



## Charter School Performance Summary

<b>Charter School:</b>	<b>Whittier Elementary School</b>	<b>Contract Term:</b>	2016-17 to 2020-21
<b>Grade Levels:</b>	K4 - 5	<b>Date:</b>	September 18, 2020
<b>Contract Max FTE:</b>	225	<b>September Enrollment Count:</b>	194

### 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.

For additional information regarding the contract renewal decision-making process and timeline, see the document, "Charter School Performance Evaluation and Contract Renewal Procedures."

### Performance Ratings

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

<b>Met the Standard</b>	<b>Did Not Meet the Standard</b>
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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

### Academic Performance Standards:

1	<b>WSAS Reading</b>	Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in reading that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools.
2	<b>WSAS Mathematics</b>	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	<b>WSAS English / Language Arts (ELA)</b>	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.
4	<b>WSAS Writing</b>	Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in writing that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools.
5	<b>WSAS Science</b>	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.
6	<b>WSAS Social Studies</b>	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.
7	<b>Attendance Rate</b>	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.
8	<b>Mobility Rate</b>	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.
9	<b>Stability Rate</b>	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.
10	<b>Promotion Rate Grade 4</b>	Achieve a percentage of pupils promoted from grade 4 in Charter School that is the same as, or higher than, the percentage of pupils being promoted from corresponding grades in all MPS schools.
11	<b>AMO</b>	Meet or exceed the state's minimum Annual Measurable Objectives (AMO) requirements.

### Objective Measures for Academic Performance:

<b>Met the Standard</b>	<b>Did Not Meet the Standard</b>
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Standard	Year 1 2016-17	Year 2 2017-18	Year 3 2018-19	Year 4 2019-20
1. WSAS Reading	<b>WSAS Reading is combined with WSAS English Language Arts (ELA).</b>			
2. WSAS Mathematics	<b>YES</b> School = 75.3% District = 18.2%	<b>YES</b> School = 50.5% District = 17.3%	<b>YES</b> School = 62.9% District = 18.7%	<b>NA</b> Due to COVID-19 School Closures
3. WSAS English/Language Arts (ELA)	<b>YES</b> School = 73.0% District = 19.9%	<b>YES</b> School = 46.2% District = 18.6%	<b>YES</b> School = 58.4% District = 17.2%	<b>NA</b> Due to COVID-19 School Closures
4. WSAS Writing	<b>WSAS Writing is combined with WSAS English Language Arts (ELA).</b>			

5. WSAS Science	<b>YES</b> School = 72.4% District = 23.9%	<b>YES</b> School = 45.7% District = 21.7%	<b>YES</b> School = 50.0% District = 21.6%	<b>NA</b> Due to COVID-19 School Closures
6. WSAS Social Studies	<b>YES</b> School = 75.9% District = 24.8%	<b>YES</b> School = 46.7% District = 23.2%	<b>YES</b> School = 60.0% District = 24.2%	<b>NA</b> Due to COVID-19 School Closures
7. Attendance Rate	<b>YES</b> School = 95.9% District = 91.3%	<b>YES</b> School = 95.1% District = 90.8%	<b>YES</b> School = 95.1% District = 90.4%	<b>YES</b> School = 95.3% District = 91.1%
8. Mobility Rate	<b>YES</b> School = 2.2% District = 11.4%	<b>YES</b> School = 0.9% District = 9.9%	<b>YES</b> School = 0.5% District = 9.4%	<b>YES</b> School = 0.9% District = 8.2%
9. Stability Rate	<b>YES</b> School = 85.3% District = 77.6%	<b>YES</b> School = 89.7% District = 79.6%	<b>YES</b> School = 82.6% District = 79.8%	<b>YES</b> School = 89.0% District = 88.3%
10. 4 <sup>th</sup> Grade Promotion	<b>YES</b> School = 100% District = 99.6%	<b>YES</b> School = 100% District = 99.6%	<b>YES</b> School = 100% District = 99.7%	<b>YES</b> School = 100% District = 99.9%
11. AMO	<b>AMO is no longer calculated.</b>			
Percentage of Standards Met by Year	<b>100% MET</b> <b>0% DID NOT MEET</b>	<b>100% MET</b> <b>0% DID NOT MEET</b>	<b>100% MET</b> <b>0% DID NOT MEET</b>	<b>100% MET</b> <b>0% DID NOT MEET</b>

