

CHARTER SCHOOL PROPOSAL/PETITION COVER SHEET

1 Name of charter school: Green Tree Preparatory Academy (GPA)

2 Type of submission: Petition Proposal RFP

3 Type of charter: Instrumentality Non-instrumentality

4 Manner in which administrative services will be provided: Teacher Led Administratively Led

5 If non-instrumentality: Name of nonprofit corporation that will hold the charter:

 Has the corporation applied for 501(c)(3) nonprofit status? Yes No

6 Primary contact person: Katrina Fisher
 Title/Relationship to proposed school: Principal
 Mailing address: 6850 N. 53rd St. Milwaukee, WI 53223
 Telephone: (day) 414-206-0505 (evening) [REDACTED]
 E-mail address: fisherkf@milwaukee.k12.wi.us

7 Planned academic opening school year: 2019-20
 Term of charter requested (maximum 5 years): 5 years

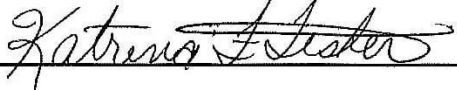
School Year	Grade Levels Served	Total Student Enrollment Planned/Maximum
Year 1	6-9	420
Year 2	6-10	570
Year 3	6-11	720
Year 4	6-12	870
Year 5	6-12	870

8 AGREEMENT *(read and sign below)*

I understand the Milwaukee Board of School Directors reserves the right to give priority to petitions/proposals that directly address identified areas of need of targeted student populations within the district and to replicate currently successful schools. I certify that I have the authority to submit this petition/proposal and that all information contained herein is complete and accurate, realizing that any misrepresentation could result in disqualification from the petition/proposal process or revocation after award.

I understand that for non-instrumentalities, seat availability is based on Milwaukee Public Schools enrollment counts. In any year, seats may or may not be available.

Print Name Katrina Fisher

Signature  Date 12-21-18

Executive Summary

Application Team and Leadership

The Milwaukee Public Schools' Administration and a core planning team is seeking a new specialty instrumentality charter school, Green Tree Preparatory Academy (GPA). The planning team includes current MPS staff, community members, and parents of current MPS students. Ms. Katrina Fisher will be in charge of the charter school and will address charter contract issues on behalf of the school. The proposed charter school will be administratively led.

Mission and Vision

Mission

Green Tree Preparatory Academy's mission is to build a body of student leaders who will lead or own tomorrow's businesses.

Vision

Green Tree Preparatory Academy's vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and exceed.

Rationale

In September 2018, the Milwaukee Board of School Directors directed the MPS Administration to reconfigure, expand, and redesign the current Daniel Webster Secondary School. A steering committee of district staff, school staff, parents, and community members met and determined that a new charter school would be the best way to accomplish the goal of creating a high performing school for students at the Daniel Webster Campus. Charter status will provide flexibility in school scheduling, budgeting, hiring, and programming to support redesign efforts in direct alignment with the district's mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship. Charter status may also provide supplemental funds to support this work.

Educational Philosophy

The educational philosophy at Green Tree Preparatory Academy is that in order to lead or own tomorrow's businesses, all students must develop the Green Tree Preparatory Academy's Seven Skills for Success:

- 1) Creativity – Students learn to innovate and adapt as they approach projects and problems.
- 2) Critical Thinking – Students develop the abilities to evaluate, synthesize, and apply ideas to hone their critical thinking skills.
- 3) Collaborative Problem Solving – Students learn to work in groups to solve problems by drawing on each other's skills and strengths with an understanding that the collective is stronger than the individual.
- 4) Cultural Competency – Students interact and work with individuals from other cultures and participate in experiences that immerse them in cultures different from their own.

- 5) Ethical Decision-making – Students are exposed to complex ethical dilemmas to learn how to navigate the decision-making process.
- 6) Effective Written and Oral Communication – Students become active listeners and high level presenters who can organize and articulate their message to diverse audiences.
- 7) Leadership – Students develop skills to listen, build consensus, organize, and motivate a group as they begin to take on responsibilities beyond themselves.

The Seven Skills for Success were adapted from the Hun School of Princeton which has more than 50 years of experience educating some of America’s most prominent leaders. Hun boasts a 100% high school graduation rate, including a group of alumni entrepreneurs who have started, owned, and/or led businesses after developing essential skills for the 21st Century.

School Enrollment

Green Tree Preparatory Academy seeks to serve 420 students in grades six through nine beginning with the 2019-20 school year. The school plans to expand by one grade per year until reaching full capacity of 870 students in grades six through twelve in the 2022-23 school year. Projected enrollment is outlined below.

	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	
2019-20	90	90	90	150	0	0	0	420
2020-21	90	90	90	150	150	0	0	570
2021-22	90	90	90	150	150	150	0	720
2022-23	90	90	90	150	150	150	150	870
2023-24	90	90	90	150	150	150	150	870

The sixth – twelfth grade model is in alignment with the Milwaukee Board of School Directors’ September 2018 action related to the Daniel Webster Campus. This model also accommodates the need for high-performing middle and high school seats on the Northwest side of Milwaukee. Additionally, with several nearby Kindergarten through fifth grade schools, including Clara Barton School and Gilbert Stuart School, the model will enhance feeder patterns in the area.

Expanding by one grade level per year is aligned to the Milwaukee Board of School Directors’ action related to the Webster campus and will allow the school to build an effective school climate and culture as the school grows. Additionally, the growth model for Green Tree Preparatory Academy is based on previous successful school growth plans implemented by Milwaukee Public Schools including, but not limited to, Golda Meir High School.

Beginning with the 2024-25 school year and through the 206-27 school year, Green Tree Preparatory Academy will serve 600 FTE pupils in grades 6-12.

School Culture

The foundation of school culture at Green Tree Preparatory Academy is high expectations for all students and staff. Growth mindset, through which all students can learn at high levels and all educators can learn new skills, strategies, and tools, will be emphasized.

Each day at Green Tree Preparatory Academy will begin with advisory time to set expectations, build community, motivate students and staff, address school community concerns, and celebrate accomplishments. Recitation of Rita Pierson's *I Am Somebody* morning pep talk will take place during every morning advisory:

I am somebody. I was somebody when I came. I will be a better somebody when I leave. I am powerful, and I am strong. I deserve the education that I get here. I have things to do, people to impress, and places to go. I am somebody.

The school environment will include visual reminders of the school's mission and vision as well as the Seven Skills for Success. Literacy in information and technology will also be promoted as students prepare for success in the 21st Century workforce. College pennants, photos of and quotes by inspirational leaders, and growth mindset imagery will be present to provide students with a way to visualize future goals. Extracurricular activities including sports, clubs, and service opportunities will be offered to build community and promote school pride.

