



2020-2025 STRATEGIC PLAN

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.

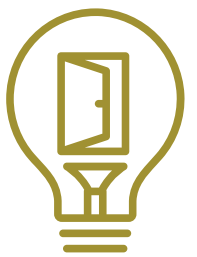
DREW BOARD STATEMENT ON EQUITY As part of our steadfast efforts to ensure equitable outcomes for ALL Drew Charter School students, we, the Board of Directors, individually and collectively, make an explicit commitment to identify, acknowledge, and dismantle policies and practices that reinforce systemic 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

OPPORTUNITY

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

- Increase the enrollment of total students residing in The Villages of East Lake and from economically disadvantaged families
- Cradle to college/career pipeline provides necessary supports to eliminate all gaps for students
- Equitable access, input, and opportunity to participate fully in activities outside of the classroom



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

ACADEMICS



- Increase academic growth and academic achievement of all students
- Increase Kindergarten readiness for students
- Response to Intervention (RTI) and special education implementation
- Continuous improvement and innovation in PBL/STEAM implementation
- Students aware, eligible, and prepared for college and career success
- Promote the use of equitable instructional practices

CULTURE

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

- Build a caring student community
- Promote a safe, engaging, and supportive employee work environment that encourages collaborative problem solving and offers opportunities for career development
- Promote meaningful and equitable engagement opportunities that address the interests, strengths and needs of Drew's families



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

OPERATIONS



- Recruitment of a diverse, highly engaged, top-quality staff that is committed to the mission and vision of the organization
- Provide excellent governance with diverse leadership representative of the community it serves
- Effective, efficient financial management and business operations
- Ensure Drew maintains facilities and grounds with excellence and implements the long-term capital maintenance plan with fidelity
- Ensure Drew provides access to current technology and infrastructure and implements the long-term technology plan with fidelity