



Table of Contents

02

Board of Directors

04

Letter from the Executive Director

06

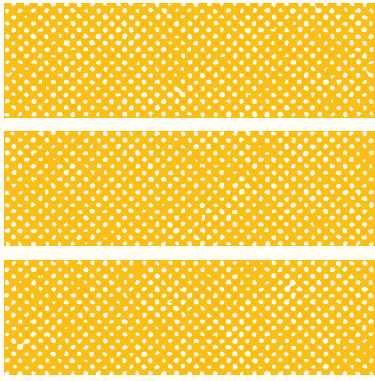
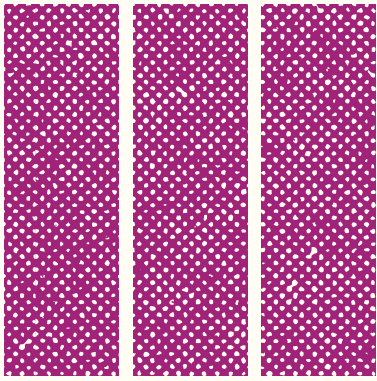
Year in Review

10

Friends of Equality

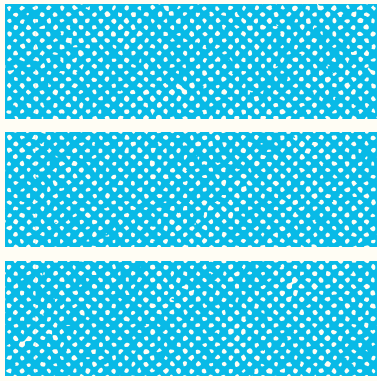
12

Junior Board



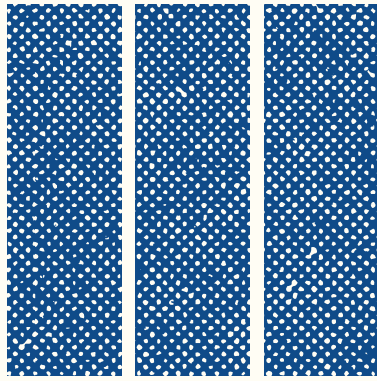
14

Staff Who Chose
Equality for Their Child



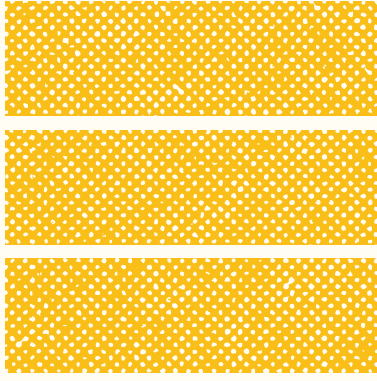
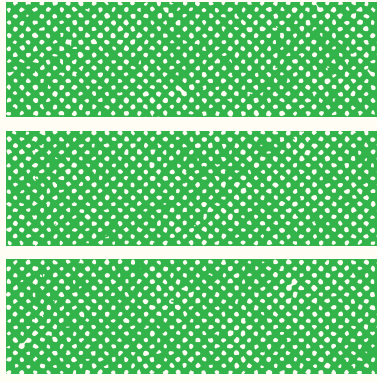
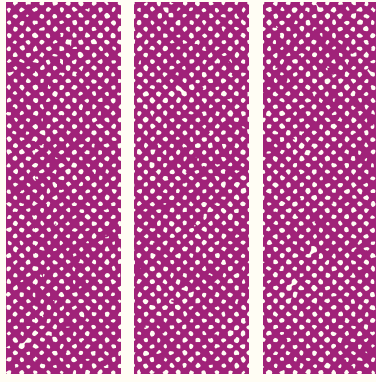
16

