



WELCOME TO CAPITAL PREP SCHOOLS'
2020-2021 ANNUAL REPORT

CONTENTS



1 WELCOME

2 WHO WE ARE AND THE COMMUNITIES WE SERVE

3 CAPITAL PREP BY THE NUMBERS

4 LEADERSHIP

- » The Chairman's Message
 - » Our School-Based Leadership Team
-

5 A LOOK BACK ON 2020-2021

- » A Reflection: Teaching in a Pandemic
 - » Advisors: The Other Essential Frontline Worker
 - » The Opening of Capital Prep Bronx
 - » #WeAreCollegeBound
 - » Professional Development: Leading with Purpose
 - » Illuminating the Way
 - » Improving our Community: Knot It!
-

6 THE DATA

- » Academic Performance Data
- » Fiscal Data

A MESSAGE FROM OUR FOUNDER

Dear Friends and Family of Capital Prep,

What a year it has been. As cliché as it may sound, few phrases encapsulate the magnitude of what our children, families, and community as a whole have endured.

Not only have we carried the weight of a global pandemic on our backs, but we have been challenged with the complexity of politics and social upheaval along the way. In this annual report, we invite you to experience our journey through it all, sharing a glimpse into the implications and solutions of the year that was 20-21. As you turn the pages, you will see how we, a network of schools that educate some of the nation's poorest, minority children, have sought to establish solutions to problems never before encountered.

It is not enough to educate children who are blocked by a system that is more interested in imprisoning them than sending them to college. Ours is a more complicated endeavor. We have to find a way to encourage our children - no matter what starting point - to believe past their circumstances and beyond, adapting a culture that presses on in pursuit of "the American Dream".

This is why we are here, and why... We Are Capital Prep!

All the best,
Dr. Steve Perry
Founder & Head of Schools

”



Capital Prep Schools is a boutique network of public charter schools that is actively working to close the achievement gap.

When our scholars arrive on campus - whether they join us in kindergarten, sixth grade, or even senior year - they become a part of our family. We are here to challenge them, support them, and help them achieve beyond their own expectations every day.



That's why... we are Capital Prep!

OUR DECLARATION

On any given Friday, you can hear scholars across our campuses repeat a call and response to their peers called “Our Declaration”. More than words, it is a daily affirmation of who we are and who we commit to be in the future.



I STRIVE ...

For Excellence in all
that I Do



WE HAVE ...

Come together to Improve
Our Community and Ourselves



WE WILL ...

Change the World



BECAUSE WE ARE CAPITAL PREP!



WHO WE ARE AND THE COMMUNITIES WE SERVE



THE COMMUNITIES WE SERVE

Our schools exist to change the narrative that your zip code, race, and socio-economic classification define your capacity to achieve. Research tells us that attaining a college degree is a trajectory-changing milestone. Preparing our children to succeed in college and beyond is our north star.

47% of those raised in the bottom quintile of the family income ladder

who do not earn a college degree are stuck there as adults, **compared with 10% who do.***

Having a college degree makes a person

3x
MORE LIKELY

to rise from the bottom of the family income ladder all the way to the top.*

*PEW Charitable Trusts study, "Pursuing the American Dream: Economic Mobility Across Generations"



