



I. SCHOOL INFORMATION AND COVER PAGE (To be Completed By All Charter Schools)

Created: 07/07/2015

Last updated: 07/31/2015

Please be advised that you will need to complete this task first (including signatures) before all of the other tasks assigned to you by your authorizer are visible on your task page. While completing this task, please ensure that you select the correct authorizer or you may not be assigned the correct tasks.

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1. SCHOOL NAME AND AUTHORIZER

(Select name from the drop down menu)

HARLEM CHILDREN'S ZONE PROMISE ACADEMY II CS (NYC CHANCELLOR) 310500860886

2. CHARTER AUTHORIZER

(For technical reasons, please re-select authorizer name from the drop down menu).

NYCDOE-Authorized Charter School

3. DISTRICT / CSD OF LOCATION

NYC CSD 5

4. SCHOOL INFORMATION

	PRIMARY ADDRESS	PHONE NUMBER	FAX NUMBER	EMAIL ADDRESS
	35 East 125th Street New York, NY	212-360-3255	212-281-0804	principalpa2@hczpromise.org

4a. PHONE CONTACT NUMBER FOR AFTER HOURS EMERGENCIES

Contact Name	Achil Petit
Title	Superintendent
Emergency Phone Number (###-###-####)	917-749-9430

5. SCHOOL WEB ADDRESS (URL)

hczpromise.org

6. DATE OF INITIAL CHARTER

2005-04-01 00:00:00

7. DATE FIRST OPENED FOR INSTRUCTION

2005-09-01 00:00:00

8. FINAL VERIFIED BEDS ENROLLMENT FOR THE 2014-15 School Year as reported to Department's Office of Information and Reporting Services (via the NYC DOE for charter schools in NYC) in August.

768

9. GRADES SERVED IN SCHOOL YEAR 2014-15

Check all that apply

Grades Served	K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10
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10. DOES THE SCHOOL CONTRACT WITH A CHARTER OR EDUCATIONAL MANAGEMENT ORGANIZATION?

	Yes/No	Name of CMO/EMO
	No	

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11. FACILITIES

Will the School maintain or operate multiple sites?

Yes, 2 sites

12. SCHOOL SITES

Please list the sites where the school will operate in 2015-16.

	Physical Address	Phone Number	District/CSD	Grades Served at Site	School at Full Capacity at Site	Facilities Agreement
Site 1 (same as primary site)	35 East 125th Street New York, NY 10035	212-360-3255	CSD 5	6-11	No	Own
Site 2	2005 Madison Avenue New York, NY 10035	646-437-1481	CSD 5	K-5	Yes	DOE space
Site 3						

12a. Please provide the contact information for Site 1 (same as the primary site).

	Name	Work Phone	Alternate Phone	Email Address
School Leader	Asif Padela	646-437-1484	347-346-0810	asif.padela@hczpromise.org
Operational Leader	Ari Browne	646-556-6283	347-852-1624	ari.browne@hczpromise.org
Compliance Contact	Candice Ashby	646-556-6283	347-387-6835	candice.ashby@hczpromise.org
Complaint Contact	Candice Ashby	646-556-6283	347-387-6835	candice.ashby@hczpromise.org

12b. Please provide the contact information for Site 2.

	Name	Work Phone	Alternate Phone	Email Address
School Leader	Sheryl Ragland	646-556-6285	917-686-0248	sheryl.ragland@hczpromise.org
Operational Leader	Ari Browne	646-556-6283	347-852-1624	ari.browne@hczpromise.org
Compliance Contact	Candice Ashby	646-556-6283	347-387-6835	candice.ashby@hczpromise.org
Complaint Contact	Candice Ashby	646-556-6283	347-387-6835	candice.ashby@hczpromise.org

13. Are the School sites co-located?

Yes

13a. Please list the terms of your current co-location.

	Date School will leave current co-location	Is school working with NYCDOE to expand into current space?	If so, list year expansion will occur.	Is school working with NYCDOE to move to separate space?	If so, list the proposed space and year planned for move	School at Full Capacity at Site
Site 1 (primary site)	Not co-located	No		No		No
Site 2	n/a	No		No		Yes
Site 3						

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14. Were there any revisions to the school's charter during the 2014-2015 school year? (Please include both those that required authorizer approval and those that did not require authorizer approval).

Yes

14a. Summary of Charter Revisions

	Category (Select Best Description)	Specific Revision (150 word limit)	Date Approved by BOT (if applicable)	Date Approved by Authorizer (if applicable)
1	Change in organizational structure	A new organization chart was created to reflect the emergence of a stronger Central (Superintendent's) Office, identifying key roles and reporting lines that ultimately lead to the superintendent.		2/5/15
2	Change in Bylaws	Over the summer of 2014, the board performed a comprehensive review of the bylaws with the assistance of our legal council. They made a series of updates to the bylaws designed to strengthen the board and to improve the governance structures.	6/19/14	
3	Change in discipline policy	The Promise Academy II Behavior and Discipline Code was revised to align with the Chancellor's Regulations in accordance with the DOE.	6/19/14	
4	Change in design or educational program	Additions to the curriculum have been made to align with the Common Core State Standards.		2/5/15
5	Change in Maximum Approved Enrollment	Promise Academy II has slightly increased the rate of admission in grades beyond our primary entry grade of kindergarten. As the attrition rate has become more stable and predictable, the spots for additional students have been filled in order to maintain more stable enrollment, across grades, over time.	4/29/15	Currently awaiting approval.

15. Name and Position of Individual(s) Who Completed the 2014-15 Annual Report.

Dr. Achil Petit (Superintendent), Ari Browne (Director of Information Systems), Candice Ashby (Compliance & Reporting Manager)

16. Our signatures below attest that all of the information contained herein is truthful and accurate and that this charter school is in compliance with all aspects of its charter, and with all pertinent Federal, State, and local laws, regulations, and rules. We understand that if any information in any part of this report is found to have been deliberately misrepresented, that will constitute grounds for the revocation of our charter. Check **YES if you agree and use the mouse on your PC or the stylus on your mobile device to sign your name).**

Responses Selected:

Yes

Signature, Head of Charter School

A handwritten signature in black ink on a light gray background. The signature is cursive and fluid, starting with a large loop on the left and ending with a long, horizontal stroke on the right.

Signature, President of the Board of Trustees

A handwritten signature in black ink on a light gray background. The signature is cursive and fluid, starting with a large loop on the left and ending with a long, horizontal stroke on the right.

Thank you.



Appendix A: Link to the New York State School Report Card

Last updated: 07/24/2015

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Charter School Name:

1. NEW YORK STATE REPORT CARD

Provide a direct URL or web link to the most recent New York State School Report Card for the charter school (See <https://reportcards.nysed.gov/>).

(Charter schools completing year one will not yet have a School Report Card or link to one. Please type "URL is not available" in the space provided).

<http://data.nysed.gov/reportcard.php?>

[instid=800000058981&year=2014&createreport=1&enrollment=1&avgclasssize=1&freelunch=1&attendance=1&teacherqual=1&teacherturnover=1&staffcounts=1&38ELA=1&38MATH=1&48SCI=1&naep=1®ents=1&nyseslat=1/](http://data.nysed.gov/reportcard.php?instid=800000058981&year=2014&createreport=1&enrollment=1&avgclasssize=1&freelunch=1&attendance=1&teacherqual=1&teacherturnover=1&staffcounts=1&38ELA=1&38MATH=1&48SCI=1&naep=1®ents=1&nyseslat=1/)



Appendix A: Progress Toward Goals

Created: 07/29/2015

Last updated: 10/30/2015

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Charter School Name:

1. NEW YORK STATE REPORT CARD

Provide a direct URL or web link to the most recent New York State School Report Card for the charter school (See <https://reportcards.nysed.gov/>) which captures school-level enrollment and demographic information, staff qualifications, electronic student records, and attendance rates, as prescribed by New York State statute (8 NYCRR 119.3).

(Charter schools completing year one will not yet have a School Report Card or link to one. Please type "URL is not available" in the space provided).

<http://data.nysed.gov/reportcard.php?>

[instid=800000058981&year=2014&createreport=1&enrollment=1&avgclasssize=1&freelunch=1&attendance=1&teacherqual=1&teacherturnover=1&staffcounts=1&38ELA=1&38MATH=1&48SCI=1&naep=1®ents=1&nyseslat=1&](http://data.nysed.gov/reportcard.php?instid=800000058981&year=2014&createreport=1&enrollment=1&avgclasssize=1&freelunch=1&attendance=1&teacherqual=1&teacherturnover=1&staffcounts=1&38ELA=1&38MATH=1&48SCI=1&naep=1®ents=1&nyseslat=1&)

2. APPENDIX A: PROGRESS TOWARD CHARTER GOALS

The following tables reflect formatting in the online portal required for Board of Regents-authorized charter schools and NYCDOE-authorized charter schools only. Schools should list Progress Toward Charter Goals by August 1, 2015. If the goals are based on student performance data that the school will not have access to before August 1, 2015 (e.g., the NYS Assessment results), explain this in the "2014-2015 Progress Toward Attainment of Goal" column. The information can be updated when available. Appendix A must be fully completed no later than November 1, 2015.