Contract Term

The applicant team of Green Tree Preparatory Academy seeks a five-year contract term to begin with the 2019-20 school year. The team is seeking a waiver of Administrative Policy 9.12(5)(b) to allow the charter contract term to begin in fall 2019. Because the new instrumentality charter school will be located at the Daniel Webster Campus, the process leading up to school opening will be seamless as the campus is currently operational. Providing the waiver to allow the charter contract to begin in fall of 2019 will allow for uninterrupted operation and continuity between school years.

Academic Achievement

Educational Program

Green Tree Preparatory Academy's educational program is designed to serve students in grades six through twelve. The goal is to provide Milwaukee families with an additional high-performing specialty school option on the Northwest side of Milwaukee.

Middle School

Green Tree Preparatory Academy's program will include a high school preparatory program for middle-school students. The program will have a Science, Technology, Engineering, and Math (STEM) focus as the ~~new~~ school will continue to participate in the MPS STEM ~~programs~~ ~~pilot~~ which provides a professional learning community that facilitates the exploration of interdisciplinary approaches, exemplary student-led projects, and integration of project-based learning. Students at the middle school level will also participate in the foreign language exploratory (FLEX) program, which will introduce students to a foreign language with some interpersonal language skills. Through FLEX, students will gain limited vocabulary, greetings, and phrases and cultural learning in an effort to promote future language learning.

High School

In direct alignment with the district's mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship, Green Tree Preparatory Academy will offer three high-school academies, from which students will be able to choose their academic focus. Each academy will focus on its specialty area in relation to both core course and elective offerings. The three academies that will be offered are:

- Katherine Johnson Academy of College Preparation in which students will engage in rigorous college preparatory courses, including access to early-college high school (ECHS) or dual enrollment programs;
- Charles Drew Academy of Science, Technology, Engineering, and Math (STEM) in which students will engage in an interdisciplinary, hands-on, and project-based learning curriculum, including access to apprenticeships and internships; and
- Michelle Obama Academy of Leadership, Business, Law, and Social Justice in which students will engage in a sequence in business, law, and social justice, including access to community projects, service learning, and internships.

Students at Green Tree Preparatory Academy will receive core coursework and two academy exploration electives during their ninth grade year. By 10th grade, students will be accepted into one of the three academies and coursework will become more focused on their specific area of study.

Students in the college preparation academy will take Advanced Placement (AP) coursework, ~~will have access to telepresence~~ and courses instructed by local college professors, and will tour colleges and universities throughout their high school career. Students in the STEM academy will have access to makerspaces and will take virtual and live field trips to local and international STEM companies. Students in the business, law, and social justice academy will develop a

business proposal, will pitch their proposal to local business leaders, will take virtual and live field trips to local businesses, and will have access to debate and peer jury.

Students in 11th and 12th grade will have access to an increased number of external learning opportunities including:

- dual enrollment courses for students in the college preparation academy;
- internships for students in the STEM academy; and
- service learning experiences for students in the business, law, and social justice academy.

The applicant team of Green Tree Preparatory Academy will explore the feasibility of implementing “Grow Your Own” programs aligned with the three academies.

Students with Disabilities

Green Tree Preparatory Academy will welcome all students. It is anticipated that Green Tree Preparatory Academy will have an enrollment of students with disabilities that is reflective of district enrollment overall. As a MPS instrumentality charter school, Green Tree Preparatory Academy will work with the MPS Department of Specialized Services to support the needs of students with disabilities, including the provision of behavioral and academic intervention services to students in need of support. Eligible students with disabilities will be provided with a free and appropriate education consistent with the Individual with Disabilities Education Act (IDEA) and the Americans with Disabilities Act (ADA). Students will be educated in the least restrictive environment (LRE) and in accordance with their Individualized Education Plan (IEP).

Additional information regarding Green Tree Preparatory Academy’s special education plan is presented in *Appendix C: Special Education Plan*.

English Learners

Green Tree Preparatory Academy will welcome all students. It is anticipated that Green Tree Preparatory Academy will have an enrollment of English Learners (ELs) that is reflective of district enrollment overall. As a MPS instrumentality charter school, Green Tree Preparatory Academy will work with the MPS Department of Bilingual Multicultural Education to utilize techniques, methodology, and curriculum designed to teach English Learners English language skills, which may include listening, speaking, reading, writing, study skills, content vocabulary, and cultural orientation. As Green Tree Preparatory Academy will not be a bilingual program, English Learners will be placed into monolingual classrooms. Students will receive native language support from bilingual teaching assistants and teachers when possible.

Grade Level Promotion

In order for an eighth-grade student to be promoted to ninth grade, the student must meet academic performance criteria as defined by proficiency levels in reading, English language arts, mathematics, science, and social studies as measured and defined by classroom assessments and based on grade-level standards. If a student does not meet academic performance criteria, test results may be considered if the test results are a proficiency level of basic or above, as measured by the appropriate state assessment in English language arts, mathematics, science,

and social students. Recommendations of teachers may also be considered by a school-based team.

The following minimum number of units, or the equivalent, will be required for high-school students to be promoted at the end of the school year:

- If a student is to be promoted from 9th to 10th grade (sophomore), 5 units or more will be required.
- If a student is to be promoted from 10th to 11th grade (junior), 10 units or more will be required.
- If a student is to be promoted from 11th to 12th grade (senior), 16 units or more will be required, and the student must be on track for graduation after the successful completion of no more than two additional semesters.

Students who may be at-risk of retention will be identified early and often through school data dives. Green Tree Preparatory Academy staff will work with students and their families to identify appropriate interventions including, but not limited to, in-school and after school tutoring and Saturday academies, to ensure promotion.

Graduation

A minimum of 22 credits will be required to graduate, ~~including the following:~~ in alignment with MPS Policy and Procedures.

- ~~4.0 units: English language arts~~
- ~~3.0 units: Mathematics (courses at or above the algebra level)~~
- ~~3.0 units: Science (content with laboratory studies in the life and physical sciences)~~
- ~~3.0 units: Social studies as follows:~~
 - ~~1.0 unit of US history~~
 - ~~1.0 unit of world history, world geography, or world studies~~
 - ~~1.0 unit of citizenship or 0.5 unit of American government and 0.5 unit economics~~
- ~~1.5 units: Physical Education~~
- ~~0.5 unit: Health~~
- ~~1.0 unit: Fine arts (art, music, dance, or theater)~~
- ~~2.0 units: World language~~
- ~~1.0 unit: College and career readiness~~
- ~~3.0 units: Electives~~

Students will also have to complete one of the following three options: online learning, community service experience, or service-learning. Additionally, in accordance with Wisconsin State Statute, all students must pass the civics test.

Students who may be at-risk of not graduating will be identified early and often through school data dives. Green Tree Preparatory Academy staff will work with students and their families to identify appropriate interventions including, but not limited to, in-school and after school tutoring and Saturday academies, to ensure graduation.