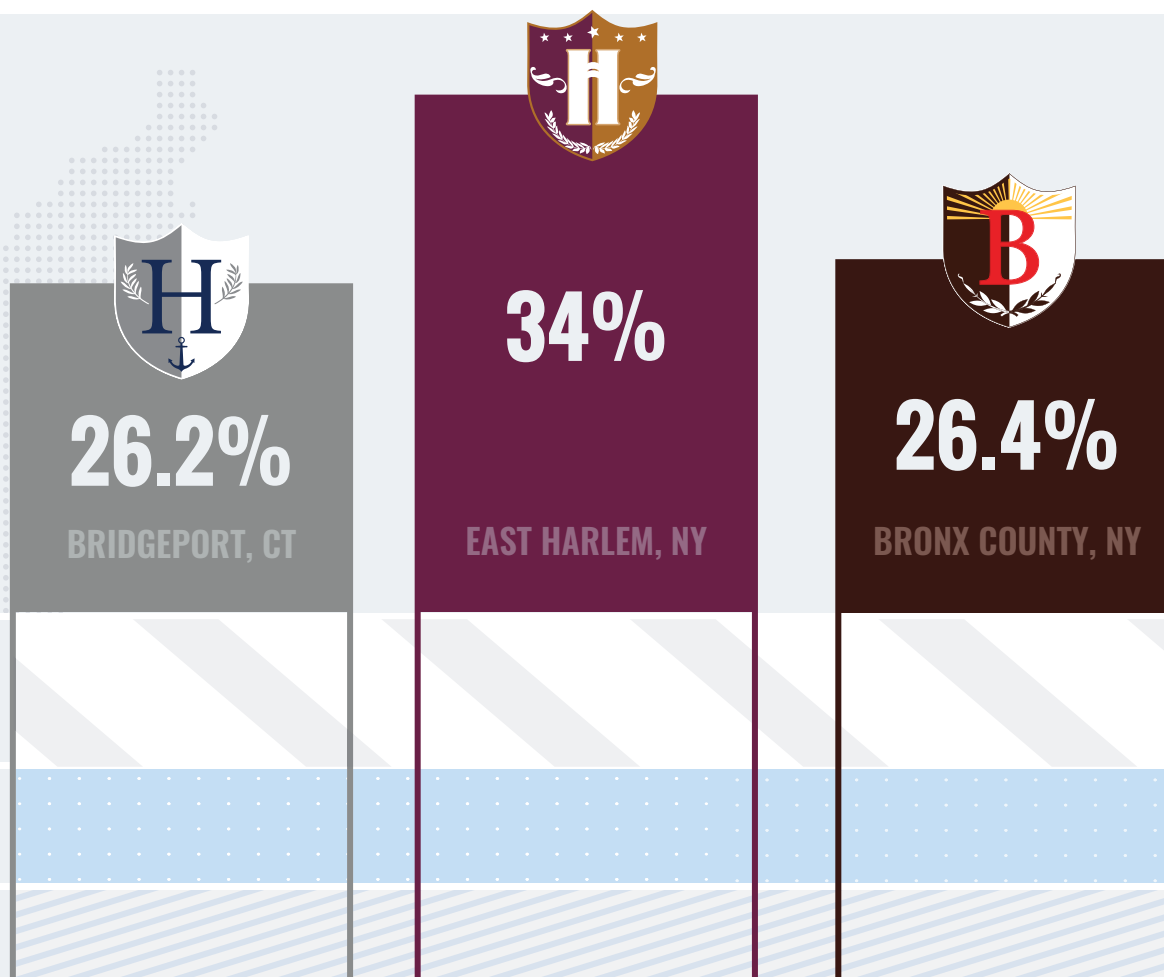
OUR COMMUNITIES OUTPACE THE COUNTRY IN POVERTY LEVELS

PERSONS BELOW
POVERTY LINE*

NY **13%**

USA **12.3%**

CT **10%**



* censusreporter.org, 2019 Census



COLLABORATOR

CAPITAL PREP BY THE NUMBERS



CAPITAL PREP SCHOOLS: BY THE NUMBERS



SCHOLARS

1,410 NETWORK-WIDE SCHOLARS

ENROLLED

CAPACITY*

2,202



STAFF

176 CURRENT STAFF



248 MAX STAFF CAPACITY*



NEW YORK



6-12

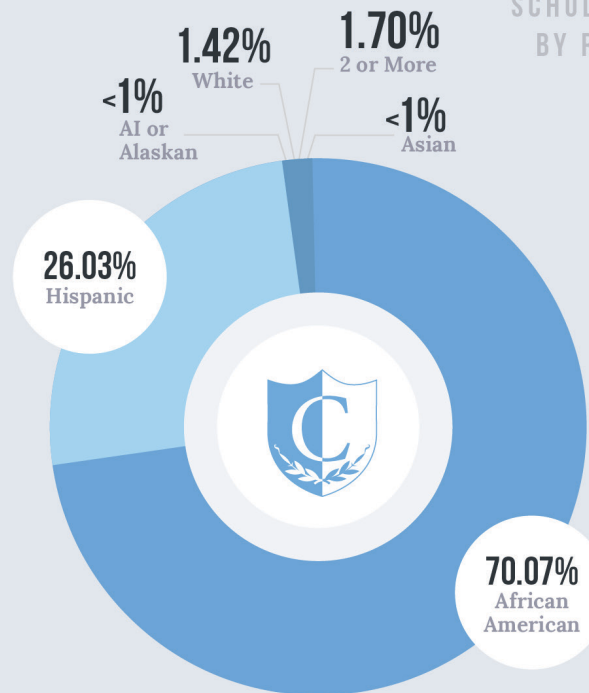
CONNECTICUT



K-12

GRADES

SCHOLARS BY RACE



74.75%
FREE AND REDUCED LUNCHES



13.05%
SCHOLARS WITH SPECIAL NEEDS



3.83%
ELL SCHOLARS



founded 2015

 **785** SCHOLARS

ENROLLED

CAPACITY*

802

81 CURRENT
STAFF



86
MAX STAFF
CAPACITY*



68.66%
African
American

<1% AI OR ALASKAN

1.02% WHITE

<1% 2 OR MORE

<1% ASIAN



29.43%
Hispanic



64.08% FREE AND REDUCED
LUNCHES



9.17% SCHOLARS WITH
SPECIAL NEEDS



5.86% ELL
SCHOLARS



founded 2016

 **427** SCHOLARS

ENROLLED

CAPACITY*

700

73 CURRENT
STAFF



82
MAX STAFF
CAPACITY*



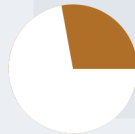
72.13%
African
American

<1% AI OR ALASKAN

1.64% WHITE

1.17% 2 OR MORE

<1% ASIAN



23.89%
Hispanic



95.55% FREE AND REDUCED
LUNCHES



20.37% SCHOLARS WITH
SPECIAL NEEDS



<1% ELL
SCHOLARS



founded 2020

 **198** SCHOLARS

ENROLLED

CAPACITY*

700

22 CURRENT
STAFF



80
MAX STAFF
CAPACITY*



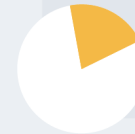
71.21%
African
American

1.01% AI OR ALASKAN

2.53% WHITE

7.58% 2 OR MORE

<1% ASIAN



17.17%
Hispanic



72.22% FREE AND REDUCED
LUNCHES



12.63% SCHOLARS WITH
SPECIAL NEEDS



2.02% ELL
SCHOLARS

WE WILL CHANGE THE WORLD

WE ARE C



CAPITAL PREP!

LEADERSHIP



THE CHAIRMAN'S MESSAGE:

WORDS OF
REFLECTION
FROM THE
LEADERS OF
OUR BOARD



The past school year has proven to me that our Capital Prep Harbor staff and Charter Management Organization are second to none. In 2021, 52 seniors graduated from Capital Prep Harbor, and 100% of them were accepted to 4-year colleges! Our ability to make progress in the midst of a slowdown and shutdown was a remarkable accomplishment - but was not without hard work. Adjusting and adapting to ever-changing policies and regulations was a true testament to our declaration 'we will change the world!' I cannot thank the team enough for their continued commitment to building the best educational system possible, no matter what obstacles come our way. This resilience has been a critical exemplar to our children - one they will remember for years to come.

