



CHARTER SCHOOL DEMOGRAPHIC SNAPSHOT AND PERFORMANCE SUMMARY

Charter School	Academia de Lenguaje y Bellas Artes (ALBA)	Contract Term	2019/20 - 2023/24
Grade Levels	K3 Head Start, K4-8 th grades	Date	October 2, 2023
Contract Max FTE	650	September Enrollment Count	619

ACADEMIA DE LENGUAJE BELLAS ARTES (ALBA) 1712 South 32nd Street Milwaukee, WI 53215
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SCHOOL PROFILE

Mission	The mission of the Academia de Lenguaje y Bellas Artes (ALBA) 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. Our students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum as they prepare to be internationally minded life-long learners. Parents are vital partners in this mission.
School Leader	Brenda Martinez
Year Opened	2004
Grades Served	K3 Head Start, K4 - 8th 2019/20 - Grades K4-6, K3 Head Start 2020/21 - Grades K4-7, K3 Head Start 2021/22, 2022/23 and 2023/24 - Grades K4-8, K3 Head Start

ENROLLMENT INFORMATION (10.02.23)
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Maximum authorized enrollment	650
Total number of students currently enrolled	620
Average class size	28
Number of students who are currently on the waiting list	64
Number of students who left the school during the prior school year	10
Number of students that completed the prior school year but did not re-enroll for the current school year (excluding graduates)	48
Number of students who have left the school during the current school year	0

DEMOGRAPHIC AND SUBGROUP INFORMATION FOR CURRENTLY ENROLLED STUDENTS (10.02.23)
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Subgroup Population	Number of students	Percent of entire student body	District average (%)
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Black or African-American	0	0.0%	48.2%
Asian	0	0.0%	8.9%
Hispanic	615	99.2%	28.2%
White	3	0.5%	9.6%
Other	2	0.4%	5.2%
Students with Disabilities	96	15.5%	19.8%
English Language Learners	421	67.9%	15.1%
Economically Disadvantaged	546	88.1%	77.5%

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		ASSESSMENT	YEAR 1 2019-20 (Grades K4-6)	YEAR 2 2020-21 (Grades K4-7)	YEAR 3 2021-22 (Grades K4-8)	YEAR 4 2022-23 (Grades K4-8) (Preliminary)
1	WSAS English Language Arts	FORWARD	*NA School = NA District = NA	*NA School = 3.4% District = 7.1%	YES School = 22.0% District = 14.6%	YES School = 21.9% District = 16.3%
2	WSAS Mathematics	FORWARD	*NA School = NA District = NA	*NA School = 4.5% District = 4.3%	YES School = 15.5% District = 10.4%	NO School = 10.0% District = 11.9%
3	WSAS Science	FORWARD	*NA School = NA District = NA	*NA School = 9.8% District = 8.0%	NO School = 16.4% District = 19.6%	YES School = 32.3% District = 20.5%
4	WSAS Social Studies	FORWARD	*NA School = NA District = NA	*NA School = 6.5% District = 9.1%	YES School = 30.2% District = 28.6%	YES School = 39.6% District = 29.9%
5	Stability Rate		YES School = 93.6% District = 88.3%	YES School = 94.8% District = 82.6%	YES School = 90.7% District = 79.7%	YES School = 92.8% District = 79.3%
6	Attendance Rate		YES School = 95.2% District = 91.1%	YES School = 98.0% District = 83.0%	YES School = 93.5% District = 83.0%	YES School = 95.5% District = 85.9%
7	Mobility Rate		YES School = 1.8% District = 8.4%	YES School = 2.7% District = 5.8%	YES School = 3.0% District = 12.8%	YES School = 2.4% District = 14.0%
8	Promotion Rate	4TH GRADE	NO School (4th)= 98.7% District (4th) = 99.9%	YES School (4th)= 100.0% District (4th) = 99.9%	YES School (4th)= 100.0% District (4th) = 99.7%	NO School (4th)= 98.2% District (4th) = 99.9%
		8TH GRADE	NA School (8th)= NA District (8th) = NA	NA School (8th)= NA District (8th) = NA	YES School (8th)= 100.0% District (8th) = 99.7%	YES School (8th)= 100.0% District (8th) = 99.8%
Percentage of			75.0% MET 25.0% DID NOT MEET	100.0% MET 0.0% DID NOT MEET	87.5% MET 12.5% DID NOT MEET	75.0% MET 25.0% DID NOT MEET

Standards Met by Year					
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DISTRICT'S COMMENTS TO ACADEMIC PERFORMANCE MEASURES

***2019-20 school year:** All federal and state requirements to administer academic assessments were 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.