Meet
Chef Sylvia



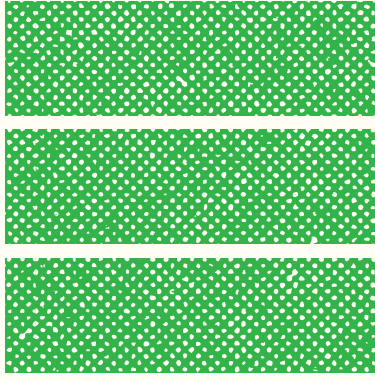
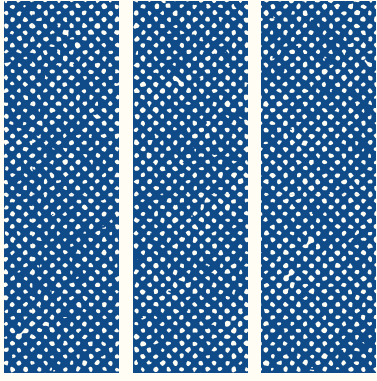
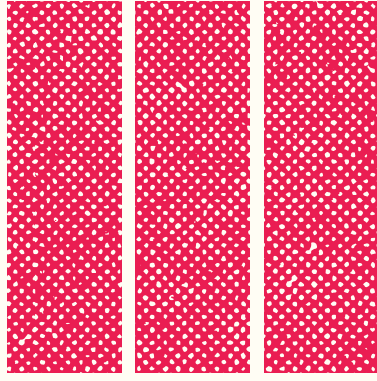
18

Racial Equity



22

Elementary
School Update



24

Why Equality

Board of Directors

Ardian Hasko
MEMBER

Aziza Anderson
MEMBER

Ed Hubbard
MEMBER

Robin Aufses
MEMBER

Iraisa Jones
MEMBER

Amal El Bakhar
MEMBER

Erika King
VICE CHAIR

Crilhien Francisco
MEMBER

Roberta Osorio
BOARD CHAIR

Palak Forbes
MEMBER

James S. Stringfellow
TREASURER

Len Gilbert
SECRETARY

Dwight Thomas
MEMBER





Dear Equality Charter School Family,

As we look forward to the year ahead, I'm moved to reflect on how far we have come together. When Equality first opened in 2009, we served just 130 scholars. Today, that number has grown to 750, and soon, we'll welcome nearly 1,200 scholars annually—a testament to our belief in the potential of every scholar. This growth reflects our shared dedication to ensuring that all young people have access to the high-quality education they deserve.

My grandma Rusty, one of my greatest inspirations, instilled in me the values of self-determination, hard work, and autonomy. A phrase she often shared, echoed by my grandfather Tony, was, "The harder I work, the luckier I seem to get." This resonates deeply with why we do this work at Equality: to nurture and empower individuals so that they can become the architects of their own lives.

Over the past 15 years, our progress as an organization has been driven not by luck, but by the relentless hard work of our remarkable scholars, the dedication of our staff, and the steadfast support of families, community members, and stakeholders.

Our scholars' growth inspires us every day. Through classroom learning and extracurricular activities, we nurture not just their academic skills, but also their character, confidence, and creativity—preparing them to thrive in every aspect of life. Together, we've built something special, and as we embark on this new chapter, I look forward to the growth and achievements ahead. Thank you for being part of the Equality Charter School family!