Bishop R. A. Griffith

Board Chair,
Capital Prep Harbor Charter School



Education, when executed equitably, should be a great equalizer of disparities. Education was my pathway to a life I could not imagine as a young kid growing up in the Bronx. For too many kids, especially inner-city minority kids, education is not an equalizer; it is actually the opposite. It holds our children back. Capital Prep was founded on the principle that every scholar who walks through our doors deserves a quality education on par with any school in the country. Every scholar deserves to attend a four-year university. I witnessed the class of 2021 enter Capital Prep with the expectation that they could achieve anything if they committed to Be Great and Work Hard. Our scholars did it despite the challenges. They did it despite an unforeseen pandemic. They did it because of their resilience, their intelligence, and their character. I am so proud of each of our graduates, and all of the children that will come after them.

Derek Ferguson

Board Chair,
Capital Prep Charter Schools
New York

OUR SCHOOL-BASED LEADERSHIP TEAM



Dr. Ayanna Carter

Principal,
Capital Prep Harbor
Upper School
Alma Mater: St. John's
University



Ronald Hawkins

Principal,
Capital Prep Harbor
Lower School
Alma Mater: Shenandoah
Conservatory



Justice Jones

Interim Principal,
Capital Prep Harlem
High School
Alma Mater: Florida A&M
University



Ty Redmond

Principal,
Capital Prep Harlem
Middle School
Alma Mater: University of
Wisconsin, Whitewater



Isaiah Brown

Principal,
Capital Prep Bronx
Alma Mater: Mercy College





A LOOK BACK ON 2020-2021





As the last semester of school ended in June of 2020, the purple elephant in the room remained - what will happen next year? Will there be school? Will we continue remotely? How will our children survive this? How will we?