***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.

2023-24 school year

Current Attendance Rate: 97.3% (09/29/23)
 Current Suspension Rate: 0.0% (09/29/23)

State Report Card

- 2019-20: No Rating
- 2020-21: Exceeds Expectations (71.8)
- 2021-22: Exceeds Expectations (73.8)
- 2022-23: Exceeds Expectations (74.2)

Additional Data:

- 1 student was not promoted in grade 4 for the 22-23 school year. This gave ALBA an overall NO for that specific measure. A YES for both grades 4 and 8 is required in order to meet that contract measure.
- ALBA became an IB Primary Years Programme (authorized in fall 2022). ALBA is the first bilingual PYP school in the state of Wisconsin.
- ALBA is currently working towards the IB Middle Years Programme.
- 2019-20 was the first year for grade 6 at ALBA. For each year after, ALBA added a grade level through grade 8.

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)

ALBA School takes pride in preparing students academically in the native language, Spanish and English. The nature of our educational program emphasizes literacy in the native language, Spanish, while acquiring English through an additive model. We are proud of the success of our students in meeting and exceeding the district level proficiency across subjects and content areas.

To help articulate the impact of an education at ALBA, the Science and Social Studies proficiency scores demonstrate what sets ALBA apart from other schools in the district and state. WSAS Science proficiency scores in 4th grade meet the state level of 17% proficient for Hispanic Students. In 8th grade ALBA students significantly outperform the state in science with 25% proficiency as compared to the 8.7% for the state! WSAS Social Studies proficiency scores in 4th grade were 26.4% while the State average for Hispanic students was 26.7%. However, in 8th grade, ALBA Hispanic students again significantly outperformed the state. ALBA's Hispanic 8th graders were 40% proficient while the composite for 8th grade Hispanic students was only 17.7%!

One final area to highlight is our WSAS English Language Arts scores for 22-23. Knowing that the majority of ALBA students are English Learners when they first begin their educational journey at ALBA, seeing their achievement scores incrementally climb as they get older and more proficient in English is a true testament to the well-established educational program at ALBA. Language Arts and Reading is taught in both languages every day from 2nd grade through 8th. The impact of a quality bilingual education is seen as the students at ALBA score nearly 2 years higher than the district by 8th grade and then radically outperform the state.

When comparing ALBA Hispanic Students to Hispanic Students across the state, the average ELA score at ALBA in 6th-8th grades is significantly higher than the state!

	Average ELA Scores for Hispanic Students on the 2022-23 WI Forward Exam			
	ALBA	MPS	WI State	Difference between ALBA and WI State
3rd	511	514	533	-22
4th	553	543	562	-9
5th	566	554	571	-5
6th	588	565	584	+6
7 th	630	586	600	+30
8 th	642	587	603	+39

Area not met: 4th grade retention: In 4th grade one student was held back in 2019-20 and one in 2022-23. Due to the small population of 4th grade students in ALBA and the large quantity of 4th graders in the district, retaining one student will result in not meeting this criterion.

Area not met: 2021-2022 Science: This academic year was the return to in person learning with Covid protocols including social distancing, maintaining the same partners throughout all classes, and quarantine periods for close contacts and symptomatic students. The health and safety protocols impacted science instruction. Students were not able to participate in rigorous hands-on learning due to the Covid protocols. ALBA students were 3.2% lower than the district percentage in the 2021-22 school year. The following school year when the covid protocols were less restrictive, ALBA students outperformed the district by 11.8%!

