(18,672)
8130 – Janitorial supplies	\$11,706	\$8,000	\$3,706
8140 – Facility consulting fees	\$17,470	\$30,000	\$(12,530)
Additional Expense	\$2,114,432	\$1,935,998	\$178,434
Direct Student Expense	\$1,045,104	\$944,459	\$100,645
9000 – Student supplies, snacks	\$40,339	\$48,450	\$(8,111)
9010 – Student assessment materials	\$30,712	\$46,425	\$(15,713)
9020 – Student textbooks	\$75,031	\$104,510	\$(29,479)
9051 – Contracted SpEd instruction	\$304,968	\$275,000	\$29,968
9070 – Student field trips	\$9,172	\$4,000	\$5,172

## ■ Appendix 4: Unaudited Year-end 2022–2023 Financial Statement *(continued)*

Description	Unaudited Y/E	Approved FY23	Variance 1
9074 – Student buses	\$30,154	\$29,000	\$1,154
9080 – Student recruiting	\$42,781	\$36,250	\$6,531
9085 – Student events	\$68,817	\$62,650	\$6,167
9090 – Other student expenses	\$419,991	\$288,173	\$131,817
9094 – COVID19	\$23,139	\$50,000	\$(26,861)
Office Expense	\$171,284	\$152,879	\$18,405
9100 – Office supplies	\$71,511	\$45,650	\$25,861
9110 – Copier rental & services	\$18,980	\$20,800	\$(1,820)
9120 – Telephone & telecommunications	\$73,924	\$72,229	\$1,695
9130 – Postage, shipping, delivery	\$5,119	\$3,200	\$1,919
9140 – External printing	\$1,750	\$11,000	\$(9,250)
Business Expense	\$870,082	\$821,751	\$48,331
9200 – Business insurance	\$41,114	\$30,597	\$10,518
9210 – Authorizer fees	\$105,458	\$76,000	\$29,458
9230 – Accounting, auditing, payroll	\$221,627	\$187,962	\$33,665
9240 – Legal fees	\$25,602	\$37,000	\$(11,398)
9260 – Computer support fees	\$215,060	\$184,692	\$30,368
9270 – Fundraising fees	\$83,334	\$95,000	\$(11,666)
9280 – Other professional fees	\$178,270	\$210,500	\$(32,230)
9290 – Other expenses	\$(384)	\$–	\$(384)
Dues, Fees & Losses	\$27,963	\$16,910	\$11,053
9300 – Dues, fees, and fines	\$26,937	\$16,910	\$10,027



## ■ Appendix 4: Unaudited Year-end 2022–2023 Financial Statement *(continued)*

Description	Unaudited Y/E	Approved FY23	Variance 1
9320 - Bad debts, pledges	\$1,026	\$–	\$1,026
<b>Operating Income</b>	<b>\$1,496,423</b>	<b>\$778,763</b>	<b>\$717,660</b>
Depreciation	\$671,794	\$667,550	\$4,244
Depreciation	\$671,794	\$667,550	\$4,244
11000 – Operating asset depreciation	\$456,100	\$456,000	\$100
11010 – Facility asset amortization & depreciation	\$215,694	\$211,550	\$4,144
Interest	\$149,803	\$158,400	\$(8,597)
Interest	\$149,803	\$158,400	\$(8,597)
12000 – Interest payments	\$144,204	\$152,400	\$(8,196)
12020 – Amortization of deferred financing	\$5,598	\$6,000	\$(402)
<b>Net Income</b>	<b>\$674,827</b>	<b>\$778,763</b>	<b>\$(103,936)</b>

## ■ Appendix 4: FY23 Balance Sheet Vs. Prior Year

	Total	
	As of Jun 30, 2023	As of Jun 30, 2022 (PY)
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Bank Accounts</b>		
1000 PNC - Operating	1,248,104.32	693,584.93
1001 Capital One - Operating 3279	0.00	0.00
1002 Capital One - Savings 1300	0.00	0.00
1003 Capital One - Savings 1319	0.00	0.00
1004 Capital One - Savings 3287	0.00	0.00
1005 Morgan Stanley Wealth Mgmt	938,686.79	938,363.35
1006 Capital One - Savings 3699	0.00	1,025.68
1007 PNC - Checking 8578	0.00	0.00
1010 PNC Bank-Money Market	10,209.94	10,035.11
1015 Petty Cash	0.00	0.00
1020 PNC - OSSE	0.00	0.00
1030 PayPal	0.00	0.00
1099 Anybill	50,000.00	38,000.00
<b>Total Bank Accounts</b>	<b>\$2,247,001.05</b>	<b>\$1,681,009.07</b>
Accounts Receivable		
1100 Accounts Receivable	1,029,060.28	889,657.09
1101 Allowance for Bad Debts	0.00	0.00
<b>Total 1100 Accounts Receivable</b>	<b>\$1,029,060.28</b>	<b>\$889,657.09</b>
1110 Pledges Receivable	0.00	0.00
<b>Total Accounts Receivable</b>	<b>\$1,029,060.28</b>	<b>\$889,657.09</b>
Other Current Assets		