A REFLECTION: TEACHING IN A PANDEMIC

**By Dr. Ayanna Carter,
Principal, Capital Prep
Harbor Upper School**

No amount of schooling or professional development can prepare you for the effects the COVID-19 pandemic has had on our children, our communities, and our staff. As building leaders, when things are hard, we are often looked to for the answer, the solution, or the strategy for getting there. This past year across all Capital Prep Schools, leadership was a collaborative action, with all hands on deck to get us through. And that we did.

With three months of remote learning under our belt, we had numerous lessons learned and best practices for instruction heading into the 2020-2021 school year. We were far from perfect, but we had a foundation to build a new normal and a savvy team to implement it - so we did. We increased and expanded our professional development over the summer. We added additional support staff to work

through trauma and mitigate social-emotional loss. We learned hybrid instruction, teaching to an in-person and remote class at the SAME TIME! We implemented virtual after-school programs to combat academic challenges and drive additional touchpoints. Our staff created wellness groups with daily mental health check-ins. We zoomed, zoomed, and zoomed again, weeding out the hiccups and putting policy and process in place to take on the new year (although even after 18 months, you can guarantee someone still says - "you're on mute"). Last, we scoured the industry to create a comprehensive reentry plan for every campus, with every COVID-19 mitigation protocol we could find to ensure the safety of our community.

We knew that this was bigger than ourselves - we held the fate of a generation in our hands. However, it was not easy. Many of us taught a full day of classes with our children needing us at home. Some had loved ones fall ill or worse. Many of us had never used or seen some of the technology tools that had suddenly become our classroom, our daily lives - our lifelines - and had to adapt quickly. **We learned and taught together, laughed and cried together, and above all else, we checked in on each other every single day.**



Without the support of one another - the Capital Prep Harbor board, staff, scholars, and families - we would not have made it.

THE RESULTS?

98% of our Upper School Scholars **+** **89%** of our Lower School Scholars

were promoted to the next grade and we doubled down on our commitment to college acceptance:

100% of all of our seniors were accepted to 4-year colleges.



**IN SHORT,
WHEN FACED WITH
“HARD” ... WE
WORKED HARDER.
THERE WAS NO
OTHER OPTION.**

ADVISORS: THE OTHER ESSENTIAL FRONTLINE WORKER

By Tammy Cassile,
Assistant Superintendent, Student Services

The Illuminator, in his/her role as an Advisor, is the primary source of contact with the family, an automatic touchpoint for the scholar, and an advocate for the scholar in school. Our Advisory experience is central to the success in our schools, and it lays the foundation for the development of our scholars' social-emotional skills under our learner expectations. Unlike the advisories common in schools across the country, the Capital Prep Advisory encompasses the entire Capital Prep ecosystem, including social justice, activism, academic prowess, and a familial community. The main purpose of the Advisory program is to foster personalization, strengthening the relationship between scholars and their learning environment.





**Advisory is the kitchen in our Capital Prep home;
it is the place where everyone gathers.**

In a typical school year, the Advisory curriculum is already structured with elements specifically designed to support the social-emotional needs of our scholars and college planning. The ability to be in-person is critical to its total success to properly serve as a relationship-building touchpoint with new and existing scholars. With all of our campuses operating fully remote or hybrid amid the Pandemic, this significantly impacted our ability to nurture relationships, connect with our community, and create safe spaces for our scholars to interact with each other.

During the pandemic, Advisory served as a triage as staff navigated the myriad of challenges our scholars and families faced personally and academically, working to find solutions to keep their children on track.



It was no secret that while our community faced the impact of COVID-19 from a public health perspective, the global uprising in the fight for social justice presented an equal if not greater threat to their well-being.

To assist and support Advisors along the way, we created Adult Advisories, where Illuminators were placed in groups with Leadership, not only creating consistency in execution but also serving as a staff support network. With scholars, we created wellness activities, reached out daily to families to ensure they attended school, incorporated competitions for the highest attendance rates, and implemented “home visits” if families became unreachable.

We made it our mission to ensure our scholars were present and cared for, either virtually or in person, as a family is supposed to do. It was not enough to meet the expectations of our community; we had to show every scholar every day, every period, all year that they mattered by teaching them and caring when they were not with us.



At the heart of Capital Prep Bronx is a nurturing learning environment rooted in community, academic excellence, and the desire to **#CHANGETHEWORLD.**

A Pandemic could not stop Capital Prep Bronx, the newest addition to the CPREP Network of schools, from opening its doors (virtually) in the Fall of 2020.



At first, it was hard to conceptualize operating a brand new school remotely.

