

*The Future is Brighter at...*



# The Charter School of Wilmington

An independently operated school focusing on the study of  
mathematics and science serving students in grades 9-12

**The Charter School of Wilmington  
Renewal Application  
Charter Renewal Period  
FY2024-FY2028**

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## **Charter Renewal Timeline**

*April 28, 2023*

The Red Clay Consolidated School District (RCCSD) issues renewal report and application guidance.

*May 12, 2023*

CSW submits a report to RCCSD.

*September 30, 2023*

CSW submits Renewal Application to RCCSD for Renewal.

*October 2023*

Public Hearing

*November 30, 2023*

Red Clay decides on renewal prior to November 30, 2023

## School Overview

**The Charter School of Wilmington  
100 North DuPont Road  
Wilmington DE 19807**

[www.charterschool.org](http://www.charterschool.org)

<b>Chartered by</b>	<b>The Red Clay Consolidated School District</b>
<b>Established</b>	<b>1996</b>
<b>Serving Students</b>	<b>Grades 9-12</b>
<b>Approved Enrollment</b>	<b>970</b>
<b>Waiting List (2023-2024)</b>	<b>420</b>
<b>School President</b>	<b>Dr. Reginald Johnson rjohnson@charterschool.org</b>
<b>Board Chair</b>	<b>Dr. Daniel Freeman dan.freeman@charterschool.org</b>

## Renewal Overview

### The Charter School of Wilmington

#### Science, Technology, Engineering, Mathematics Focus and Collaboration with Cab

In 1996, a group of visionary leaders from the Wilmington business community, encouraged by then Governor Thomas R. Carper, joined forces with educational leaders from the Wilmington area and from the Red Clay Consolidated School District to form Delaware's first public charter school -The Charter School of Wilmington. The mission of The Charter School of Wilmington is to inspire and prepare highly motivated students to thrive both individually and as responsible global citizens through world-class science, mathematics, and technology education. CSW offers cutting-edge curriculum in STEM, Project Based Learning, Artificial Intelligence, and Design Thinking for an exceptional, tuition free high school experience.

We strive to elevate The Charter School of Wilmington as a source of innovation, care, and joy in education. [Enjoy our 2023 Open House Video.](#)

CSW believes that critical thinking, problem-solving skills, and collaboration promote innovation. We want to develop an ethical learning environment that leads to good decision-making, habits, and virtues. To appreciate all the unique differences within an interconnected and multicultural world community, CSW places a high priority on cultural awareness. Although our focus is on Science, Technology, Engineering, and Mathematics, Charter students in collaboration with Cab Calloway School of the Arts, are enrolled in art, drama, concert band, jazz band, marching band, chorus, and other musical groups. Each year, Cab and CSW students collaborate on Culture Day to embrace, share, and celebrate the diversity of our campus community with student performances, displays, and food representing a variety of cultures.



Sharing a building is challenging at times due to space constraints but Dean Anthony Gray-Bolden from Cab and his team share their spaces with us when the need arises. Their faculty and staff helped us create a safe haven on campus after the loss of a student. The School-Based Health Center opens its doors to students and staff for guidance, insights, and additional services.

CSW's organizational structure and climate (culture, atmosphere, standards), support our curriculum. The roles, responsibilities, and expectations of the administration and faculty are clearly defined. Administration, faculty, and support staff are qualified to provide an exceptional educational experience. Our instruction focuses most heavily on developing our students' higher order skills: analysis, synthesis, and evaluation. We reach our objectives through a combination of traditional and innovative instructional techniques. Our educational objectives focus on developing students who are technologically literate and able to understand and make use of computers and laboratory instruments.

CSW was named a [2019 Blue Ribbon School with a group of 362 other schools](#). CSW was first recognized as a National Blue Ribbon School in 2013. As an Exemplary High Performing School, CSW is among Delaware's highest-performing schools as measured by state assessments and nationally normed tests.

The U.S. Department of Education visited the Junior Science Fair in January 2020 and [created a video to highlight the event and our Junior Research program](#). CSW was one of only five high schools in the nation to receive this additional honor.

With a modified block schedule over a two-day period, CSW is continuing to provide study halls and activity periods, helping to reduce student stress, and allow student participation in over 100 clubs and activities.

### **Student Well-Being and Diversity, Equity, and Inclusion (DEI)**

The Charter School of Wilmington is committed to providing an innovative, rigorous academic program that simultaneously addresses and values student's health and well-being. We believe in providing the support necessary to ensure successful outcomes for all CSW students.

With the arrival of a new school president in May 2021, CSW began the school year in a reflective mode, reviewing operational procedures, school policies, curriculum, staffing, student well-being, and Diversity, Equity, and Inclusion (DEI).





Dr. Reginald Johnson shared the core values that reflected his leadership style with the community: authenticity, trust, quality, and integrity. He gathered data and started conversations with students, faculty, staff, parents, and the CSW Board of Directors on DEI topics. He added the “Community” and “Belonging” aspects to assess what CDEIB ideally looks like at CSW. Dr. Johnson also gathered data from the last administration’s work on DEI needs. Students and faculty suggested that the school leadership work on their own knowledge and awareness of DEI issues before taking action to ensure we build from a strong foundation.



Listening to our students' voices continues to be a priority. Administration meets monthly with our Asian Student Union, Black Student Union, Latinx Student Union, LGBTQ+ Student Union, and the South Asian Student Union. The unions were created during the 2020-2021 school year to ensure the representation of CSW's diverse voices and viewpoints.

- Our Black Student Union hosted a conversation with Ms. Bebe Coker, a playwright, poet, and civil rights leader in Delaware. She began working with us on our DEI initiatives in 2019.
- Ms. Coker continued to visit our campus for student conversations during our Activity Period and administrative team mentoring through 2023.
- Dr. Tawanda Bond, Red Clay's Director of Equity and Strategic Partnerships, visited the Black Student Union.
- Delaware State Representative Sherry Dorsey Walker visited the South Asian Student Union on Zoom.