Anticipated Outcomes

The applicant team anticipates that the proposed educational program for Green Tree Preparatory Academy will lead to the following outcomes:

- a percentage of Green Tree Preparatory Academy students scoring proficient or advanced on the Wisconsin **Student State** Assessment System tests (WSAS) in English Language Arts that is the same as, or higher than, the percentage of students scoring proficient or advanced in corresponding grades in all MPS schools;
- a percentage of Green Tree Preparatory Academy students scoring proficient or advanced on the Wisconsin **Student State** Assessment System tests (WSAS) in mathematics that is the same as, or higher than, the percentage of students scoring proficient or advanced in corresponding grades in all MPS schools;
- a percentage of Green Tree Preparatory Academy students scoring proficient or advanced on the Wisconsin **Student State** Assessment System tests (WSAS) in science that is the same as, or higher than, the percentage of students scoring proficient or advanced in corresponding grades in all MPS schools;
- a percentage of Green Tree Preparatory Academy students scoring proficient or advanced on the Wisconsin **Student State** Assessment System tests (WSAS) in social studies that is the same as, or higher than, the percentage of students scoring proficient or advanced in corresponding grades in all MPS schools;
- a percentage of Green Tree Preparatory Academy students promoted from grade 8 that is the same as, or higher than, the percentage of students being promoted from the corresponding grades in all MPS schools;
- a high school graduation rate that is the same as, or higher than, the high school graduation rate in all MPS high schools;
- a stability rate of Green Tree Preparatory Academy students that is the same as, or higher than, the stability rate of students in corresponding grades in all MPS schools;
- an average daily attendance rate of Green Tree Preparatory Academy students that is the same as, or higher than, the average daily attendance rate of students in corresponding grades in all MPS schools; and
- a mobility rate of Green Tree Preparatory Academy students that is the same as, or lower than, the mobility rate of students in corresponding grades in all MPS schools.

School Admission

Green Tree Preparatory Academy will engage in school branding and outreach efforts to inform the community of its program offerings. This will include attending community events, engaging community partners in recruitment efforts, holding open houses for prospective families, and contacting families who may be on wait lists for other similar schools.

As a public school open to all students, Green Tree Preparatory Academy will not discriminate against students based on sex, race, religion, national origin, national ancestry, pregnancy, marital or parental status, sexual orientation, or disability.

Students who do not wish to attend Green Tree Preparatory Academy may attend other schools in the district according to district policies and procedures. These options include, but are not

limited to, Morse Middle School for the Gifted and Talented, James Madison Academic Campus, and Harold S. Vincent High School. Additional options outside the district are also available.

~~Due to the timing of the school planning cycle, for the 2019-2020 school year, S~~students will be admitted to Green Tree Preparatory Academy through the district's early middle/high school admissions and fall registration processes. In compliance with Wisconsin State Statutes, Green Tree Preparatory Academy will give preference to all students residing within the attendance area of the current Daniel Webster Secondary School.

~~Beginning with the 2020-2021 school year, Green Tree Preparatory Academy seeks to be added to the MPS citywide specialty school admissions process. Currently there are not any MPS citywide specialty schools located on the Northwest side of Milwaukee. Students who live on the Northwest side of Milwaukee and want to attend such schools must travel to other parts of the city (at least five miles to Rufus King International High School, at least eight miles to Milwaukee High School of the Arts, at least 10 miles to Riverside University High School and Golda Meir High School, and at least 20 miles to Reagan College Preparatory High School).~~

In alignment with the state requirement for charter schools, preference will be given students enrolled in the school in the previous school year to siblings of students enrolled in the school and to students who reside within the attendance area of the school.

Should the capacity of the school be insufficient to accept all students who apply, Green Tree Preparatory Academy will accept students at random in accordance with district policies and state law. Random selection will be done using a lottery. Once all available seats are filled, Green Tree Preparatory Academy will use the lottery process to compile an ordered waiting list.

Diversity Plan

Green Tree Preparatory Academy will welcome all students and anticipates enrolling a student population that is reflective of district enrollment overall. To welcome and recruit a diverse student body, information regarding Green Tree Preparatory Academy will be provided to families through various avenues including flyers, phone calls, information meetings, open houses, and home visits. Interpretation and translation services will be provided as needed. Recruitment efforts will be focused on all incoming sixth through ninth grade Milwaukee students and will not be limited by any demographic. Recruitment materials will include information regarding the school's commitment to diversity, special education services, and English Learner (EL) services. Additional information regarding Green Tree Preparatory Academy's diversity plan is presented in *Appendix I: Diversity Plan*.

Health and Safety

Green Tree Preparatory Academy will adhere to all federal, state, and local laws as well as MPS Board policies and procedures related to health and safety standards. This includes the regular performance of fire, tornado, safety, and other evacuation drills in compliance with Wisconsin State Statute Section 118.07.

The school will maintain a school crisis plan, which will include, but may not be limited to, a description of the crisis management team, school phone chain, school resources, staging area information, and building floor plans. The plan will be reviewed annually and updated to address concerns that may arise during the school year.

As with other MPS instrumentality schools, school safety and school nursing staff will be assigned to Green Tree Preparatory Academy to ensure student and staff health and safety.

Green Tree Preparatory Academy will also engage in various preventative efforts to support student health and safety. These efforts may include vision screenings, dental care, health and safety related assemblies such as the sexually transmitted infection (STI) assembly, implementation of the district's human growth and development curriculum for students in grades six through nine, and implementation of a school health team to review needs and develop plans to support students. Additionally, Green Tree Preparatory Academy staff will be trained in Trauma Informed Care and Mental Health First Aid in order to support students.

Student Discipline

Green Tree Preparatory Academy will use Positive Behavioral Interventions and Supports (PBIS) to reduce classroom disruptions and student suspensions. The school will promote the Green Tree Preparatory Academy Way to be safe, respectful, and responsible. Restorative practices, peer mediation, peer jury, and other research-based practices will be implemented to proactively address disruptions in the school and classroom environment. Professional development will include data dives focused on student behavior to ensure equitability in behavior policy enforcement and to develop and implement interventions as needed.

Green Tree Preparatory Academy staff will be expected to employ a range of corrective measures before referring a student to disciplinary authorities unless it can be documented that the safety of students and/or staff is threatened or the behavior in question is such that the disruption to the educational environment can only be remedied by such a referral. All teachers will be expected to have a behavior management plan posted in their classrooms.

In the event that disruptions occur, Green Tree Preparatory Academy will follow the Milwaukee Public Schools

Parent/Student Handbook on Rights, Responsibilities, and Discipline as adopted by the Milwaukee Board of School Directors. The Handbook can be viewed at

<http://mps.milwaukee.k12.wi.us/MPS-English/SUPT/Family--StudentServices/rightsresponsibilitiies-english-handbook.pdf>.

Green Tree Preparatory Academy will explore the use of in-school suspension, telepresence, virtual instruction, and other ways to ensure seamless delivery of instruction even when student discipline occurs.