The ability to have face-to-face interactions and interpersonal connections, especially for new scholars entering unfamiliar territory, felt crucial to the scholars' well-being academically and emotionally.

Were they going to feel like they belonged? Were they going to feel comfortable? Prepared? Engaged?

While these questions always underpin the beginning of any school year, Capital Prep Bronx remained steadfast in their commitment to providing scholars the rigorous curriculum and social-emotional supports they had promised.

In fact, Principal Isaiah Brown prioritized ensuring scholars and families stayed involved both at the school and throughout their community year-round by implementing programs like a Capital Prep Bronx Fathers Club, after-school tutoring and extracurricular activities, and community service.

When the school switched over to a hybrid (in-person & virtual) model in March 2021, the scholars often visited the local Community Garden. They formed their own Green Cubs Club, reinforcing volunteerism, community support and making the world a better place. Meeting each Friday after school, they learned about composting, the importance of urban gardening, and other ways to care for their environment. This past April, in coordination with Earth Day, the Green Cubs Club held a penny drive, donating all proceeds to the Community Garden.



#WEARECOLLEGEBOUND

”

Our model has been tested, and the results are clear: Capital Prep is capable of enrolling students at all grades, including seniors, and securing college acceptance - even during a historic global pandemic.

In the middle of the COVID-19 pandemic, and even while in renewal, Capital Prep enrolled an entire Senior class in Harlem for the 2020-2021 school year. With every obstacle in front of us to fully implement our college preparatory model, six months later, after facing every obstacle in front of us to implement our college preparatory model, 100% of scholars in that senior class were accepted to four-year colleges.

100% OF CAPITAL PREP
GRADUATES



have been accepted to **4-year colleges every year since 2006.**

THE CLASS OF 2021 CONTINUED THAT LEGACY.

One piece of advice I would give is to never give up. When you see yourself going to that college you always wanted to go to, that should be the motivation for you.”

SERENA MAKEU,
Capital Prep Harlem
Class of 2021 |
Seton Hall Class of 2025



Capital Prep Harlem
Graduation Recap



Capital Prep Harbor
Graduation News Coverage



PROFESSIONAL DEVELOPMENT: LEADING WITH PURPOSE

In July of 2020, after four months of remote learning across the network, Capital Prep conducted its inaugural Leadership Institute. **This 40-hour course, designed for school-based leaders, calibrated our administrative lens for instructional leadership the Capital Prep way.**

Sessions covered CPREP key design elements, affective and academic leadership coaching, the latest best practices for virtual learning, special education, budgeting, and school safety in the wake of the pandemic. As a result of this intensified leadership program, all senior and junior leadership teams were prepared to coach and develop their incoming faculty for the challenging road ahead.

Given operational complexities amid the pandemic, we sought to think more creatively in executing our Friday professional development sessions throughout the year, offering a full suite of hybrid sessions and expanding the use of SafeSchools, our online platform for teacher training.

Throughout the year, each staff member completed 15 additional independent study courses. The topics covered a wide range of essential skills needed to be effective in the aftermath of Covid and the race relations crisis our country was undergoing: secondary trauma awareness, student mental health, diversity awareness, conflict management, student homelessness, stress management, and gang awareness. The expansion of SafeSchools prepared our staff to support peers, scholars, and stakeholders while we navigated these global crises as a family.

BY JUNE '21 THE NETWORK
COMPLETED APPROXIMATELY 2,500
COURSES TO STRENGTHEN OUR TEACHING
AND LEARNING COMMUNITY.

”

“What’s needed is our unwavering commitment, which is a simple recipe composed of our time and effort.”

Dr. Steve Perry,
Founder and Head of Schools



ILLUMINATOR:

ONE WHO SHINES LIGHT WITH THE INTENTION OF
ADDING CLARITY, BRIGHTNESS, AND VISIBILITY.

We believe that our educators are responsible for lighting the way for students on their educational paths. Each Illuminator is dedicated to providing students with an enriching and invigorating educational experience.