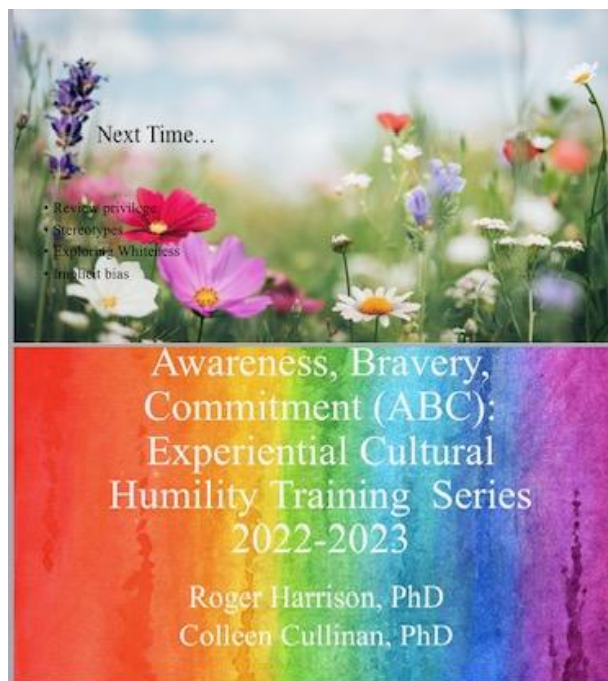
In April 2023, La Fuerza, CSW's Spanish Honor Society, along with the Latin American Community Center, hosted a screening of the immigration documentary "United We Are Dreaming."





CSW administration also continued its bi-weekly meetings with the Student Government leadership team to hear the concerns and ideas of all students and foster a positive working relationship between the student body and the administrative team.

At the February 2023 Board Community and Culture meeting, [Dr. Roger Harrison](#) joined members of the committee and Dr. Reginald Johnson to discuss how as a current parent, alumni parent, and Licensed Clinical Psychologist, he can assist us in creating a culture of belonging. Earlier in the year, CSW administration, our school counseling department, faculty, and board members participated in six (6) in-person sessions focused on Cultural Humility facilitated by Dr. Harrison.



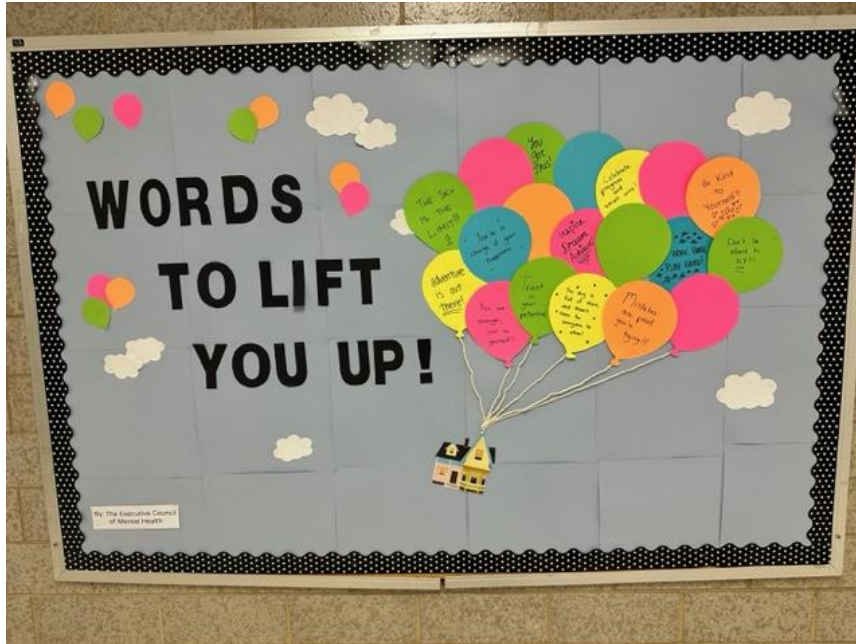
## Student Counseling and Well-Being

Throughout the school year, our school counselors, Special Services Coordinator, and staff focused on students with formal learning plans (IEPs and 504s). Students, teachers, and families maximized Schoology Resource Folders by graduating class (programs, scholarships, testing support, and more). Over 200 attended College Night for Junior Parents presented by the CSW Counseling Department over the past two years. Attendees scanned a QR code to find their itinerary and visit with their child's counselor for the "College Application Process - It's a Journey" presentation. Our Instructional Intervention Team (IIT) meets biweekly to discuss specific student concerns and collaborate on possible supports.

Grade-level "student support huddles" took place in the library after school. The purpose of these huddles was to give teachers an opportunity to drop in and connect with other teachers about a student (or students) for whom they may have concerns.

After the tragic loss of a beloved student in January 2022, a Wellness Committee was created to develop, promote, and implement initiatives that focus on the well-being of our students, staff, and families. The group was composed of administrators, faculty, board members, students, parents, and mental health professionals. A commitment to invest more time and energy into brain health, emotional safety, and social support for both students and staff at CSW was supported by all CSW stakeholders. The Wellness Committee continues to provide input and guidance on strengthening our culture of care by attending board meetings, participating in Town Halls and Wellness Days, and designing bulletin boards.





In building a “Culture of Care” at CSW, Chris Locke, Founder of Sean’s House, spoke at a 2022 basketball tournament sharing his perspective on losing a son to suicide and how his organization could support our students. Sean’s House hosted a breakfast for our students and returned in April 2022 to present a program to parents and students. Administrators on the Wellness Committee attended a Wellness Day at an area high school to learn about their best practices.