Working Group

Green Tree Preparatory Academy will establish a working group consisting of school personnel, including teachers, administrators, and other school staff who are involved in making discipline

referrals and imposing disciplinary sanctions, parents of school students, and community leaders. The working group will be encouraged to:

- develop and make recommendations regarding the effectiveness of discipline policies, practices, and procedures;
- provide input regarding strategies for improving student behavior, addressing student misbehavior by means other than disciplinary sanctions, and reducing any racial disparity in referrals for discipline, the imposition of disciplinary sanctions, and the exclusion of students from the educational program;
- provide continuing input regarding strategies to ensure that school staff members have access to or are aware of available resources for assisting them in managing and deescalating student behavior; and
- consider if and how outreach efforts to families can be made to garner support for discipline policies, practices, and procedures and for the goal of addressing student misbehavior without excluding students from the education program.

Student Committee

Green Tree Preparatory Academy will establish a student committee to discuss matters concerning equitable treatment of students in the implementation of discipline policies, practices, and procedures and to identify steps the students believe could be taken to improve student behavior and cause students to be more engaged in the educational program. Specifically, the student committee will be encouraged to:

- identify the aspects of the educational program that they see as positive and likely to encourage positive student behavior;
- identify the aspects of the educational program that they see as negative and likely to result in student misbehavior;
- identify actions students can take to help their classmates engage in positive school behavior; and
- provide specific suggestions for improving discipline policies, practices, and procedures as well as establishing a safe school environment that is conducive to learning.

Curriculum and Instruction

Grade-level standards for high school students in math, reading, and English/language arts will be based upon the Common Core State Standards. The Common Core State Standards may be viewed at <http://www.corestandards.org/read-the-standards/>. ~~Green Tree Preparatory Academy will utilize the SpringBoard curriculum for math and English Language Arts (ELA) for all students in grade six through twelve.~~

Regarding ELA, ~~GPA uses the SpringBoard curriculum features~~ compelling texts and utilizes close reading and analysis of texts, critical viewing of films, independent reading, and classroom discussion to help students build content knowledge. An integrated approach to reading, writing, speaking, and listening is used to incorporate language skills and knowledge. Vocabulary is threaded through each unit as to build student vocabulary throughout the year.

Regarding math, ~~GPA the SpringBoard curriculum~~ prepares students to solve math problems and teaches them to apply mathematical knowledge to diverse settings. Students are also challenged to collaborate with others and effectively communicate using the language of mathematics. The ~~SpringBoard~~-balanced instructional approach to mathematics includes investigative, directed, and guided lessons. Vocabulary is incorporated in the lessons to assist students in developing math literacy.

~~GPA SpringBoard~~ supports teacher planning by including unit resources, pacing guides, college readiness connections, and printed and digital materials. Tools, resources, and supports, including supplemental materials for English Learners, special education, advanced, and struggling students, are also included in the ~~SpringBoard~~-curriculum to assist teachers with differentiated instruction. ~~GPA SpringBoard~~ also provides embedded assessments for each unit of the curriculum.

~~The selection of Spring Board for Green Tree Preparatory Academy is based the level of rigor provided by the curriculum and its direct alignment with the Seven Skills for Success. Selection is also based on previous successful implementation by other areas schools including, but not limited to, Golda Meir High School, Audubon Middle and High School, Milwaukee School of Languages, and Hamilton High School.~~

Standards for science will be based upon the Next Generation Science Standards, which may be viewed at <https://www.nextgenscience.org/>. Green Tree Preparatory Academy will align science curriculum and instruction to the *Next Generation Science Standards*. These standards will provide learning goals for what students should know and be able to do at each grade level and will serve as a tool to help teachers know what to teach and help parents know what students are expected to learn. The *Next Generation Science Standards* integrate the following three dimensions of learning: science disciplinary core ideas, major practices, and crosscutting concepts. By aligning curriculum and instruction to the *Next Generation Science Standards*, Green Tree Preparatory Academy will mirror real-world science practices through emphasis on scientific exploration.

Social studies curriculum will be aligned to the 2018 Wisconsin Standards for Social Studies, which includes the College, Career, and Civil Life (C2) Framework published by the National Council for Social Studies. These standards will provide a foundation that identifies what students should know and be able to do in social studies classes. Most importantly, aligning curriculum and instruction to these standards will prepare GPA students to be college, career, and community ready.

Instruction at Green Tree Preparatory Academy will focus on developing the Green Tree Preparatory Academy's Seven Skills for Success. Through data-driven and differentiated instruction, teachers will meet the needs of all students while fostering development of the seven essential skills. Whole group and small group instruction will be used with Socratic Seminars being a cornerstone of instruction as teachers develop a community of learners.

Additional information regarding curriculum and instruction at Green Tree Preparatory Academy is presented in *Appendix A: Curriculum*.

Technology

Across all content areas, Green Tree Preparatory Academy will focus on supporting students to obtain information and technology literacy as set forth by the 2017 Wisconsin Standards for Information and Technology. As such, the information and technology standards will be integrated into all content and skill areas to focus on learning *with* information and technology rather than learning *about* information and technology. This work will include emphasis on the following seven concepts from the International Society for Technology in Education student learning framework:

- 1) Empowered Learner – Students leverage technology to take an active role in choosing, achieving and demonstrating competency in their learning goals, informed by the learning sciences.
- 2) Digital Citizen – Students recognize the rights, responsibilities and opportunities of living, learning, and working in an interconnected digital world, and they act and model in ways that are safe, legal, and ethical.
- 3) Knowledge Constructor – Students critically curate a variety of resources using digital tools to construct knowledge, produce creative artifacts, and make meaningful learning experiences for themselves and others.
- 4) Innovative Designer – Students use a variety of technologies within a design process to identify and solve problems by creating new, useful, or imaginative solutions.
- 5) Computational Thinker – Students develop and employ strategies for understanding and solving problems in ways that leverage the power of technological methods to develop and test solutions.
- 6) Creative Communicator – Students communicate clearly and express themselves creatively for a variety of purposes using the platforms, tools, styles, formats, and digital media appropriate to their goals.
- 7) Global Collaborator – Students use digital tools to broaden their perspectives and enrich their learning by collaborating with others and working effectively in teams locally and globally.

The Wisconsin Standards for Information and Technology may be viewed at <https://dpi.wi.gov/imt/it-literacy-standards>.

~~GPA The Webster facility~~ is currently equipped with 1:1 Chromebooks and internet access throughout the facility. Additionally, students in the STEM academy will be offered ChromeZone programming whereby students will learn how to repair Chromebooks in-house. ~~Two telepresence Ce~~lassrooms ~~may will~~ expose students to virtual coursework, virtual field trips, and global connections. Green Tree Preparatory Academy students will also be provided reliable Internet access via hotspots provided by the One Million Project Foundation. Incorporation of robotics, 3D printing, and other technologies will be explored as students move through the STEM academy.