2a. ACADEMIC STUDENT PERFORMANCE GOALS

2014-15 Progress Toward Attainment of Academic Goals

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	2014-2015 Progress Toward Attainment of Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Academic Goal 1	For each year of the school's next charter term, the school will show academic performance with a percent of students proficient at or above Level 3 that meets or exceeds the percent proficient of the Community School District (CSD) of location and also meets or exceeds the citywide percent proficient on the New York State ELA examination.	New York State ELA Exam	Goal partially met: Promise Academy II had an 26% pass rate in ELA which is a higher pass rate than CSD 5 (16%) but a lower pass rate than NYC (30%).	A recruitment manager has been hired to ensure that quality teachers are hired. Schools have increased ELA instruction time and aligned the scoping sequences for further standardization across schools. Two new ELA coaches were hired across both middle schools. Additionally, teaching fellows and co-teachers have been hired for more targeted small group instruction. The newly constructed Curriculum Office is creating lesson plans for the teachers to ensure consistency and rigor. For the now fifth-graders who tested poorly as 4th graders, they will receive a strong foundation of both fourth- and fifth-grade instruction, and intense focus will be given to those students.
Academic Goal 2	For each year of the school's next charter term, the school will show academic performance with a percent of students proficient at or above Level 3 that meets or exceeds the percent proficient of the Community School District (CSD) of location and also meets or exceeds the citywide percent proficient on the New York State math examination.	New York State Math Exam	Goal met: Promise Academy II had a 57% pass rate in math which is a higher pass rate than both CSD 5 (15%) and NYC (35%).	
Academic Goal 3	Each year, at least 75 percent of students in the high school accountability cohort passing an English Regents exam will have a score of 75 or above by the end of their fourth year.	English Regents Exam	N/A: Promise Academy II did not have fourth year high school students in 2014-2015.	
Academic Goal 4	Each year, at least 75 percent of students in the high school accountability cohort passing a math Regents exam will have a score of 75 or above by the end of their fourth year.	Math Regents Exams	N/A: Promise Academy II did not have fourth year high school students in 2014-2015.	

Academic Goal 5	For each year of the school's next charter term, each grade-level cohort will demonstrate growth with a reduction by a half the gap between the percent at or above Level 3 on the previous year's NYS ELA exam (baseline) and the CSD or citywide percent (whichever is higher) of students proficient at or above Level 3 on the current year's State ELA exam. For schools in which the number of students scoring above proficiency in a grade-level cohort exceeded the CSD or citywide percent proficient (whichever is higher) on the previous year's ELA exam, the school is expected to demonstrate growth comparable to the CSD in the current year	New York State ELA Exam	<p>Goal partially met: 3 of 5 returning cohorts met the growth goal.</p> <p>2014-15 4th graders As 3rd graders: 10% As 4th graders: 5% 2013-14 NYC: 30% 2014-15 NYC: 31%</p> <p>2014-15 5th graders As 4th graders: 39% As 5th graders: 23% 2013-14 NYC: 31% 2014-15 NYC: 30%</p> <p>2014-15 6th graders As 5th graders: 15% As 6th graders: 24% 2013-14 NYC: 28% 2014-15 NYC: 30%</p> <p>2014-15 7th graders As 6th graders: 31% As 7th graders: 36% 2013-14 NYC: 25% 2014-15 NYC: 28%</p> <p>2014-15 8th graders As 7th graders: 27% As 8th graders: 37% 2013-14 NYC: 27% 2014-15 NYC: 33%</p>	A recruitment manager has been hired to ensure that quality teachers are hired. Schools have increased ELA instruction time and aligned the scoping sequences for further standardization across schools. Two new ELA coaches were hired across both middle schools. Additionally, teaching fellows and co-teachers have been hired for more targeted small group instruction. The newly constructed Curriculum Office is creating lesson plans for the teachers to ensure consistency and rigor. For the now fifth-graders who tested poorly as 4th graders, they will receive a strong foundation of both fourth- and fifth-grade instruction, and intense focus will be given to those students.
Academic Goal 6	For each year of the school's next charter term, each grade-level cohort will demonstrate growth with a reduction by a half the gap between the percent at or above Level 3 on the previous year's NYS math exam (baseline) and the CSD or citywide percent (whichever is higher) of students proficient at or above Level 3 on the current year's State math exam. For schools in which the number of students scoring above proficiency in a grade-level cohort exceeded the CSD or citywide percent proficient (whichever is higher) on the previous year's math exam, the school is expected to demonstrate growth comparable to the CSD in the current year	New York State Math Exam	<p>Goal partially met: 4 of 5 returning cohorts met the growth goal.</p> <p>2014-15 4th graders As 3rd graders: 35% As 4th graders: 29% 2013-14 NYC: 39% 2014-15 NYC: 39%</p> <p>2014-15 5th graders As 4th graders: 62% As 5th graders: 64% 2013-14 NYC: 40% 2014-15 NYC: 41%</p> <p>2014-15 6th graders As 5th graders: 22% As 6th graders: 56% 2013-14 NYC: 39% 2014-15 NYC: 35%</p> <p>2014-15 7th graders As 6th graders: 61% As 7th graders: 67% 2013-14 NYC: 34% 2014-15 NYC: 33%</p> <p>2014-15 8th graders As 7th graders: 38% As 8th graders: 55% 2013-14 NYC: 30% 2014-15 NYC: 22%</p>	A recruitment manager has been hired to ensure that quality teachers are hired. Additionally, teaching fellows and co-teachers have been hired for more targeted small group instruction. The newly constructed Curriculum Office is creating lesson plans for the teachers to ensure consistency and rigor. For the now fifth-graders who tested poorly as 4th graders, they will receive a strong foundation of both fourth- and fifth-grade instruction, and intense focus will be given to those students.
Academic Goal 7	For each year of the next charter term, the school will perform at the 60th percentile or above compared with citywide averages for its 4-year graduation rate and in the 60th percentile or above compared with citywide averages for its 6-year graduation rate.	6-year graduation rate	N/A: Promise Academy II has not yet had a graduating class.	
Academic Goal 8	For each year of the next charter term, the school will show progress towards having 75% of students enrolled in each grade 9-11 accumulate 10 or more credits towards graduation. The school will be accountable for all credits accumulated by students who were continuously enrolled in the school including students who have dropped out or enrolled in an accredited GED program, however, excluding the credits accumulated by students who have transferred from or to another school, were incarcerated, left the country, or died during the school year. The school will report this each September by submitting a report of student credit accumulation from the previous school year for purposes of the NYC DOE School Quality Reports.	Credit accumulation	N/A: The DOE calculations are not yet available.	

2a1. Do have more academic goals to add?

Yes

2014-15 Progress Toward Attainment of Academic Goals

Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Measure Used to Evaluate Progress Toward Attainment of Goal - Met, Partially Met, Not Met	If Not Met, Describe Efforts School Will Take
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Academic Goal 9	Each year, the percent of students performing at or above Level 3 on the State ELA exam in each tested grade will, in the majority of grades, exceed the performance of Black and Latino students in New York City.	New York State ELA Exam	Goal met: Promise Academy II students had higher pass rates than Black and Latino NYC students in 5 of 6 tested grades. The pass rates for each tested grade are as follows: 3rd grade: PAII, 33%; Black, 20%; Latino, 20% 4th grade: PAII, 5%; Black, 20%; Latino, 20% 5th grade: PAII, 23%; Black, 17%; Latino, 19% 6th grade: PAII, 24%; Black, 18%; Latino, 19% 7th grade: PAII, 36%; Black, 16%; Latino, 18% 8th grade: PAII, 37%; Black, 22%; Latino, 23%	
Academic Goal 10	Each year, the percent of students performing at or above Level 3 on the State Math exam in each tested grade will, in the majority of grades, exceed the performance of Black and Latino students in New York City.	New York State Math Exam	Goal met: Promise Academy II students had higher pass rates than Black and Latino NYC students in 6 of 6 tested grades. The pass rates for each tested grade are as follows: 3rd grade: PAII, 75%; Black, 24%; Latino, 27% 4th grade: PAII, 29%; Black, 22%; Latino, 27% 5th grade: PAII, 64%; Black, 23%; Latino, 29% 6th grade: PAII, 56%; Black, 19%; Latino, 23% 7th grade: PAII, 67%; Black, 16%; Latino, 20% 8th grade: PAII, 55%; Black, 12%; Latino, 15%	
Academic Goal 11	80% of students enrolled in classes designed toward college accreditation will earn the minimum amount of college credits	College credit accumulation	N/A: Promise Academy II has not yet third year high school students	
Academic Goal 12				
Academic Goal 13				
Academic Goal 14				
Academic Goal 15				
Academic Goal 16				

2a2. Do have more academic goals to add?