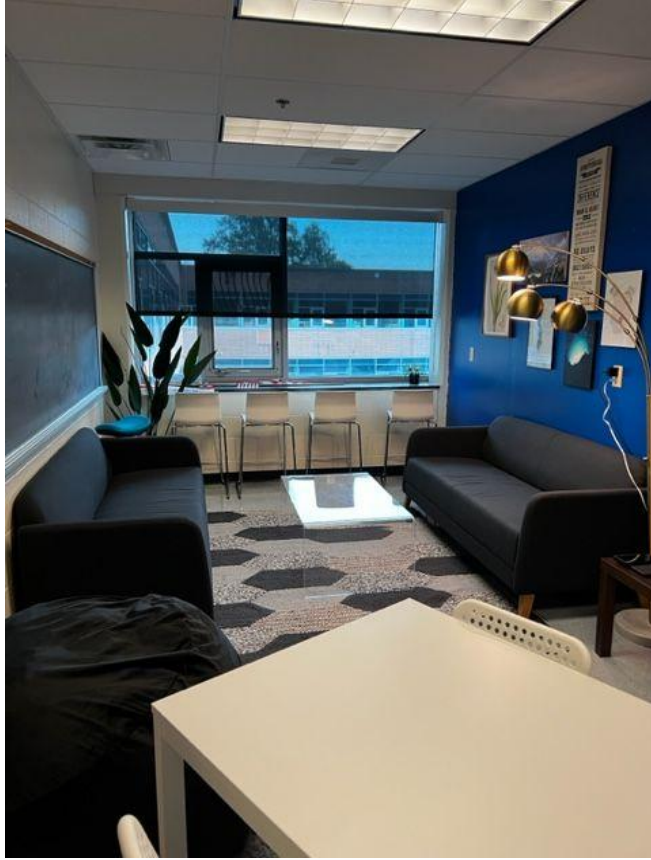
In May 2022, our PTSO hosted an event to help parents open up and maintain a strong dialogue with their teens about mental health. Their guest was [Dr. Lani Nelson-Zlupko](#), a goal-oriented, solution-driven clinician, coach, and consultant who specializes in change management.

During the 2021-2022 school year, our list of partners and expert consultants expanded. CSW reached out to:

- 1) **Red Clay Consolidated School District Deployment Team** - (Met with us and provided support and education about memorialization to our staff - the team intervenes when there is a crisis in the school community)
- 2) **Harriton High School (Lower Merion School District)** - (They had a student who died by suicide about four years ago, so the principal and school psychologist met with us and shared their story; they provided the extended leadership team recommendations about the grieving process and memorialization.)
- 3) **American Foundation for Suicide Prevention** - (Met with us and provided the extended leadership team support and education in regards to the grieving process and memorialization)
- 4) **Supporting Kidds** - (Met with us and provided the extended leadership team support and education in regards to establishing a board level memorial policy. Additionally, they assisted our newly established wellness team. Supporting Kidds focuses on supporting grieving children and their families through a whole-family approach.)
- 5) **PAWS for People** - (Volunteers and trained dogs provided therapeutic visits to our students and staff.)
- 6) **Sean's House** - (Provided students with virtual appointments and 24/7 support at their mental health safe haven in Newark)
- 7) **Nemours/Alfred I. duPont Hospital for Children** - (Provided support, resources, and education about the grieving process)
- 8) **National Alliance on Mental Illness (NAMI) Delaware** - (Provided support, resources, and education about the grieving process; attended special school events)
- 9) **Delaware Department of Education** - (Provided support, resources, and education about the grieving process and memorialization)

## Dedicated Student Center

In September 2022, CSW students were greeted back to campus with a reimagined Student Center curated by our Counseling Department. The original faculty space was renovated with assistance from Red Clay to house our school counselors and our Special Services Coordinator. The center features common areas for students to collaborate, and find services, resources, and support (in one space), along with peace of mind. Counselors and students also have privacy which was lost in the fast-paced Main Office where they originally were located for years.



At CSW, the school counselor's role is to be a strong advocate for each of their students. They have an open-door policy and students may schedule an appointment with their counselor anytime via their online scheduler. Parents/guardians are also encouraged to request meetings, in addition to attending special events. Overall student wellness is our counselors' first priority. If a student's wellness is not tended to, the rest is irrelevant. Our counselors engage parents/guardians and faculty day-to-day to join us in encouraging our students to take care of themselves: from knowing when to take a step back, get sleep, eat well, and HAVE FUN! Schoology resources, parent emails, and special parent/student events, ranging from guest speakers to Decision Day to Junior College Night, also demonstrate the ways our counselors connect with our community. Our school counselors created Student Support Services Procedures for our staff so they are aware of their services and how students can access the student center.

## **Freshmen Mentoring and Peer Mentoring Programs**

In August 2021, freshmen students were officially introduced to the CSW community at orientation and participated in building tours, assemblies, and workshops focusing on study skills, healthy habits, and stress management. The program continued this year and was expanded to two full days along with a formal senior mentoring program. Students met their teachers and student mentors, took part in a Design Thinking activity, heard presentations



promoting volunteer service, had their school pictures taken, and enjoyed a pizza lunch in the courtyard, courtesy of our PTSO.

In 2021, a peer tutoring program was created and managed by a senior teacher. Students who needed a 1 to 1 tutor to help with a class or study skills, accessed their "Class Link Dashboard" to request assistance. Students could stop by a designated classroom any day during Activity Period, or after school Monday through Thursday. Tutoring opportunities included proofreading papers, helping with projects, studying for a test, organizational skills, and homework help.



## CSW COVID Response Team

In August 2021, CSW administration shared and presented the return to school plans and protocols regarding COVID-19 safety (masks, quarantining, vaccination opportunities, etc.) The CSW COVID Response Team, under the leadership of our COVID Coordinator and School Nurse, continued to meet weekly and was in regular contact with the Delaware Division of Public Health (DPH). CSW continued to partner with DPH and Quidel Corporation to provide free comprehensive rapid antigen COVID-19 testing during school for our students and staff. The committee continues to meet monthly to provide reminders as needed to the community.

## CSW Faculty/Staff/Administration Professional Development

The Charter School of Wilmington is committed to creating a welcoming culture and inclusive environment that reflects and supports the diversity of our community. We support a school environment free from discrimination and harassment on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, or disability.

The 2021-2022 school year signaled the return to a “new normal” after the pandemic closed schools in March 2020. Teachers continued to use their technology and software options from virtual and hybrid learning to diversify their toolbox with Google Meet Plus, Google Classroom, Pear Deck, Duolingo, Nearpod, NoRedInk, Quizlet, Quizziz, Gimkit, Edpuzzle, Logicly, Flipgrid, Desmos, YouTube, Kahoot!, and Khan Academy.



