



Thea Bowman Leadership Academy
 Attention: Eve Gomez, School Board Chair
 3401 W 5th Ave, Gary, IN 46406

December 13, 2023

Dear Ms. Gomez,

As a charter school authorizer, Education One at Trine University makes it our mission to ensure students in the state of Indiana have access to high-quality schools. By setting rigorous performance standards, coupled with high levels of partnership and collaboration, and focusing on outcomes for kids, we know the students and communities served by our schools are better off. We've been intentional in crafting our process for monitoring and oversight to reflect not only our mission, but to align with NACSA Principles and Standards and state statute. While we never set out to close a school, it is our obligation to students, families, and taxpayers, to ensure our schools are upholding their duty to provide high quality educational options for kids and communities across the state.

With that, I am writing this letter pursuant to Section 16.4 of the Charter Agreement and in accordance with Indiana Code 20-24-9-4, to inform you that the Education One board has voted to revoke the charter agreement granted to Drexel Foundation for Educational Excellence and Thea Bowman Leadership Academy.

The Drexel Foundation for Educational Excellence and Thea Bowman Leadership Academy have failed to comply with the terms set forth in the Charter Agreement and have not met the requirements outlined in the school's Accountability Plan Performance Framework, specifically in regards to Academic and Organizational Performance.

Historical Academic Performance ratings from the last seven years are included below:

Charter One: June 2016-June 2019			Charter Two: June 2019-June 2022			Charter Extension: June 2022-June 2025		
Year 1	Year 2	Year 3	Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Does Not Meet Standard	Does Not Meet Standard	Does Not Meet Standard	Does Not Meet Standard	Not Applicable	Does Not Meet Standard	Does Not Meet Standard	On Track to Does Not Meet Standard	-

In addition, there are currently noted deficiencies in 21/33 or 63% of the Academic Performance measures in the school's Accountability Plan Performance Framework for the 2023-24 school year. Of these deficiencies:

- 100% have a moderate to high sense of urgency

The school has also shown a consistent decline in regards to Organizational Performance, overtime.

Charter One: June 2016-June 2019			Charter Two: June 2019-June 2022			Charter Extension: June 2022-June 2025		
Year 1	Year 2	Year 3	Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Meets Standard	Meets Standard	Meets Standard	Approaching Standard	Approaching Standard	Approaching Standard	Does Not Meet Standard	On Track to Does Not Meet Standard	-

In addition, there are currently noted deficiencies in 8/8 or 100% of the Organizational Performance measures in the school's Accountability Plan Performance Framework for the 2023-24 school year. Of these deficiencies:

- 88% have a high or moderate-high sense of urgency

While Education One has identified the Drexel Foundation for Educational Excellence and Thea Bowman Leadership Academy as having Tier III: Probationary Status for the 2023-24 school year, and the school was placed on a mandated School Improvement Plan, to date, we've seen no evidence of improvement in regards to the noted deficiencies. It is clear that the school lacks the academic and organizational capacity to fulfill the obligations outlined in its charter, and unfortunate that the organization would move to seek alternative charter authorization with another entity, as opposed to rectifying the deficiencies.

In accordance with state statute, the Education One Revocation and Nonrenewal Process Guide (linked below and enclosed) outlines the process for requesting an Appeal Hearing, should you choose to appeal this revocation decision. In the event that you choose to waive your right to a hearing, the official closure date for Thea Bowman Leadership Academy will be June 30, 2024.

Please do not hesitate to contact me at lindsay@education1.org or 260-665-4600 with any questions you may have.



Lindsay Omlor
Director of Charter Schools
Education One, LLC.
Trine University

Enclosed:

[2022-23 Annual Review](#)

[2023-24 Academic School Improvement Plan](#)

[Academic Performance Deficiency Report](#) (updated as of December 2023)

[Organizational Performance Deficiency Report](#) (updated as of December 2023)

[Education One Revocation + Nonrenewal Process Guide](#)