No

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2b. ORGANIZATIONAL GOALS

2014-15 Progress Toward Attainment of Organizational Goals

	Organizational Goal	Measure Used to Evaluate Progress	2014-15 Progress Toward Attainment	If Not Met, Describe Efforts School Will Take
Org Goal 1	Each year, the school will have an average daily student attendance rate of at least 95 percent.	Attendance rate in ATS	Goal met: 95%	
Org Goal 2	Each year, 95 percent of all students enrolled on the last day of the school year will return the following school year.	Student enrollment and discharge information from ATS	Goal met: 96% (721/753) of students enrolled on the last day of school, who didn't move away were enrolled this fall.	
Org Goal 3	Each year, 90 percent of all instructional staff employed during the prior school year will return and/or be asked to return the following school year.	HR database	Goal not met.	Often attrition is not preventable. Staff leave due to personal circumstances (e.g., relocation, health, family, etc.) and, in some cases, are not asked to return for unsatisfactory job performance. To retain quality staff, we will: 1. Maintain a rigorous, recruitment and selection process to ensure we hire high quality staff that a match for our school 2. Create more opportunities for professional development and pathways for career advancement 3. Re-evaluate compensation and benefits packages to ensure competitiveness with other schools 4. More regularly have conversations with and survey staff to identify and understand opportunities for school improvement 5. Implement programs and initiatives that publicly acknowledge, showcase and reward staff for outstanding efforts and outcomes
Org Goal 4				
Org Goal 5				

2b.1 Do you have more organizational goals to add?

No

2c. FINANCIAL GOALS

2014-15 Progress Toward Attainment of Financial Goals

	Financial Goals	Measure Used to Evaluate Progress	2014-2015 Progress Toward Attainment	If Not Met, Describe Efforts School Will Take
Financial Goal 1	Each year, the school will operate on a balanced budget and maintain a stable cash flow.		Goal met.	
Financial Goal 2				
Financial Goal 3				
Financial Goal 4				
Financial Goal 5				



Appendix B: Total Expenditures and Administrative Expenditures per Child

Created: 07/07/2015

Last updated: 07/31/2015

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Charter School Name:

B. Financial Information

This information is required of ALL charter schools. Provide the following measures of fiscal performance of the charter school in Appendix B (Total Expenditures and Administrative Expenditures Per Child):

1. Total Expenditures Per Child

To calculate '**Total Expenditures per Child**' take total expenditures (from the unaudited 2014-15 Schedule of Functional Expenses) and divide by the year end per pupil count. (Integers Only. No dollar signs or commas).

Line 1: Total Expenditures	17109512
Line 2: Year End Per Pupil Count	783
Line 3: Divide Line 1 by Line 2	21851

2. Administrative Expenditures per Child

To calculate '**Administrative Expenditures per Child**' take the relevant portion from the 'personnel services cost' row and the 'management and general' column (from the unaudited 2014-15 Schedule of Functional Expenses) and divide by the year end per pupil count. The relevant portion that must be included in this calculation is defined as follows:

Administrative Expenditures: Administration and management of the charter school includes the activities and personnel of the offices of the chief school officers, the treasurer, the finance or business offices, the purchasing unit, the employee personnel offices, the records management offices, or a public information and services offices. It also includes those administrative and management services provided by other organizations or corporations on behalf of the charter school for which the charter school pays a fee or other compensation.

Please note the following:

- Do not include the FTE of personnel dedicated to administration of the instructional programs.
- Do not include Employee Benefit costs or expenditures in the above calculations.
- A template for the Schedule of Functional Expenses is provided on page 20 of the 2014-15 Annual Report Guidelines to assist schools identify the categories of expenses needed to compute the two per pupil calculations. This template does not need to be completed or submitted on August 1st as it will be submitted November 1st as part of the audited financial statements. Therefore schools should use unaudited amounts for these per pupil calculations. (See the 2014-15 Annual Report Guidelines in "Resources" area of your portal task page).

To calculate '**Administrative Expenditures per Child**' take the relevant portion from the 'personnel services cost' row and the 'management and general' column (from the 2014-15 Schedule of Functional Expenses) and divide by the year end per pupil count. (Integers Only. No dollar signs or commas).

Line 1: Relevant Personnel Services Cost (Row)	505426
Line 2: Management and General Cost (Column)	950843
Line 3: Sum of Line 1 and Line 2	1456269
Line 4: Year End Per Pupil Count	783
Line 5: Divide Line 3 by the Year End Per Pupil Count	1860

Thank you.

Financial Statements and Supplementary
Schedule Together with
Reports of Independent Certified Public Accountants

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**

For the years ended June 30, 2015 and 2014

HARLEM CHILDREN'S ZONE PROMISE ACADEMY II CHARTER SCHOOL

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

To the Board of Trustees of

Harlem Children's Zone Promise Academy II Charter School

Report on the financial statements

We have audited the accompanying financial statements of Harlem Children's Zone Promise Academy II Charter School (the "School"), which comprise the statements of financial position as of June 30, 2015 and 2014, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the School's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Harlem Children's Zone Promise Academy II Charter School as of June 30, 2015 and 2014, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Supplementary information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The Schedule of Functional Expenses for the years ended June 30, 2015 and 2014 is presented for purposes of additional analysis and is not a required part of the financial statements. Such supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures. These additional procedures included comparing and reconciling the information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other reporting required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report, dated October 23, 2015, on our consideration of the School's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control over financial reporting and compliance.

The image shows a handwritten signature in cursive script that reads "Grant Thornton LLP". The signature is written in dark ink and is positioned above the printed name and date.

New York, New York
October 23, 2015

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**
Statements of Financial Position
As of June 30, 2015 and 2014

ASSETS	2015	2014
Cash and cash equivalents	\$ 1,763,980	\$ 5,966,881
Restricted cash	70,658	70,588
Government grants and contracts receivable	406,220	223,180
Due from related parties	1,459,678	70,360
Due from Harlem Children's Zone - 457(f) plan	4,298,933	3,888,453
Property and equipment, net	100,373	128,349
Other assets	<u>46,293</u>	<u>6,540</u>
Total assets	<u>\$ 8,146,135</u>	<u>\$ 10,354,351</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable and accrued expenses	\$ 1,222,014	\$ 1,344,030
457(f) plan liability	<u>3,924,625</u>	<u>3,428,973</u>
Total liabilities	<u>5,146,639</u>	<u>4,773,003</u>
CONTINGENCIES		
NET ASSETS - unrestricted	<u>2,999,496</u>	<u>5,581,348</u>
Total liabilities and net assets	<u>\$ 8,146,135</u>	<u>\$ 10,354,351</u>

The accompanying notes are an integral part of these statements.

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**
Statements of Activities
For the years ended June 30, 2015 and 2014

	<u>2015</u>	<u>2014</u>
SUPPORT AND REVENUE		
Revenue:		
Government grants and contracts	\$ 12,674,680	\$ 10,312,681
Other income	<u>31,004</u>	<u>15,444</u>
Total revenue	<u>12,705,684</u>	<u>10,328,125</u>
Support:		
Contributions	2,540,750	681,000
Contributed space and services	<u>2,111,839</u>	<u>3,123,354</u>
Total support	<u>4,652,589</u>	<u>3,804,354</u>
Total revenue and support	<u>17,358,273</u>	<u>14,132,479</u>
EXPENSES		
Program services:		
Regular education	16,443,113	11,655,382
Special education	<u>2,562,148</u>	<u>1,906,251</u>
Total program services	19,005,261	13,561,633
Management and general	<u>934,864</u>	<u>855,520</u>
Total expenses	<u>19,940,125</u>	<u>14,417,153</u>
Change in net assets	<u>(2,581,852)</u>	<u>(284,674)</u>
Net assets, beginning of year	<u>5,581,348</u>	<u>5,866,022</u>
Net assets, end of year	<u>\$ 2,999,496</u>	<u>\$ 5,581,348</u>

The accompanying notes are an integral part of these statements.

