



# LET'S GROW TOGETHER



ANNUAL PORTFOLIO 2025 - 2026

# Table of Contents



A central illustration depicts a painter in a red shirt and blue pants, wearing a yellow beret, holding a palette with paint and a brush, and painting a large blue square. To the right, a person with purple hair and a blue shirt is reading a book. The background is a light yellow with a dotted pattern.

02	Board of Directors
04	Letter from the Executive Director
06	The heart of Equality
08	Success worth celebrating
14	Friends of Equality



# Board of Directors

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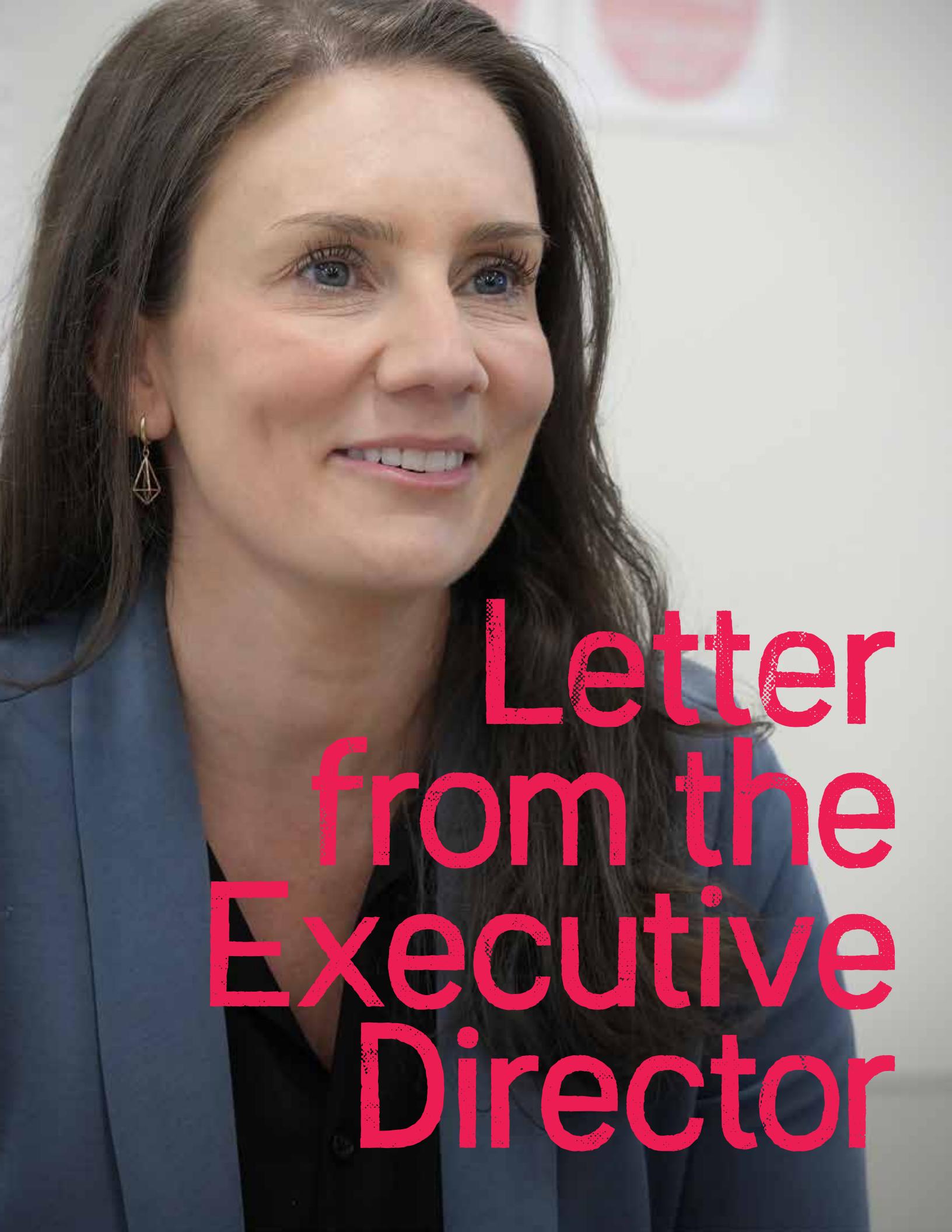
Dwight Thomas

**MEMBER**

Kevin Vilke

**MEMBER**





# Letter from the Executive Director

## Dear Equality Charter School Family,

This year marks an extraordinary chapter in our journey—one defined by growth, unity, and the fulfillment of a vision we've long shared: providing a continuous, high-quality, and joyful education for every scholar from kindergarten through graduation. With our expansion into the elementary grades, we are now on the path to becoming a true K-12 community, where our youngest learners begin their educational path with the same sense of purpose, belonging, and opportunity that defines our middle and high schools.