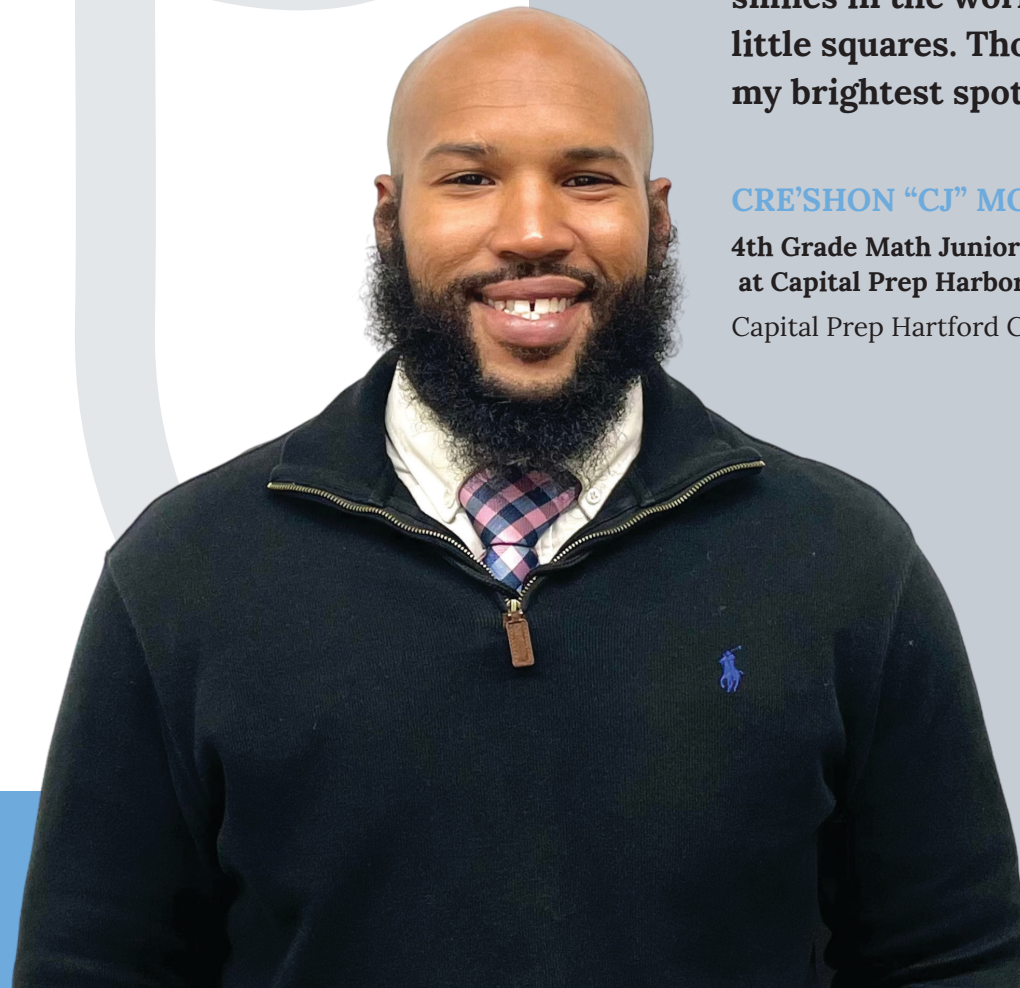
This past year, our Illuminators were faced with unprecedented professional and personal challenges. Not only were they experiencing the impact of the pandemic in their own lives, but their scholars were suffering simultaneously - each in their own way. Maintaining an optimistic disposition while mitigating learning loss and providing social-emotional support to our scholars through a pandemic as well as a global uprising in social injustice is no easy feat.

”

“When they told us we were switching to online learning, I was stressed. But then I realized the best part of my day was just seeing the kids’ faces and how happy they were to see me. Even if we weren’t in person, you’d see the biggest smiles in the world in those little squares. Those were my brightest spots.”

CRE’SHON “CJ” MORRISON

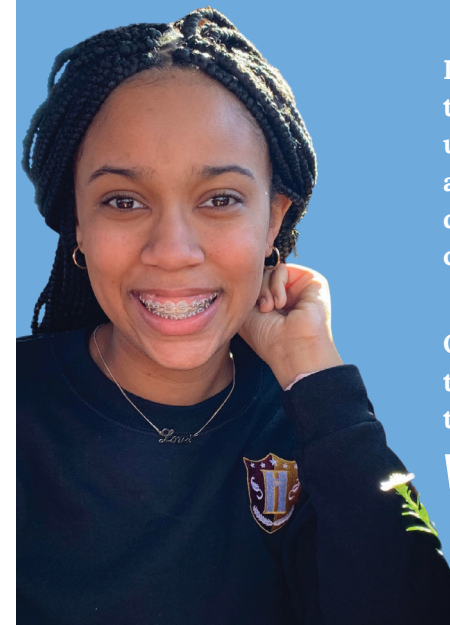
4th Grade Math Junior Illuminator
at Capital Prep Harbor Lower School,
Capital Prep Hartford Class of 2012



WE HAVE COME TOGETHER TO IMPROVE OUR COMMUNITY AND OURSELVES: **THE KNOT IT! PROGRAM**

Our children are more than textbook scholars; they are becoming empathetic citizens and agents of change. They are perceptive of the world around them, and when they see injustice in their communities, they are going to tackle it hands-on. That's exactly what Jania Jones, Capital Prep Harlem Senior, did this past year. Jania is a natural leader who serves as a member of the Student Government. Because of this commitment, she has the opportunity to earn her Associate Degree along with her High School Diploma when she graduates from Capital Prep Harlem.