Area not met: 2022-2023 Mathematics: In this 2022-23 academic year in the area of math ALBA students missed meeting district proficiency score by 1.9 points. This was the third math teacher in four years in grades 6th-8th grades. Staffing the math class is a challenge for several reasons. Our first math teacher taught 5th and 6th grade math classes. She continued to teach 5th grade the following year. The second teacher for math taught the students in 2019-2020 and the primarily virtual year of 2020-21. Following the 2020-21 school year, this teacher moved into the other 5th grade class position. During the fourth year of the 6th-8th grade level expansion, the ELA teacher, in her third year of teaching, wanted to teach the math classes for 6-8th grades. Students did not have consistency in math teachers during this time thus affecting their achievement in math.

A second challenge impacting math proficiency in 2022-23 is a challenge K-8 and 6-8 schools across the district face finding teachers with the 400 level Math certification. This licensure is different than the typical 1st-6th or 1st-8th grade generalist certification. Having a teacher with the Math 400 license allows the school to offer high school level Math classes, such as Algebra, and the students receive high school credits for the classes. ALBA's goal of being departmentalized in grades 5 through 8 is to offer students more rigor and opportunities than at a traditional K-8 school. Having a teacher with the 400 Math license will allow for accelerating students who are ready for the challenges of high school math. To recruit a math teacher, yearly ALBA posts the position as a vacancy in order to find a teacher with the Math license. Fortunately, this summer we did! We anticipate that our math scores will increase this year and the years to come.

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 2019-20	YEAR 2 2020-21	YEAR 3 2021-22	YEAR 4 2022-23
1	Financial Audit	YES	YES	YES	Due 10/30/23
2	Budget Accounts	YES	YES	YES	Due 10/30/23
3	Financial Accounting	YES	YES	YES	Due 10/30/23
4	Financial Records	YES	YES	YES	Due 10/30/23
5	Budget Deficit	YES	YES	YES	Due 10/30/23
6	Financial Reporting	YES	YES	YES	Due 10/30/23
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	% MET % DID NOT MEET

DISTRICT'S COMMENTS TO FINANCIAL PERFORMANCE MEASURES	
<ul style="list-style-type: none"> ● Financial Audit: <ul style="list-style-type: none"> ○ 2019/20, 2020/21, 2021-22: Unqualified auditor's opinion: no material weakness, no deficiency, no material non-compliance. ● Budget Accounts: <ul style="list-style-type: none"> ○ 2019/20: Deviation over 10% allowance in other wages and benefits. ALBA uses MPS district financial system, BP/IFAS, for budget and works with district budget analyst who is aware of budget deviations. ○ 2020/21: Per external audit, deviation in other wages and benefits. ○ 2021/22: Deviation over 10% allowance in salaries/benefits and non-instruct supplies ● Financial Accounting: <ul style="list-style-type: none"> ○ 2019/20, 2020/21, 2021/22: External financial audit results disclosed no instances of non-compliance or other matters that are required to be reported under Government Auditing Standards. ● Financial Records: <ul style="list-style-type: none"> ○ 2019/20, 2020/21, 2021/22: Compliant with contracted financial audit requirements, the charter school expenditures and annual operating budgets comply with requirements defined in the contract. 	

No instance of non-compliance of financial reporting based on requirements of Governmental Auditing Standards per external audit

- **Budget Deficit:**
 - 2019/20, 2020/21, 2021/22: No budget deficits per financial statements in external audit.
- **Financial Reporting:**
 - 2019/20, 2020/21, 2021/22: The charter school expenditures and annual operating budgets comply with requirements defined in the contract per external audit.
- **FY23 Financial Audit:** Due October 30th
- Recipient of the Wisconsin Charter School Expansion Grant

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.)

ALBA continues to uphold the highest standards with our Financial Performance obligations. We responsibly use budget monies to provide a high-quality education for students. The needs of our students are at the forefront when creating the annual budget. ALBA has met all financial reports and requirements as outlined in our charter contract. In the four years of this charter contract, ALBA did not fully expend all of its funding due primarily to vacancies from staffing shortages. ALBA continues to seek transparency from the district regarding budget transactions, charge backs and carry over amounts since the 2018 contract renewal process.