This expansion is more than a milestone; it is a commitment. A commitment to cultivating curiosity and confidence from the very start. A commitment to ensuring that every child, regardless of background, is seen, challenged, and supported. And a commitment to deepening the partnerships that make our organization thrive: families, educators, scholars, and community members, all working together toward growth and achievement.

Across all grade levels, our work continues to be grounded in the values of Responsibility, Integrity, and Self-Knowledge—the principles that guide how we learn, lead, and care for one another every day.

As I reflect on this past year, I am most inspired by the spirit of collaboration that runs through every classroom and conversation. Our scholars continue to impress us with their resilience and their drive to make a difference. Our staff shows, every day, what it means to lead with both heart and skill.

At the heart of my work is a deep belief in the power of seeing and supporting people. When we recognize each person's strengths and meet them with empathy and high expectations, remarkable things happen. Our community continues to show that when people feel seen, they rise, and together, we're redefining what's possible.

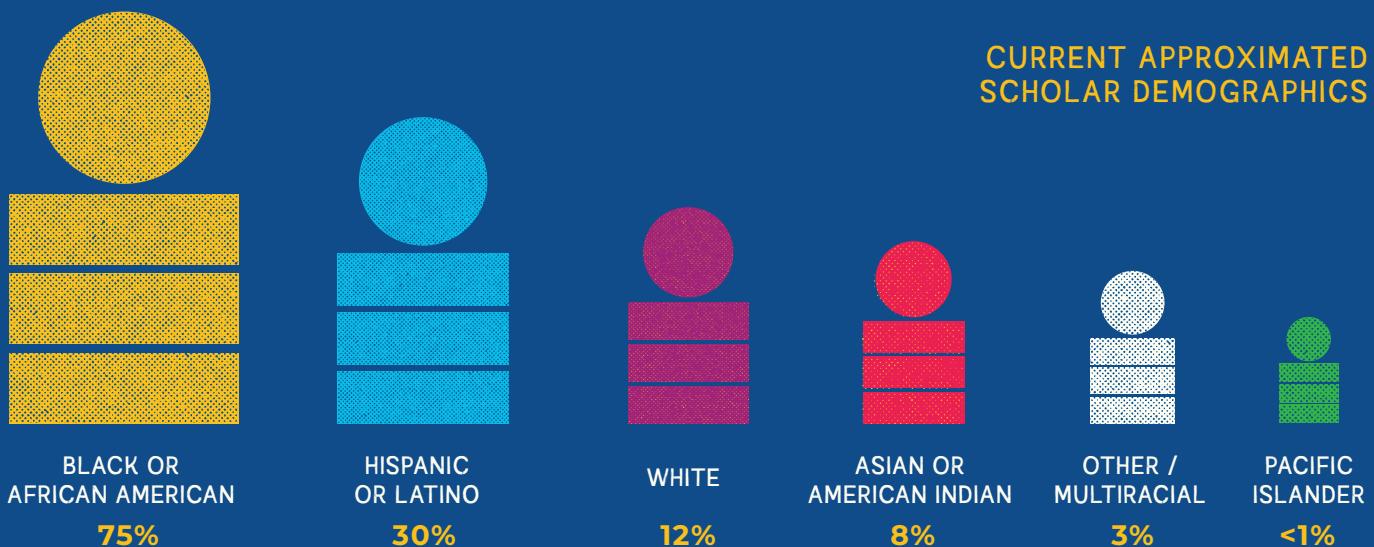
With gratitude and pride,



**Caitlin Franco**

Founder & Executive Director

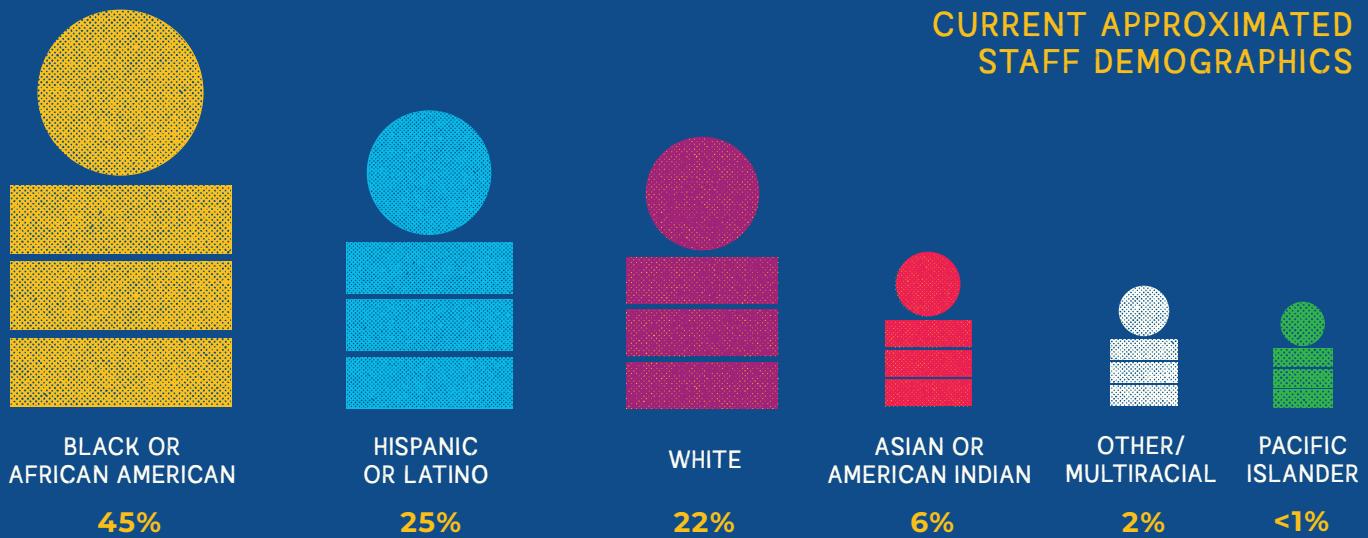
CURRENT APPROXIMATED  
SCHOLAR DEMOGRAPHICS



# The heart of Equality

At Equality, racial equity informs all our practices, policies, and approaches to teaching and learning. Our staff recruitment and retention efforts aim to reflect our student demographics.

