



# Harlem Children's Zone Promise Academy

## About Promise Academy Charter Schools

Harlem Children's Zone (HCZ) Promise Academy is a top-performing K-12 charter school within HCZ's cradle-to-career pathway of comprehensive services.

When young scholars join our community, we promise to do whatever it takes to get them to and through college. Everything we do — from quality instruction to exceptional extracurricular activities to healthy, home-cooked meals — is designed to keep that promise.

Since the opening of HCZ Promise Academy I in 2004 and HCZ Promise Academy II in 2005, we've made an enormous impact on our young people. We've enrolled nearly 100% of our scholars in college; we've closed the achievement gap; and we've helped our graduates build successful careers and become conscientious citizens.

We've transformed the landscape of education in our country — redefining what's possible for communities like ours.



# HCZ Core Beliefs and Values



## Children First

We embrace a holistic, youth-centered approach to create transformational opportunities, driven by a call for justice, equity, and a radical hope for their future.



## Servant Leadership

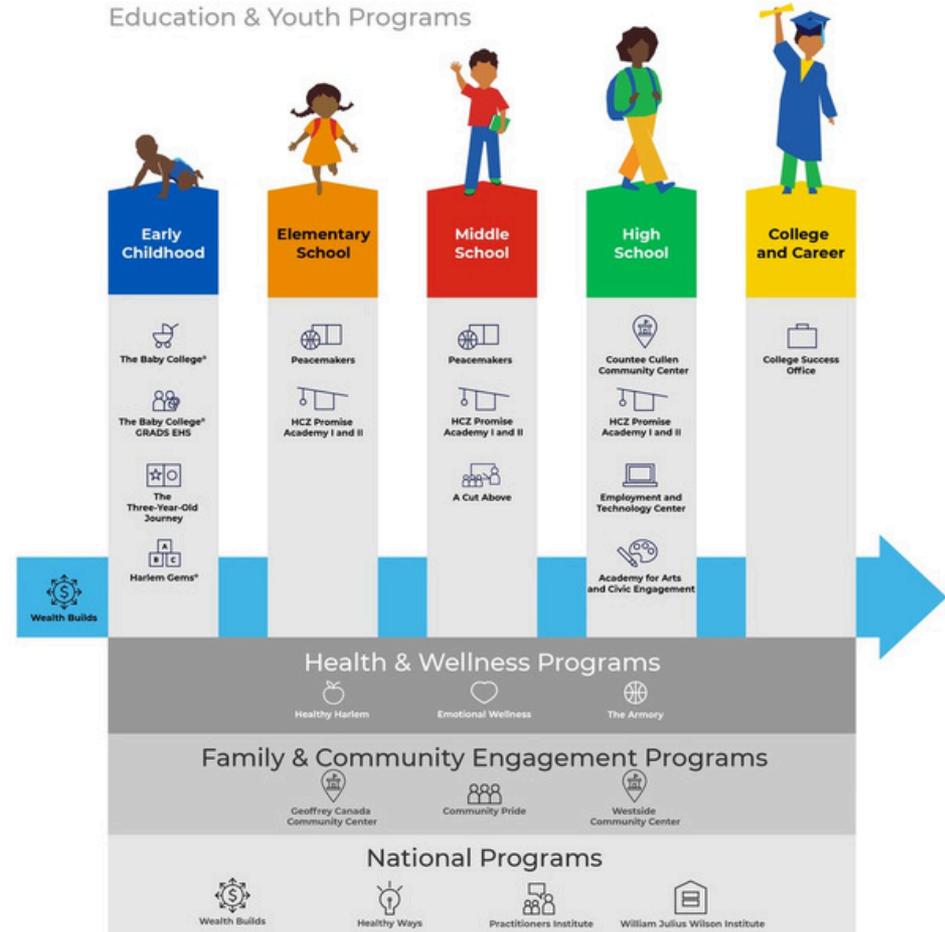
We are anchored in mission, and unrelenting in our pursuit of excellence for our children, families, and community. We understand that our mission is bigger than ourselves. We are called to serve the communities we represent and lead our children.