Since 2021, CSW faculty, staff, and administration:

- Attended professional development during August's In-Service Week focusing on school safety, expectations, Middle States planning, and a presentation from the National Alliance on Mental Illness Delaware
- Participated in various Professional Development opportunities and College Board/Advanced Placement conferences
- Attended workshops on teaching strategies
- Completed new and ongoing certifications in their content areas
- Incorporated new technology in their classrooms
- Collaborated to create real-world formative and summative performance tasks scenarios around unit can-do statements

- Visited [The Avenues World School](#) in March to learn about [their innovative programs](#), architectural standards for classroom designs, and [their World Elements](#) to encourage future conversations about enhancing the student journey at CSW.
- Attended the Design Thinking Conference (The Nueva School, CA) showcasing problem-solving through research, brainstorming, collaboration, prototyping, and iteration (Summer 2023)
- Attended the Studio Design Method Conference (NuVu Innovation School, MA) which focused on cross-curriculum innovation (Summer 2023)
- Attended the International Society for Technology (ITSE) conference (Philadelphia) where attendees gathered to learn more about project-based learning, computational thinking, artificial intelligence, and augmented, virtual, and mixed reality.
- The teams came together during In-Service week [to discuss their experiences](#) and how to share those lessons with the staff and students at CSW. (Summer 2023)



## Community Outreach - Signature Programs and Partnerships

CSW students have engaged with the community over the past decade in several outreach programs that are having a positive and continuing impact:

1. *Science Ambassadors*: Bringing positive enthusiasm to elementary students about science, with regular after-school activities at Shortlidge, Harlan, Elbert Palmer, Baltz, Lewis, and Highlands as well as Eastside Charter and Edison Charter. (established 2005). The program is being reimagined this year to consider transportation, staffing, and financial challenges arising from the pandemic.

2. *Science Expo*: Originally hosted at the CSW campus, this event is now hosted at The Delaware Children's Museum (DCM) in order to facilitate access for students in city communities. CSW students encourage an interest in science through the use of science kits and participation. (established 2005)



3. *Multiplying Good*: Formerly named the CSW Jefferson Council, Multiplying Good members teamed up with The Andrew McDonough B+ Foundation once again for the Annual Charterthon in 2022. Over five hundred students danced through the night and raised \$85,567.39 to support families that have children with cancer and to fund cutting-edge research. In 2023, our Multiplying Good Club set a new CSW record in Charterthon donations - \$100,778.83. Our students enjoyed dancing, karaoke, games, contests, and more during our overnight Charterthon event.





4) *CSW's Bikes for Mozambique Club*: The Club annually hosts the MORP Dance (PROM spelled backward). Each year, funds raised from the dance support the international endeavors of "Mozambikes" so they can purchase bikes for rural families who don't have reliable transportation to the cities for work, healthcare, and education.



New partnerships are being formed and the collaboration is extraordinary, ensuring The Charter School of Wilmington remains on a steady course and remains an innovative educational force in Delaware, and a national leader in Science, Technology, and Mathematics initiatives. We are thrilled to be a partner with The LYTE program (Leading Youth Through Empowerment). The LYTE program helps scholars apply to area public and charter high schools through SchoolChoice.org and assists with the independent and parochial school admissions process as well. CSW is privileged to work with LYTE organizers to support the students enrolled at CSW as they transition from grade school to CSW with books, calculators, and technology requests. In addition, we are available to meet with their families as they navigate the School Choice process.



## Academic Competitions

Since 2021, CSW students competed virtually and in-person for inter-scholastic and academic competitions and placed in the top ranks at state, national, and international competitions. In the [2022 Regeneron Competition](#), three seniors, Claire Andreasen, Arjan Singh Kahlon, and Heran Yang, entered these prestigious ranks as the 2022 Top 300 Scholars. Claire Andreasen was named a Top 40 finalist which ranked her among the nation's most promising young scientists or mathematicians. This year, senior Suraj Reddy was selected as a Davidson Fellow for his work on "ISMER: A Novel Metamaterial utilizing Micro-Architectural Engineering for Earthquake Resistance." He also received a \$10,000 scholarship.



CSW hit the trifecta in March by winning three Delaware state championships: Mock Trial, Science Olympiad, and Odyssey of the Mind. At a board meeting, we celebrated team members, our staff moderators, and parent /coach volunteers who traveled to Arkansas, Kansas, and Michigan representing Delaware at the National Championships at the March Board Meeting. CSW represented Delaware in the National Envirothon Competition in July after winning the [Delaware Envirothon championship on April 27](#).

With the pandemic, many competitions ceased or switched to online formats.

[2021 Fact Sheet](#)

[CSW Summer Awards Newsletter](#)

## Athletic Success

Our growth has provided the school an opportunity to excel beyond the academic arena. The athletic programs have grown in size and scope as well. CSW enjoys the highest rate of student participation in interscholastic athletics in Delaware. CSW teams have earned several conference and state championships in a variety of sports. For more information, check [Forcessports.com](http://Forcessports.com).



Each September, The Dale Farmer State Champions in Sportsmanship award is presented annually to schools that have demonstrated a strong school community commitment to the educational nature of interscholastic athletics. CSW received the award for the 9th time last year.



## Criterion Review

### Educational Program Overview (Criterion 3, 6)

The Charter School of Wilmington's (CSW) mission is to inspire and prepare highly motivated students to thrive both individually and as responsible global citizens through world-class science, mathematics, and technology education. The school philosophy is reflected in its Vision, Values, Strategic Goals, and Educational Objectives. (see Exhibit D)

CSW offers a challenging college preparatory curriculum with an emphasis on science, mathematics, and technology. The school operates on a modified block schedule that allows for in-depth study. Our academic programs are structured so that each student will be placed at a level that challenges them without being overwhelmed. To accommodate the range of students, CSW provides three levels of ability groupings known as phases. Each student's phase is initially determined through an assessment process required for placement at The Charter School of Wilmington. Three college preparatory courses exist prior to the Advanced Placement (AP) level of courses (levels 3, 4, and 5) with 5 being designated as Honors. (see Exhibit E)

- Phase 3: College Prep
- Phase 4: Accelerated College Prep
- Phase 5: Honors

For students who have exhausted available coursework in an area of interest, there is a formal process for developing Independent Studies that allows students to customize their learning.

