



**Response to NYSED Renewal Report for NCS: Harlem  
June 2022**

**Benchmark 9**

The final renewal report for NCS: Harlem states that we are approaching the standard as it relates to Recruitment, Enrollment and Retention - particularly of ELL scholars. The report claims that while NCS: Harlem's enrollment of ELL scholars has increased during the course of its charter term, we are still trending 22 points below CSD 6 in our enrollment and 2 points lower than CSD 5. Further, the report highlights as a positive that we have more students with disabilities than our district counterparts. In CSD 6, we are 7 points higher in our SWDs enrollment. In CSD 5, we are 8 points higher in our SWDs enrollment.

NCS takes a great deal of pride in welcoming ELL scholars into our community. While our numbers may suggest that our population of ELL scholars is lower than our district counterparts, we believe this is a function of incorrectly filled out language surveys. *Qualitatively we believe 15-20% of our NCS Harlem families speak a language other than English in their home.* We are planning to survey all families to find out the languages they speak at home to identify any discrepancies between that data and the data we have on our current ELL student population. We will follow up through support from the NYC Charter Center to appropriately update any home language surveys that are inaccurate. Many families do not fill out the HLS for many reasons. According to our ELL Program Director, some families are scared because of their immigration status, while other families do not want their kids to be labeled. Most of the families that fill this out incorrectly do not actually understand what it is asking. When a family requests information in another language other than English, but listed their scholar as speaking ONLY English, we communicate with the family to ensure that the home language survey is accurate.

We will continue to translate all recruitment and registration materials. We will continue to host all meetings with translation for families who need it. We will explicitly teach our incoming families about the home language survey and the importance of filling out the form accurately.

**Benchmark 10**

The final SED report for NCS: Harlem also named that we are approaching the standard as it relates to Benchmark 10, Compliance. Specifically, the report discusses that not all NCS teachers are certified. While this is the case, NCS continues to work hard to attract and retain certified teachers as well as encourage certification through a variety of ways. As of June 2022, 54% of our teachers are certified.

Firstly, we let all of our teachers know certification is an expectation. In addition to first seeking out certified educators, we also offer our teachers the opportunity to enroll into Relay Graduate School for free to attain their credentials while they work for us. Further, we have partnered with the NYC Charter School Center to receive customized analyses of our teachers' certification pathways. With this information, our HR team conducts supportive certification meetings with those teachers who still need to take steps to finalize their credential.

The report also discusses that links to our website for important documents were not provided. NCS did a website overhaul that began in the fall and into the winter months this year. The link to our NYS report card was, in fact, provided in our application submission and is on our website (found [REDACTED] on our Board of Trustees page under *Important Charter Documents*).

To address the identified issues with our FOIL and DASA policies, NCS is in the process of reviewing these documents with counsel and updating our postings. We will add the subject matter request list for our FOIL policy and update the DASA policy to align to all aspects of Section 13 of Education Law.