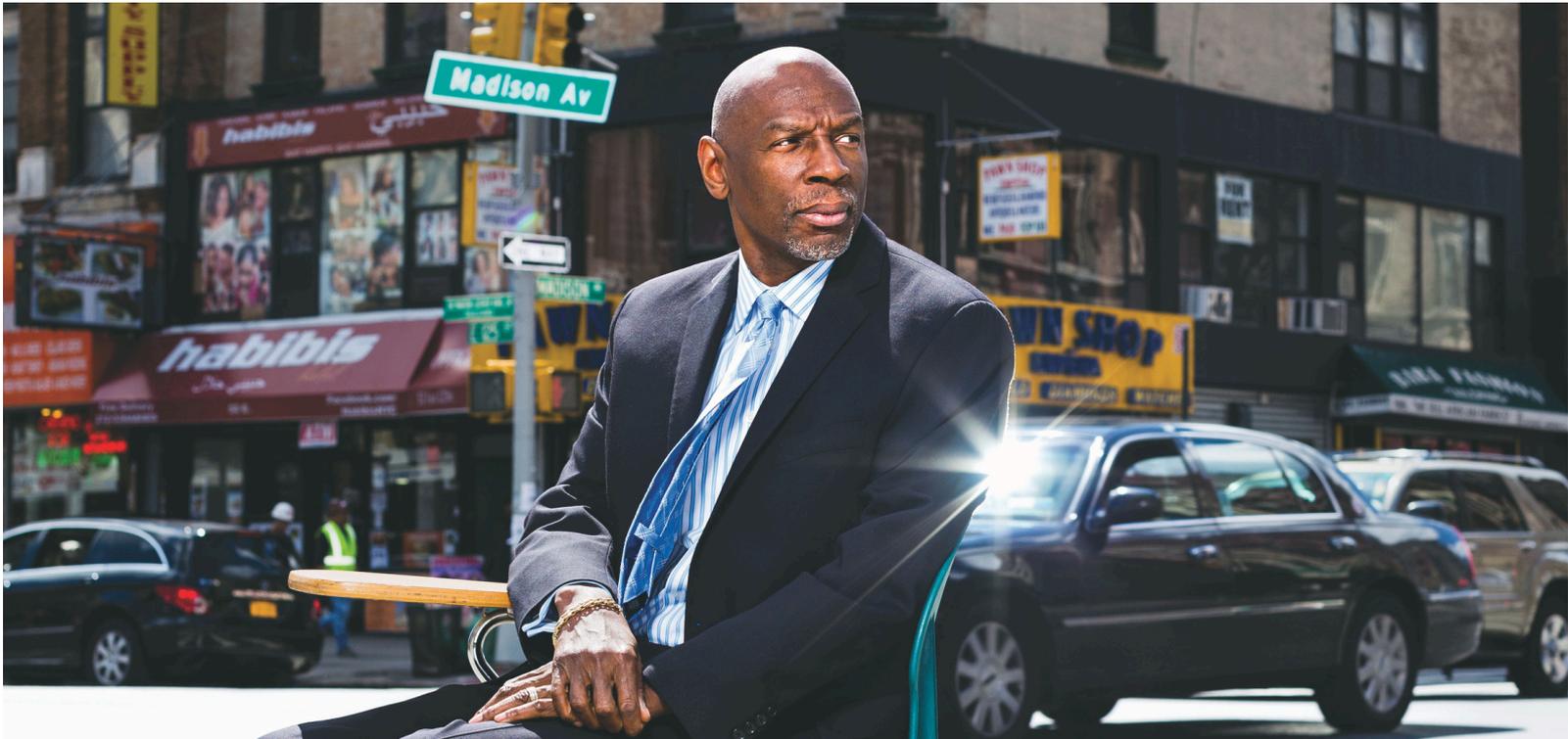
## Place Matters

We know that where a child is born and raised determines their future prospects of success. Therefore, we build opportunities for prosperity in traditionally underserved neighborhoods, using a comprehensive, place-based cradle-to-career approach that will break the cycle of intergenerational poverty.