Warmly,

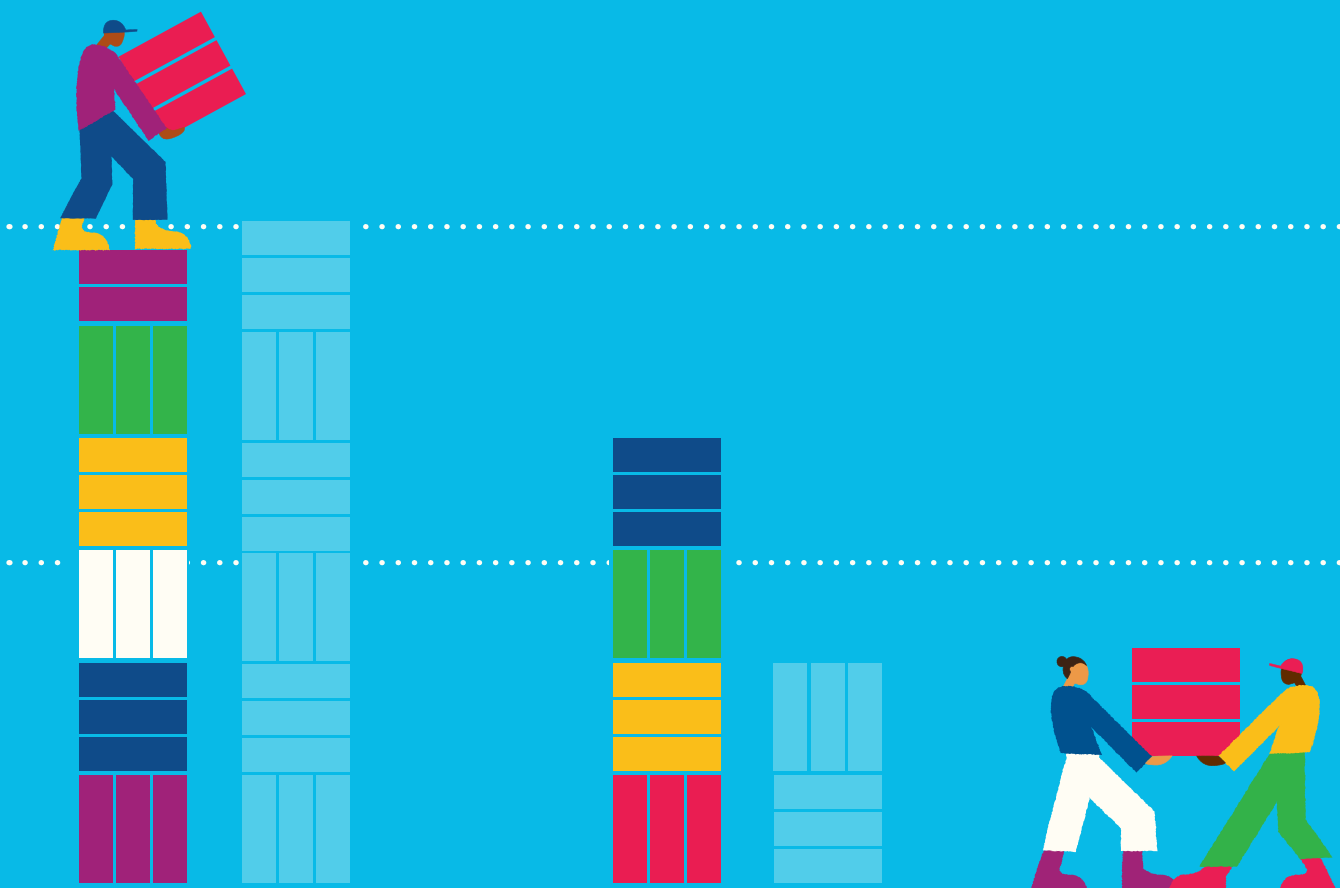


Caitlin Franco

Founder & Executive Director

Equality Charter Middle School NYS Exams

Reach New



48%
ECS
PROFICIENT
IN ELA

↑ 10%
FROM 2023

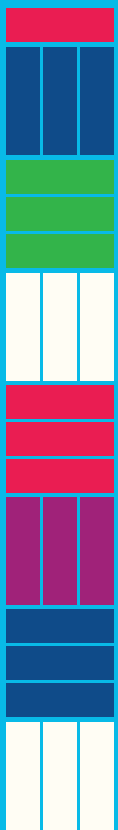
50%
NYS
PROFICIENT
IN ELA 2023

33%
ECS SWD
PROFICIENT
IN ELA

↑ 10%
FROM 2023

17%
NYS SWD
PROFICIENT
IN ELA 2023

Heights!