[2023-2024 Course Book](#)

CSW uses an Integrated Math curriculum. Students may enroll in 21 AP classes. Two additional AP classes are available through a partnership with Cab. In 2023, 406 students took 1,059 exams. We offer a dual enrollment Anatomy & Physiology class with Delaware Technical Community College and a dual enrollment Horn Entrepreneurship Institute's EntreX Lab class with the University of Delaware. Students may opt to take electives such as Math and Art, International Relations, Criminology, Bioethics, Biochemistry, Neuroscience, Genetics, Epidemiology & Public Health, Organic Chemistry, Microbiology, Biotechnology, Robotics, Computer 3D Modeling, Mobile Applications, Data Structures, Computer Software Engineering, AI Theory and Practice, Video Game Design, and Data Science.

CSW requires students to earn 24.5 credits for graduation. At least 10.5 of the required 24.5 credits must be earned in math, science, and computer science. This requirement includes: Math (4.0), English (4.0), Social Science (3.0), World Language (2.0), Computer Science Fundamentals (0.5), Math/Science/Computer Science Elective (1.0), Physical Education (1.0), Health (0.5), Electives (3.5), and STEM Research Project (0.5). Discussions are underway this year to increase the credit requirement to 26.5 by accumulating two credits in Math and Science.

The STEM Research Project at CSW is a dynamic and comprehensive educational experience designed to foster critical thinking and scientific inquiry throughout a student's high school journey. Beginning with the 9th-grade course, Integrated Science & Research, that sets the stage for exploration, our science curriculum progressively builds essential skills and knowledge. Students embark on a transformative academic journey, culminating in a senior capstone project that showcases their growth and mastery of scientific research. Throughout their senior year, students will embark on a STEM research project of their choice, aligning with their personal interests and career aspirations. This project will integrate principles from multiple STEM disciplines, allow students to explore complex problems, and ensure that students leave high school ready to make a positive impact on the world.



Instruction at CSW focuses on developing students' higher-order skills, analysis, synthesis, and evaluation. In addition to overall well-being, school leadership sets a high priority on instructional innovation and problem-based learning in order to best prepare students for the world that meets them. Extracurricular activities include academic competitions, DIAA athletics, clubs (over 100 offered annually), school-sponsored special events/activities, and community service.

CSW continues to partner with the RCCSD for bus transportation service. The partnership benefits students, families, and schools by making things run more efficiently before and after school. Our families rely on RCCSD's app, *WheresTheBus*<sup>TM</sup>, because it allows families to follow the progress of the bus before it arrives at the student's assigned stop and school.

The RCCSD provides the routing, parental support, and bus safety training, and sets clear expectations for all riders. There is a collaboration with CSW administration regarding funding and scheduling issues. CSW also supports RCCSD with student behavior issues and is responsible for funding the agreement. CSW will provide six months' notice if there is a desire to terminate the contract. CSW continues to maintain the ability to make decisions on canceling the school day due to bad weather.



## Academic Framework (Criterion 3, 4)

### 2022-2023 ACADEMIC PERFORMANCE (SAT, PSAT, & AP Data)

The Charter School of Wilmington offers 23 AP classes; the advanced coursework includes six science courses, four math courses, three English courses, six social science courses, three world languages, and one computer science course. Additionally, nine post-AP classes are offered. In the 2022-2023 school year, 406 students were enrolled in one or more AP classes and 1060 AP exams were administered in May 2023. The table below shows CSW's school summary for 2021-2023.

	2021	2022	2023
Total AP Students	379	381	406
Number of Exams	1046	967	1060
AP students with scores 3+	281	300	305
% of Total AP students with scores 3+	74.14	78.74	75.12

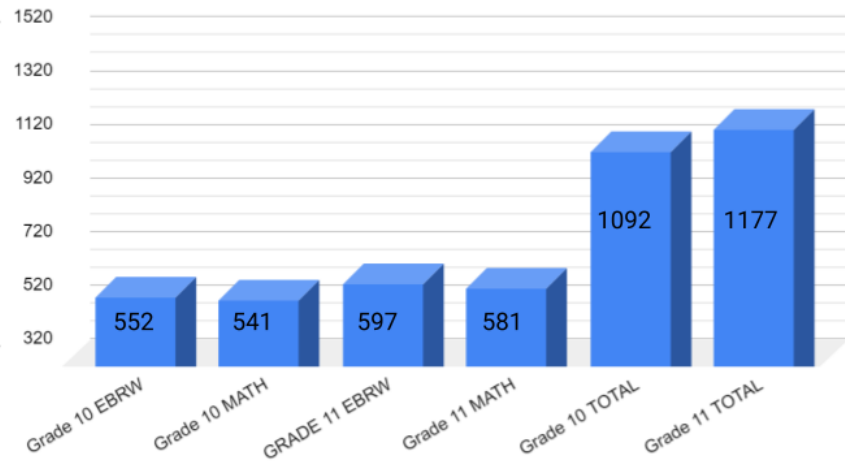
Each Fall students in grades 10 and 11 take the PSAT/NMSQT. In the Fall of 2022, the average score for sophomores and juniors placed them within the competitive score range making them eligible to be considered a national merit scholar. The chart below displays the Evidenced Based Reading and Writing average scores, the Math average scores, and the total average scores separated by grade.