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**
Statements of Cash Flows
For the years ended June 30, 2015 and 2014

	<u>2015</u>	<u>2014</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (2,581,852)	\$ (284,674)
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Depreciation	53,804	89,596
Changes in assets and liabilities:		
(Increase) decrease in government grants and contracts receivable	(183,040)	172,803
(Increase) decrease in due from related party	(1,389,318)	11,657
Increase in due from Harlem Children's Zone - 457(f) plan	(410,480)	(660,038)
(Increase) decrease in other assets	(39,753)	42,600
(Decrease) increase in accounts payable and accrued expenses	(122,016)	362,859
Increase in 457(f) plan liability	<u>495,652</u>	<u>328,818</u>
Net cash (used in) provided by operating activities	<u>(4,177,003)</u>	<u>63,621</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of property and equipment	<u>(25,828)</u>	<u>(30,160)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Change in restricted cash	<u>(70)</u>	<u>(83)</u>
Net (decrease) increase in cash and cash equivalents	(4,202,901)	33,378
Cash and cash equivalents, beginning of year	<u>5,966,881</u>	<u>5,933,503</u>
Cash and cash equivalents, end of year	<u><u>\$ 1,763,980</u></u>	<u><u>\$ 5,966,881</u></u>

The accompanying notes are an integral part of these statements.

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**
Notes to Financial Statements
June 30, 2015 and 2014

1. NATURE OF OPERATIONS

Harlem Children's Zone Promise Academy II Charter School (the "School") is a public charter school that is open to all New York City public school children via a lottery. Opened in 2005, the School features small class sizes, an extended day and year, high expectations, and access to an extended support system through its Institutional Partner, Harlem Children's Zone, Inc. ("HCZ").

HCZ is a not-for-profit organization that offers a wide array of education and social programs to the children and families of Harlem. Created in 1970 as a truancy prevention agency (then called "Rheedlen"), HCZ has expanded its services to address the needs of children from birth through college, and as part of that mission, it also works to strengthen families and the surrounding community.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("US GAAP").

The financial statement presentation conforms with US GAAP for non-profit organizations, which requires that the School report information regarding its financial position and changes in net assets according to three classes of net assets, as follows:

Unrestricted net assets

Net assets that are not subject to donor-imposed stipulations and are, therefore, available for the general operations of the School.

Temporarily restricted net assets

Net assets which include resources that have been limited by donor-imposed stipulations that either expire with the passage of time and/or can be fulfilled by the actions of the School pursuant to those stipulations. At June 30, 2015 and 2014, the School did not possess any temporarily restricted net assets.

Permanently restricted net assets

Net assets which include funds whereby the donors have stipulated that the principal contributed be invested and maintained in perpetuity. Income earned from these investments is available for expenditures according to restrictions, if any, imposed by donors. At June 30, 2015 and 2014, the School did not possess any permanently restricted net assets.

Cash and Cash Equivalents

The School considers money market fund investments and all highly liquid debt instruments with a maturity of three months or less on the date of acquisition to be cash equivalents.

HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL
Notes to Financial Statements
June 30, 2015 and 2014

Property and Equipment

Property and equipment purchased for a value greater than \$1,000 and with depreciable lives greater than one year are carried at cost, net of depreciation. Significant additions or improvements extending asset lives are capitalized; normal maintenance and repair costs are expensed as incurred. Leasehold improvements are amortized based on the lesser of the estimated useful life or remaining lease term.

Property and equipment used in operations are depreciated over their estimated useful lives using the straight-line method, as follows:

	<u>Useful Life(Years)</u>
Furniture, fixtures, and equipment	5
Leasehold improvements	5 - 31.5

Revenue

Revenue is recorded on the accrual basis of accounting. The School derives its revenue principally from the New York State and New York City governments, through the New York City Department of Education Office of Charter Schools, based on pupil enrollment for regular and special education, with the balance from contributions, subsidies and government grants and contracts.

Revenues are reported as increases in unrestricted net assets unless use of the related assets is limited by explicit donor-imposed restrictions. Revenues based on pupil enrollment are recognized over the period earned. Amounts received in advance are reported as deferred revenue.

Revenue from grants and contracts is recognized as the related expenses are incurred in accordance with the terms of the respective grant or contract agreement. Amounts received in advance are reported as deferred revenues.

The School records contributions of cash and other assets when an unconditional promise to give such assets is received from a donor. Contributions are recorded at the fair market value of the assets received and are classified as either unrestricted, temporarily restricted or permanently restricted support, depending on whether the donor has imposed a restriction on the use of such assets. When a donor restriction expires (i.e., when a stipulated time restriction ends and/or a purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Receivables

Receivables contain some level of uncertainty surrounding timing and amount of collection. Therefore, management provides an allowance for doubtful accounts based on the consideration of the type of receivable, responsible party, the known financial condition of the respective party, historical collection patterns and comparative aging. These allowances are maintained at a level management considers adequate to provide for subsequent adjustments and potential uncollectible accounts. These estimates are reviewed periodically and, if the financial condition of a party changes significantly, management will evaluate the recoverability of any receivables from that organization and write off any amounts that are no

HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL
Notes to Financial Statements
June 30, 2015 and 2014

longer considered to be recoverable. Any payments subsequently collected on such written-off receivables are recorded as income in the period received.

Accounting for Income Taxes

The School recognizes the tax effects from an uncertain tax position in the financial statements only if the position is "more-likely-than-not" to be sustained if the position were to be challenged by a taxing authority. The assessment of the tax position is based solely on the technical merits of the position, without regard to the likelihood that the tax position may be challenged. Management determined that there are no uncertain tax positions within its financial statements.

The School is exempt from federal income taxation by virtue of being an organizations described in section 501(c)(3) of the Internal Revenue Code. Nevertheless, the School may be subject to tax on any income deemed unrelated to its exempt purpose, unless that income is otherwise excluded by the code. The tax years ending June 30, 2012, 2013, 2014, and 2015 are still open to audit for both federal and state purposes.

Estimates

The preparation of financial statements in conformity with US GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

3. CASH AND CASH EQUIVALENTS

The School maintains cash and cash equivalent balances in financial institutions, which generally exceed the amount insured by the Federal Depositary Insurance Corporation ("FDIC") and subject the School to credit risk. The School monitors this risk on a regular basis and has not experienced, nor does it anticipate, nonperformance by any of these financial institutions.

4. RESTRICTED CASH

Pursuant to an addendum to the Charter Agreement dated August 4, 2008, with the New York City Department of Education ("DOE"), the School is required to set up an escrow of at least \$70,000. In the event of termination of the Charter, whether prematurely or otherwise, the School shall establish and follow procedures consistent with those required by Section 2851(2)(t) of the New York State Education Law in its use of the escrow.

5. PUPIL ENROLLMENT AND OTHER REVENUES FROM GOVERNMENT AGENCIES

Under the School's Charter agreement and the Charter Schools Act, the School is entitled to receive funding from state and federal sources that are available to public schools. These funds include New York City pupil enrollment funds, federal food subsidies, and Title I and Title II funds. The calculation of the amounts to be paid to the School under these programs is determined by the State and is based on complex laws and regulations, enrollment levels, and economic information related to the home school districts of the children enrolled in the School. If these regulations, some of which are relatively new in the State of New York, were to change, or other factors included in the calculations were to change, the level of funding that the School receives could vary significantly.

HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL
Notes to Financial Statements
June 30, 2015 and 2014

The amounts received and receivable from government agencies and included as revenue in the financial statements consisted of the following as of and for the years ended June 30, 2015 and 2014:

	2015		2014	
	Revenues	Receivable	Revenues	Receivable
City of New York (Pupil enrollment)	\$ 11,602,152	\$ 25,476	\$ 9,588,558	\$ 25,323
City of New York (Other)	109,321	-	-	-
Outside the City of New York (Pupil enrollment)	34,088	34,088	-	-
Title I	326,289	92,469	204,249	53,135
Title II	8,348	6,679	6,289	629
E-Rate	111,662	110,665	115,918	106,029
Food service - State of New York	<u>482,820</u>	<u>136,843</u>	<u>397,667</u>	<u>38,064</u>
Total grants and contracts from government sources	<u>\$ 12,674,680</u>	<u>\$ 406,220</u>	<u>\$ 10,312,681</u>	<u>\$ 223,180</u>

6. PROPERTY AND EQUIPMENT

At June 30, 2015 and 2014, property and equipment consisted of the following:

	2015	2014
Equipment	\$ 227,022	\$ 337,781
Leasehold improvements	34,634	34,634
Furniture and fixtures	<u>41,997</u>	<u>181,500</u>
	303,653	553,915
Less: accumulated depreciation	<u>(203,280)</u>	<u>(425,566)</u>
Total	<u>\$ 100,373</u>	<u>\$ 128,349</u>

Depreciation expense for the years ended June 30, 2015 and 2014 amounted to \$53,804 and \$89,596, respectively.

7. PROFIT-SHARING PLAN

The School maintains the Vanguard Profit Sharing Plan (the "Plan") with Vanguard Fiduciary Trust Company for all eligible employees. The Plan is non-contributory and employees become eligible once they have reached age 21 and have completed one year of service. Employees participating in the Plan will be fully vested after completing six years of service. Employer contributions made to the Plan are discretionary. For the years ended June 30, 2015 and 2014, contributions made to the Plan amounted to \$190,762 and \$130,559, respectively.

HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL
Notes to Financial Statements
June 30, 2015 and 2014

8. RELATED-PARTY TRANSACTIONS

Contributions

457(f) Plan

HCZ maintains a 457(f) plan for certain eligible employees of the School. Employees become eligible to participate in this plan based solely at the discretion of the School's Board of Trustees. The amounts contributed vest five years after the date of the initial contribution and will then be paid to eligible employees when vested. Forfeitures of the plan are allocated to the remaining eligible employees at the discretion of management. Terminated employees become vested immediately at the date of their termination. HCZ provides the School with an annual subsidy to cover this cost by contributing to a HCZ investment account. During fiscal 2015 and 2014, HCZ provided a net subsidy of \$840,750 and \$681,000, respectively, for contributions to the 457(f) plan, which is included in contributions on the accompanying statement of activities. The cumulative amount due from HCZ relating to the 457(f) plan was \$4,298,933 and \$3,888,453 at June 30, 2015 and 2014, respectively, which will then be settled with the eligible employees when they become vested or represents reimbursements of amounts already paid by the School in advance of receiving the funds from HCZ. The cumulative amount due from the School to eligible employees was \$3,924,625 and \$3,428,973 at June 30, 2015 and 2014, respectively.

Other

HCZ also provided the School with a grant in the amount of \$1,700,000 in fiscal 2015, which is included in contributions on the accompanying statement of activities.

Contributed Space and Services

Pursuant to the terms of a commitment letter between HCZ and the School, HCZ, as the School's Institutional Partner, committed to provide the School, certain services at no cost through June 30, 2019. These services include financial management, social services, library, technology services, fundraising, public relations, teaching assistance services, and building space. The Commitment to the School can be cancelled by either party with one year's notice. Under this agreement, the School recognized revenues and corresponding expenses for contributed space and services for the years ended June 30, 2015 and 2014 of \$434,358 and \$3,123,354, respectively.

The School also recognized revenues and corresponding expenses for contributed space from the DOE for the year ended June 30, 2015 of \$1,677,481.

Rent

During fiscal 2015, the School entered into a five year lease agreement with HCZ for the School's use of the space located at 35 East 125th St, New York, NY, a property owned by HCZ. Pursuant to the terms of this lease, the School incurred approximately \$1,786,000 in rent expense during fiscal 2015.

HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL
Notes to Financial Statements
June 30, 2015 and 2014

As of June 30, 2015, minimum future annual rental obligations under the terms of this lease are as follows:

<u>Year</u>	
2016	\$ 1,721,177
2017	1,772,813
2018	1,825,997
2019	<u>1,937,200</u>
	<u>\$ 7,257,187</u>

9. CONCENTRATION OF RISK

The School is dependent on various government agencies for funding and is responsible for meeting the requirements of such agencies. If the School were to lose students or the related government funding, it could have a substantial effect on the School's ability to continue operations.

As discussed in Note 8, HCZ makes a contribution to the School and donates services and space. If this relationship were to change or cease, such change could have a substantial effect on the School's ability to continue operations.

10. CONTINGENCIES

Government Agency Audits

The School participates in a number of federal and state programs. These programs require that the School comply with certain requirements of laws, regulations, contracts, and agreements applicable to the programs in which it participates. All funds expended in connection with government grants and contracts are subject to audit by government agencies. While the ultimate liability, if any, from any such audits of government contracts by government agencies is presently not determinable, it should not, in the opinion of management, have a material effect on the School's financial position or change in net assets. Accordingly, no provision for any such liability that may result has been made in the accompanying financial statements.

Litigation

The School may be involved in various legal actions from time to time arising in the normal course of business. In the opinion of management, there are no matters outstanding that would have a material adverse effect on the financial statements of the School.

11. SUBSEQUENT EVENTS

The School evaluated its June 30, 2015 financial statements for subsequent events through October 23, 2015, the date the financial statements were available to be issued. The School is not aware of any subsequent events which would require recognition or disclosure in the financial statements.

SUPPLEMENTARY INFORMATION

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**
Supplementary Schedule of Functional Expenses
For the year ended June 30, 2015

	Regular Education	Special Education	Management and General	Total
Salaries	\$ 8,707,450	\$ 1,356,785	\$ 529,697	\$ 10,593,932
Payroll taxes	829,523	129,255	50,462	1,009,240
Employee benefits	1,494,355	232,849	90,905	1,818,109
Retirement plan contribution	<u>156,793</u>	<u>24,431</u>	<u>9,538</u>	<u>190,762</u>
Total personnel services	<u>11,188,121</u>	<u>1,743,320</u>	<u>680,602</u>	<u>13,612,043</u>
Admissions	46,481	7,243	2,828	56,552
Classroom supplies	163,522	25,480	-	189,002
Consultants and professional fees	231,378	36,053	14,075	281,506
Depreciation	44,223	6,891	2,690	53,804
Equipment rental and maintenance	94,523	14,728	5,750	115,001
Food	666,701	103,885	-	770,586
Insurance	44,990	7,010	2,737	54,737
Occupancy	3,254,085	507,049	197,954	3,959,088
Office supplies and furniture	147,955	23,054	9,000	180,009
Payroll processing	12,944	2,017	787	15,748
Printing, publications, and memberships	10,018	1,561	609	12,188
Software/software maintenance	53,301	8,305	3,242	64,848
Special services/incentives	110,023	17,144	-	127,167
Staff travel	10,246	1,597	623	12,466
Student travel	62,064	9,671	-	71,735
Telephone and internet	166,274	25,909	10,115	202,298
Training	55,507	8,649	3,377	67,533
Uniforms	72,976	11,371	-	84,347
Miscellaneous	<u>7,781</u>	<u>1,211</u>	<u>475</u>	<u>9,467</u>
Total other than personnel services	<u>5,254,992</u>	<u>818,828</u>	<u>254,262</u>	<u>6,328,082</u>
Total expenses	<u>\$ 16,443,113</u>	<u>\$ 2,562,148</u>	<u>\$ 934,864</u>	<u>\$ 19,940,125</u>

This schedule should be read in conjunction with the accompanying financial statements and notes thereto.

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**
Supplementary Schedule of Functional Expenses
For the year ended June 30, 2014

	Regular Education	Special Education	Management and General	Total
Salaries	\$ 7,185,800	\$ 1,175,245	\$ 635,639	\$ 8,996,684
Payroll taxes	604,055	98,794	36,992	739,841
Employee benefits	1,217,435	199,113	74,555	1,491,103
Retirement plan contribution	106,597	17,434	6,528	130,559
Total personnel services	9,113,887	1,490,586	753,714	11,358,187
Admissions	58,086	9,500	3,557	71,143
Classroom supplies	153,110	25,041	955	179,106
Consultants and professional fees	84,634	13,842	5,183	103,659
Depreciation	73,152	11,964	4,480	89,596
Equipment rental and maintenance	76,719	12,548	4,698	93,965
Food	585,306	95,727	-	681,033
Insurance	45,958	7,516	2,816	56,290
Occupancy	804,479	131,575	49,269	985,323
Office supplies and furniture	83,070	13,586	5,087	101,743
Payroll processing	10,865	1,777	665	13,307
Printing, publications, and memberships	25,070	4,100	1,535	30,705
Software/software maintenance	60,570	9,906	3,709	74,185
Special services/incentives	42,214	6,904	-	49,118
Staff travel	18,577	3,038	1,138	22,753
Student travel	86,817	14,199	-	101,016
Telephone and internet	155,998	25,514	9,553	191,065
Training	142,600	23,322	8,733	174,655
Uniforms	27,234	4,454	-	31,688
Miscellaneous	7,036	1,152	428	8,616
Total other than personnel services	2,541,495	415,665	101,806	3,058,966
Total expenses	\$ 11,655,382	\$ 1,906,251	\$ 855,520	\$ 14,417,153

This schedule should be read in conjunction with the accompanying financial statements and notes thereto.

**REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS
ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON
COMPLIANCE AND OTHER MATTERS REQUIRED BY
GOVERNMENT AUDITING STANDARDS**

To the Board of Trustees of
Harlem Children's Zone Promise Academy II Charter School:

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Harlem Children's Zone Promise Academy II Charter School (the "School"), which comprise the statement of financial position as of June 30, 2015, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated October 23, 2015.

Internal control over financial reporting

In planning and performing our audit of the financial statements, we considered the School's internal control over financial reporting ("internal control") to design audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of internal control. Accordingly, we do not express an opinion on the effectiveness of the School's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the School's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in the School's internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and other matters

As part of obtaining reasonable assurance about whether the School's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Intended purpose

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the School's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control and compliance. Accordingly, this report is not suitable for any other purpose.

