



## 2020-2025 Strategic Plan

Adopted by Drew's Board of Directors  
July 31, 2020

### Purpose/Mission/Vision/Philosophy Statements

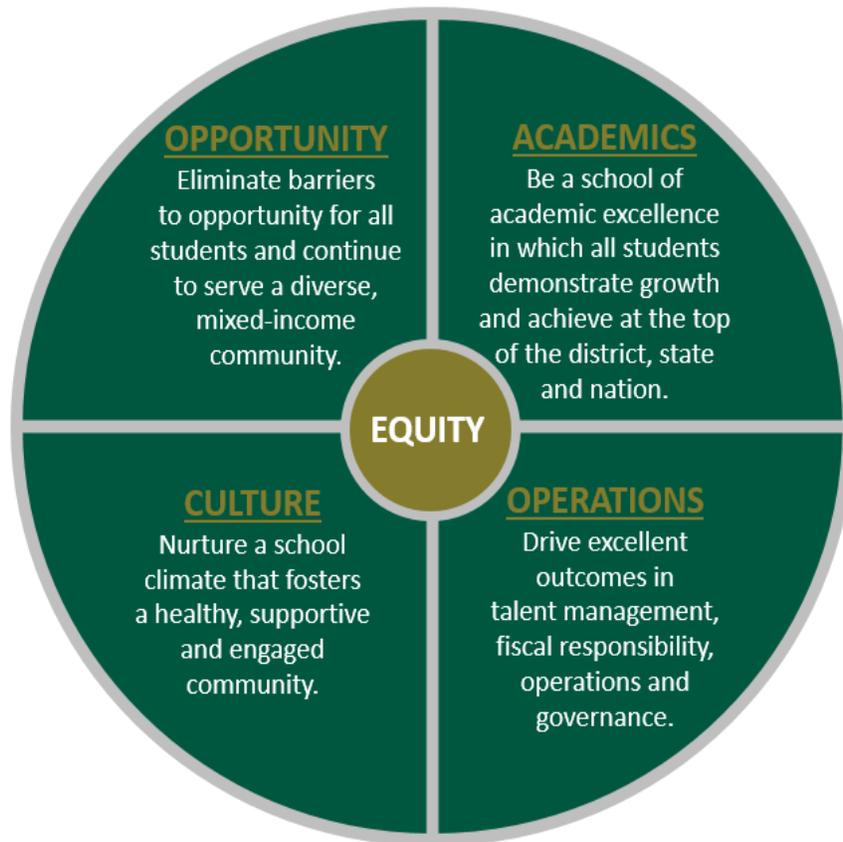
**Purpose:** Charles R. Drew Charter School serves as a key component of the cradle-to-college/career continuum within the holistic East Lake neighborhood revitalization. Drew was founded for the purpose of providing an excellent education to the children living in The Villages of East Lake. Drew Charter School will continue to center its work on The Villages of East Lake, while serving ethnically, culturally, socioeconomically diverse students. Drew is committed to an educational emphasis on removing economic and social barriers so that each child reaches their full potential.

**Mission:** Drew Charter School educates, nurtures and empowers all students to achieve their full potential as part of an exemplary, innovative, and equity-centered community.

**Vision:** Drew Charter School students will possess the knowledge, skills, passion and intellectual inquiry to successfully navigate and create positive change in the world.

**Philosophy:** Drew Charter School's approach is based on our commitment to equity, particularly the belief that every child has gifts and talents that must be explored and nurtured. We believe in encouraging all students to reach their full potential. A Drew education supports strong intellectual, physical, social, and emotional growth.

## Strategic Plan Goals



## Equity Statement and Definition

### Drew Board Statement on Equity

As part of our steadfast efforts to ensure equitable outcomes for ALL Drew Charter School students, we, the Board of Directors, individually and collectively, make an explicit commitment to identify, acknowledge, and dismantle policies and practices that reinforce systemic racism, and to educate and equip ALL of our students with the ability and opportunity to be leaders in the continuous work of creating a true, beloved community.

– Drew Board of Directors, September 2019

### Equity Definition

Drew defines Equity as ensuring that all students have the opportunity to realize their dreams and achieve optimal outcomes regardless of dimensions of diversity, particularly race and its intersection with socioeconomic status, ability, and gender. Achieving educational equity requires strategic decision-making to remove barriers to achievement and opportunity, enabling all students to graduate ready for college and career.

## **GOALS WITH OBJECTIVE STATEMENTS**

### **OPPORTUNITY**

*Eliminate barriers to opportunity for all students and continue to serve a diverse, mixed-income community.*

#### **Objectives**

- 1) Ensure Drew continues to increase the enrollment of total students residing in The Villages of East Lake and from economically disadvantaged families to remain aligned with Drew's purpose and mission.
- 2) Ensure that Drew's cradle to college/career pipeline provides necessary supports to eliminate all gaps for students
- 3) Ensure that all students have equitable access, input, and opportunity to participate fully in activities outside of the classroom

### **ACADEMICS**

*Be a school of academic excellence in which all students demonstrate growth and achieve at the top of the district, state and nation.*

#### **Objectives**

- 1) Increase academic growth of all students.
- 2) Increase academic achievement of all students.
- 3) Increase Kindergarten readiness for students through strategic collaboration with early learning partners.
- 4) Ensure Drew demonstrates continuous improvement and innovation in Response to Intervention (RTI) and special education implementation.
- 5) Ensure Drew demonstrates continuous improvement and innovation in PBL/STEAM implementation.
- 6) Ensure Drew's academic instruction reflects equitable practices.
- 7) Ensure students graduate aware, eligible and prepared for success in college and career.

### **CULTURE**

*Nurture a school climate that fosters a healthy, supportive and engaged community.*

#### **Objectives**

- 1) Promote a student community that builds caring, positive and respectful student relationships.
- 2) Promote a safe, engaging, and supportive employee work environment that encourages collaborative problem solving and offers opportunities for career development.

- 3) Promote meaningful and equitable engagement opportunities that address the interests, strengths, and needs of Drew's families.

## **OPERATIONS**

*Drive excellent, equitable outcomes across talent management, fiscal responsibility, operations and governance.*

### **Objectives**

- 1) Ensure that Drew recruits and retains a diverse, highly engaged, top-quality staff that is committed to the mission and vision of the organization.
- 2) Ensure the Drew Board provides excellent governance with diverse leadership representative of the community it serves.
- 3) Ensure Drew practices effective, efficient financial management and business operations.
- 4) Ensure Drew maintains facilities and grounds with excellence and implements the long-term capital maintenance plan with fidelity.
- 5) Ensure that Drew provides access to current technology and infrastructure and implements the long-term technology plan with fidelity.