



MPS Charter School Contract Review Team Comments and Renewal Recommendation

Charter School: Academia de Lenguaje y Bella Artes (ALBA) **Date:** November 27, 2018

The renewal recommendation is based on a thorough review and analysis of Information and data from the following:

- Charter School Performance Summary (Educational, Financial and Organizational Performance Standards)
- Application for Renewal
- School Site Visit

Charter School Performance Summary

Educational Performance Rating:

Met the Standard	Did Not Meet the Standard
X	

Financial Performance Rating:

Met the Standard	Did Not Meet the Standard
X	

Organizational Performance Rating:

Met the Standard	Did Not Meet the Standard
X	

Summary Comments on Performance Ratings:

(Instructions: Provide summary comments and rationale for the performance ratings. Provide examples to support the ratings.)

The mission of ALBA school is founded on the conviction that bilingual students can reach their full potential academically, in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving and creativity through the integration of the fine arts. ALBA's students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum.

Educational Performance Rating:

ALBA has consistently met the educational performance measures outlined in its charter school contract. In 2014-15 and 2017-18 school year, ALBA met 100% of its performance measures. In 2015-16 and 2016-17 school year, ALBA met 93% of its performance measures. ALBA has maintained an average of 95% attendance rate over the term of the contract.

Financial Performance Rating:

ALBA has consistently met the financial performance criteria outlined in its contract as evidenced by unmodified audits and no budget deficit.

Organizational Performance Rating:

ALBA is a teacher led school and has consistently met the organizational performance criteria outlined in its contract. The school actively engages the parents through volunteer work, student performances and school governance council meetings. ALBA has received several awards issued by the Department of Public Instruction (DPI) such as *School of Distinction in Math and Reading and Positive Behavior Intervention System (PBIS)* and *Title I School of Recognition for Beating the Odds*.

Application for Renewal:

Met the Standard	Did Not Meet the Standard
<p>The Application for Renewal provides <i>clear, concise and compelling information</i> in the areas of Educational, Financial and Organizational Performance. The school has:</p> <ul style="list-style-type: none"> - Included ample evidence of increased student achievement or shown continuous improvement; - Provided credible examples and documented evidence of its financial performance; and - Illustrated sufficiently and convincingly that it is organizationally sound. - The school's plans for continued success are clearly and effectively outlined with full details, descriptions, and explanations. 	<p>The Application for Renewal <i>does not provide clear, concise and compelling information</i> in the areas of Educational, Financial and Organizational Performance. The school did not satisfactorily address application components. Responses lack details. Descriptions and/or examples are underdeveloped. The school provided:</p> <ul style="list-style-type: none"> - Insufficient evidence of increased student achievement or continuous improvement; - Unclear examples and evidence of its financial performance; and - Inadequate evidence that it is organizationally sound. - The school's plans for continued success are unclear and not fully described or developed.

Met the Standard	Did Not Meet the Standard
X	

Summary Comments on the Application for Renewal:

(Instructions: Provide examples of strengths and weaknesses in the application for renewal.)

ALBA's application for renewal provided clear, concise and compelling information in the areas of educational, financial and organizational performance. The school included ample evidence of increased student achievement by comparing ALBA performance to the state performance, specifically in the comparison of English Language Learners (ELL) by grade levels. ALBA has outperformed the state in this area for grades 3-5 in both math and reading. The application provided ample evidence of their long-standing success as an MPS instrumentality charter school. They have a clear focus of a bi-lingual fine arts elementary school and a history of enrollment growth with academic success.

ALBA provided credible examples and documented evidence of its financial performance. The school has consistently had no findings in their financial audits and no budget deficits. ALBA has budgeted funds to improve the outdoor space as well as classroom space. A new playground was recently added along with new technology in each classroom. ALBA seeks various grant opportunities to enhance their educational program for students and families.

ALBA illustrated sufficiently and convincingly that it is organizationally sound. ALBA has a lead teacher who works with a teacher cooperative to share administrative responsibilities. Parents play an active role in the school community through the school governance council, parent center, parent workshops, volunteering, parent teacher organization and school performances. ALBA supports the growth of parent leadership and self-advocacy, this was made evident through parent testimonials.

ALBA is requesting to become a K4 through 8th grade school providing a bi-lingual International Baccalaureate (IB) curriculum to students in addition to the arts focus. The school is requesting to serve 650 full-time-equivalent students by the fall of 2023. The educational program for the middle school students was not fully described in the application for renewal.

School Site Visit:	
Met the Standard	Did Not Meet the Standard
<p>Charter school site visit provided excellent further evidence that the school is meeting performance standards.</p> <ul style="list-style-type: none"> - School presentations clearly and effectively communicated information from its Application for Renewal. - School sufficiently addressed any issues/concerns raised by the MPS Charter School Contract Review Team members. - School (if appropriate) provided sufficient supplementary information to further clarify performance results and ratings. - Samples of student work and classroom visits reflect strongly and positively the school's teaching and learning practices. 	<p>Charter school site visit did not provide compelling evidence that the school is meeting performance standards.</p> <ul style="list-style-type: none"> - School presentations insufficiently communicated information from its Application for Renewal. - School did not adequately address issues/ concerns raised by the MPS Charter School Contract Review Team members. - School did not provide ample supplementary information to clarify performance results and ratings. - Samples of student work and classroom visits did not necessarily positively reflect the school's teaching and learning practices.

