

CHARTER SCHOOL DEMOGRAPHIC SNAPSHOT AND PERFORMANCE SUMMARY

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|------------------|---------------------------|----------------------------|-------------------|
| Charter School | Highland Community School | Contract Term | 2020/21 - 2024/25 |
| Grade Levels | K3-8 | Date | October 15, 2024 |
| Contract Max FTE | 435 | September Enrollment Count | 428 |

| HIGHLAND COMMUNITY SCHOOL 1706 West Highland Blvd. Milwaukee, WI 53233 | |
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| SCHOOL PROFILE | |
| Mission | We are a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers and inspires the whole child to reach their potential. We encourage and support parents to be responsible for and involved with their children’s education. |
| Vision | Changing the world by nurturing children and their families to be informed, compassionate, life-long learners who are a force for change in education, the community, and society. |
| School Leader | Tracy Williams |
| Year Opened | 1996 (established 1968) |
| Grades Served | K3 - 8 |
| ENROLLMENT INFORMATION | |
| Maximum authorized enrollment | 435 |
| Total number of students currently enrolled | 428 |
| Average class size | 28 |
| Number of students who are currently on the waiting list | 247 |
| Number of students who left the school during the prior school year | 5 |
| Number of students that completed the prior school year but did not re-enroll for the current school year (excluding graduates) | 18 |
| Number of students who have left the school during the current | 0 |

| school year | | | |
|--|---------------------------|---------------------------------------|-----------------------------|
| DEMOGRAPHIC AND SUBGROUP INFORMATION FOR CURRENTLY ENROLLED STUDENTS (09.12.24) | | | |
| Subgroup Population | Number of students | Percent of entire student body | District average (%) |
| Black or African-American | 154 | 35.9% | 47.1% |
| Asian | 3 | 0.7% | 9.4% |
| Hispanic | 53 | 12.4% | 28.9% |
| White | 167 | 38.9% | 9.4% |
| Other | 52 | 12.1% | 5.3% |
| Students with Disabilities | 91 | 21.2% | 19.9% |
| English Language Learners | 7 | 1.6% | 15.9% |
| Economically Disadvantaged | 141 | 32.8% | 74.3% |

INTRODUCTION

MPS follows the principles and standards for contracting, performance evaluation and compliance monitoring established by the *National Association of Charter School Authorizers*. The Charter School Performance Summary rates a school's performance in three broad areas: **Academic Performance**, **Financial Performance**, and **Organizational Performance**. The performance summary is one of the review and evaluation components used as the basis for charter renewal recommendations.

PERFORMANCE RATINGS

Each of the three performance areas as well as each of the individual performance standards will be given a rating of either:

- **Meets Standard**
- **Approaches Standard**
- **Does Not Meet Standard**

The overall rating for each section and the renewal recommendation is completed via collaboration and consensus by the MPS Charter School Contract Review Team after the team's review of the School Performance Summary, Application for Renewal, and site visit.

| ACADEMIC PERFORMANCE STANDARDS | | |
|---------------------------------------|---|---|
| 1 | WSAS English Language Arts (ELA) | Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in English / Language Arts (ELA) that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools. |
| 2 | WSAS Mathematics | Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in mathematics that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools. |
| 3 | WSAS Science | Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in science that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools. |
| 4 | WSAS Social Studies | Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in social studies that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools. |
| 5 | Stability Rate | Achieve a stability rate of pupils in Charter School that is the same as, or higher than, the stability rate of pupils in corresponding grades in all MPS schools. In this contract "stability rate" shall refer to the percentage of students (excluding top grade level) enrolled on the May count date of the first year that are still enrolled on the following year's September count date. |
| 6 | Attendance Rate | Achieve an average daily attendance rate of pupils in Charter School that is the same as, or higher than, the average daily attendance rate of pupils in corresponding grades in all MPS schools. |
| 7 | Mobility Rate | Achieve a mobility rate of pupils in Charter School that is the same as, or lower than, the mobility rate of pupils in corresponding grades in all MPS schools. |
| 8 | Promotion Rate Grades 4 and 8 | Achieve a percentage of pupils promoted from grades 4 and 8 in Charter School that is the same as, or higher than, the percentage of pupils being promoted from corresponding grades in all MPS schools. |