64%

ECS
PROFICIENT
IN 6-8 MATH

↑ 35%
FROM 2023



48%

NYS
PROFICIENT
IN 6-8 MATH 2023



55%

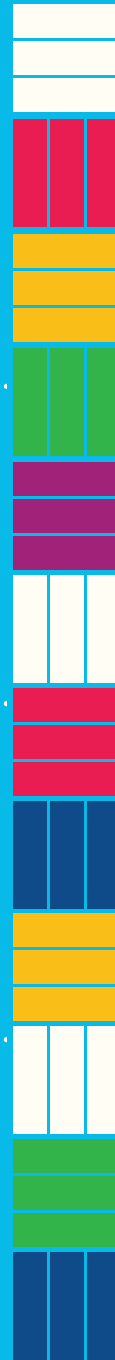
ECS SWD
PROFICIENT
IN 6-8 MATH

↑ 37%
FROM 2023



18%

NYS SWD
PROFICIENT
IN 6-8 MATH 2023



100%

ECS PROFICIENT
IN GRADE 8
ALGEBRA

↑ 19%
FROM 2023



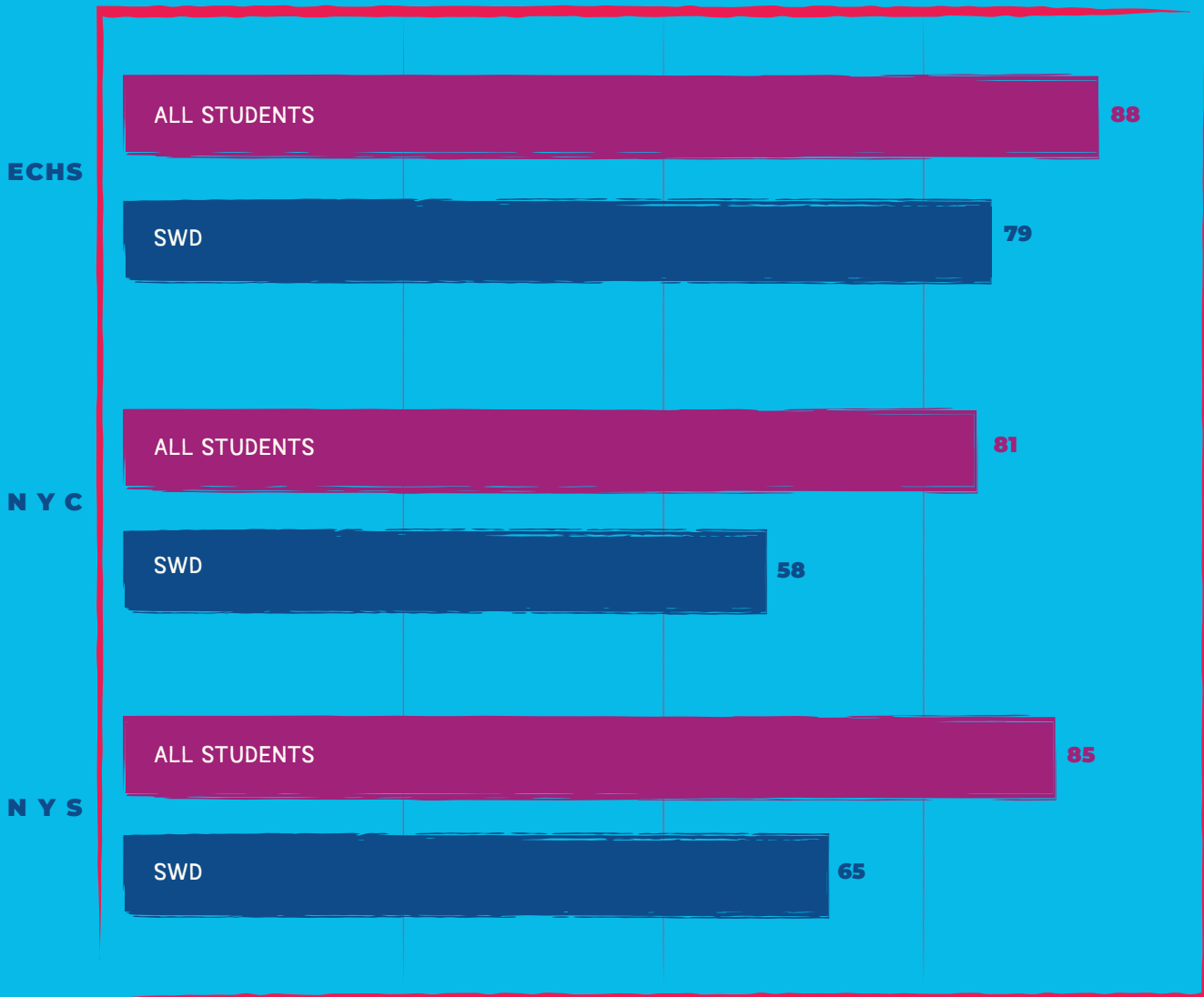
83%

NYS PROFICIENT
GRADE 8
ALGEBRA

zero

EXPULSIONS IN 2023-24

GRADUATION RATES (5-YEAR AVERAGES)



Equality serves Students With Disabilities (SWD) and English Language Learners (ELL). ECHS special population 2024 graduation rates exceeded all comparison groups. Data collected from NYS and NYC for 2019–2023, and 2020–2024 for ECHS.