As an instrumentality charter school, technology in the building will continue to be supported by the MPS Department of Technology Services. ~~In preparation for the 2019-20 school year, applicant team will work with the MPS Department of Technology to ensure the Webster Campus is equipped with technology at the district's standard level of service.~~

Assessment

Green Tree Preparatory Academy will utilize three types of assessments:

- Formative assessments – provide immediate feedback to teachers about how well students are learning and are used by teachers to modify instruction, if needed;
- Benchmark assessments – used periodically throughout the school year to monitor progress, inform instruction, and identify students who need additional support; and
- Summative assessments – evaluate learning at the end of a unit, course or school year.

Through professional development, school staff will be trained in the appropriate administration of assessments to ensure the accuracy and validity of assessment results. Staff will also be trained on how to effectively use academic data to drive the decision-making process to achieve classroom and school goals. Academic data will be reviewed regularly through data dives to inform instruction. Specific assessments that will be used are outlined in *Appendix B: Assessment Plan*.

In alignment with Green Tree Preparatory Academy’s educational philosophy, students will learn how to use the results of tests to understand their own academic progress. Students will be encouraged to “Know Your GPA”, meaning grades, participation, and attendance. Through this process, students will be able to practice critical thinking, effective communication, leadership, and collaborative problem solving.

Additionally, family engagement will be a critical component of the assessment process. Families will be asked to ensure their students are well rested and arrive at school on time for assessments. They will also be encouraged to speak with their students about giving their best efforts, about how tests are tools that help teachers know what to teach, and about how students can use the results of tests to understand their own progress.

Student, Family, and Community Engagement

Student and Family Engagement

Student engagement begins with positive school culture and climate that includes rigorous coursework. Green Tree Preparatory Academy students will be empowered to own their education and engage in every aspect of the educational process. Green Tree Preparatory Academy will do this by:

- hosting open houses for prospective students;
- providing students with a school handbook with pertinent school information including behavior expectations, consequences, and rewards;
- holding sixth and ninth grade bridge programs prior to the start of the school year;
- holding data dives for students to understand academic goals, progress, and ways to increase academic achievement;
- holding regular class and school assemblies;
- offering student council;
- offering various school-based events including spirit weeks, dances, etc.; and □ offering various extracurricular activities including sports, chess, art, forensics, etc.

Family engagement is critical to the success of Green Tree Preparatory Academy. Parents of current MPS seventh and eighth grade students have been active participants in the Green Tree Preparatory Academy applicant team. As the applicant team moves towards school opening, parents will be invited to transition from the applicant team to the School Governance Council.

Green Tree Preparatory Academy families will be invited to be engaged in every aspect of the educational process. Green Tree Preparatory Academy will do this by:

- hosting open houses for prospective families;
- providing all families with a school handbook with pertinent school information;
- holding family bridge programs prior to the start of the school year for sixth and ninth grade families;
- communicating regularly with families via flyers, e-mails, phone calls, social media, and other online applications;
- holding fall and spring open houses at which families can follow their students' daily schedule to experience all of their classes;
- holding fall and spring parent teacher conferences to discuss student progress;
- providing a family resources center in the facility;
- holding data dives for families to understand academic goals, progress, and ways to support academic achievement; and
- providing volunteer opportunities for families.

Interpretation and translation services will be provided for all aforementioned activities as needed to communicate with all families, including those that may not speak English.

Letters of support, including letters from current MPS parents, are provided in *Appendix Q: Letters of Support*.

Community Engagement

Community engagement is critical to the success of Green Tree Preparatory Academy. Current community partners and residents have been active participants in the Green Tree Preparatory Academy applicant team. As the applicant team moves towards school opening, community members will be invited to transition from the applicant team to the School Governance Board.

Community members will be invited to be actively engaged with Green Tree Preparatory Academy. Green Tree Preparatory Academy will do this by:

- hosting open houses for community members;
- providing community members with pertinent school information via a community handbook;
- communicating regularly with community members via flyers, e-mails, phone calls, social media, and other online applications;
- providing volunteer opportunities for community members;
- providing space in the facility for community meetings and events as needed; and
- providing space in the building for Milwaukee Recreation programs and other community activities.

Letters of support, including letters from current community residents, are provided in *Appendix Q: Letters of Support*.

Partnerships

Partnerships with community-based organizations, businesses, institutions higher education, and community leaders are critical to the success of Green Tree Preparatory Academy. ~~Current~~ ~~P~~partners include ~~but are not limited to~~, Arts @ Large, Marquette University School of Education, ~~Alverno~~, ~~CESA 1~~ and Havenwoods Neighborhood Improvement District.

Additionally, Green Tree Preparatory Academy ~~has will work to secure~~ partnerships to support each of the three proposed high school academies. Opportunities for students to participate in service learning, internships, and community projects with these partners will be an important component of course offerings for 11th and 12th grade students as part of the three academies.

~~To secure partnerships, the applicant team has developed a partnership invitation letter, which will be sent to potential partners. The team has identified 30 ways for partners to support the school and will work to identify opportunities that are mutually beneficial for both the school and the partners. Additionally, an open house for potential partners will be held in early 2019.~~

Letters of support, including letters from current community partners, are provided in *Appendix Q: Letters of Support*.

Effective and Efficient Operations

Governance Structure

As a charter school, Green Tree Preparatory Academy will have a Governance Board to enable families, staff, students, and the community to work to support and inform shared leadership, equity, and cultural relevance resulting in increased student achievement. The Board will assist in the development and implementation of the school's educational plans and will focus on academic achievement; student, family, and community engagement; effective and efficient operations; and school culture. The Board will serve as an advisory group that is representative of the school community to ensure a collective vision for the school and for strategies to support student achievement and school improvement. Specifically, the Board will:

- discuss and review the success of school improvement strategies;
- provide voice for families, community, students, and staff on major school decisions;
- discuss the use of resources and budget priorities resulting in the submission of a Governance Board Signature Page with the final school budget; and
- work with the school leader to develop, conduct, and report the results of annual survey of parents, guardians, and teachers on issues related to school climate, culture, and conditions.

Membership on the Board will be voluntary. Individuals will be elected to serve on the Board in accordance with the Board's bylaws.

The Board will be comprised of at least three and no more than 11 members, with a minimum of 51% of the membership representing families and the community. The school leader and parent coordinator will also serve in an advisory capacity to the School Governance Board as a function of their job expectations.

The School Governance Board will meet at least monthly from September through April. Additional meetings will be held on an as-needed basis. Board-meetings will be held at the school on dates and at times that are convenient for members of the Board representing families and community members.

Facility

~~GPA The Daniel Webster Campus~~ at its current location, 6850 N. 53rd St., Milwaukee, WI 53223, will serve the needs of students who select Green Tree Preparatory Academy for their education. The aforementioned enrollment growth plan leading to a maximum of ~~600~~ ~~870~~ students in grades 6-12 will allow for focused growth within the facility until the facility is at capacity.