| STANDARD | | YEAR 1 2020-21 | YEAR 2 2021-22 | YEAR 3 2022-23 | YEAR 4 2023-24 |
|--|-----------------------------------|--|--|--|--|
| 1 | WSAS English Language Arts | NA School = 23.7% District = 7.3% | YES School = 37.9% District = 14.6% | YES School = 49.0% District = 16.3% | YES School = 63.2% District = 24.0% |
| 2 | WSAS Mathematics | NA School = 14.5% District = 4.2% | YES School = 20.4% District = 10.4% | YES School = 23.5% District = 11.8% | YES School = 44.8% District = 19.8% |
| 3 | WSAS Science | NA School = 28.5% District = 8.9% | YES School = 36.2% District = 19.6% | YES School = 53.7% District = 20.5% | YES School = 50.0% District = 21.0% |
| 4 | WSAS Social Studies | NA School = 26.9% District = 9.3% | YES School = 53.6% District = 28.6% | YES School = 70.1% District = 29.9% | YES School = 64.5% District = 33.1% |
| 5 | Stability Rate | YES School = 86.1% District = 69.7% | YES School = 93.3% District = 79.4% | YES School = 93.6% District = 79.4% | YES School = 87.0% District = 86.7% |
| 6 | Attendance Rate | YES School = 95.5% District = 87.3% | YES School = 93.5% District = 83.0% | YES School = 93.4% District = 86.0% | YES School = 93.8% District = 86.9% |
| 7 | Mobility Rate | YES School = 1.2% District = 5.1% | YES School = 0.7% District = 12.8% | YES School = 1.2% District = 14.0% | YES School = 1.2% District = 17.4% |
| 8 | Promotion Rate | YES 4th Grade School = 100.0% District = 99.9% 8th Grade School = 100.0% District = 99.8% | YES 4th Grade School = 100.0% District = 99.7% 8th Grade School = 100.0% District = 99.7% | YES 4th Grade School = 100.0% District = 99.9% 8th Grade School = 100.0% District = 99.8% | YES 4th Grade School = 100.0% District = 99.9% 8th Grade School = 100.0% District = 99.9% |
| Percentage of Standards Met by Year | | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET |

DISTRICT'S COMMENTS TO ACADEMIC PERFORMANCE STANDARDS

For the 2020-21 school year, the district received a federal waiver for test participation in meeting the 95% requirement. The test participation for the school and district is indicated in "total tested"

for comparison. Comparisons must be made with extreme caution, since test participation may vary widely between schools and the district.

SCHOOL'S ADDITIONAL COMMENTS OR DATA TO SUPPORT ACADEMIC PERFORMANCE STANDARDS

Highland Community School has consistently followed the educational program outlined in our charter contract, which requires meeting or exceeding the MPS district proficiency scores. While the school faced challenges due to learning losses from the 2020 pandemic, it remains committed to improvement and has seen overall proficiency levels that meet or exceed the district average. While there has been progress in English Language Arts (ELA), math proficiency rates have stagnated. Highland has begun to apply successful strategies from our reading and writing initiatives to enhance math outcomes, aiming for growth in this area during the upcoming contract term, with a particular focus on improving achievement rates for Black students.