The image shows a handwritten signature in cursive script that reads "Grant Thornton LLP".

New York, New York
October 23, 2015

**HARLEM CHILDREN'S ZONE
PROMISE ACADEMY II CHARTER SCHOOL**
Schedule of Findings and Questioned Costs
For the year ended June 30, 2015

None noted.

New York State Education Department

Request for Proposals to Establish Charter Schools Authorized by the Board of Regents

2015-16 Budget & Cash Flow Template

General Instructions and Notes for New Application Budgets and Cash Flows Templates

1	Complete ALL SIX columns in BLUE
2	Enter information into the GRAY cells
3	Cells containing RED triangles in the upper right corner in columns B through G contain guidance on that particular item
4	Funding by School District information for all NYS School district is located on the State Aid website at https://stateaid.nysed.gov/charter/ . Refer to this website for per-pupil tuition funding for all school districts. Rows may be inserted in the worksheet to accomodate additional districts if necessary.
5	The Assumptions column should be completed for all revenue and expense items unless the item is self-explanatory. Where applicable, please reference the page number or section in the application narrative that indicates the assumption being made. For instance, student enrollment would reference the applicable page number in Section I, C of the application narrative.

Harlem Children's Zone Promise Academy II Charter School

PROJECTED BUDGET FOR 2015-2016

July 1, 2015 to June 30, 2016

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	14,410,854	-	-	-	-	14,410,854
Total Expenses	14,410,854	-	-	-	-	14,410,854
Net Income	-	-	-	-	-	-
Actual Student Enrollment	-	-	-	-	-	-
Total Paid Student Enrollment	-	-	-	-	-	-

PROGRAM SERVICES SUPPORT SERVICES

REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
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REVENUE

REVENUES FROM STATE SOURCES

Per Pupil Revenue	CY Per Pupil Rate
District of Location	\$13,777.00
MT. Vernon	\$17,044.00
School District 3 (Enter Name)	
School District 4 (Enter Name)	
School District 5 (Enter Name)	

12,003,605	-	-	-	-	12,003,605
34,088	-	-	-	-	34,088
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
12,037,693	-	-	-	-	12,037,693

Special Education Revenue	924,710	-	-	-	924,710
Grants	-	-	-	-	-
Stimulus	-	-	-	-	-
Other	195,075	-	-	-	195,075
Other State Revenue	-	-	-	-	-

TOTAL REVENUE FROM STATE SOURCES 13,157,478 - - - - 13,157,478

REVENUE FROM FEDERAL FUNDING

IDEA Special Needs	90,000	-	-	-	90,000
Title I	385,076	-	-	-	385,076
Title Funding - Other	8,348	-	-	-	8,348
School Food Service (Free Lunch)	550,000	-	-	-	550,000
Grants	-	-	-	-	-
Charter School Program (CSP) Planning & Implementation	-	-	-	-	-
Other	-	-	-	-	-
Other Federal Revenue	-	-	-	-	-

TOTAL REVENUE FROM FEDERAL SOURCES 1,033,424 - - - - 1,033,424

LOCAL and OTHER REVENUE

Contributions and Donations, Fundraising	-	-	-	-	-
Erate Reimbursement	34,000	-	-	-	34,000
Interest Income, Earnings on Investments,	-	-	-	-	-
NYC-DYCD (Department of Youth and Community Developmt.)	-	-	-	-	-
Food Service (Income from meals)	-	-	-	-	-
Text Book	-	-	-	-	-
Other Local Revenue	185,952	-	-	-	185,952

TOTAL REVENUE FROM LOCAL and OTHER SOURCES 219,952 - - - - 219,952

TOTAL REVENUE 14,410,854 - - - - 14,410,854

List exact titles and staff FTE's (Full time equivalent)

EXPENSES

ADMINISTRATIVE STAFF PERSONNEL COSTS

No. of Positions

Executive Management	-	-	-	-	-
Instructional Management	3.00	365,123	-	-	365,123
Deans, Directors & Coordinators	9.00	449,937	-	-	449,937
CFO / Director of Finance	-	-	-	-	-
Operation / Business Manager	4.00	158,000	-	-	158,000
Administrative Staff	3.00	241,827	-	-	241,827
TOTAL ADMINISTRATIVE STAFF	19	1,214,887	-	-	1,214,887

INSTRUCTIONAL PERSONNEL COSTS

Teachers - Regular	61.00	4,166,030	-	-	4,166,030
Teachers - SPED	12.00	767,079	-	-	767,079
Substitute Teachers	-	-	-	-	-
Teaching Assistants	34.00	904,620	-	-	904,620

Harlem Children's Zone Promise Academy II Charter School

PROJECTED BUDGET FOR 2015-2016

July 1, 2015 to June 30, 2016

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	14,410,854	-	-	-	-	14,410,854
Total Expenses	14,410,854	-	-	-	-	14,410,854
Net Income	-	-	-	-	-	-
Actual Student Enrollment	-	-	-	-	-	-
Total Paid Student Enrollment	-	-	-	-	-	-

Assumptions

DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable

PROGRAM SERVICES

SUPPORT SERVICES

REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
----------------------	----------------------	-------	-------------	-------------------------	-------

Specialty Teachers	33.00	2,005,903	-	-	-	-	2,005,903
Aides	-	-	-	-	-	-	-
Therapists & Counselors	6.00	313,000	-	-	-	-	313,000
Other - Part Time	-	-	-	-	-	-	-
TOTAL INSTRUCTIONAL	146	8,156,632	-	-	-	-	8,156,632
NON-INSTRUCTIONAL PERSONNEL COSTS							
Nurse	-	-	-	-	-	-	-
Librarian	-	-	-	-	-	-	-
Custodian	-	-	-	-	-	-	-
Security	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
TOTAL NON-INSTRUCTIONAL	-	-	-	-	-	-	-
SUBTOTAL PERSONNEL SERVICE COSTS	165	9,371,519	-	-	-	-	9,371,519
PAYROLL TAXES AND BENEFITS							
Payroll Taxes	-	-	-	-	-	-	-
Fringe / Employee Benefits	-	2,464,015	-	-	-	-	2,464,015
Retirement / Pension	-	-	-	-	-	-	-
Unemployment	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
TOTAL PAYROLL TAXES AND BENEFITS		2,464,015	-	-	-	-	2,464,015
TOTAL PERSONNEL SERVICE COSTS		11,835,534	-	-	-	-	11,835,534
CONTRACTED SERVICES							
Accounting / Audit	-	70,000	-	-	-	-	70,000
Legal	-	-	-	-	-	-	-
Management Company Fee	-	-	-	-	-	-	-
Nurse Services	-	-	-	-	-	-	-
Food Service / School Lunch	-	-	-	-	-	-	-
Payroll Services	-	13,755	-	-	-	-	13,755
Special Ed Services	-	-	-	-	-	-	-
Titelment Services (i.e. Title I)	-	-	-	-	-	-	-
Other Purchased / Professional / Consulting	-	152,500	-	-	-	-	152,500
TOTAL CONTRACTED SERVICES		236,255	-	-	-	-	236,255
SCHOOL OPERATIONS							
Board Expenses	-	-	-	-	-	-	-
Classroom / Teaching Supplies & Materials	-	3,550	-	-	-	-	3,550
Special Ed Supplies & Materials	-	-	-	-	-	-	-
Textbooks / Workbooks	-	-	-	-	-	-	-
Supplies & Materials other	-	276,250	-	-	-	-	276,250
Equipment / Furniture	-	-	-	-	-	-	-
Telephone	-	10,200	-	-	-	-	10,200
Technology	-	255,542	-	-	-	-	255,542
Student Testing & Assessment	-	-	-	-	-	-	-
Field Trips	-	44,000	-	-	-	-	44,000
Transportation (student)	-	126,000	-	-	-	-	126,000
Student Services - other	-	218,800	-	-	-	-	218,800
Office Expense	-	132,000	-	-	-	-	132,000
Staff Development	-	103,000	-	-	-	-	103,000
Staff Recruitment	-	-	-	-	-	-	-
Student Recruitment / Marketing	-	-	-	-	-	-	-
School Meals / Lunch	-	850,000	-	-	-	-	850,000
Travel (Staff)	-	50,950	-	-	-	-	50,950
Fundraising	-	-	-	-	-	-	-