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.
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 2019-20	YEAR 2 2020-21	YEAR 3 2021-22	YEAR 4 2022-23
1	Annual Performance Audit	YES	YES	YES	Due Jan. 2024
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	NO	NO	NO
7	Health and Safety	NO	NO	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		90.0% MET 10.0% DID NOT MEET	80.0% MET 20.0% DID NOT MEET	80.0% MET 20.0% DID NOT MEET	80.0% MET 20.0% 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%)		2019-20 school year, 98.1% compliant 2020-21 school year, 96.0% compliant 2021-22 school year, 71.8% compliant 2022-23 school year, 97.0% compliant Compliance for immunizations is 99.9%		In the performance/compliance audits for 2019-20, 2020-21, and 2021-22 ALBA met the criterion for this immunization category. Supplementary data was shared with the charter office for the 20-21 96% Compliant 22-23 97% Compliant	
Employee Qualifications and Human Resource Provisions		2020-21 school year: Ensure all instructional staff hold a license or permit to teach. 2021-22 school year: Ensure all instructional staff hold a license or permit to teach.		The district office of Human Resources is responsible for requesting permit and charter licenses for staff. They also are responsible for entering staff into the appropriate codes to match their licensure. As a part of the WI Charter School Program Grant, ALBA and MPS Human Resources met with DPI to go through the licensure issues finding out that in most cases teachers are fully licensed for the classes being taught but were coded in	

	2022-23 school year: Ensure all instructional staff hold a license or permit to teach.	the system inappropriately. ALBA will continue to work with instructional staff and MPS HR to ensure all staff have a license or permit to teach.
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DISTRICT’S COMMENTS TO ORGANIZATIONAL PERFORMANCE MEASURES

Audits

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

Educational Program

- ALBA has had consistent leadership throughout the term of its contract.

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).

As an organization ALBA School works to ensure effective and efficient operations. Recognitions from the Wisconsin Department of Public Instruction and WI Rtl Center are testaments to the strengths of the student learning and student climate systems in place.

Our school has successfully operated and managed during these 19 years. Our annual compliance audits are clean and without findings.

Parental Involvement

ALBA has strong parental support and community involvement which was honored in 2016 when the ALBA PTO received a Commendation from the Milwaukee Common Council. The parents of our students are genuine and vital partners in education. They are active in the classroom where they share their unique funds of knowledge, cultural heritage, and traditions. Parents are also part of the teacher interview process. Throughout the year, the ALBA PTO organizes and supports events – from Hispanic Heritage Month to Read Across America to a traditional Dia del Niño (Day of the Child)— for students and staff.

Evidence of the high level of parental involvement can be confirmed through the following:

- Monthly Parent Meetings with average attendance of 32 parents
- Fall 2023 Open House attendance of 478 families
- 96% of parents attended fall and spring parent/teacher conferences
- Verizon Innovative Learning Program launch for grades 6-8, in 2022 99% parent attendance for the program launch, 96% in 2022-23 for the year 2 program launch.
- Classes for parents include: Supporting students with technology at home, High School Registration, Arts and Crafts,
- Classes with community partners for parents include: UW-Extension Nutrition Classes, Bay View Community Center, WI Facets for students with disabilities, Cuidandonos Creceremos Mas with Planned Parenthood,
- Parents volunteer within the schools as chaperones for field trips throughout the year, making popcorn for the weekly Friday sale, hanging artwork for Gallery Night, creating decorations for the Book Fairs and programs.
- Average attendance of special programs, such as the winter and Mother’s Day Programs, is over 1000 people. Our family audience is so large that the main floor of the auditorium is full and overflow is seated in the balcony!
- In addition, a high satisfaction rate is evidenced by our parents choosing to transport their children. ALBA School does not provide transportation to regular education students, parents are responsible for bringing their children to school daily. The average daily attendance rate is 95%.