## ■ Appendix 4: FY23 Balance Sheet Vs. Prior Year *(continued)*

	Total	
	As of Jun 30, 2023	As of Jun 30, 2022 (PY)
1250 Stock/Bond – Other Investments	0.00	0.00
1399 Undeposited Funds	0.00	0.00
1400 Prepaid Expenses	73,596.98	96,036.80
1410 Deposits	129,857.92	129,857.92
1420 Deferred Rent Asset	0.00	0.00
1430 Employee advances	490.00	
1440 US AIR Gift Cards	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$203,944.90</b>	<b>\$225,894.72</b>
Total Current Assets	\$3,480,006.23	\$2,796,560.88
Fixed Assets		
1300 Fixed Assets	0.00	0.00
*1343 Office Equipment	0.00	0.00
1342 Computer Equipment	0.00	0.00
1350 Leasehold Improvements	0.00	0.00
<b>Total 1300 Fixed Assets</b>	<b>\$0.00</b>	<b>\$0.00</b>
160 Operating Fixed Assets		
1600 FF&E	434,853.80	425,545.23
1620 Computers	1,083,597.56	860,025.09
1640 Vehicles	61,162.00	61,162.00
1650 Capital Leases	141,537.74	141,537.74
1660 Other operating assets	315,069.13	286,237.50
<b>Total 160 Operating Fixed Assets</b>	<b>\$2,036,220.23</b>	<b>\$1,774,507.56</b>
170 Accum Depr of Op Fixed Assets		
1700 Accum Depr FF&E	-337,166.30	-293,404.08

## ■ Appendix 4: FY23 Balance Sheet Vs. Prior Year *(continued)*

	Total	
	As of Jun 30, 2023	As of Jun 30, 2022 (PY)
1720 Accum Depr Computers	-698,980.60	-400,136.06
1740 Accum Depr Vehicles	-40,774.64	-32,037.20
1750 Accum Amort Capital Leases	-40,430.17	-12,122.53
1760 Accum depr other op assets	-108,696.46	-49,907.00
<b>Total 170 Accum Depr of Op Fixed Assets</b>	<b>-\$1,226,048.17</b>	<b>-\$787,606.87</b>
180 Facilities		
1800 Land	1,660,000.00	1,660,000.00
1810 Buildings, building improvement	3,561,082.59	3,515,094.10
1820 Construction in Process	0.00	0.00
1830 Leasehold Improvements	1,848,110.89	1,811,396.73
1840 Loan costs	0.00	0.00
1850 Right of Use (ROU) Asset Buildings- Operating lease buildings	3,780,069.05	
<b>Total 180 Facilities</b>	<b>\$10,849,262.53</b>	<b>\$6,986,490.83</b>
190 Accum Depr of Facilities		
1900 Accum Depr Buildings	-632,470.67	-541,967.95
1910 Accum Amort Lease Imp	-405,719.76	-281,325.80
1920 Accum Amort Loan Cost	0.00	0.00
1950 (ROU) Asset Buildings Depreciation	-224,792.27	
<b>Total 190 Accum Depr of Facilities</b>	<b>-\$1,262,982.70</b>	<b>-\$823,293.75</b>
<b>Total Fixed Assets</b>	<b>\$10,396,451.89</b>	<b>\$7,150,097.77</b>
Other Assets		
1500 Deposit	0.00	0.00
1601 Lease Acquisition Costs	0.00	0.00

## ■ Appendix 4: FY23 Balance Sheet Vs. Prior Year *(continued)*

Total		
	As of Jun 30, 2023	As of Jun 30, 2022 (PY)
<b>Total Other Assets</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>TOTAL ASSETS</b>	<b>\$13,876,458.12</b>	<b>\$9,946,658.65</b>
<b>LIABILITIES AND EQUITY</b>		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable	193,675.83	423,224.52
<b>Total Accounts Payable</b>	<b>\$193,675.83</b>	<b>\$423,224.52</b>
Credit Cards		
2100 Credit Cards		
2110 Business Card (Bank of America)		
2111 Bank of America 1647 (LJ)	0.00	0.00
2112 Bank of America 3114 (LC)	0.00	0.00
2113 Bank of America 4254 (DH)	0.00	0.00
2114 Bank of America 9365 (AB)	0.00	0.00
<b>Total 2110 Business Card (Bank of America)</b>	<b>\$0.00</b>	<b>\$0.00</b>
2120 Capital One Commercial 5884	0.00	0.00
2121 Capital One Spark Business 0085	361.12	3,042.70
2130 Capital One Credit Card		
2131 Credit Card (BM)	0.00	0.00
2132 Credit Card (LJ)	0.00	0.00
2133 Credit Card (PD)	0.00	0.00
2138 Corporate Card	0.00	0.00
<b>Total 2130 Capital One Credit Card</b>	<b>\$0.00</b>	<b>\$0.00</b>