(Additional Academic Exhibits can be found in Exhibit F)

COMPETITIVE  
MATH &  
READ/WRITE  
  
560 - 610

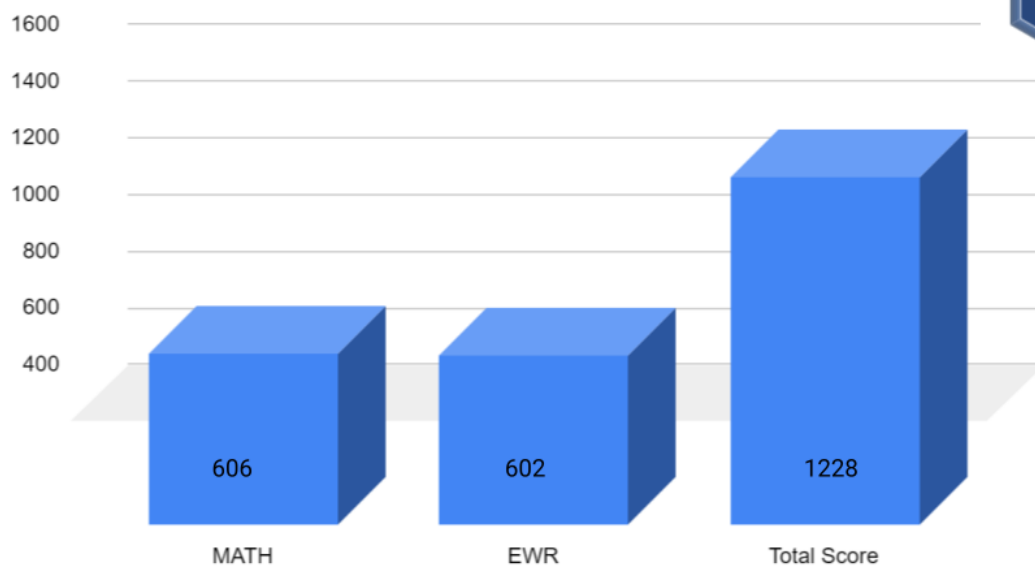
COMPETITIVE  
OVERALL SCORE  
  
1070 - 1200

### PSAT 2022



The Class of 2024 average SAT score is 1228 with subscores in Math averaging 606 and in Reading/Writing scores averaging 602.

### Class of 2024 SAT Scores



## **Is the school preparing students for college and career?**

The Charter School of Wilmington is a dynamic, forward thinking educational institution that emphasizes a STEM curriculum. All coursework offered to students are college preparatory classes and beyond with integrated problem solving and higher order thinking skills. Additionally, all students engage in a year-long research project. The school offers a wide array of electives, Advanced Placement (AP) classes, and Post AP classes. Additionally, students have the opportunity to engage in college level independent study. A myriad of clubs and organizations are built into the daily routine. Students also participate in a variety of extracurricular competitive activities and sports.

CSW places a strong emphasis on career exploration and development. Our student services center assists students with identifying colleges and universities that align with the students career path. In addition, our team prepares for standardized tests and guides them through course planning. Students with disabilities are provided with support and accommodations. The Charter School of Wilmington is committed to continuous growth and improvement; our program adapts to the needs of our students and to the ever changing opportunities within our community and technologically advanced world.

The Charter School of Wilmington prepares students for college and careers beyond traditional academic instruction. Engaging students in higher order thinking skills develops metacognitive skills that contribute to lifelong learning and global citizenship. CSW provides a holistic approach to education that equips students with specialized knowledge and skills in the STEM curriculum and with an appreciation and desire to contribute to the field of STEM.

## **Organization Framework (Criterion 5, 6 ,7, 11, 13)**

### **Is the school implementing the essential terms of the charter's education program and complying with applicable state and federal requirements?**

- CSW follows the same instructional calendar as RCCSD; the school is co-located at the Wilmington High School campus with Cab Calloway School for the Arts (CCSA). CSW and CCSA share athletics and band and a small portion of students attend crossover classes.
- 10th graders take the PSAT-NMSQT and the PSAT 10 during their sophomore year while 11th graders take the PSAT-NMSQT and the school day SAT test during their junior year. Historically, CSW students participate in more than 1000 AP exams each year.
- The CSW curriculum, across all content areas, is aligned with the Delaware State Standards.
  - CSW uses an Integrated Mathematics approach where, over the course of three

years, students learn the same mathematical topics as a contemporary Algebra 1, Geometry, Algebra 2, and Pre-Calculus sequence. Instead of being separate courses, algebra, trigonometry, geometry, and mathematical modeling are interwoven throughout each of the three years.

- The entire science curriculum, inclusive of the core curriculum and electives relating to pre-engineering, medical sciences, and environmental science, foster science literacy and understanding essential for success at the college and career level. The core curriculum is designed to meet and exceed the Next Generation Science Standards with electives offered to enhance and broaden students' experience prior to entering college.
  - The Computer Science (CS) program at CSW is designed to introduce all students to computer science and algorithmic thinking. The program prepares students to consider a CS and/or CS Engineering major as well as other related majors and minors that flow from CS. Computer Science at CSW allows students to enroll in these majors with deliberate confidence.
- CSW employs a full time Special Services Coordinator (SSC) who facilitates the identification and evaluation process for students with disabilities, case manages the IEP process, and provides direct special education services to students with IEPs. The SSC leads the following schoolwide efforts to meet the academic and non-academic needs of all students.
    - CSW follows the Multi-Tiered System of Supports framework to identify when a student is in need of evidence-based interventions to address academic (written expression, reading, oral expression, listening comprehension, mathematics), social, emotional, and behavioral needs.
    - Emphasis is placed on high quality core academic instruction and non-academic practices as a universal support for all students.
      - Particular attention is paid to the 9th grade as students are transitioning from multiple middle schools. Using a combination of norm-referenced, criterion-referenced, and curriculum-based assessments, students are identified for a phase 3 college prep math course that meets daily and provides increased opportunities for practice of foundational skills that are essential in subsequent math courses.
      - Use of a flex scheduling technology platform allows for students to request academic support daily from their teachers and formally designated peer tutors. Teachers also utilize the platform to require students to meet 1:1 or in small groups for reteaching, additional practice, or enrichment.
      - A formal peer mentoring program pairs seniors with freshmen that allows them to build an immediate connection as they enter high school and helps 9th graders to navigate this pivotal first year.
    - The SSC plays a vital role in leading CSW's Instructional Intervention Team (general education problem solving team) to work collaboratively with parents and teachers to support students not identified under IDEA or Section 504 who

are experiencing academic or social/emotional/behavioral challenges.