CURRENT APPROXIMATED  
STAFF DEMOGRAPHICS

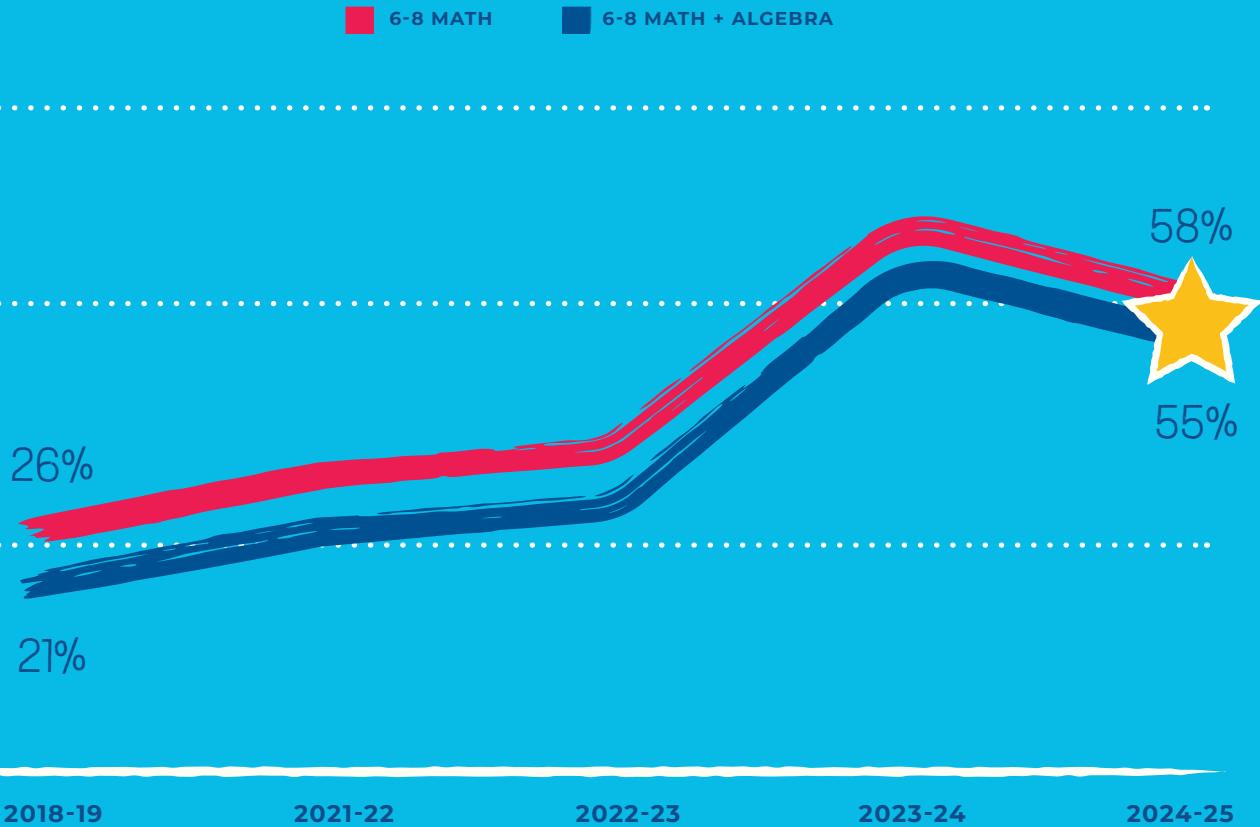




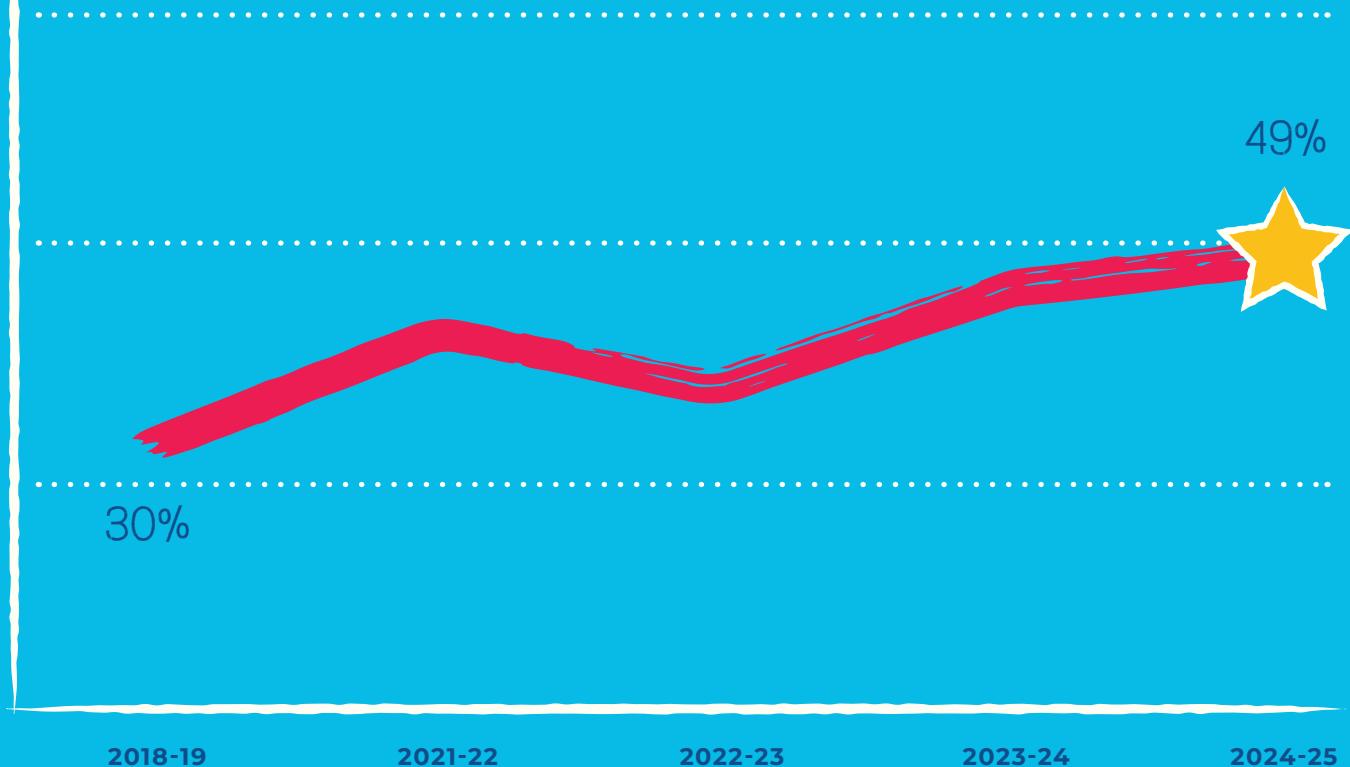
# Success worth celebrating

in Middle School Standardized Test Scores

## Equality Math Proficiency



# Equality ELA Proficiency



## How Our Scores Stack Up

ECS COMPARED TO NYS, NYC, AND DIST 11 IN 2023-24

### ELA Proficiency

Region	ELA Proficiency (%)
NYS	48%
NYC	53%
DIST 11	44%
ECS	49%

Stacked bar chart showing the breakdown of ELA Proficiency for NYS, NYC, DIST 11, and ECS. The bars are composed of multiple colored segments representing different proficiency levels.

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### Math Proficiency

Region	Math Proficiency (%)
NYS	51%
NYC	53%
DIST 11	43%
ECS	55%

Stacked bar chart showing the breakdown of Math Proficiency for NYS, NYC, DIST 11, and ECS. The bars are composed of multiple colored segments representing different proficiency levels.

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# Strong graduation rates. Bright futures.

ECHS 5-Year Average for Graduation Surpasses City and State

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 2021-2024, and 2021-2024 for ECHS.



# zero

EXPULSIONS  
IN 2024-25

## Money well spent

FUNCTIONAL  
EXPENSE  
ANALYSIS  
FY 2024-25

SPECIAL  
EDUCATION  
**\$7,741,925**

FUNDRAISING  
**\$174,848**

MANAGEMENT  
& GENERAL  
**\$3,072,911**

GENERAL EDUCATION  
**\$15,232,566**

# Friends Equality

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 apply for the scholarship by submitting poetry, video, and personal essays that reflect on the ways ECS's core values are part of their daily lives. Winners are honored with a college scholarship to recognize their exceptional commitment to these ideals.