Met the Standard	Did Not Meet the Standard
X	

Summary Comments on School Site Visit: <i>(Instructions: Provide comments regarding the school site visit.)</i>
<p>The site visit at ALBA provided excellent evidence that the school is meeting its performance standards. The school presentation clearly and effectively communicated information from its application for renewal and fidelity of implement of its educational program.</p> <p>Parent testimony included the following: <i>“my children love ALBA because they are treated like family”</i>; <i>“I like ALBA because it has a lot of diversity, art and culture”</i>; and <i>“I love the ALBA school program and all the services provided because not only does my daughter have the opportunity to be bilingual, she has many more opportunities in the future to find a better job or to perform better in any work area or in any environment in her life”</i>. ALBA families expressed its appreciation for the bi-lingual, arts and academic program as well as the opportunities the school offers for family engagement. The family atmosphere described by parents provided evidence that the school values the cultural heritage of families and creates an environment that is unique for students.</p> <p>It was evident that community partnerships play a large role in the success of the school. Listed is some of the opportunities that students receive: Suzuki violin lessons, Conservatory of Music lessons, scholarships through the Milwaukee Youth Symphony Orchestra, tap and ballroom dancing lessons, folkloric dancing lessons, ballet class through the Milwaukee Ballet, and programs with the Milwaukee Art Museum. ALBA infuses art throughout the curriculum in quarterly themes. These art themes are intended to strengthen the art and content area experiences with cultural relevance.</p> <p>ALBA develops the whole child, not only through the art focus, but through academics and student leadership. The school offers an accelerated math and reading program for all students that includes gifted and talented opportunities. ALBA builds student leaders through its student council and other opportunities for various grade levels.</p> <p>Samples of student work and classroom visits reflected strongly and positively the school's teaching and learning practices. Classroom observations provided evidence that ALBA students are receiving rigorous academics, bi-lingual instruction and integration of arts. The classroom visits demonstrated a high level of student engagement in a print-rich environment that is conducive to learning. Students were working collaboratively together and provided peer feedback on content and directions. It was evident that positive relationships were established, and students took pride in their work.</p> <p>Students provided positive accolades to their experiences at ALBA. Student testimonies validated that the school</p>

provides a rich academic experience that includes bi-lingual education and performances in arts. The quarterly themes were discussed as an alternative to a standard assessment as student had choice in how they demonstrated understanding of the content. Students expressed positive relationships with teachers and staff as well as with peers.

ALBA sufficiently addressed any issues/concerns raised by the MPS Charter School Contract Review Team members. ALBA included a list of proposed changes to the school's educational program including expansion into middle school, pursuit of IB program candidacy, the need for additional space in the current facility that is shared with another school as well as modifications to current classroom structures. While they appear committed to these changes, it was unclear or evident if a detailed plan has been developed to see these changes come to fruition. Considering the magnitude of some of the changes and the lack of sufficient financial, programmatic and operational details brings up concerns that ALBA may jeopardize an already successful program by trying to change what has been successful the past fifteen years.

Renewal Recommendation by MPS Charter School Contract Review Team

The renewal recommendation for **Academia de Lenguaje y Bella Artes (ALBA)** is:

X	Full-term Renewal – Term of Five Years
	Short-term Renewal – Term of Three Years
	Non-Renewal / Revocation

Renewal Recommendation Rationale:

Summary Comments: *(Instructions: Provide summary comments and rationale for the renewal recommendation. Provide examples to support the recommendation.)*

The MPS Charter School Review Team recommends a five-year charter school renewal with ALBA. The school provides an educational program that has a strong bi-lingual program, rich in culture and arts integrated in rigorous academics for students. The school provides opportunities for parents and families with strong community partners that are have an impact on student learning. The testimony of parents and students validated the fidelity of implementation of its educational program.

ALBA presented a clear and detailed picture of its current program and the accomplishments achieved over fifteen years. In addition to highlighting the academic success of its students, ALBA was able to demonstrate the passion and focus they have for the fine arts, as well as the tremendous support they receive from parents and families. The school's efforts to welcome families into the school and in developing a strong school community are achievements that could be modeled as exemplars for other schools. In classrooms, students were consistently engaged in the academic instruction across all grade levels. The teacher leaders were able to clearly articulate the school program.

ALBA has consistently met its educational, financial and organizational performance measures. The school maintains an attendance rate of 95% each year and is a safe, nurturing environment. ALBA continues to engage families through in the school community. The students have opportunities to continue to express their passion through music, dance and art.

The school community has expressed its interest in expanding the educational program to include middle school and become an IB elementary school while continuing the arts programming.

MPS Charter School Review Team Members: *(List names and affiliation of all members)*

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| Nuntiata Buck | Milwaukee Public Schools |
| Gene Campbell | Milwaukee Public Schools |
| Mickell Daniels | Community Member |
| Wendell Harris | Milwaukee Board of School Directors |
| Dorneesha Hill | Community Member |
| Felecia Jasper-Mitchell | Milwaukee Public Schools |
| Robert Latterman | Milwaukee Public Schools |
| Mark Sain | Milwaukee Board of School Directors |
| Cesar Stinson | Milwaukee Public Schools |
| Marie Thompson | Milwaukee Public Schools |

Signature: *Bridget Schock*
 Director (underfill), Department of Contracted School Services

Date: November 27, 2018