CSI:
Health and Dental
Social Security
Medicare
Unemployment
Other

Harlem Children's Zone Promise Academy II Charter School

PROJECTED BUDGET FOR 2015-2016

PROJECTED BUDGET FOR 2015-2016							Assumptions
July 1, 2015 to June 30, 2016							DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.							
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL	
Total Revenue	14,410,854	-	-	-	-	14,410,854	
Total Expenses	14,410,854	-	-	-	-	14,410,854	
Net Income	-	-	-	-	-	-	
Actual Student Enrollment	-	-	-	-	-	-	
Total Paid Student Enrollment	-	-	-	-	-	-	
PROGRAM SERVICES							
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL	
Other	-	-	-	-	-	-	
TOTAL SCHOOL OPERATIONS	2,070,292	-	-	-	-	2,070,292	
FACILITY OPERATION & MAINTENANCE							
Insurance	59,000	-	-	-	-	59,000	
Janitorial	-	-	-	-	-	-	
Building and Land Rent / Lease	22,804	-	-	-	-	22,804	
Repairs & Maintenance	20,659	-	-	-	-	20,659	
Equipment / Furniture	110,100	-	-	-	-	110,100	
Security	-	-	-	-	-	-	
Utilities	56,210	-	-	-	-	56,210	
TOTAL FACILITY OPERATION & MAINTENANCE	268,773	-	-	-	-	268,773	
DEPRECIATION & AMORTIZATION	-	-	-	-	-	-	
DISSOLUTION ESCROW & RESERVES / CONTIGENCY	-	-	-	-	-	-	
TOTAL EXPENSES	14,410,854	-	-	-	-	14,410,854	
NET INCOME	-	-	-	-	-	-	
ENROLLMENT - *School Districts Are Linked To Above Entries*	REGULAR EDUCATION	SPECIAL EDUCATION	TOTAL ENROLLED				
District of Location			-				
MT. Vernon	2		2				
School District 3 (Enter Name)	-		-				
School District 4 (Enter Name)	-		-				
School District 5 (Enter Name)	-		-				
TOTAL ENROLLMENT	2	-	2				
REVENUE PER PUPIL	7,205,427	-	-				
EXPENSES PER PUPIL	7,205,427	-	-				



Audited Financial Statement Checklist

Created: 07/07/2015

Last updated: 10/30/2015

Page 1

Charter School Name:

1. Please check each item that is included in the 2014-15 Audited Financial Statement submitted for your charter school.

	Yes/No
Audited Financial Statements (including report on compliance and report on internal control over financial reporting)	Yes
Single Audit (if applicable)	No
CSP Agreed Upon Procedures (if applicable)	Not Applicable
Management Letter	Not Applicable
Report on Extracurricular Student Activity Accounts (if applicable)	Not Applicable
Corrective Action Plans for any Findings	Not Applicable

2. Please indicated if there is a finding(s) noted in any of the following sections of your charter school's 2014-15 Audited Financial Statement.

	Yes/No
Report on Compliance	No
Report on Internal Control over Financial Reporting	No
Single Audit	Not Applicable
CSP Agreed Upon Procedures Report	Not Applicable
Management Letter	Not Applicable

Thank you.



Appendix E: Disclosure of Financial Interest Form

Last updated: 10/30/2015

Page 1

All trustees who served on an education corporation governing one or more charter schools during the 2014-2015 school year must complete the form in Appendix E (Disclosure of Financial Interest Form). [The Disclosure of Financial Interest Forms are due on November 1, 2015. A link to a safe and secure form that each Trustee must complete by the November 1, 2015 deadline will be provide here by September 1, 2015 or sooner.](#)

ALL charter schools or merged education corporations must complete the Board of Trustees Membership Table within the online portal in Appendix F (Board of Trustees Membership Table). The Board of Trustees Membership Table must be submitted by August 1, 2015.

Regents-authorized charter schools must upload a complete set of board of trustee Meeting Minutes from July 2014-June 2015 into Appendix G (Board Minutes). Board of Trustee Meeting Minutes must be submitted by August 1, 2015.

Yes, each member of the school's Board of Trustees will receive a link to the Disclosure of Financial Interest Form.

Yes

Thank you.



Appendix F: BOT Membership Table

Created: 07/07/2015

Last updated: 07/27/2015

Page 1

1. Current Board Member Information

	Trustee Name	Email Address	Committee Affiliation(s)	Voting Member? (Y/N)	Area of Expertise, and/or Additional Role and School (parent, staff member, etc.)	Number of Terms Served and Length of Each (Include election date and term expiration)
1	Geoffrey Canada	tfountain@hcz.org	Chair/Board President	Yes	Founder of Harlem Children's Zone	5 terms (ending in June of 2007, 2009, 2011, 2013, 2014)
2	Anne Williams-Isom	tfountain@hcz.org	Chair/Board President	Yes	CEO of Harlem Children's Zone	1 term completed ending in June 2015
3	Mitch Kurz	mitch_kurz@worldnet.att.net	Treasurer	Yes	Teacher	6 terms (ending in June of 2006, 2008, 2010, 2012, 2014, 2015)
4	Kenneth Langone	pam@invemed.com	Other	Yes	Invemed Associates Inc.	5 terms (ending in June of 2006, 2008, 2010, 2012, 2014)
5	Stanley Druckenmiller	carmela@duquesne.com	Trustee/Member	Yes	Duquesne Family Office	5 terms (ending in June of 2006, 2008, 2010, 2012, 2014)
6	Denise Fuller	nashd@state.gov	Trustee/Member	Yes	United Nations	3 terms (ending in June 2012, 2014, 2015)
7	Arlene Gibson	jessicate2@aol.com	Trustee/Member	Yes	Former Headmistress of the Spence School	4 terms (ending in June of 2008, 2010, 2012, 2014)
8	Alfonso Wyatt	alfonsowyatt09@gmail.com	Other	Yes	The Greater Allen Cathedral	1/2 terms (ending in June 2016)
9	Willie Mae Lewis	wmaelewis@yahoo.com	Trustee/Member	Yes	St. Nicholas Houses	2 terms (ending in June 2014 and 2015)
10	Parris Brown	parrisc.brown@gmail.com	Parent Representative	Yes	Parent	1/2 terms (ending in June 2016)
11						
12						

13						
14						
15						
16						
17						
18						
19						
20						

2. Total Number of Members Joining Board during the 2014-15 school year

1

3. Total Number of Members Departing the Board during the 2014-15 school year

0

4. According to the School's by-laws, what is the maximum number of trustees that may comprise the governing board?

17

5. How many times did the Board meet during the 2014-15 school year?

9

6. How many times will the Board meet during the 2015-16 school year?

10

Thank you.

Promise Academy II: Enrollment and Retention Efforts

At Promise Academy II, and the closely affiliated Harlem Children's Zone, we are committed to recruiting and serving the most at-risk families in our district. Our free and reduced lunch numbers are similar to those of the district at large, even though all students receive free lunch and breakfast, so families may feel less pressure to complete lunch forms. The portion of our student body with Individual Education Plans, which (of course) fluctuates, has generally been similar to or above the special education rate of the district as a whole in recent years. The portion of students who are officially designated as English Language Learners has been consistently lower than that of the district as a whole. While we do target recruitment and enrollment efforts at families for who English is not the primary language (see below for details), we also intervene early (starting to work with our students when they are three years old). We believe this early intervention helps our young people develop the necessary English skills to pass the NYSITELL assessment at Kindergarten entry, preventing them from ever being officially labeled as English Language Learners.

Strategies for English Language Learners

Recruitment for the Harlem Children's Zone (HCZ) and Promise Academy II starts when parents are expecting or have a child under the age of four. The Baby College, one of the HCZ programs, blankets the neighborhood with teams of outreach workers who encourage participation of all families with a child in appropriate age range (expected to age three). These outreach workers talk to people on the street, go door to door in apartment buildings, and advertise at local businesses and non-profits. The outreach teams include workers who speak Spanish and French, as well as some of the more common West African dialects spoken by many recent immigrants in the neighborhood. Recruitment materials are offered in Spanish and French and the Baby College application is also available in Spanish and French. Baby College has approximately five nine-week cycles each year and each cycle has a French class and a Spanish class available.

After participation in Baby College, HCZ staff remains in contact with parents. They are encouraged to participate in special events and receive check-in phone calls. In the summer of the year when their child turns three, Baby College graduates are encouraged to enter the Promise Academy II lottery. The lottery is also advertised through all of the HCZ programs in the neighborhood, more than 30 distinct program sites.

Families selected in the lottery are offered the chance to participate in Three Year Old Journey, a 12 week program of Saturday classes for parents while their children receive enrichment in pre-school classrooms. When the children are four, they are offered a spot in Harlem Gems, an enriched pre-Kindergarten program with a focus on early literacy development which provides instruction in Spanish and French to all students.

While not all Promise Academy II Kindergarteners have participated in the HCZ early childhood programs, the majority of them have. Consequently, we believe that our results on the NYSITELL underestimate the number of students who are learning English primarily at school. While there is no

equivalent exam for prekindergarten students, we think that if we were able to assess our students when entering Gems, we would find a higher ELL rate.