With the help of her Advisor, she created Knot It: a community service initiative designed to bring scholars together by donating homemade blankets to neighborhood homeless shelters. The goal? To make and donate a total of 100 blankets by the Fall of 2021. The project serves two important outcomes: the blankets provide warmth and comfort to those in need, while making the blankets allows students to engage in therapeutic crafts to help them cope with pandemic-related stress or anxiety.



Despite grappling with her own struggles throughout the pandemic, Jania still understood the bigger picture: that there are members in her community who are disproportionately affected and that she could help. So she did.

Our scholars are passionate about making the world a better place, about improving their communities and themselves.

WE ARE CAPITAL PREP.

ACADEMIC PERFORMANCE DATA

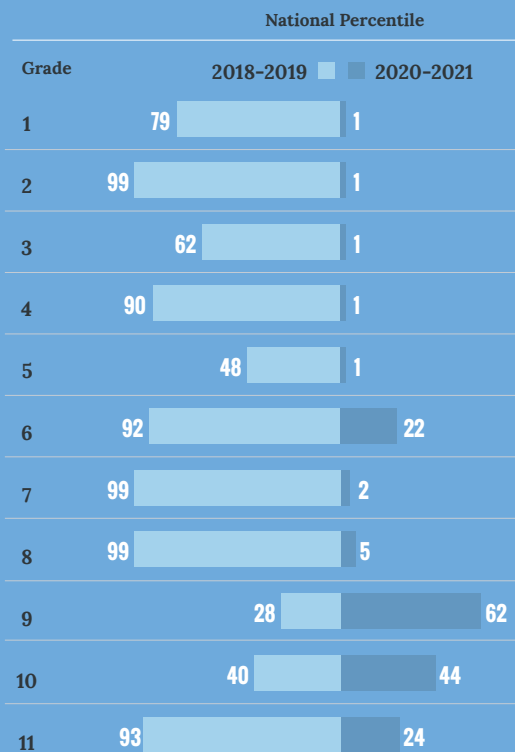
As we approach the new year and return to in-person learning, we must recognize and acknowledge the regression in MAP growth seen in this data, which signifies the pandemic's impact on our childrens' social-emotional and academic learning losses.

While we have a long road ahead in rebuilding our baseline for academic performance, our mindset remains as such: the comeback is always stronger than the setback. Guiding us will be our north star - college acceptance and persistence - as well as the continued support of our partners, staff, and community. With this backing, we are confident that our scholars will bounce back stronger and more committed than ever.