- CSW's Instructional Intervention Team (IIT) meets biweekly and includes a special educator, general educators, counselors, school nurse, attendance personnel, and administration.
- Referrals are made in writing and there is a formally identified process for faculty and staff to make a referral to IIT. Parents are notified of a referral to IIT and their active participation is solicited throughout the problem solving process.
- The SSC also oversees the Section 504 process to ensure that the educational services for students with disabilities are met to the same extent as the needs of students without disabilities including and that all 504 plan accommodations are implemented in the classroom.

### **Is the school protecting the rights of students with disabilities and Multilingual Learners (formerly ELL)?**

Students with learning differences are identified during the enrollment process. Individual plans (IEPs, 504) are developed through a combined effort involving the Special Services Coordinator, parents, students, counselors, teachers, administration, and any related service providers. In an effort to identify multilingual learners (ML), all incoming students are asked to complete DDOE's Home Language Survey. Once identified, CSW's ML liaison works to ensure that all needed support and services are provided.

### **Is the school monitoring and minimizing attrition rates and maintaining enrollment stability?**

### **Enrollment and Demographic Information (projected as of 9/19/23)**

Total Enrollment	972
Male	481
Female	491
IEPs	11
504 Accommodations	60
Free/Reduced Lunch	4%

African American	86
American Indian	4
Asian American	339
Hawaiian	44
Hispanic	82
White	417



CSW has a proactive attendance system in place that allows for the continuous monitoring of student attendance throughout the year. In most cases students leave the school due to family relocation or extenuating family circumstances.

At the end of the 2020-2021 school year, 6 students left the school, one left to pursue a GED.

- 2 attended a private high school
- 2 entered a RCCSD school
- 1 attended a De public high school

At the end of the 2021-2022 school year, 22 students left the school.

- 7 attended a private high school
- 2 entered a RCCSD school
- 3 attended a De public high school
- 7 moved out of state/country
- 3 were marked "other"

At the end of the 2022-2023 school year, 23 students left the school.

- 7 attended a private high school
- 3 entered a RCCSD school
- 6 attended a De public high school
- 5 moved out of state/country
- 2 were marked "other"

### The Application Overview and Outreach Efforts

YEAR	# OF APPLICATIONS		High school fairs
2021 - 2022	667		<ul style="list-style-type: none"> <li>• First State Montessori</li> <li>• Charter School of New Castle</li> <li>• LYTE Scholars</li> </ul>
2022-2023	621		<ul style="list-style-type: none"> <li>• First State Montessori</li> <li>• Charter School of New Castle</li> <li>• LYTE Scholars</li> </ul>
2023 - 2024	729		<ul style="list-style-type: none"> <li>• Serviam Girls Academy w/Eastside Charter</li> <li>• First State Montessori</li> <li>• Community Education Building - Kuumba</li> </ul>

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For the past two years, CSW [has expanded its advertising](#) to include Hoy en Delaware, Delaware's largest and longest serving Hispanic publication covering the entire state of Delaware since 1996. A translation feature has also been added to our website and Spanish teachers from our World Language Department are available to help families who call or stop by.

After two years of virtual Open Houses, CSW hosted an Open House in 2022 featuring students from our Student Unions who helped visiting parents and students navigate Delaware's School Choice platform.

Three years of unit count information can be found in Exhibit G.

Our Admissions Policy can be found in Exhibit H.

A 2014 Revised Enrollment-Waitlist Process can be found in Exhibit I.

The 2014 Performance Agreement can be found in Exhibit J.



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Attend our Pop-Up "Zoom School Choice Session" on Thursday, October 27. Learn more about applying to The Charter Scho... See more



## Financial Framework (Criterion 1, 2, 8, 9, 10, 12, 14, 15, 16)

### Is the school meeting financial reporting and compliance requirements?

CSW has a Citizen Budget Oversight Committee (CBOC) which meets regularly and meets Delaware Code Requirements. They are responsible for reviewing the budget and monthly financial performance of The Charter School of Wilmington. The Department of Education established procedures for the appointment of citizen budget oversight committees for each of the public school districts and charter schools:

[Citizens Budget Oversight Committee Policy and Application.](#)

The current DOE member is Richard Riggs. The CBOC is chaired by the Treasurer of CSW's Board. CSW's Chief Operating Officer provides the Board of Directors with monthly financial reports for review and discussion; these reports are [posted on the school's website](#). Annual audits are conducted yearly and [posted on the school's website](#).

CSW holds adequate liquid financial reserves to satisfy its obligations to employees and suppliers at all points during the year. The Board of Directors adopted a [Financial Reserves Policy](#) which targets a 2% annual operating surplus as recommended by the SFO of the

RCCSD. CSW is not required to file an IRS Form 990 for government income and expenses. CSW does file a Form 990 with respect to its charitable contributions income and expenses.

**Are the school and Board complying with the governance and reporting requirements?**

The list of current Board Members is provided in Exhibit K.

The list of current employees is listed in Exhibit L.

The School President is also the President of the corporation. The President reports to the Board of Directors. The COO is accountable to the board for financial matters but reports to the President for employee matters. All other employees report directly to the President or indirectly through delegation.

The duties of the board and President are established in the Corporate Bylaws which are posted on the website. The President sets goals that complement the Strategic Plan. [“CSW's Strategic Plan featuring Positive Charge”](#) for Academic Years 2022-2027 was approved by the CSW Board of Directors on June 28, 2022, and shared with the community at a Parent Teacher Student Organization meeting in October 2022. Event panelists included a senior, our Science Department Chair, Dr. Reginald Johnson, and Board Chair, Dr. Daniel Freeman. Our faculty and staff were re-introduced to the final plan at a staff meeting. Our students were introduced to the plan in upcoming Town Halls hosted by our Student Government. Dr. Freeman, Strategic Planning Chair, [presented the plan at the June Board meeting.](#)

The board evaluates the President annually based on the goal performance of the school and compliance with regulations. Any new directors typically come onto the board at this time. All board members must complete background checks, governance training, and DOE Financial training.

