



**MILWAUKEE
PUBLIC SCHOOLS**

Office of School Administration
Department of Contracted School Services
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Charter School Performance Summary

Charter School:	Hmong American Peace Academy (HAPA)	Contract Term:	2018/19 – 2022/23
Grade Levels:	K4-12th	Date:	October 20, 2022
Contract Max FTE:	2,010 FTE	September Enrollment Count:	1,828

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:

Met the Standard

Did Not Meet the 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.

Student Demographic Snapshot

School Profile			
Mission	HAPA provides students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in colleges, universities and careers.		
School Leader	Chris Her-Xiong		
Year Opened	2004		
Grades Served	K4-12 th grades		
Enrollment Information			
Maximum Authorized Enrollment			2,010 FTEs
Total Number of Students Currently Enrolled			1,828
Average class size			25
Number of students who are currently on the waiting list			115
Number of students who left the school during the prior school year			69
Number of students that completed the prior school year but did not re-enroll for the current school year (excluding graduates)			64
Number of students who have left the school during the current school year			17
Demographic and Subgroup Information for Currently Enrolled Students			
Subgroup Population	Number of Students	Percent of entire student body	District Average (%)
Black or African-American	6	0.05%	50.1%
Asian	1783	98.0%	8.1%
Hispanic	24	1.0%	28.2%
White	7	0.05%	9.2%
Other	0	0.0%	4.4%
Students with Disabilities	63	3.0%	19.6%
English Language Learners	291	16.0%	13.9%
Economically Disadvantaged	1505	82.0%	74.9%

Academic Performance

Academic Performance Standards:

1	WSAS English / Language Arts (ELA)	Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin State 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 State 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 State 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 State 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	Graduation Rate	Using a Wisconsin Department of Public Instruction formula for comparison, charter school shall achieve a high school graduation rate that is the same as or higher than the high school graduation rate in all MPS high schools.
6	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.
7	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.
8	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.
9	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.
10	Average Growth – ACT English	At least 65% of tested cohorts (grades 9th, 10th, and 11th) will demonstrate an average achievement growth of one point or higher from the beginning of the school year to a subsequent administration with the same school year on ACT reviews using the data in English as described in Appendix A.
11	Average Growth – ACT Math	At least 65% of tested cohorts (grades 9th, 10th, and 11th) will demonstrate an average achievement growth of one point or higher from the beginning of the school year to a subsequent administration with the same school year on ACT reviews using the data in math as described in Appendix A.
12	Average Growth – ACT Reading	At least 65% of tested cohorts (grades 9th, 10th, and 11th) will demonstrate an average achievement growth of one point or higher from the beginning of the school year to a subsequent administration with the same school year on ACT reviews using the data in reading as described in Appendix A.
13	Average Growth – ACT Science	At least 65% of tested cohorts (grades 9th, 10th, and 11th) will demonstrate an average achievement growth of one point or higher from the beginning of the school year to a subsequent administration with the same school year on ACT reviews using the data in science as described in Appendix A.

Objective Measures for Academic Performance:

Met the Standard

Did Not Meet the Standard

Standard	Assessment	Year 1 2018-19	Year 2 2019-20	Year 3 2020-21	Year 4 2021-22
1. WSAS English / Language Arts	Forward	YES District =19.0% School = 46.0%	NA School Closures ESEA Waiver	NA District = 7.3% School = 26.7%	YES District = 16.6% School = 37.6 %
	ACT	District = 14.9% School = 26.9%		District = 12.5% School = 41.0%	District = 16.5% School = 35.6%
	ACT Aspire	District = 14.8% School = 48.4%		District = 2.5% School = 34.4%	District = 12.3% School = 41.4%
2. WSAS Mathematics	Forward	YES District =16.6% School = 31.8%	NA School Closures ESEA Waiver	NA District =4.2% School = 18.6%	YES District = 10.4% School = 29.1%
	ACT	District = 6.3% School = 19.4%		District = 5.1% School =18.0%	District = 7.9% School = 24.1%
	ACT Aspire	District = 10.7% School =41.6%		District = 1.4% School =17.9%	District = 7.8% School = 33.5%
3. WSAS Science	Forward	YES District =23.0% School = 41.8%	NA School Closures ESEA Waiver	NA District = 8.9% School = 30.8%	YES District = 19.6% School = 33.6%
	ACT	District = 7.9% School = 19.4%		District = 6.2% School = 16.9%	District = 7.7% School = 10.3%
4. WSAS Social Studies	Forward	YES District = 22.6% School = 48.1%	NA School Closures ESEA Waiver	NA District = 7.4% School = 33.0%	YES District = 26.2% School = 52.7%
5. Graduation Rate		YES District = 66.9% School = 97.0%	YES District = 69.2% School = 94.4%	YES District = 67.3% School =100.0%	YES District = 64.8% School = 89.2%
6. Stability Rate		YES District = 80.0% School = 95.5%	YES District = 88.4% School = 95.7%	YES District = 71.4% School = 92.7%	YES District = 71.1% School = 95.4%
7. Attendance Rate		YES District = 87.4% School = 95.3%	YES District = 87.3% School = 94.9%	YES District = 84.8% School = 96.6%	YES District = 79.7% School = 92.6%
8. Mobility Rate		YES District = 11.6% School = 0.3%	YES District = 10.4% School = 0.4%	YES District = 5.9% School =0.0%	YES District = 13.8% School = 1.4%
9. Promotion Rates	4 th grade	YES District = 99.7% School = 100.0%	YES District = 99.9% School = 100.0%	YES District = 99.9% School = 100.0%	YES District = 99.7% School = 100.0%
	8 th grade	District = 99.6% School = 100.0%	District = 99.9% School = 100.0%	District = 99.8% School = 100.0%	District = 99.7% School = 100.0%

10. Average Growth – ACT English	ACT	YES 9 th = 100.0% 10 th = 93.0% 11 th = 79.0%	NA School Closures ESEA Waiver	YES 9 th = 100.0% 10 th = 100.0% 11 th = 100.0%	YES 9 th = 100% 10 th = 100% 11 th = 100%
11. Average Growth – ACT Math	ACT	YES 9 th = 92.0% 10 th = 94.0% 11 th = 95.0%	NA School Closures ESEA Waiver	YES 9 th = 100.0% 10 th = 70.0% 11 th = 100.0%	YES 9 th = 100% 10 th = 100% 11 th = 100%
12. Average Growth – ACT Reading	ACT	YES 9 th = 97.0% 10 th = 95.0% 11 th = 92.0%	NA School Closures ESEA Waiver	YES 9 th = 100.0% 10 th = 100.0% 11 th = 100.0%	YES 9 th = 100% 10 th = 100% 11 th = 100 %
13. Average Growth – ACT Science	ACT	YES 9 th = 81.0% 10 th = 76.0% 11 th = 90.0%	NA School Closures ESEA Waiver	YES 9 th = 100.0% 10 th = 100.0% 11 th = 100.0%	YES 9 th = 100% 10 th = 100% 11 th = 100%
Percentage of Standards Met by Year		100.0% MET 0.0% DID NOT MEET	100.0% MET 0.0% DID NOT MEET	100.0% MET 0.0% DID NOT MEET	100% MET 0.0% DID NOT MEET

District's Comments to Academic Performance Measures:

2019-20 school year: All federal and state requirements to administer academic assessments have been suspended for 2019-20, as a result of the Elementary and Secondary Education Act (ESEA) waiver granted by the Department of Education on March 23, 2020 and the Wisconsin Act 185 enacted on April 15, 2020. There will be no further state assessments this school year.

2020-21 school year: 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.

2022-23 school year:

Current Attendance Rate: 94.6%

Current Suspension Rate: 0.1%

State Report Card

- 2018-19: Exceeds Expectations
- 2019-20: No Rating
- 2020-21: Exceeds Expectations
- 2021-22: To Be Determined

Additional Data:

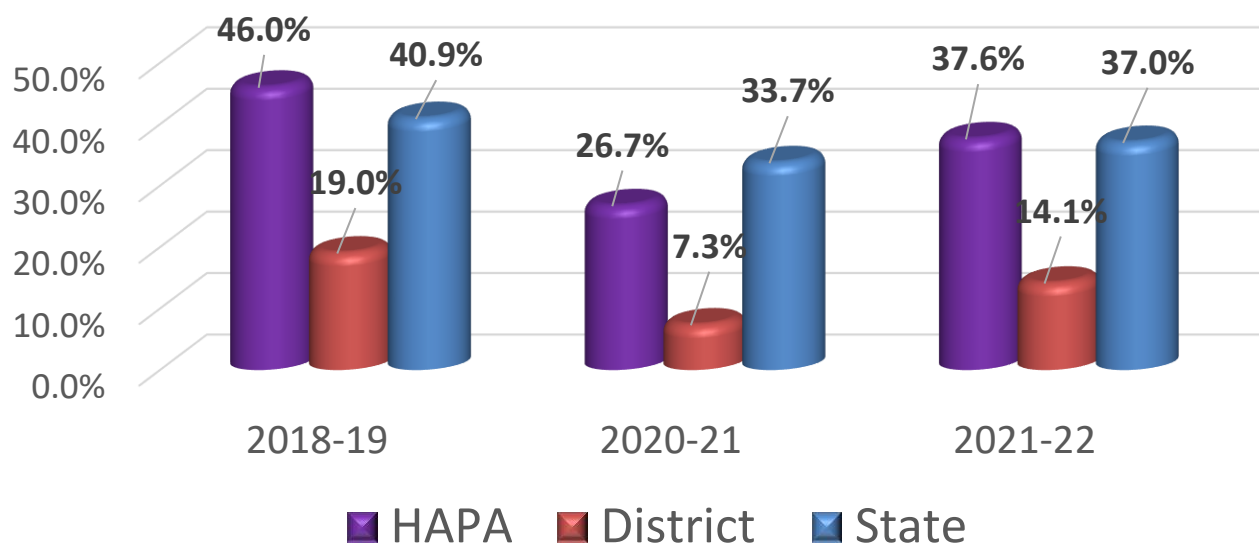
- HAPA continues to expand the number of students earning college credits
 - **2021-22:** 10 students were dual enrolled to receive college credits
 - **2022-23:** 144 students are currently dual enrolled to receive college credits
- HAPA students have been the recipients of multiple scholarships over the past several years
 - Class of 2019: \$1,308,072 awarded to students
 - Class of 2020: \$827,175 awarded to students
 - Class of 2021: \$2,732,584 awarded to students
 - Class of 2022: \$2,488,604 awarded to students

School's Comments to Academic Performance Measures:

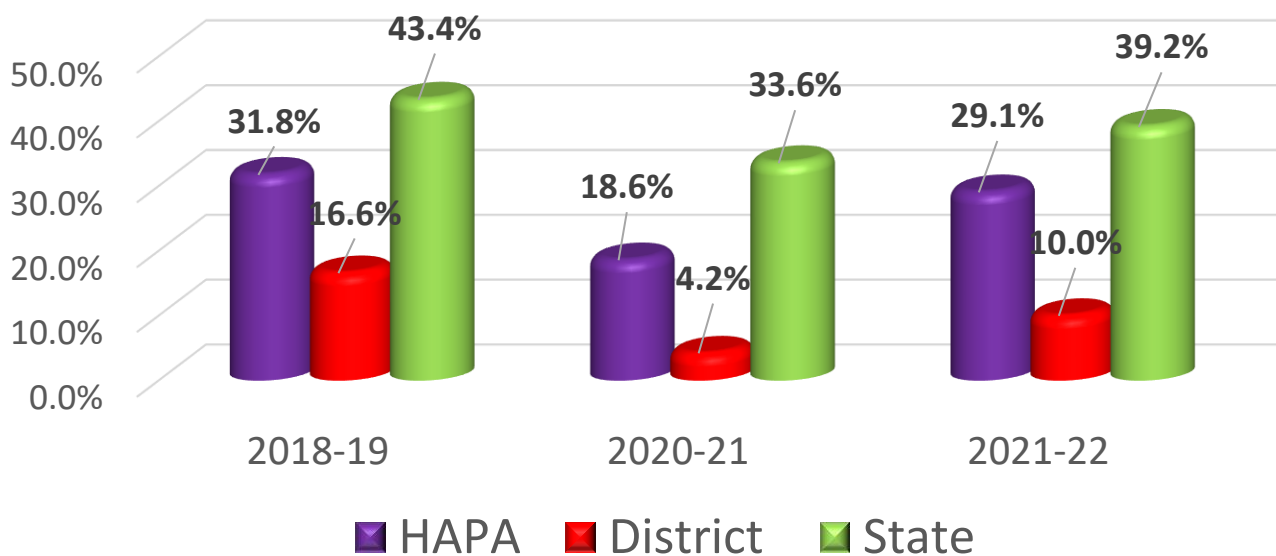
(Schools may respond to performance measures, submit additional information, and/or address areas of strength and/or challenge identified in the Academic Performance section. Additionally, schools should include statements and evidence reflecting areas of improvement related to Academic Performance.)