MATH



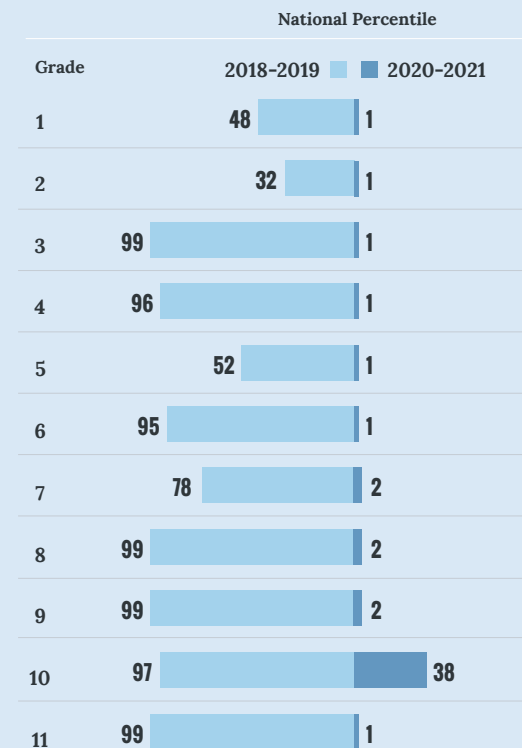
HARBOR



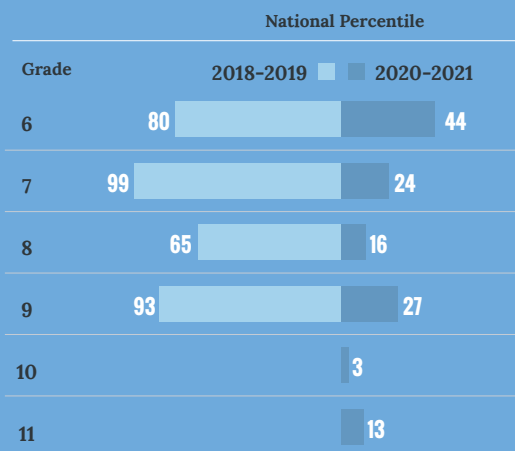
READING



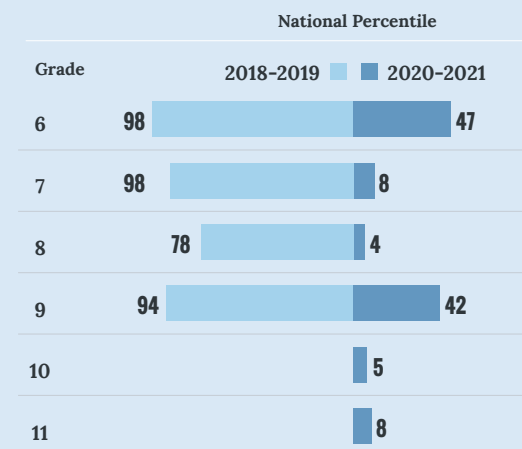
HARBOR



HARLEM



HARLEM



FISCAL DATA

Statement of Financial Position
Summary Report
For the Period Ending June 30, 2021



ASSETS

CURRENT ASSETS

	Current Period Total
Cash and Cash Equivalents	\$ 2,589,842
Accounts, Grants and Contract Receivable	\$ 1,231,993
Prepaid Expenses and Other Current Assets	\$ 7,013
Due from Related Parties	-
TOTAL CURRENT ASSETS	\$ 3,828,848

FIXED ASSETS - NET

\$ 1,110,094

OTHER ASSETS

Restricted Cash - Escrow	\$ 100,000
Security Deposit	\$ 742,000

TOTAL OTHER ASSETS

\$ 842,000

TOTAL ASSETS

\$ 5,780,942

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable and Accrued Expenses	\$ 165,294
Deferred Revenue	\$ 4,974
Due to Related Party	\$ 1,150,436

TOTAL CURRENT LIABILITIES

\$ 1,320,704

OTHER LIABILITIES

Deferred Rent	\$ 333,332
---------------	------------

TOTAL OTHER LIABILITIES

\$ 333,332

TOTAL LIABILITIES

\$ 1,654,036

NET ASSETS

Retained Earnings	\$ 2,485,164
Net Revenue	\$ 1,641,741

TOTAL NET ASSETS

\$ 4,126,905

TOTAL LIABILITIES AND EQUITY (NET ASSETS)

\$ 5,780,942

Statement of Financial Position
Summary Report
For the Period Ending June 30, 2021



ASSETS

CURRENT ASSETS

	Current Period Total
Cash and Cash Equivalents	\$ 2,130,757
Accounts, Grants and Contract Receivable	\$ 178,874
Prepaid Expenses and Other Current Assets	\$ 6,944
TOTAL CURRENT ASSETS	\$ 2,316,574

FIXED ASSETS - NET

\$ 1,484,857

OTHER ASSETS

Deposit	\$ 144,451
---------	------------

TOTAL OTHER ASSETS

\$ 144,451

TOTAL ASSETS

\$ 3,945,881

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable and Accrued Expenses	\$ 253,005
Deferred Revenue	-
PPP Loan Payable	-
Due to Related Party	\$ 260,634

TOTAL CURRENT LIABILITIES

\$ 513,639

OTHER LIABILITIES

Deferred Rent	\$ 279,677
---------------	------------

TOTAL OTHER LIABILITIES

\$ 279,677

TOTAL LIABILITIES

\$ 793,316

NET ASSETS

Retained Earnings	\$ 2,205,344
Net Revenue	\$ 947,222

TOTAL NET ASSETS

\$ 3,152,566

TOTAL LIABILITIES AND EQUITY (NET ASSETS)

\$ 3,945,881



WE ARE CAPITAL PREP!



WWW.WEARECAPITALPREP.ORG