The facility includes, but is not limited to, the following:

- dedicated space for middle school and high school students;
- classrooms with flexible walls to allow for expansion and innovation;
- a full-service kitchen to prepare and serve meals to all students;
- dedicated labs for science, engineering, and technology instruction;

- office suites to accommodate main office activities as well as support staff including social work, guidance, speech therapy, psychology, school nurse, etc.;
- separate library, gym, cafeteria, and auditorium;
- family resource center;
- dedicated space for a college and career readiness center;
- washer and dryer to accommodate student and family needs;
- parking lot with adequate parking for staff;
- street parking in front of the building to accommodate visitors;
- outside sport areas to accommodate basketball and baseball;
- a park-like campus to accommodate outdoor learning;
- a county park adjacent to school campus; and
- the ability to expand school facilities and accommodations on the current campus.

~~As the facility is currently in use, the process leading up to school opening will be seamless as the school is currently operational. Preparations to ready the facility for growth will begin as early as January 3, 2019.~~

Accountability

Green Tree Preparatory Academy's school principal will have ultimate responsibility for monitoring academic, financial, operational, and legal compliance metrics. To enhance accountability and transparency, the school principal will provide regular updates and information regarding academic, financial, operational, and legal matters to the Green Tree Preparatory Academy School Governance Board.

A complete organizational chart is provided in *Appendix R: Organizational Chart*.

Green Tree Preparatory Academy will be an instrumentality charter school. Signatures of at least 50% of teachers employed at Daniel Webster Secondary School are included in *Appendix O: Charter School Petition*.

As an MPS instrumentality charter school, Green Tree Preparatory Academy will adhere to the Board's insurance and risk-management programs and policies. As such, all insurance and risk management functions for the school will be provided by and be under the authority and control of MPS in accordance with MPS administrative policies.

Staff Qualifications

The Green Tree Preparatory Academy School Governance Board and school leadership will work to recruit, hire, and retain highly qualified staff. Similar to other MPS instrumentality charter schools, Green Tree Preparatory Academy will utilize its own interview committee for the purposes of selecting all staff members **for school posted positions**. The school will comply with the district's policies on criminal background screenings, pre-employment physicals, and other pre-employment requirements for all new employees.

Green Tree Preparatory Academy will comply with all federal, state, and district requirements regarding employee requirements including, but not limited to, the certifications and qualifications

of individuals employed in the school. This includes the appropriate certification of all instructional staff.

Professional Development Plan

Green Tree Preparatory Academy will ensure that staff receive all statutorily required professional development. The school will seek to work with MPS, when possible, to offer required professional development in an effort to increase efficiency.

~~Additionally, with the implementation of the SpringBoard curriculum, T~~teachers, administrators, and instructional coaches will all receive three tiers of professional development to build foundation, expertise, and capacity. This professional development will include:

- a three-day initial teacher institute;
- a one-day collaborative training to examine student work and identify trends to inform instruction;
- a one-day training to explore resources for differentiating instruction;
- a half-day initial administrator workshop; and
- regular learning walks.

Staff will also have access to e-Learning modules and a broad professional community.

Green Tree Preparatory Academy staff will also participate in weekly professional development, data dives, and collaborative team planning, which will allow staff to review student data to inform teaching and learning. A complete professional development calendar is included in *Appendix H: Teacher Work Week and Professional Development Calendar*.

Staff performance will be monitored and evaluated using the Danielson *Framework for Teaching* evaluation instrument. The framework identifies those aspects of a teacher's responsibilities that promote improved student learning including planning and preparation, the classroom environment, instruction, and professional responsibilities.

Experience

The applicant team of Green Tree Preparatory Academy includes district administrative staff, school-based staff, community partners, business partners, residents, and MPS parents. Together, the team boasts more than 150 years of working in K-12 education and more than 150 years of having children and grandchildren in K-12 education. This experience as both parents and practitioners allows the team to design a school that meets the needs of students and families through evidence-based programming and best practices.

The curriculum vitae of the proposed school leader is included in *Appendix P: Vitae of School Leader*.

School Opening

~~Prior to schools opening in fall 2019, Green Tree Preparatory Academy leadership will complete the MPS school opening checklist. The checklist will be reviewed, tasks completed, and the~~

~~corresponding form submitted to the MPS Office of School Administration by July 1, 2019. School opening checklist activities will include, but not be limited to, preparations in the following areas:~~

- ~~• facilities;~~
- ~~• staffing;~~
- ~~• instructional support;~~
- ~~• parent/community relations;~~
- ~~• school climate and safety; □ student records; and □ finance.~~

~~The complete school opening checklist that will be used is outlined in *Appendix S: School Opening Checklist*.~~

Budget

A complete proposed budget is outlined in *Appendix M: Charter School Proposed Budget*. ~~Upon authorization,~~ Green Tree Preparatory Academy ~~will seek~~ received a \$750,625 Federal Charter School Grant through the Wisconsin Charter Schools Program ~~in 2019~~. ~~Pending approval,~~ Tthe grant ~~was~~ill be used for start-up expenses associated with the establishment of a new school, including the staff costs that will be sustainable once school enrollment is at capacity. Green Tree Preparatory Academy will seek additional grants and donations as needed to support the start-up and growth of the school.

Financial/Programmatic Audits and Budget Programmatic and Financial Audits

Green Tree Preparatory Academy will annually contract to have annual audits conducted.

Appendices

Appendix A: Curriculum

Green Tree Preparatory Academy will use ~~standards based the SpringBoard~~ curriculum for math and English Language Arts for all students in grade six through twelve.

English Language Arts (ELA)

Beginning in grade 6, ~~SpringBoard~~ English Language Arts students develop and refine skills in critical thinking, close reading, writing in various genres, and doing research. Over the course of the program, they read and analyze a wide range of texts in genres including poetry, novels, plays, biographies, nonfiction narratives, speeches, and films. They also learn to write in forms including essays, personal narratives, argumentative texts such as editorials, and research papers.

Every ELA course is structured around a theme, such as "Challenges" or "Coming of Age."

Grade 6 – Theme: Change

- Read works by Langston Hughes, John Steinbeck, and Shakespeare.
- Write narrative, explanatory, and argumentative texts.
- Learn specific strategies for planning, drafting, revising, and editing their writing.
- Explore the fundamentals of research, such as citations and how to evaluate the credibility of sources.
- Deepen their understanding of topics using film.

Grade 7 – Theme: Choice

- Read works by Nelson Mandela, Robert Frost, Sojourner Truth, and Shakespeare.
- Learn Close Reading strategies to discover the explicit and implicit content of texts.
- Write in argumentative, explanatory, and narrative modes.
- Examine how print texts are portrayed in film.