Congratulations to our deserving graduates who received the Friends of Equality Scholarship and the Franco Family Scholarship!

# of



Franco Family  
Scholarship Winner

## **Gabrielle Frank**

ONEONTA STATE  
UNIVERSITY



## **Jahzara Armah**

MEDGAR EVERE'S  
COLLEGE



## **Dominic Torres**

LEHMAN  
COLLEGE



## **Gertrude Amoako**

NYU



## **Issac Urena**

CONNECTICUT  
COLLEGE



## **Jayda Bainbridge**

LEHMAN  
COLLEGE



## **Trudy Ann Young**

GEORGIA STATE  
UNIVERSITY



# Together, we thrive

Ensuring that success and a sense of belonging are accessible to all students



# HIGH SCHOOL

Our school community has deepened its commitment to celebrating all cultures, drawing from the values and morals represented across multiple holidays and traditions to create an inclusive environment that reflects and honors our diversity.

## EXPANDED ACADEMIC OPPORTUNITIES

- Teach It Back program
- 3 new Advanced Placement courses
- College coursework for 10th and 11th graders
- Mac Lab for creative learning in Digital Media Arts

## WELL-BEING

- More comprehensive and responsive supports from the counseling department
- Self-care book club for educators

## SCHOOL SPIRIT

- Deepened commitment to celebrating all cultures
- Inaugural school pep rally recognizing athletes and performers
- Production of "The Wiz"



# MIDDLE SCHOOL

Our culture work this year is grounded in accountability, consistency, and clarity – with systems and routines framed not as rules but as tools that build independence, self-discipline, and ownership.