NYC SURVEY

Highlights

PARENT-TEACHER TRUST

97%

Parents feel respected and supported by their child's teachers and are treated as partners in educating their children

CULTURAL AWARENESS & INCLUSIVE CLASSROOM INSTRUCTION

91%

At this school scholars and staff alike recognize, appreciate, and capitalize on diversity to enrich the overall learning experience.

INCLUSIVE LEADERSHIP

97%

Leaders at this school nurture individual agency and build collective capacity from teachers, parents, school community leaders, and scholars around a common vision of reform.

GUIDANCE

95%

This school is intentional in providing scholars guidance on navigating school transitions as well as considering college and career options



Friends of Equality



Congratulations, scholarship recipients!

Since 2018, the Friends of Equality Scholarship, created by Loretta Piscatella and Sherman Reid, has celebrated scholars who truly embody our school's values. Each year, graduating seniors have the opportunity to share their stories through a variety of creative submissions, including poetry, video and personal essays, and reflect on how they've embraced our core values into their daily lives. Winners are honored with a scholarship to recognize their exceptional commitment to these ideals.

In celebration of the 15th anniversary of Equality, our Founder's family generously created the new Franco Family Scholarship!

Congratulations to our seven lucky graduates that received the Friends of Equality Scholarship, and the winner of the Franco Family Scholarship!



**Yahir
Alvarez**

FORDHAM
UNIVERSITY



**Jerrell
Mitchell**

GENESEE
COMMUNITY COLLEGE



**Benjamin
Cintron**

SUNY
COBLESKILL



**Joselyn
Quizpilema**

MONROE
COLLEGE



**Chris
Gonzalez**

WESTCHESTER
COMMUNITY COLLEGE



**Kori
Sutton**

HOWARD
UNIVERSITY

Franco Family
Scholarship Winner



**Aiden
McGeachy**

MORGAN STATE
UNIVERSITY



**Elani
Wyatt**

NYIT

Junior Board



Brianna Callendar

Brianna Callendar was a part of ECHS's first graduating class in 2018. Brianna attended New York Institute of Technology to earn her Bachelor's of Architecture degree. In July of 2023, she began working for a small architecture firm based in Pelham, NY. During college, Brianna tutored several students at ECHS and was an Assistant Teacher during Summer School in 2023. This fall, Brianna returned to NYIT as an Adjunct Professor teaching a freshman architecture course.



Daniella Kwubiri

Daniella Kwubiri is a member of Equality's first graduating class of 2018! Daniella went on to graduate from Lehman College with a Bachelor's degree in psychology. She is currently working at New York Presbyterian's Weill Cornell campus as a Perioperative Assistant in the Labor and Delivery department, and plans to further her education in medicine. Daniella says she is thrilled and honored to join the Junior Board and she looks forward to working with this amazing band of individuals!



Vanessa Lopez

Vanessa is a proud graduate of Equality Charter High School, class of 2022. Vanessa is currently a junior at the Colin Powell School for Civic and Global Leadership at The City College of New York, where she is majoring in psychology. She is honored to be a Moynihan Public Service Fellow and serves as a student ambassador for the Volcker Alliance's Next Generation Service Corps, representing the fellowship. Additionally, Vanessa holds the position of Chapter President for the National Society of Collegiate Scholars, where she supports students across campus. In her free time, she is passionate about fitness and actively volunteers within the Bronx community.

Our Junior Board will champion the ECS community, foster meaningful engagement with alumni, and cultivate future leaders on a pathway to ECS Board membership.



Taejuan Stephens

Taejuan graduated from our Middle School in 2015 and the High School in 2019. From there, she went on to John Jay College where she majored in Criminal Justice. Taejuan graduated from the New York City Police Academy in 2024 and has started her journey towards the goal of becoming a Detective. She is currently assigned in Harlem where she is protecting our citizens and being a public servant.



D'stini Ward

D'stini is an ECHS Alumni from the Class of 2018. She studied at the Culinary Institute of America where she majored in administrative business and culinary arts. She now works in the aviation field at Jetblue's corporate office. D'stini is also a small business owner, chef, blogger, and travel enthusiast.



Elani Wyatt

Elani is an alumni from our Class of 2024. She is a Marcus Stroman scholarship winner. She is currently an undergraduate at NYIT studying architecture. In her free time, she likes spending quality time with loved ones and listening to music.

Staff Who Chose Equality for Their Child



Our staff believe in the education we provide.