Historical Forward Exam Comparisons between HAPA, the District, and the State in ELA, Math, Science, and Social Studies. HAPA exceeded the district's performance in ELA, Math, Science and Social Studies in the Wisconsin Forward Exams from the 2018-19 to 2021-22 school years as reflected below:

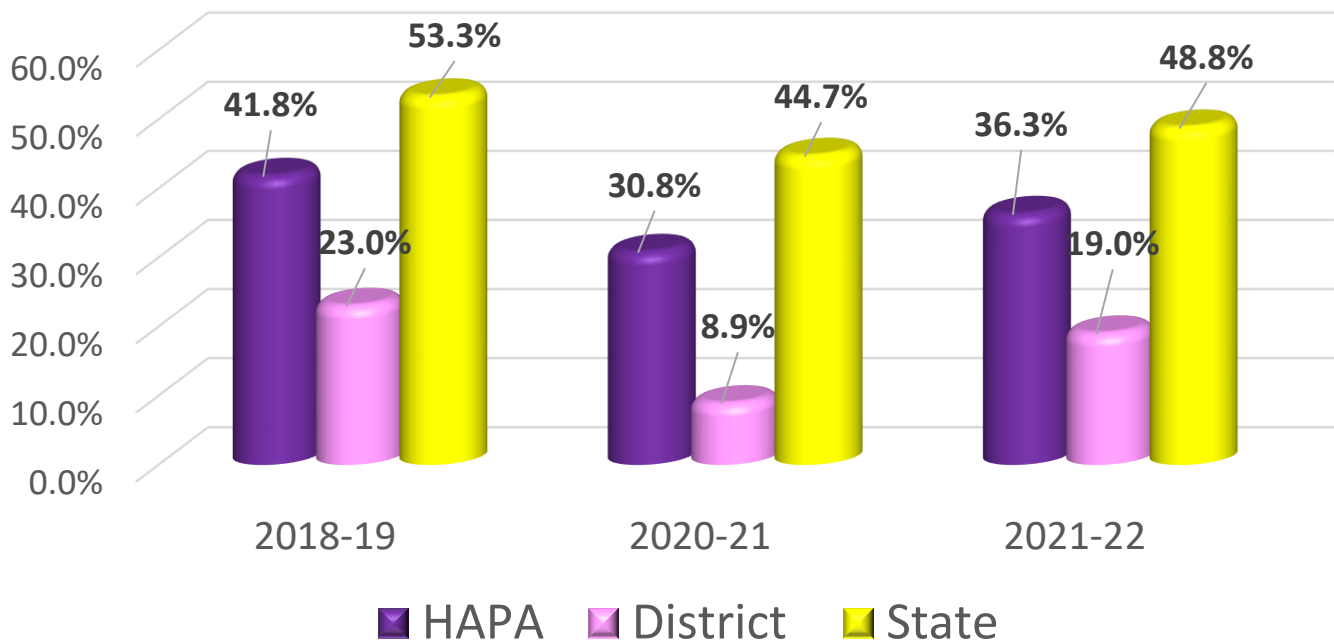
ELA Forward Exam



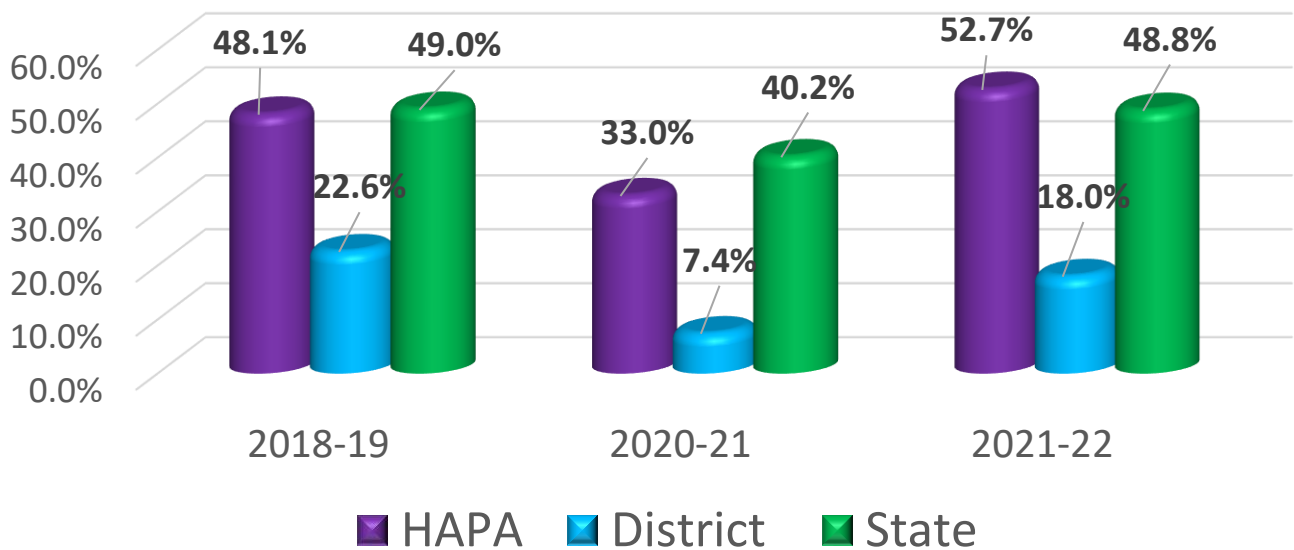
Math Forward Exam



Science Forward Exam



Social Studies Forward Exam



Financial Performance

Financial Performance Standards:

1	Financial Audit	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	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.

Objective Measures for Financial Performance

Met the Standard

Did Not Meet the Standard

Standard	Year 1 2018-19	Year 2 2019-20	Year 3 2020-21	Year 4 2021-22
1. <i>Financial Audit</i>	YES	YES	YES	Due November 30
2. <i>Budget Accounts</i>	YES	YES	YES	YES
3. <i>Financial Accounting</i>	YES	YES	YES	YES
4. <i>Financial Records</i>	YES	YES	YES	Available after audit
5. <i>Budget Deficit</i>	YES	YES	YES	YES
6. <i>Financial Reporting</i>	YES	YES	YES	YES
Percentage of Standards Met by Year	100.0% MET 0.0% DID NOT MEET	100.0% MET 0.0% DID NOT MEET	100.0% MET 0.0% DID NOT MEET	100.0% MET 0.0% DID NOT MEET

District's Comments to Financial Performance Measures:

- **2018-19**
 - **Financial Audit:** Unmodified; No material weaknesses/deficiencies. No management letter issued.
- **2019-20**
 - **Financial Audit:** Unmodified; No material weaknesses/deficiencies. Management letter regarding adjusting journal entries & bank reconciliations.
- **2020-21**
 - **Financial Audit:** Unmodified; No material weaknesses/deficiencies. Management letter regarding bank reconciliations, fixed asset system and gift cards.

- **2021-22**
 - **Financial Audit:** Due November 30, 2022

School's Comments to Financial Performance Measures:

(Schools may respond to performance measures, submit additional information, and/or address areas of strength and/or challenge identified in the Financial Performance section. Additionally, schools should include statements and evidence reflecting areas of improvement related to Financial Performance.)

Organizational Performance

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 Admission 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.
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.