**School's Comments to Academic Performance Measures:**

*Since the year 2000-2001 Whittier has been an academic and school culture leader in Milwaukee Public Schools.*

**Financial Performance**

**Financial Performance Standards:**

1	<b>Financial Audit</b>	Charter school provides for an annual financial audit consistent with the provisions of the charter school contract. There are no material, unresolved, and/or repeat findings.
2	<b>Budget Accounts</b>	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	<b>Financial Accounting</b>	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	<b>Financial Records</b>	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	<b>Budget Deficit</b>	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	<b>Financial Reporting</b>	Charter school complies with all the financial reporting as outlined in the charter contract.

**Objective Measures for Financial Performance**

Met the Standard	Did Not Meet the Standard
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Standard	Year 1 2016-17	Year 2 2017-18	Year 3 2018-19	Year 4 2019-20
1. Financial Audit	<b>YES</b>		<b>YES</b>	
2. Budget Accounts	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
3. Financial Accounting	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
4. Financial Records	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
5. Budget Deficit	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
6. Financial Reporting	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
Percentage of Standards Met by Year	<b>100% MET 0% DID NOT MEET</b>	<b>100% MET 0% DID NOT MEET</b>	<b>100% MET 0% DID NOT MEET</b>	<b>100% MET 0% DID NOT MEET</b>

**District's Comments to Financial Performance Measures:**

Whittier has been compliant with its financial audits throughout the term of the contract. Per the terms of the contract, Whittier submits a financial audit every odd year of the contract term.

Whittier has a surplus of funds to carryover from the 2019-20 school year to the 2020-21 school year.

Whittier has not had a budget deficit or revenue shortfall throughout its contract term.

**School's Comments to Financial Performance Measures:**

*The Whittier school leader and bookkeeper continue to work together effectively to insure fiscal responsibility.*

**Organizational Performance**

**Organizational Performance Standards:**

1	<b>Annual Performance Audit</b>	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	<b>Educational Program</b>	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	<b>School Governance</b>	Charter school governance structure and reporting requirements are consistent with provisions of the charter school contract.
4	<b>Parental Involvement</b>	Charter school employs methods to ensure parental involvement consistent with the provisions of the charter school contract.
5	<b>Title I Requirements</b>	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	<b>Employee Qualifications and</b>	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.

	<b>Human Resources Provisions</b>	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	<b>Health and Safety</b>	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	<b>Pupil Admission and Enrollment Policies, and Records Retention</b>	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.
9	<b>Special Education Compliance</b>	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	<b>Transportation and Nutrition Services</b>	Charter school adheres to all provisions of the charter contract relative to transportation and nutrition services.

**Objective Measures for Organizational Performance**

<b>Met the Standard</b>	<b>Did Not Meet the Standard</b>
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<b>Standard</b>	<b>Year 1 2016-17</b>	<b>Year 2 2017-18</b>	<b>Year 3 2018-19</b>	<b>Year 4 2019-20</b>
1. Annual Performance Audit	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>Due February 2021</b>
2. Educational Program	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
3. School Governance	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
4. Parental Involvement <i>(school provides see note)</i>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
5. Title I Requirements	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
6. Employee Qualifications and Human Resources Provisions	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
7. Health and Safety	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
8. Pupil Admission and Enrollment Policies and Records Retention	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
9. Special Education Compliance	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>

10. Transportation and Nutrition Services	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
Percentage of Standards Met by Year	<b>100% MET</b> <b>0% DID NOT MEET</b>	<b>100% MET</b> <b>0% DID NOT MEET</b>	<b>100% MET</b> <b>0% DID NOT MEET</b>	<b>100% MET</b> <b>0% DID NOT MEET</b>

**District's Comments to Organizational Performance Measures:**

**Health and Safety (Immunizations State Requirement is 99.9%):**

- During 2016-17 school year, 100% compliant with immunizations.
- During 2017-18 school year, 100% compliant with immunizations.
- During 2018-19 school year, 100% compliant with immunizations.
- During 2019-20 school year, 100% compliant with immunizations.