Melissa Henry

**SCIENCE TEACHER AT EQUALITY
CHARTER MIDDLE SCHOOL**

Melissa has been a science teacher at Equality for the past five years and was excited to enroll her son when our Elementary School opened. She shared that her decision was simple — she knows firsthand the quality of education Equality offers. Melissa highlighted the school's student-centered approach and its nurturing environment as key factors in her choice. She trusts that ECES will help set him on the right path for future success. Reflecting on his previous school experience, which lacked motivation and focus, Melissa is now proud to see her son thriving. He loves his time in class and has even nicknamed himself "The Math Star."

Jimmy Curet

RESIDENT TEACHER AT EQUALITY CHARTER ELEMENTARY SCHOOL

Jimmy's daughter attends Equality Charter Elementary School. The school's curriculum and close proximity to his home were two primary factors in his enrollment decision. Now that the school year has begun and he has hands-on experience with Equality, Jimmy shared that he loves ECS. His daughter is thriving as she learns her letters and gets more comfortable in the space. Jimmy and his family are excited to continue his daughter's educational journey at Equality and we are thrilled to have them as part of our community.



Terriann Wynter

TEACHING ASSISTANT AT EQUALITY CHARTER ELEMENTARY SCHOOL

Terriann's son attends Equality Charter Middle School. She shared that after attending an open house at ECMS, she was drawn to the school because our values align with what she wants for her child. The strong sense of community and collaboration at ECS stood out to her, and she's especially impressed by the variety of extracurricular activities available. Terriann expressed that her experience with the school so far has been overwhelmingly positive — and we're blushing!







Meet Chef Sylvia

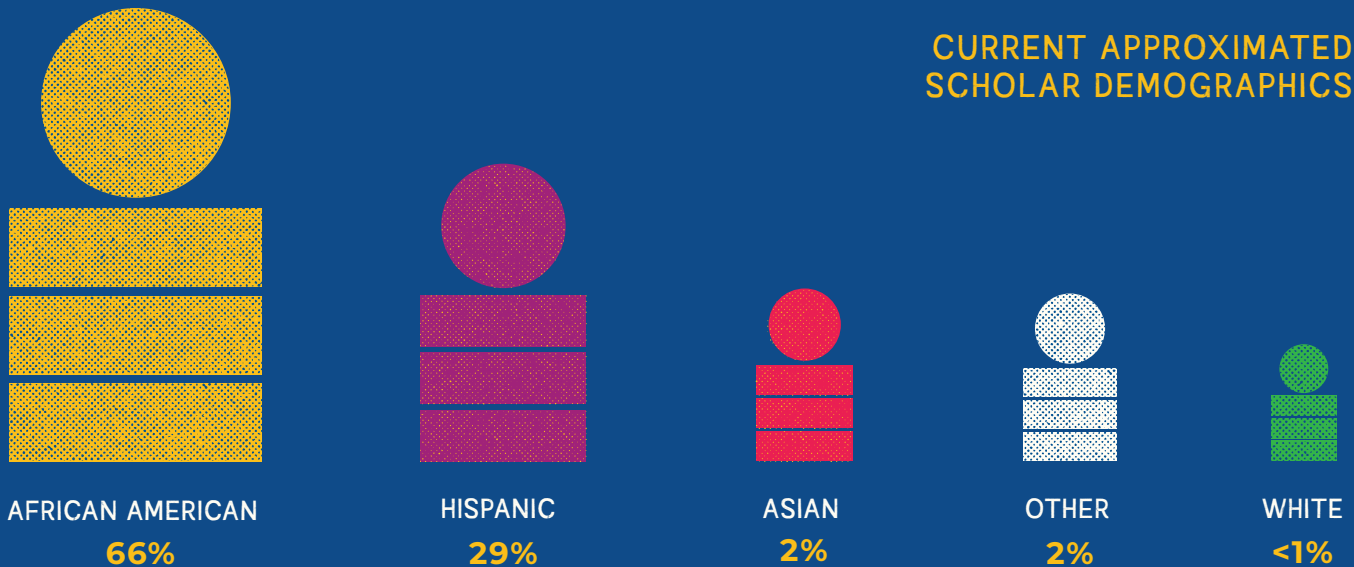
INTRODUCING EQUALITY'S NEW COMMUNITY CHEF

Chef Sylvia John is a Pastry and Culinary Artist with over 2 decades of experience in Cake artistry for her community and clientele. She is known for her cake artist skills and creating delicious meals with readily made ingredients. Sylvia's passion for farm to table produce drives her to create dishes that celebrate culture while also being healthy. She leads a talented team as Head Chef

at Red Rabbit, inspiring them to create flavorful healthy meals for the youth. Sylvia is also dedicated to teaching the youth, "let thy food be thy medicine," all while displaying culinary artistry.