FINANCIAL PERFORMANCE STANDARDS

| | | |
|---|-----------------------------|---|
| 1 | Financial Audit | Charter school provides an annual financial audit consistent with the provisions of the charter school contract. There are no material, unresolved, and/or repeat findings. |
| 2 | Budget Accounts | Charter school expends and accounts for funds in a manner consistent with the provisions of the charter school contract. Expenditures in any category of the school's annual budget did not deviate by more than 10%, unless mutually agreed upon between MPS and the charter school. |
| 3 | Financial Accounting | Charter school expends and accounts for funds in accordance with the federal guidelines set forth in Office of Management and Budget OMB Circular(s), A21, A87, or A122 Circular. |
| 4 | Financial Records | Charter school maintains all financial records in compliance with state and federal guidelines and with Generally Accepted Accounting Principles and Standards. Charter school's financial records are consistent with the provisions of the charter school contract. |
| 5 | Budget Deficit | When charter school anticipates a revenue shortfall or deficit from operations, or upon request of MPS, charter school submits within 30 days contingency plans for such revenue shortfalls in accordance with provisions of the charter contract. Plans to manage deficits or other contingencies are explained. |
| 6 | Financial Reporting | Charter school complies with all the financial reporting as outlined in the charter contract. |

| STANDARD | | YEAR 1 2020-21 | YEAR 2 2021-22 | YEAR 3 2022-23 | YEAR 4 2023-24 |
|--|-----------------------------|------------------------|------------------------|------------------------|------------------------|
| 1 | Financial Audit | YES | YES | YES | YES |
| 2 | Budget Accounts | YES | YES | YES | YES |
| 3 | Financial Accounting | YES | YES | YES | YES |
| 4 | Financial Records | YES | YES | YES | YES |
| 5 | Budget Deficit | YES | YES | YES | YES |
| 6 | Financial Reporting | YES | YES | YES | YES |
| Percentage of Standards Met by Year | | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET |

DISTRICT'S COMMENTS TO FINANCIAL PERFORMANCE STANDARDS

2023-24

- **Financial Audit:** Per the external audit, no material or non-material areas of noncompliance or repeat findings were found which was also confirmed by the MPS audit review. Highland complied with all major fiscal and administrative contract requirements.
- **Budget Accounts:** Highland had a deviation over 10% allowance in instructional benefits and non-instructional benefits, which was mutually agreed upon.
- **Financial Accounting:** Based on the external audit, Highland financials are in accordance with generally accepted government auditing standards and Highland is compliant with accounting principles generally accepted, which was confirmed by the MPS audit review.
- **Financial Records and Reporting:** The charter school expenditures and annual operating budgets comply with requirements defined in the contract. There was no instance of non-compliance of financial reporting based on requirements of Governmental Auditing Standards per the external audit and confirmed by the MPS audit review.
- **Budget Deficit:** No budget deficits were noted with the review of the budgets and financial audits (both external and MPS audit review).

2022-23

- **Financial Audit:** Per the external audit, no material or non-material areas of noncompliance or repeat findings were found which was also confirmed by the MPS audit review. Highland complied with all major fiscal and administrative contract requirements.

- **Budget Accounts:** Highland had a deviation over 10% allowance in instructional benefits and non-instructional benefits, which was mutually agreed upon.
- **Financial Accounting:** Based on the external audit, Highland financials are in accordance with generally accepted government auditing standards and Highland is compliant with accounting principles generally accepted, which was confirmed by the MPS audit review.
- **Financial Records and Reporting:** The charter school expenditures and annual operating budgets comply with requirements defined in the contract. There was no instance of non-compliance of financial reporting based on requirements of Governmental Auditing Standards per the external audit and confirmed by the MPS audit review.
- **Budget Deficit:** No budget deficits were noted with the review of the budgets and financial audits (both external and MPS audit review).