Whittier has been compliant with its performance and compliance audits throughout the term of the contract.

**Educational Program:**

**Glows:**

- High levels of student and staff engagement
- Evidence of staff collaboration
- Consistent instructional practices used among classrooms
- Child-centered environment

**Opportunities:**

- Continue to support staff collaboration and planning
- Continue to dive into data to ensure disproportionality is addressed and supports are provided to students

**School's Comments to Organizational Performance Measures:**

**Parental Engagement:**

Whittier's parental engagement is at a high level. Each staff member is available to all families in person, via email, text message and phone call. Whittier provides parents with Monthly bulletins throughout the year and posts all information to the website. Many volunteer opportunities for parents are presented throughout the year, including field trips, student tutoring, garden maintenance, District Advisory Council, School Engagement Council, and School Governing Body. The school also hosts parent orientations, parent seminars, open houses, private tours, and parent teacher conferences in collaboration with the school's parent coordinator. The Whittier Parent Teacher Organization hosts monthly meetings and well attended events including Fall Costume party, Spring Dance, and Board Game nights.

## Exhibits

The following exhibits may be attached, but not limited to, as documented evidence of performance ratings:

1. Appendix A
2. Application for Renewal
3. Pupil Academic Achievement Report (PAAR)
4. Performance and Financial Audits
5. Information from MPS departments regarding Organizational and Financial Performance Standards

## Renewal Recommendations

Charter school renewal decisions are based on a thorough analysis of a comprehensive body of objective evidence. Information and data from the following components are used in the renewal decision-making process:

- Charter School Performance Summary –  
Academic, Financial and Organizational Performance Standards
- Application for Renewal
- School Site Visit

Overall school performance ratings and renewal recommendation will be made via collaboration and consensus. Following a review and analysis of this information, the MPS Charter School Contract Review Team will recommend one of the following renewal options:

Renewal Options	Eligibility
<p><b>Full-term Renewal</b></p> <p><b>Term of five years</b></p>	<p>To be eligible, schools must be in the last year of the contract term and have achieved the following:</p> <p>There is a strong and compelling record of evidence that the school consistently met or exceeded the performance standards in the areas of Academic Performance, Financial Performance, and Organizational Performance.</p> <p><u>Guidelines for Recommending Five-Year Renewal:</u></p> <ul style="list-style-type: none"> <li>• The Team determines that a school merits <i>Met the Standard</i> ratings in the performance areas.</li> <li>• A school that receives mixed ratings may be recommended for a full five-year renewal term if sufficient additional evidence obtained from the school's Application for Renewal and School Site Visit make this a credible recommendation.</li> </ul>
<p><b>Short-term Renewal</b></p> <p><b>Term of up to three years</b></p>	<p>To be eligible, schools must be in the last year of the contract term and have achieved the following:</p> <p>There is a strong and compelling record of evidence that the school met or exceeded a considerable number of the performance standards in the areas of Academic Performance, Financial Performance, and Organizational Performance and/or shows continuous, meaningful improvement toward meeting the performance standards.</p> <p><u>Guidelines for Recommending Three-Year Renewal:</u></p> <ul style="list-style-type: none"> <li>• The Team determines that the school primarily merits <i>Met the Standard</i> ratings or demonstrates continuous and meaningful improvement in the performance areas.</li> <li>• A school that receives mixed ratings may be recommended for a three-year renewal term if evidence obtained from the school's Application for Renewal and School Site Visit make this a credible recommendation.</li> </ul>

<b><i>Non-Renewal / Revocation</i></b>	<p>The school does not apply for renewal or the school's academic, financial, and/or organizational performance results do not meet defined standards and are deemed unsatisfactory. This would result in a recommendation for non-renewal/revocation.</p> <p><u><i>Guidelines for Recommending Non-Renewal / Revocation:</i></u></p> <ul style="list-style-type: none"><li>• The Team determines that the school primarily merits <i>Did Not Meet the Standard</i> ratings in the performance areas.</li><li>• A school that receives mixed ratings may be recommended for non-renewal/revocation if evidence obtained from the school's Performance Summary, Application for Renewal, and School Site Visit make this a credible recommendation.</li></ul>
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