Equality is thrilled with this new partnership with Red Rabbit to provide fresh, onsite cooked meals and snacks to our scholars each and every day.

CURRENT APPROXIMATED SCHOLAR DEMOGRAPHICS



OUR COMMITMENT TO

Racial Equity

In April 2020, nine individuals came together to form the Equality Racial Equity Committee. This committee is dedicated to keeping racial equity a priority across all of our schools and programs.

Purpose

Since 2020, the Racial Equity Committee has been vital in shaping Equality Charter School's culture, driven by the belief in educating others, strengthening core values, and modeling equity. The committee focuses on empowering staff for racial equity work, providing scholars with a culturally responsive curriculum, fostering a restorative justice-based culture, and prioritizing hiring and retaining diverse staff aligned with our mission and vision for racial equity.

Vision

Equality Charter School envisions a liberatory, justice-centered environment where racial equity informs all practices, policies, and approaches to teaching and learning.

We are committed to antiracism, culturally sustaining practices, and restorative justice to create a lasting impact across our educational community.



WORD WALL

EQUALITY CHARTER SCHOOL

EQUALITY CHARTER SCHOOL

EQUALITY CHARTER SCHOOL



EQUAL
START
SCHOOL

OFFICIAL LICENSED PRODUCT
NBA

Data Metrics

The REC facilitated a school-wide scholar survey to gauge existing Culturally Responsive Teaching efforts in October 2024 and they will use a school-wide scholar survey to progress monitor in May 2025. The REC will utilize data to inform Professional Development for educators for the following 2025-26 school year.

Work with Racial Equity Consultant

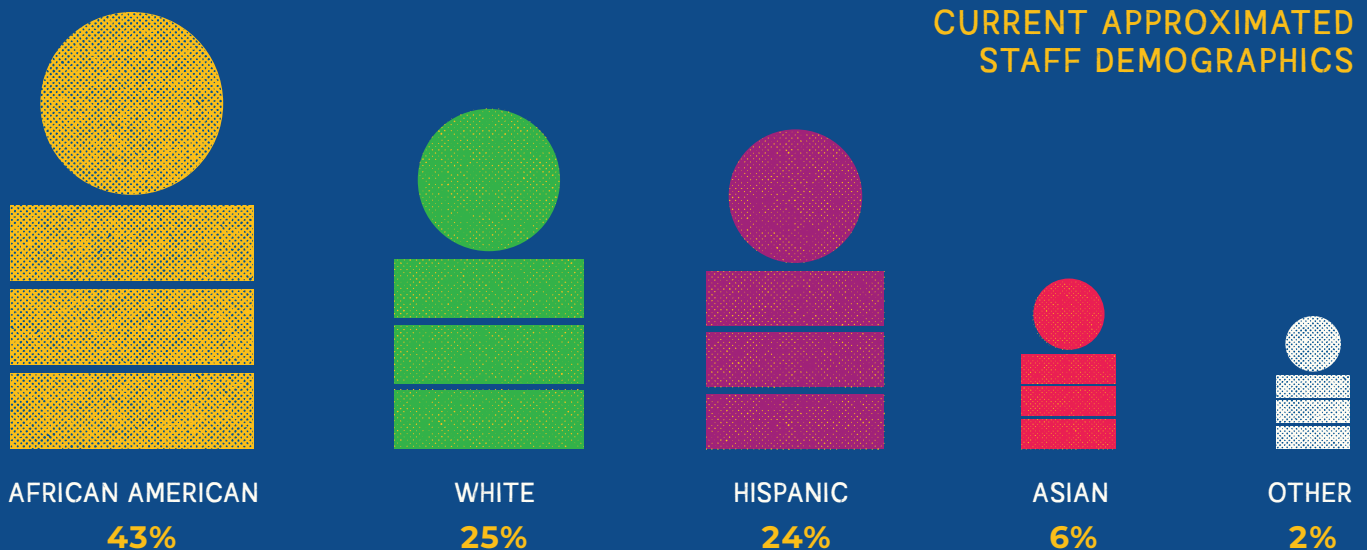
All instructional leaders are attending a Liberatory Teaching Workshop Series with a focus on Culturally Responsive Teaching. The series consists of five three-hour virtual professional development sessions.