2021-22

- **Financial Audit:** Per the external audit, no material or non-material areas of noncompliance or repeat findings were found which was also confirmed by the MPS audit review. Highland complied with all major fiscal and administrative contract requirements.
- **Budget accounts:** Highland had a deviation over 10% allowance in benefits and non-instructional insurance, which was mutually agreed upon.
- **Financial Accounting:** Based on the external audit, Highland financials are in accordance with generally accepted government auditing standards and Highland is compliant with accounting principles generally accepted, which was confirmed by the MPS audit review.
- **Financial Records and Reporting:** The charter school expenditures and annual operating budgets comply with requirements defined in the contract. There was no instance of non-compliance of financial reporting based on requirements of Governmental Auditing Standards per the external audit and confirmed by the MPS audit review.
- **Budget Deficit:** No budget deficits were noted with the review of the budgets and financial audits (both external and MPS audit review).

2020-21

- **Financial Audit:** Per the external audit, no material or non-material areas of noncompliance or repeat findings were found which was also confirmed by the MPS audit review. Highland complied with all major fiscal and administrative contract requirements.
- **Budget Accounts:** No deviation of 10% or greater noted.
- **Financial Accounting:** Based on the external audit, Highland financials are in accordance with generally accepted government auditing standards and Highland is compliant with accounting principles generally accepted, which was confirmed by the MPS audit review.
- **Financial Records and Reporting:** The charter school expenditures and annual operating budgets comply with requirements defined in the contract. There was no instance of non-compliance of financial reporting based on requirements of Governmental Auditing Standards per the external audit and confirmed by the MPS audit review.
- **Budget Deficit:** Narrative addressed deficit due to staff payroll and the loss of revenue of wrap-around program during pandemic.

SCHOOL'S COMMENTS TO FINANCIAL PERFORMANCE STANDARDS

During the contract term, Highland Community School achieved successful annual audits with no major findings and the effective management of finances that supported a stable operational

environment. We utilized ESSER funds to enhance technology and curriculum, ensuring continuity during the Covid pandemic, and also raised over \$150,000 through a capital campaign to fund a facility expansion, which added secure entrances and additional classrooms. These efforts have positioned Highland for future improvements, including better air quality and air conditioning.

| ORGANIZATIONAL PERFORMANCE STANDARDS | | |
|---|--|--|
| 1 | Annual Performance Audit | Charter school provides for an annual performance audit consistent with the provisions of the charter school contract. There are no material, unresolved, and/or repeat findings. |
| 2 | Educational Program | Charter school operates the educational program consistent with description contained in the charter school proposal approved by the Milwaukee Board of School Directors and equips all classrooms with all materials, equipment and supplies required to implement the educational program. |
| 3 | School Governance | Charter school governance structure and reporting requirements are consistent with provisions of the charter school contract. |
| 4 | Parental Involvement | Charter school employs methods to ensure parental involvement consistent with the provisions of the charter school contract. |
| 5 | Title I Requirements | Charter school complies with all of the rules and regulations applicable to Title I funding requirements consistent with federal law and the provisions of the charter school contract. |
| 6 | Employee Qualifications and Human Resources Provisions | Charter school complies with all state statutes and provisions of the charter school contract relative to the qualifications and hiring of individuals employed in the school. This includes, but is not limited to, ensuring that all instructional staff hold a current and appropriate license or permit issued by the Wisconsin Department of Public Instruction and background screening for both employees and volunteers. |
| 7 | Health and Safety | Charter school complies with all district policies and all local, state and federal laws, codes, rules and regulations that apply to public schools pertaining to health and safety consistent with the provisions of the charter school contract. |
| 8 | Pupil Admissions and Enrollment Policies, and Records Retention | Charter school complies with provisions of the charter school contract regarding admissions requirements, pupil enrollment, racial and ethnic balance, and pupil records retention. Charter school adheres to state and federal laws and contract provisions related to nondiscrimination and statutory requirements, nonsectarian status, and pupil tuition and fees. |