## ■ Appendix 4: FY23 Balance Sheet Vs. Prior Year *(continued)*

	Total	
	As of Jun 30, 2023	As of Jun 30, 2022 (PY)
<b>Total 2100 Credit Cards</b>	<b>\$361.12</b>	<b>\$3,042.70</b>
<b>Total Credit Cards</b>	<b>\$361.12</b>	<b>\$3,042.70</b>
Other Current Liabilities		
2200 Accrued Salaries	106,183.38	67,524.33
2210 Accrued Vacation	192,184.66	176,565.98
2215 Payroll Tax Liabilities	8,760.11	8,740.03
2220 Accrued employee benefits	70.01	
2230 Benefits Payable	0.00	0.00
2231 Health Savings Account	1,292.79	-37.51
2232 Aflac	741.84	-477.80
2234 SmartBenefits	1,140.35	665.35
2235 403b Liability	-6,573.41	595.29
2240 Other Accrued Expenses	2,500.00	23,483.44
2299 Garnishment	0.00	0.00
2300 United Way Payable from WHs	0.00	0.00
2310 Accrued Liabilities	0.00	0.00
2350 Payable for Scholarships	0.00	0.00
2370 ER pension payable	2,806.48	1,535.49
2390 Manual Checks	-8,518.46	-1,175.22
2391 Deferred Rent Expense	0.00	412,104.80
2400 Unearned Per-Pupil Revenue	0.00	0.00
2440 Unearned Private Revenue	0.00	0.00
2450 Deposits Held	0.00	0.00
2510 Line of Credit	202,500.00	256,500.00

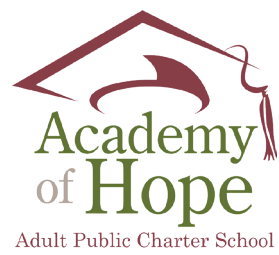
## ■ Appendix 4: FY23 Balance Sheet Vs. Prior Year *(continued)*

	Total	
	As of Jun 30, 2023	As of Jun 30, 2022 (PY)
2520 Current portion, long-term debt	182,995.12	186,391.56
2900 Suspense	0.00	0.00
<b>Total Other Current Liabilities</b>	<b>\$686,082.87</b>	<b>\$1,132,415.74</b>
<b>Total Current Liabilities</b>	<b>\$880,119.82</b>	<b>\$1,558,682.96</b>
Long-Term Liabilities		
2600 Senior Debt	3,531,173.78	3,681,534.34
2601 Paycheck Protection Program Loan	0.00	0.00
2610 Sub Debt	1.71	5,195.49
2620 Operating Lease Liability-Buildings	4,121,782.58	0.00
2650 Capital lease lia-oper. asset	77,525.67	104,952.85
270 Long-Term Debt Cost		
2700 Loan costs	-32,190.82	-37,789.18
<b>Total 270 Long-Term Debt Cost</b>	<b>-\$32,190.82</b>	<b>-\$37,789.18</b>
<b>Total Long-Term Liabilities</b>	<b>\$7,698,292.92</b>	<b>\$3,753,893.50</b>
Total Liabilities	\$8,578,412.74	\$5,312,576.46
Equity		
3010 Unrestricted Net Assets	1,984,756.40	2,115,256.40
3100 Use Restricted	155,500.00	200,000.00
3110 Time Restricted	175,000.00	0.00
3900 Retained Earnings	2,318,825.79	2,971,450.03
3910 Temporarily Restricted NA	0.00	0.00
Net Income	663,963.19	-652,624.24
<b>Total Equity</b>	<b>\$5,298,045.38</b>	<b>\$4,634,082.19</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$13,876,458.12</b>	<b>\$9,946,658.65</b>

## ■ Appendix 5: Approved 2023–2024 Budget

Description	FY24 Approved Budget	FY23 Year End1
<b>Income</b>	<b>11,419,585.00</b>	<b>12,151,015.87</b>
State and Local Income	10,084,585.00	10,148,802.45
Federal Income	365,000.00	1,132,701.68
Private Income	570,000.00	614,011.74
Private Contribution	400,000.00	255,500.00
<b>Gross Profit</b>	<b>11,419,585.00</b>	<b>12,151,015.87</b>
Operating Expenses	10,487,840.00	10,665,456.30
Salaries	5,964,251.72	5,410,894.61
Employee Benefits	661,880.00	658,691.36
Payroll Taxes	439,867.82	420,377.99
Professional Development	6,200.00	99,349.00
Contracted Staff	747,894.00	722,387.47
Staff- Related Costs	32,170.00	53,357.89
Occupancy Expense	1,151,908.00	1,184,744.60
Direct Student Expense	590,516.00	1,045,103.99
Office & Business Expense	893,152.46	1,070,549.39
<b>Operating Income</b>	<b>931,745.00</b>	<b>1,485,559.57</b>
Depreciation	630,000.00	671,793.60
Interest	171,000.00	149,802.78
<b>Total Expenses</b>	<b>11,288,840.00</b>	<b>11,487,052.68</b>
<b>Net Income</b>	<b>130,745.00</b>	<b>663,963.19</b>





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