Below are the board governance training completion dates:

Last Name	First Name	Session 1 Board Governance Standards 28301	Session 2 School Leader Evaluation 28302	Session 3 Academic Oversight 28303	Final Exercise
Anderson	Jeremy	3/27/23	3/27/23	3/27/23	3/27/23
Blair	Chonnie	10/27/22	10/27/22	10/27/22	10/27/22
Casini	Artika	2/24/22	2/24/22	2/24/22	2/24/22
Chen	Sherryl	9/7/23	7/12/23	7/12/23	7/12/23
Doughty	Kristen	9/7/23	9/7/23	7/18/23	7/18/23
Fleetwood	Sarah	8/26/22	8/26/22	8/26/22	8/26/22
Freeman	Dan	2/28/22	2/28/22	2/28/22	2/28/22
Hoffmann	Brandon	5/6/22	5/11/22	5/12/22	5/6/22
Klemas	Kate	3/21/22	3/21/22	3/21/22	3/21/22
Mench	David	11/17/22	11/17/22	11/19/22	11/17/22
Miller	Melissa	2/28/22	2/28/22	2/28/22	2/28/22
Montagne	Purnima	2/6/22	2/6/22	3/7/22	3/7/22
Salam	Tabassum	9/7/23	7/12/23	7/12/23	9/7/23
Sturgill	Logan	11/23/21	11/24/21	11/25/21	11/26/21
Zhu	Hai	2/11/22	2/11/22	2/11/22	2/11/22



## **Is the school protecting the rights of all students and employees?**

Faculty at CSW are required to meet “Highly Qualified Teacher” status. With the transition to the Delaware Teacher Growth and Support System (DTGSS), the traditional DEEDS Teacher Quality Report from DOE does not exist. An “Unlicensed Report” from the DDOE DEEDS database was run and lists the names of two new hires that are working through paperwork completion. (Exhibit M)

All records are maintained and vetted in the DDOE DEEDS database and monitored by CSW’s Finance/Human Resources Specialist and our COO. CSW follows state guidelines and requires that all employees have a background check as a condition of employment and conducted prior to engaging in contact with students.

The CSW student handbook is posted and shared online with the CSW community at the start of the school year. Other mandatory forms include the Military-connected Youth Form, the Acceptable Use Policy for Technology Use, and the School & Family Compact which acknowledge the receipt of the Student Handbook. Freshmen Forms include the 1st Year Contract, a Photo Release, and a Home Language Survey. Our Dean of Students is responsible for documenting and reporting behavior incidents in eSchool which DDOE reviews annually. As required by code, the Delaware Department of Justice Bullying Prevention and School Crime Contact Anonymous tip line can be seen on our school’s homepage.

Student photo identification cards list crisis and support numbers for conversations and texting under [House Bill 137](#).

At the end of the year, and sometimes more frequently, teachers, students, and parents/guardians are typically given an anonymous survey that measures CSW’s culture.

Our high expectations are communicated to students and faculty as follows:

- Through orientation meetings and communications, incoming students and parents/guardians are made aware of CSW’s academic rigor and school culture.
- Grade level assemblies are held at the beginning of the year to communicate expectations to all students
- Teachers participate in year-round professional development
- Teachers communicate with the administration throughout the school year, at staff/faculty meetings, and during the contract process.
- Weekly emails, along with Schoology, Facebook, and Instagram posts keep our community aware of events, deadlines, opportunities, and student accomplishments.

Admissions and enrollment practices comply with 14 Del C. 506. A copy of our Admissions Policy is included in Exhibit H.

During the admissions process, all families are able to get their questions answered in English or Spanish as we work with our Spanish Department for needed translations. Our website has also been updated to have a translation feature. The admissions process is discussed each year with the RCCSD to ensure transparency. In 2019, we received permission from the RCCSD to switch to an online version of our placement assessment to ensure student safety during the pandemic. We continue to use the online assessment because it's more cost-effective and the scoring time is quicker.

**How is the school ensuring compliance with regulations governing school facilities, grounds, transportation, safety, and health-related services?**

- The Wilmington High School campus is shared by CSW and Cab. RCCSD operates the campus for the mutual benefit of both schools as stated in our Lease agreement (Exhibit)
- CSW employs a full-time certified school nurse who follows guidelines set forth by the state of Delaware.
- Each year, CSW signs an agreement letter with RCCSD to participate as a site under the district in the National School Lunch/Breakfast Program.
- CSW has a school emergency management plan that was developed with CSW, Cab, and the RCCSD. CSW reviews the plan annually during August In-Service. Staff receive training from the school constable during In-Service along with an email containing emergency plans, a field map, building lockdown and heightened security plans, and a frequently asked question document, in addition to a red folder of procedures.
- All faculty are required to review the plans with students on the first day of class and have the plans in plain view and readily available in the classroom.
- Our Dean of Students, President, and School Constable released a school safety video in May 2023 to the community and posted reminders about school safety on Schoology.

**Extended Version** - [https://www.youtube.com/watch?v=m7K6\\_nk\\_bNw](https://www.youtube.com/watch?v=m7K6_nk_bNw)

**Quick Safety Tips** - <https://www.youtube.com/watch?v=o8rNgz35Tes>

**Is the school fiscally viable?**

CSW is fiscally viable. It has maintained a current ratio in excess of 1.1 and more than 90 days cash at all times over the last five years of operations and projects to continue to meet these financial guidelines for the foreseeable future.

See Exhibit N for all financial and Insurance reports.

See Exhibit O for our current Memorandum of Lease Agreement.

See Exhibit P for our Safety and Evacuation Procedures.

## Five-Year Planning

In our ongoing effort to pursue excellence, The Charter School of Wilmington will:

- Continue to build and maintain a culture of care with all stakeholders
- Maintain student performance outcomes
- Enhance classroom assets through grants and other funding sources
- Be innovative with our curriculum development
- Cultivate a strong working relation with Cab and the RCCSD
- Determine the viability of an [awarded expansion grant \(grades 6-8\)](#) from the Delaware Department of Education. CSW has contracted services for two feasibility studies to pursue this opportunity.
- Create the foundation to utilize best practices for education management and cultivate partnerships, sources of funding, and other resources to support strategic initiatives and provide long-term financial sustainability.
- Champion the goals detailed in [“CSW’s Strategic Plan featuring Positive Charge”](#) for Academic Years 2022-2027. Internal, external, and administrative dashboards are capturing data to ensure the accountability of the defined goals.