Grade 8 – Theme: Challenges

- Read works by Ray Bradbury and Walt Whitman as well as an essay about Civil War heroes, narratives about the Holocaust, and Elie Wiesel's Nobel Prize acceptance speech.
- Learn about the hero archetype and the hero's journey narrative in literature.
- Write narrative, explanatory, argumentative, and other texts.
- Research an issue in current events and create a multimedia presentation about it.
- Read scenes from Shakespeare's *A Midsummer Night's Dream*, watch these scenes in films, and analyze how the adaptation differs from the source.

Grade 9 – Theme: Coming of Age

- Read works by Harper Lee, Edgar Allan Poe, William Wordsworth, Pablo Neruda, and Shakespeare, as well as informational and historical articles.
- Learn to gather evidence from texts and incorporate it in written and oral responses.
- Write in argumentative, informational, narrative, and other modes.

Grade 10 – Theme: Culture

- Read Chinua Achebe's *Things Fall Apart*, Sophocles' *Antigone*, Susan B. Anthony's "On Women's Right to Vote," and Aleksandr Solzhenitsyn's Nobel Prize acceptance speech.
- Study the extent to which culture influences worldview.
- Incorporate textual evidence in a written argument.
- Write argumentative, narrative, informational, and other modes.
- Research a culture and present findings in a collaborative presentation using digital media.
- Analyze the objectivity and subjectivity of documentary films.

Grade 11 – Theme: The American Dream

- Read foundational U.S. documents such as Lincoln's Second Inaugural Address and the Declaration of Independence, essays by Henry David Thoreau and Ralph Waldo Emerson, and Zora Neale Hurston's *Their Eyes Were Watching God*.
- Write an informative essay defining what it means to be an American.
- Write a synthesis essay that argues whether or not America still provides access to the American Dream.
- Write in a variety of modes and genres.
- Compare print and film versions of Arthur Miller's *The Crucible*.
- Create a news outlet based on real-world news organizations.

Grade 12 – Theme: Perspective

- Read James Baldwin's "Stranger in the Village," George Orwell's "Shooting an Elephant," Shakespeare's *Othello*, and George Bernard Shaw's *Pygmalion*.
- Apply multiple perspectives to complex texts.
- Learn and apply various types of literary criticism: archetypal, Marxist, feminist, historical, cultural, and reader response.
- Perform rigorous reading and writing tasks to synthesize learning.
- Analyze how historical contexts have influenced performances of *Othello*, and compare multiple film versions of the drama.

SOURCE: <https://springboard.collegeboard.org/>

Math

In grades 6, 7, and 8, ~~SpringBoard~~ Math students learn and practice the critical thinking skills needed to analyze, solve, and explain complex math problems and to be successful in Algebra followed by Advanced Placement classes and beyond.

Grade 6 – Course 1

- Model functions in numerical, symbolic (equation), table, and graphical forms.
- Communicate mathematics verbally and in writing, justifying answers and clearly labeling charts and graphs.
- Explore and represent data in a variety of forms.
- Use multiple representations to communicate their understanding of a math concept.

Grade 7 – Course 2

- Acquire an understanding of functions—in the context of algebra and graphs.
- Write, solve, and graph linear equations; recognize and verbalize patterns; and model slope as a rate of change.
- Communicate problem-solving methods and interpret results clearly.
- Investigate concepts presented visually and verbally.

Grade 8 – Course 3

- Writing algebraic models from a variety of physical, numeric, and verbal descriptions.
- Solving equations using a variety of methods.
- Justifying answers using precise mathematical language.
- Relating constant rate of change to verbal, physical, and algebraic models.
- Using technology to solve problems.
- Reinforcing and extending the vocabulary of probability and statistics.

SpringBoard-h High school math courses equip students with the critical thinking skills needed for success in AP courses, college, and career.

Algebra 1

- Gain an understanding of the properties of real numbers.
- Formalize the language of functions.
- Explore the behavior of functions numerically, graphically, analytically, and verbally.
- Use technology to discover relationships, test inferences, and solve problems.
- Write expressions, equations, and inequalities from physical models.
- Communicate mathematics understanding formally and informally.

Geometry

- Read, analyze, and solve right triangle and trigonometric functions within contextual situations.
- Develop area formulas necessary for determining volumes of rotational solids, solids with known cross sections, and area beneath a curve.
- Explain work clearly so that the reasoning process can be followed throughout the solution.

Algebra 2

- Develop the algebra of functions through operations, composition, and inverses.
- Read and analyze contextual situations involving exponential and logarithmic functions.
- Work with functions graphically, numerically, analytically, and verbally.
- Learn optimization problems.
- Compare the relative rate of change of linear and exponential functions.
- Learn the concept of infinite sum as a limit of partial sums.
- Work with statistics in numerical summaries and calculations using the normal, curve, and the modeling of data.

Precalculus

- Gain an introductory understanding of convergence and divergence.
- Collect, analyze, and draw conclusions from data.

- Solve problems in contextual situations dealing with polynomial, rational, logarithmic, and trigonometric functions.
- Model motion using parametric equations and vectors.
- Develop an intuitive understanding of limits and continuity.
- Justify their reasoning and understanding verbally, in writing, and with models.
- Use technology to explore and support conjectures.

SOURCE: <https://springboard.collegeboard.org/>

Appendix B Assessment Plan

GreenTree Preparatory Academy will use the writing sample, report card, attendance, and Wisconsin Forward Exam score in reading/English language arts and mathematics to determine assessment and placement at the high school level of admission. GPA follows the district assessment plan.

The following specific assessments will be use at Green Tree Preparatory Academy:

~~Grade 6~~

- ~~• All students: STAR test and Wisconsin Forward Exam~~
- ~~• Some students: ACCESS for English Language Learners, Dynamic Learning Maps (DLM)~~

~~Grade 7~~

- ~~• All students: STAR test and Wisconsin Forward Exam~~
- ~~• Some students: ACCESS for English Language Learners, Dynamic Learning Maps (DLM)~~

~~Grade 8~~

- ~~• All students: STAR test and Wisconsin Forward Exam, On-Demand Writing~~
- ~~• Some students: ACCESS for English Language Learners, Dynamic Learning Maps (DLM), National Assessment of Educational Progress (NAEP)~~

~~Grade 9~~

- ~~• All students: STAR test and Wisconsin Forward Exam, ACT Aspire~~
- ~~• Some students: ACCESS for English Language Learners, Dynamic Learning Maps (DLM), Civics Test~~

~~Grade 10~~

- ~~• All students: STAR test and Wisconsin Forward Exam, ACT Aspire~~
- ~~• Some students: ACCESS for English Language Learners, Dynamic Learning Maps (DLM), Civics Test, PSAT~~

~~Grade 11~~

- ~~• All students: ACT Plus Writing, ACT WorkKeys, PSAT~~
- ~~• Some students: ACCESS for English Language Learners, Dynamic Learning Maps (DLM), Civics Test~~

~~Grade 12~~

- ~~□ Some students: ACCESS for English Language Learners, National Assessment of Educational Progress (NAEP), Civics Test~~

Appendix C Special Education Plan

It is anticipated that Green Tree Preparatory Academy will have an enrollment of students with disabilities that is reflective of district enrollment overall. As a MPS instrumentality charter school, Green Tree Preparatory Academy will work with the MPS Department of Specialized Services to support the needs of students with disabilities, including the provision of behavioral and academic intervention services to students in need of support.