Objective Measures for Organizational Performance

Met the Standard	Did Not Meet the Standard
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Standard	Year 1 2018-19	Year 2 2019-20	Year 3 2020-21	Year 4 2021-22
1. Annual Performance Audit	YES	YES	YES	Due February 2023
2. Educational Program	YES	YES	YES	YES
3. School Governance	YES	YES	YES	YES
4. Parental Involvement (school provides see note)	YES	YES	YES	YES
5. Title I Requirements	YES	YES	YES	YES
6. Employee Qualifications and Human Resources Provisions	YES	YES	YES	YES
7. Health and Safety	YES	YES	NO	NO
8. Pupil Admission and Enrollment Policies and Records Retention	YES	YES	YES	YES
9. Special Education Compliance	YES	YES	YES	YES
10. Transportation and Nutrition Services	YES	YES	YES	YES
Percentage of Standards Met by Year	100.0% MET 0.0% DID NOT MEET	100.0% MET 0.0% DID NOT MEET	90.0% MET 10.0% DID NOT MEET	90.0% MET 10.0% DID NOT MEET

Unmet Organizational Standard	District's Comments to Unmet Organizational Standard	School's Response to Unmet Organizational Standard
Health and Safety (Immunization State Requirement is 99.9%)	<ul style="list-style-type: none"> 2018-19 school year, 99.9% compliant 2019-20 school year, 99.9% compliant 2020-21 school year, 99.5% compliant 2021-22 school year, 96.6% compliant 	Correction Action Plan: HAPA will continue to follow-up with parents regarding those students that are noncompliant with Wisconsin immunization requirements.

District's Comments to Organizational Performance Measures:

Audits

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

Educational Program:

- Opened the new high school facility at the main campus in fall 2021 that incorporates college and career educational needs for students
- Offers Advanced Placement and STEM courses and a focus on college and career readiness
- Maintains a 94% graduation rate with a 100% college acceptance rate of students
- HAPA has earned the distinguished honor of being nationally recognized by *U.S. News and World Report* in the past years in Rankings of Best High Schools with a Bronze Medal.
- HAPA has exceeded expectations on the state report card during the term of its contract

Special Education Compliance

- **2018-19**
 - No IDEA complaints were filed
 - No PDRS complaints were filed
- **2019-20**
 - No IDEA complaints were filed
 - No PDRS complaints were filed
- **2020-21**
 - No IDEA Complaints
 - No PDRS complaints
- **2021-22**
 - No PDRS complaints
 - No IDEA complaints
- **2022-23** (Current to date)
 - No IDEA Complaints so far this year
 - No PDRS complaints so far this year

School's Comments to Organizational Performance Measures:

(Schools may respond to performance measures, submit additional information, and/or address areas of strength and/or challenge identified in the Organizational Performance section. Additionally, schools should include statements and evidence reflecting areas of improvement related to Organizational Performance.)

Parental Involvement:

As a charter school, HAPA prides itself in parent involvement as parents are the foundation for student achievement. HAPA seeks out multiple ways to engage our parents as parent involvement is a top priority at HAPA. HAPA has an outstanding parent involvement rate of nearly 100% actively participating in the parent-teacher conferences. School functions are well attended by the families where typically the average attendance is nearly 100%. Parents' participation in workshops, meetings, educational field experiences and school events are very high. HAPA students are succeeding due to the parent involvement.

List of school functions with nearly 100% parental involvement, but are not limited to:

1. 9th Grade Orientation (Parents/Scholars)
2. HAPA Family Registration Day
3. Senior Trip Parent Meeting
4. HAPA Annual Family Fall Festival
5. Parent/Teacher Conferences
6. Bi-Monthly Principals' Meetings
7. Quarterly Parents Meetings
8. HAPA Annual Hmong New Year Celebration
9. Primary and Intermediate Literacy Nights
10. Primary and Intermediate Math Workshops
11. K-8 Science Nights
12. Scholar of the Month
13. Honors' Days
14. K5 Promotion

15. 8th Grade Promotion
16. 12th Grade Graduation Ceremony
17. HAPA Annual Family Picnic

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
Full-term Renewal Term of five years	<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"> • The Team determines that a school merits <i>Met the Standard</i> rating in the performance areas. • 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.
Short-term Renewal Term of up to three years	<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"> • The Team determines that the school primarily merits <i>Met the Standard</i> ratings or demonstrates continuous and meaningful improvement in the performance areas. • 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.

<p><i>Non-Renewal / Revocation</i></p>	<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"> ● The Team determines that the school primarily merits <i>Did Not Meet the Standard</i> ratings in the performance areas. ● 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.
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