## ATHLETICS & WELL-BEING

- Klinik Kids: mental-health-through-sports experience led by professional athletes and licensed mental health professionals
- Expanded internal and external sports development leagues

## CULTURE

- Systems and routines built independence, self-discipline, and ownership
- Hispanic Heritage Month
- Unity Day: a collective stand against bullying

## FAMILY VOICE

- Bites & Insights with Mr. Johnson: conversations with school leadership

# ELEMENTARY SCHOOL

This year marks a milestone – our family has grown! We welcomed a new class of kindergarteners and expanded to include 2nd grade.

## STRONG LEARNING FOUNDATIONS

- New Kindergarten class and expansion
- Small-group instruction, early literacy and math interventions, and Teach It Back
- Hands-on and real-world learning: a dedicated science teacher, library visits, Green Meadow Farm, and guest librarians

## JOYFUL COMMUNITY

- Fall and Winter Festivals
- Family-inclusive events like Back2School Night and the Gift of Music Winter Showcase
- New recess materials, Dance Party Fridays, and Latin American Heritage Month celebrations





# Creating safer spaces

**ECS Invests in New Security Guard Funding**

To enhance campus security, two new security guard positions have been established. They help maintain a safe and secure environment by monitoring access points, supporting arrival and dismissal procedures, enforcing visitor protocols, and assisting during school events as needed.

## THE GOAL:

Ensure the safety of scholars and staff through proactive monitoring, rapid response, and a visible presence throughout all campuses.

## IMPLEMENTATION PLAN:

1

### HIRING AND TRAINING

Security guards are hired following school and network policies, including background checks and safety training.

2

### ROLE INTEGRATION

Guards will collaborate with Operations and Administrative teams to enforce safety protocols.

3

### SCHEDULING

Coverage will focus on high-traffic times, including arrival, lunch, and dismissal.

4

### EVALUATION

The Operations Coordinator will monitor effectiveness and provide updates to the safety committee.

# Keeping a good thing growing





**Our recent five-year full renewal stands as a powerful testament to the dedication and excellence of our entire community.**

It reflects our hard work and the deep trust and recognition we've earned from the authorizers and educational partners who see the strength of our mission in action.

# Moving on UP!



We cannot wait to get the keys to our new “forever home” at 801 Bartholdi, which will welcome our Elementary and High School scholars in the Fall of 2026!





# Building skills for what's next

## Introducing the ECS AI Committee

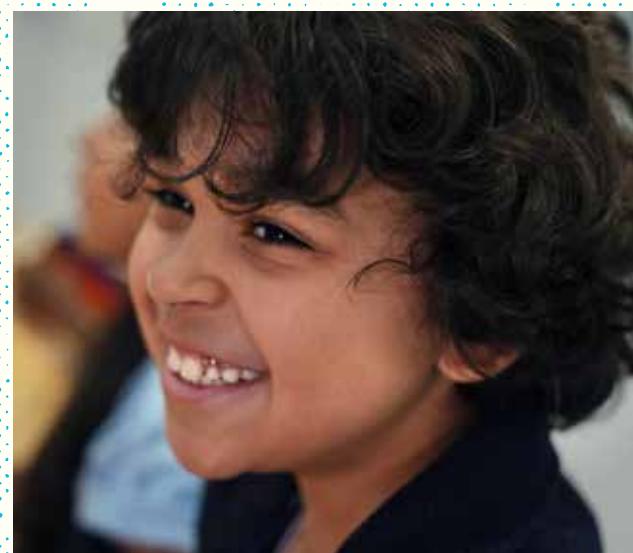
Artificial Intelligence is transforming the world, and ECS is diving in. This year, we're piloting the use of Gemini, Khanmigo, and Canva with our high school scholars. Guided by our AI Committee, this initiative empowers our community to explore AI's possibilities while ensuring students use it safely, responsibly, and ethically. We're not just preparing scholars to adapt to the future, we're preparing them to lead it.





# ELEMENTARY SCHOOL









## MIDDLE SCHOOL





## HIGH SCHOOL







Our 2025 Annual Appeal raised

# \$43,248

Growth isn't just about getting bigger  
- it's about expanding what's possible.  
Thank you to our Board, families,  
staff, and supporters who are  
helping Equality continue to grow.

**ELEMENTARY SCHOOL**

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

**MIDDLE SCHOOL**

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

**HIGH SCHOOL**

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

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