### Education & Youth Programs



# HCZ History



## 1970 to Mid-1990s

**1970** - Rheedlen Centers for Children and Families opens as New York City's first truancy prevention program

**1983** - Geoffrey Canada comes to Rheedlen as Education Director

**1990** - Geoffrey Canada becomes CEO of Rheedlen

**1997** - Planning for the Harlem Children's Zone project begins

# HCZ History

## 2000 to 2010

**2002** - Harlem Children's Zone formally launches

**2002**- The organization begins a 10-year plan to expand its programs and services from 24 blocks to 60 blocks, and ultimately, to 97 blocks

**2004-2005** - HCZ opens Promise Academy I and II, our top-performing K-12 charter schools

**2010** - HCZ officially completes its expansion to 97 blocks

## 2010 to Present

**2012** - HCZ Promise Academy graduates its first class

**2014** - Anne Williams-Isom becomes CEO of HCZ

**2019** - Kwame Owusu-Kesse is named CEO of HCZ

**2019** - HCZ launches the William Julius Wilson Institute to scale the organization's impact

**2020** - HCZ partners with six cities across the country and three national organizations to implement its National COVID-19 Relief and Recovery Effort

**2020** - Together, HCZ and its partners impact the lives of 250,000+ people

**2021 & 2022** - Promise Academy High Schools graduate classes with 100% college acceptance





## HCZ Impact

**900+**

HCZ scholars  
in college



**1,550**

HCZ scholars  
have graduated  
since 2011



**7,000+**

Graduates of The  
Baby College



# Benefits and Perks

- 🍏 Eligibility for up to \$30K in student loan forgiveness after 12 months of employment
- 🍏 \$6,000 retention bonus; \$3,000 after 6 months and the remaining \$3,000 after 9 months
- 🍏 Additional compensation for extended learning opportunities
- 🍏 No-cost health insurance
- 🍏 Life insurance
- 🍏 Supplemental medical insurance
- 🍏 Short-term and long-term disability
- 🍏 Profit-sharing pension plan
- 🍏 Financial wellness perks
- 🍏 Legal insurance
- 🍏 Commuter benefits
- 🍏 Career advancement
- 🍏 403(b) retirement
- 🍏 Discounts on wellness programs, flights, hotels, theme parks, concert tickets, and more!



## Referral Bonuses

Executives  
Lead Teachers **\$5,000**

Managing Directors  
Principals **\$3,000**

Directors  
Assistant Principals  
Central Office, Education  
Operations Directors **\$2,000**

Assistant Directors  
Coordinators  
Operation Supervisors  
Guidance Counselors  
Teaching Fellows  
School Social Workers **\$1,000**

All Other Full-Time Staff **\$500**

All Part-Time Staff **\$250**

# Community Events



## The Rasuli Lewis Children's March for Peace

An annual event that brings the HCZ community together to march through the streets and demand peace in our neighborhood.

## Scholars STEAM Showcase

Our scholars show off their talents with projects ranging from fashion collections, interior designs, and homemade desserts to paintings, drawings, and science and technology experiments.



## WellFest

A day of physical, emotional, and spiritual wellness for our HCZ staff! Enjoy exercise classes, self-care workshops, creative arts therapy, massages, and more.

## Summer Games

Our scholars and staff come together for a day of Olympic-inspired competitions such as relay, long jump, races, and shot put.



**Learn More!**



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Visit Our Social Media



**Meet Natalia Pierre, a passionate elementary school teacher at our HCZ Promise Academy Charter Schools.**



**Come Teach With Us!**