Free and Reduced Lunch Strategy

Promise Academy II has lottery preferences that prioritize low-income families. After siblings, the first priority is for students who live in the local school district and whose families would qualify for free or reduced lunch. With outreach efforts that blanket the neighborhood (see the ELL section above), we are making continual efforts to attract and retain children from low-income families. In addition, the Harlem Children's Zone runs both an Early Head Start program, for children three years old and under, and a Head Start program that starts at age three. These programs require that 90% of participants come from families with incomes below the poverty line. We strongly encourage all participants in these programs to apply to Promise Academy II.

Special Education Strategy

Promise Academy II's special education rate has been similar to or higher than the district rate in recent years. While there is fluctuation, partially based on time for referrals to be completed and our CSE's approach to declassification, our long-term average does appear to be above the rate for the local school district. In recent years we've made a very conscious effort to partner with parents to identify any special needs of their children. While many parents are reluctant to have their children classified as special education, we've worked to demonstrate that there is no stigma to having an IEP and considerable benefit to having students' needs identified and providing them with the appropriate services. These efforts have helped us to see an increase in our special education rate over time.



Appendix I: Teacher and Administrator Attrition

Created: 07/07/2015

Last updated: 07/24/2015

Report changes in teacher and administrator staffing.

Page 1

Charter School Name:

Instructions for completing the Teacher and Administrator Attrition Tables

ALL charter schools should provide, for teachers and administrators only, the full time equivalent (FTE) of staff on June 30, 2014, the FTE for added staff from July 1, 2014 through June 30, 2015, and the FTE for any departed staff from July 1, 2014 through June 30, 2015 using the two tables provided.

2013-14 Teacher Attrition Table

	FTE Teachers on June 30, 2014	FTE Teachers Additions 7/1/14 – 6/30/15	FTE Teacher Departures 7/1/14 – 6/30/15
	58	34	28

2013-14 Administrator Position Attrition Table

	FTE Administrator Positions On 6/30/2014	FTE Administrator Additions 7/1/14 – 6/30/15	FTE Administrator Departures 7/1/14 – 6/30/15
	18	2	5

Thank you



Appendix J: Uncertified Teachers

Last updated: 07/27/2015

"thirty per centum or 5 teachers, whichever is less"

To comply with NYS Education Law Section 2854(3)(a-1), please report the (FTE) count of uncertified and certified teaching staff as of the last day of school for the 2014-15 school year.

Page 1

Charter School Name:

Note Definition of FTE:

Full-time equivalent employees equal the number of employees on full-time schedules plus the number of employees on part-time schedules converted to a full-time basis. The number of full-time equivalent employees in each industry is the product of the total number of employees and the ratio of average weekly hours per employee for all employees to average weekly hours per employee on full-time schedules. An industry's full-time equivalent employment will be less than the number of its employees on full- and part-time schedules, unless it has no part-time employees (U.S. Commerce--Bureau of Economic Analysis at: http://www.bea.gov/faq/index.cfm?faq_id=368#sthash.8Rbj89kq.dpuf)

How many **UNCERTIFIED** Full-Time Equivalent Teachers were employed in the charter school as of last day of school in 2014-15?

For each applicable category (i-iv), input the relevant full time equivalent (FTE) count of teachers.

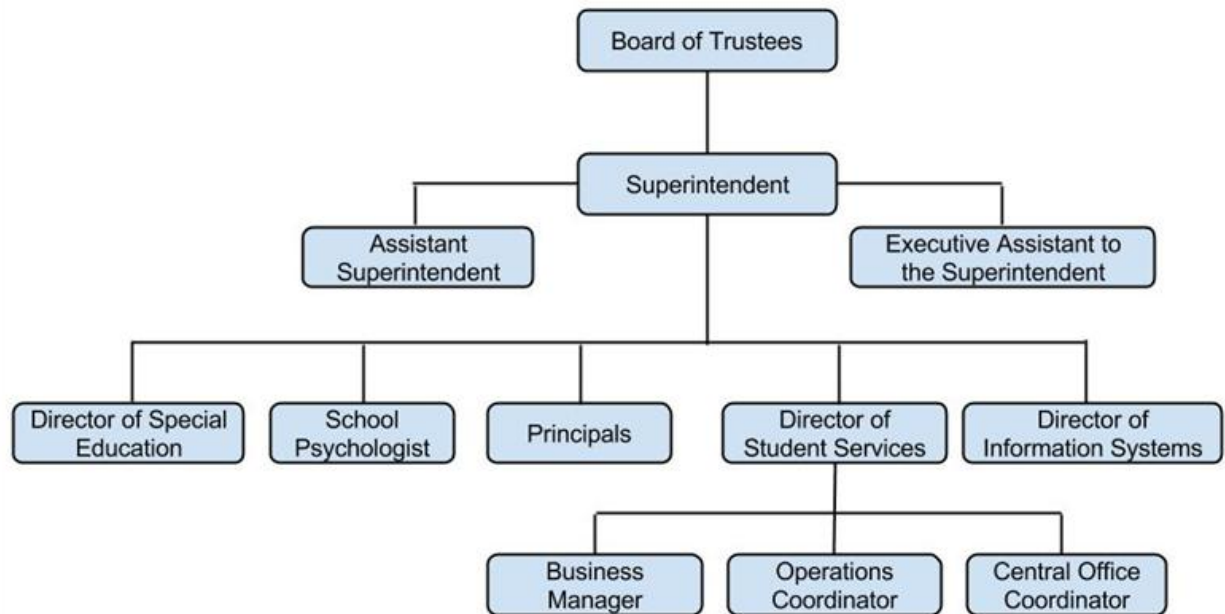
	FTE - (June 30, 2015)
(i) uncertified teachers with at least three years of elementary, middle or secondary classroom teaching experience	2
(ii) individuals who are tenured or tenure track college faculty	0
(iii) individuals with two years satisfactory experience through Teach for America	0
(iv) individuals who possess exceptional business, professional, artistic, athletic, or military experience	0
FTE count of uncertified teachers who do not fit into any of the four statutory categories	3
Total	5.0

How many **CERTIFIED** Full-Time Equivalent Teachers were employed in the charter school as of the last day of school in 2014-15?

71

Thank you.

HCZ Promise Academy II Organizational Chart



Harlem Children's Zone Promise Academy Charter School

Mission Statement

The mission of the Harlem Children's Zone Promise Academy II Charter School (HCZ Promise Academy II) is to provide high quality, standards-based academic programs for students, grades K-12, from underserved communities and underperforming school districts, and to provide students with the skills they need to be accepted by and succeed in college. HCZ Promise Academy II promotes high achievement in all subjects through a demanding curriculum, extensive supportive services and the use of data-driven teaching methods. HCZ Promise Academy II is committed to promoting academic accomplishment, positive character development, healthy lifestyles and leadership skills. In partnership with Harlem Children's Zone, HCZ Promise Academy II addresses the educational and developmental needs of each student.

Key Design Elements

Extended school day and year: One of the ways in which HCZ Promise Academy II achieves its mission is by having an extended school day and year so that students may benefit from spending increased time in structured and productive academic environments. Promise II has an academic year of 202 days, surpassing the 180 days required by law. School days are from 8AM to 4PM with a robust after-school program from 4PM to 6PM.

Data-driven instruction: The Promise Academy II teaching philosophy is centered around the notion that all students have different instructional needs, and it is our job to find ways to identify and address those needs. Small-group instruction and tutoring that is offered as part of an extended day, extended year, and after-school program have been and will continue to be an integral piece to achieving high academic outcomes.

College-Readiness: To ensure that students in Promise II have the best chance for academic success, the school has consistently aligned itself with collaborative programs. The Bard Early College Program has been a useful tool in helping our children achieve college-readiness. The academic skills that our students are learning in their pre-college seminar courses are giving them the skills they need to succeed in college, while also allowing students to earn college credits.

Parent Engagement: PAII has a thriving program called Parents as Partners Association (PAPA) in which members are instrumental in maintaining strong ties between the school and the families of the students.

Aligned with Common Core: Promise II consistently works to align our teaching strategies and interim assessment system to the Common Core State Standards. The school continues to improve in this practice and has strengthened how senior leaders use data to make decisions on a district, school, class and individual student level.

Recruitment: Promise II recruits high quality teachers and school leaders from around the country. We employ a variety of recruitment sourcing strategies, which include teacher recruitment fairs and events, campus recruitment, internet job postings, newspaper and other media advertisements, active candidate sourcing and recruiting, employee referrals and Teach for America. We have also recently hired a Recruiting Manager whose main purpose is to identify talented teachers from quality institutions.

Pipeline Services: Promise II believes that all children should have the same starting point from which to grow. That is why our pipeline of services is so important for our families, as well as the additional services we offer, such as healthy and hearty nutrition, access to health and mental health services, foster care prevention, and after-school, weekend and summer hours. Our pipeline of services ensures that our students begin on the same playing field as children from more affluent communities.