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| 9 | Special Education Compliance | Charter school complies with all of the requirements of the Individuals with Disabilities in Education Act (IDEA) and Section 504 of the Rehabilitation Act of 1973. School provides a free appropriate public education (FAPE) to children with disabilities, including, but not limited to, identifying, evaluating, planning educational programs, and implementing placements in accordance with those Acts. |
| 10 | Transportation and Nutrition Services | Charter school adheres to all provisions of the charter contract relative to transportation and nutrition services. |

| STANDARD | | YEAR 1 2020-21 | YEAR 2 2021-22 | YEAR 3 2022-23 | YEAR 4 2023-24 | YEAR 5 2024-25 |
|----------|--|-------------------|-------------------|-------------------|-------------------|-------------------|
| 1 | Annual Performance Audit | YES | YES | YES | DUE Winter 2025 | DUE Winter 2026 |
| 2 | Educational Program | YES | YES | YES | YES | YES |
| 3 | School Governance | YES | YES | YES | YES | YES |
| 4 | Parental Involvement (school provides) | YES | YES | YES | YES | YES |
| 5 | Title I Requirements | YES | YES | YES | YES | YES |
| 6 | Employee Qualifications and Human Resources Provisions | YES | YES | YES | YES | YES |
| 7 | Health and Safety | YES | YES | YES | DUE Winter 2025 | DUE Winter 2026 |
| 8 | Pupil Admission and Enrollment Policies and Records Retention | YES | YES | YES | YES | YES |
| 9 | Special Education Compliance | YES | YES | YES | YES | YES |
| 10 | Transportation and | YES | YES | YES | YES | YES |

| | | | | | | |
|--|--|------------------------|---|------------------------|------------------------|------------------------|
| | Nutrition Services | | | | | |
| Percentage of Standards Met by Year | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET | 100% MET 0% NOT MET |
| UNMET ORGANIZATIONAL STANDARDS | DISTRICT'S COMMENTS TO UNMET ORGANIZATIONAL STANDARDS | | SCHOOL'S RESPONSES TO UNMET ORGANIZATIONAL STANDARDS | | | |
| School met all standards | | | | | | |
| SCHOOL'S ADDITIONAL COMMENTS TO SUPPORT ORGANIZATIONAL PERFORMANCE STANDARDS | | | | | | |
| <p>Parental Involvement: Family involvement at Highland Community School is incredibly strong, with over 7,000 documented volunteer hours each year and more than 80% of families participating in teacher conferences each semester. We offer multiple avenues for feedback, creating two-way communication channels at both the classroom and school-wide levels. With over six active family-led committees and a Parent Board of Directors, our families play a critical role in the school's operations and leadership. This year, in response to spring feedback, we are focusing our family support and communications on helping children with peer relationships and supporting math work at home. Please see the application for further information.</p> | | | | | | |

| ADDITIONAL HISTORICAL DATA | | | | | |
|---|----------------|----------------|----------------|----------------|-------------------------------|
| | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 (09.16.24) |
| TOTAL ENROLLMENT | 426 | 423 | 421 | 420 | 428 |
| CONTRACT PUPIL MAXIMUM | 435 | 435 | 435 | 435 | 435 |
| GRADES SERVED | K3-8 | K3-8 | K3-8 | K3-8 | K3-8 |
| ENGLISH LANGUAGE LEARNERS | 0.2% | 0.2% | 0.2% | 1.4% | 1.6% |
| STUDENTS WITH DISABILITIES | 13.4% | 17.5% | 18.8% | 20.7% | 21.3% |
| ATTENDANCE RATE | 96.2% | 93.5% | 93.4% | 93.8% | 98.0% |
| ATTENDANCE RATE - STUDENTS WITH DISABILITIES | 95.3% | 91.9% | 91.9% | 92.0% | 97.6% |
| SUSPENSION RATE | 0.0% | 0.7% | 0.2% | 0.5% | 0.0% |

| | | | | | |
|---|------|------|------|------|------|
| SUSPENSION RATE - STUDENTS WITH DISABILITIES | 0.0% | 3.4% | 1.1% | 1.0% | 0.0% |
|---|------|------|------|------|------|