Accomplishments

- ★ Fifteen staff members across leadership, instruction, and scholar services completed a two-year, nine-session training with racial equity consultant Jamilah Pitts, building capacity to lead Racial Equity Professional Development and facilitate equity discussions.
- ★ All school staff participated in six professional development sessions throughout the school year, focused on increasing awareness and capacity related to racial equity.

2024-2025 Goal

Our goal this year is to advance racial equity for our scholars by implementing culturally responsive pedagogy and adopting a restorative approach to discipline.



FALL 2024:

KINDERGARTEN Kicks Off!



We are thrilled to announce the opening of Equality Charter Elementary School with kindergarten and first grade in Fall 2024!

Founding Elementary Principal Ms. Amanda has served at Equality since 2010 and for the past 10 years has led our Middle School. Our educational community will soon encompass scholars from kindergarten through 12th grade, creating a cohesive and supportive environment for scholars at every stage of their educational journey.

The addition of the Elementary School is a key milestone in our mission to provide high-quality education in the Bronx. By building a strong academic foundation, we empower young learners to grow academically, socially, and emotionally. Our school nurtures curiosity, creativity, and critical thinking, while upholding our core values of Achievement & Progress, Integrity, Responsibility, and Self-Knowledge. We are proud to offer multiple advisory opportunities for scholars to engage in social-emotional learning, mindfulness, and reflection.

We're eager to welcome our youngest scholars into a vibrant, inclusive learning environment that prioritizes individualized attention, a rich curriculum, and social-emotional development.

We can't wait to see our community grow, and we thank you for being a part of this incredible journey!

Why Equality

A diverse group of Equality staff came together in June 2024 and developed our *Why Statement*¹ to create a unifying purpose that inspires and aligns all stakeholders.

We created the statement through the following process:

SELF REFLECTION:

We reflected on our personal and organizational values, beliefs, and motivations. We asked questions like “What drives us?” or “What change do we want to see in the world?” The goal was to discover the core belief that underpins all actions, which, in this case, is nurturing and empowering individuals.

GUIDE OUR ACTIONS:

Once we identified our “Why,” we used it as a compass to guide decisions and strategies. Every action and decision should align with the purpose of empowering individuals to shape their own futures.

COMMUNICATE AUTHENTICALLY:

We crafted our “Why” in a way that resonated with us on a personal and fundamental level, showing how our work aligns with shared values.

FOCUS ON IMPACT:

We pushed ourselves to think beyond the tangible outputs of our school and focused on the deeper human impact we seek to create — the impact is helping individuals become architects of their own lives — encouraging autonomy, growth, and self-determination.

FULL ENGAGEMENT:

After our Why Statement was crafted, we engaged our entire 140 person staff to reflect on their personal experience with and connection to the Why. We continue to use it to inspire others and shape all that we do.

¹ This statement was developed using Simon Sinek’s idea of the “Why.”

A close-up photograph of two women. The woman on the right has dark hair styled in many small braids and is wearing a light blue collared shirt. She is smiling and looking towards the left. The woman on the left has long dark hair and is wearing a dark top. She is leaning in and kissing the first woman on the cheek. Her hand is resting on the first woman's shoulder, and she is wearing a ring on her finger. The background is softly blurred, showing what appears to be an office or indoor setting with windows.

EQUALITY'S
WHY STATEMENT:

To nurture and empower individuals so that they can become the architects of their own lives

Growth is the foundation for lifelong success.

At Equality Charter School, growth is at the heart of everything we do. Since 2009, we've empowered scholars to grow not only in their knowledge but in confidence, resilience, and leadership. Together, we're shaping brighter futures for our scholars and creating lasting impact in the Bronx community.

Thank you for being part of our journey.

HIGH SCHOOL

2141 Seward Ave
Bronx, NY 10473
718-459-9597

MIDDLE SCHOOL

4140 Hutchinson River Pkwy E
Bronx, NY 10475
718-517-3169

ELEMENTARY SCHOOL

3901 White Plains Rd
Bronx, NY 10466
718-459-9597

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