Special Education Services

Green Tree Preparatory Academy will comply with all district and federal guidelines for serving students with disabilities. Eligible students with disabilities will be provided with a free and appropriate education consistent with the Individual with Disabilities Education Act (IDEA) and the Americans with Disabilities Act (ADA). Students will be educated in the least restrictive environment (LRE) and in accordance with their Individualized Education Plan (IEP). IEPs will be reevaluated as needed to ensure student needs are met.

Green Tree Preparatory Academy staff will ensure that students are given the opportunity to participate in the regular education setting. Supports including, but not limited to, special education teachers, support staff, differentiated instruction, small group instruction, and assistive technology, will be provided as needed.

Professional Development

Green Tree Preparatory Academy staff will receive professional development regarding working with students with disabilities, including learning about differentiated instruction. During collaborative team planning time, regular and special education teachers will have the opportunity to work together to ensure every student's IEP is being followed and students are getting what they need.

Family Engagement

Family engagement is necessary both during the evaluation process and during service implementation. Green Tree Preparatory Academy will ensure parents are informed during every step of their student's educational journey including but not limited to, receiving formal invitations to IEP meetings, scheduling IEP meetings when parents can be present, communicating with issues arise, and connecting families with resources as needed.

Progress Monitoring

The school leader in collaboration with special education staff will ensure regular progress monitoring of IEPs, Functional Behavior Assessments (FBAs), and Behavior Intervention Plans (BIP) to ensure all necessary services are being provided to students.

Appendix D Charter School Discipline Guidelines

Green Tree Preparatory Academy will follow the Milwaukee Public Schools *Parent/Student Handbook on Rights, Responsibilities, and Discipline* as adopted by the Milwaukee Board of School Directors, which may be viewed at <http://mps.milwaukee.k12.wi.us/MPSEnglish/SUPT/Family--Student-Services/rights-responsibilities-englishhandbook.pdf>.

Appendix E Charter School Calendar

For the ~~2019-20~~ 2024-25 school year, Green Tree Preparatory Academy will follow the calendar adopted by the Milwaukee Board of School Directors to the greatest extent possible. Subsequent calendars will be submitted accordingly. The calendar may be viewed at <http://mps.milwaukee.k12.wi.us/en/Families/Tools/Student-Days-Off.htm>.

Appendix F Student Day Start and End Times

For the ~~2019-20~~ 2024-25 school year, Green Tree Preparatory Academy students will start school at 8:0540am and end school at 3:2055pm. On ~~Thursdays~~ ~~Wednesdays~~, students will be dismissed at 12:2055pm. Subsequent schedules will be submitted accordingly.

Appendix G Sample Student Weekly Schedule

Sample Student Schedule – Middle School Student

	Monday (A DAY)	Tuesday (B DAY)	Wednesday (C DAY)	Thursday (A DAY)	Friday (B DAY)
8:25 – 8:40	Breakfast				
8:40 – 9:15	Advisory		Intervention	Advisory	
9:20 – 10:45	Science	Math	Science	Science	Math
			Math		
10:50 – 11:25	Lunch	Lunch	Lunch	Lunch	Lunch
11:30 – 12:55	Social Studies	English	Social Studies	Social Studies	English
			English		
1:00 – 2:25	World Language FLEX	Physical Education		World Language FLEX	Physical Education
2:30 – 3:55	Art	Intervention		Art	Intervention
4:00 – 5:25	Extracurricular/Intervention			Extracurricular/Intervention	

Sample Student Schedule – High School Student

	Monday (A DAY)	Tuesday (B DAY)	Wednesday (C DAY)	Thursday (A DAY)	Friday (B DAY)
8:25 – 8:40	Grab and Go Breakfast				
8:40 – 9:15	Advisory				
9:20 – 10:45	World Studies	English 9	World Studies	World Studies	English 9
			English 9		
10:50 –	Algebra		Algebra		

12:20 – 12:55	Lunch	Lunch	Lunch	Lunch	Lunch
1:00 – 2:25	Physical Education	Spanish I		Physical Education	Spanish I
2:30 – 3:55	Elective – Academy Exploration	Fine Arts		Elective – Academy Exploration	Fine Arts
4:00 – 5:25	Extracurricular/Intervention			Extracurricular/Intervention	
12:15		Physical Science		Physical Science	Algebra

Beginning with the 2024 – 25 school year, the student schedule will be updated to reflect a change to the previously named “C Day” on Wednesdays to “A/B Day” on Thursdays.

Sample Student Schedule – Middle School Student

	Monday (A DAY)	Tuesday (B DAY)	Wednesday (A DAY)	Thursday (A/B DAY)	Friday (B DAY)
8:05 – 8:17	Breakfast				
8:20 – 9:06	Advisory			Intervention	Advisory
9:09 – 10:30	Science	Math	Science	Science / Math	Math
				Social Studies / English	
10:33 – 11:54	Social Studies	English	Social Studies	World Language / Physical Education	English
				Art / Intervention	
11:57 – 12:28	Lunch				
12:31 – 1:53	World Language FLEX	Physical Education	World Language FLEX		Physical Education
1:56 – 3:20	Art	Intervention	Art		Intervention
3:23 – 4:00	Extracurricular/Intervention				Extracurricular /Intervention

Sample Student Schedule – High School Student

	Monday (A DAY)	Tuesday (B DAY)	Wednesday (A DAY)	Thursday (A/B DAY)	Friday (B DAY)
8:05 – 8:17	Grab and Go Breakfast				
8:20 – 9:06	Advisory				
9:09 – 10:30	World Studies	English 9	World Studies	World Studies / English 9	English 9
				Algebra / Physical Science	
10:33 – 11:54	Algebra	Physical Science	Algebra	Physical Education / Spanish I	Physical Science
				Elective / Fine Arts	
11:57 – 1:17	Physical Education	Spanish I	Physical Education	Lunch (11:57am – 12:20pm)	Spanish 1
1:21 – 1:53	Lunch				Lunch
1:56 – 3:20	Elective – Academy Exploration	Fine Arts	Elective – Academy Exploration		Fine Arts
3:23 – 4:00	Extracurricular/Intervention				Extracurricular /Intervention

Appendix H Sample Teacher Work Week and Professional Development Calendar

Sample Teacher Schedule – Middle School Teacher

	Monday (A DAY)	Tuesday (B-DAY)	Wednesday (C-DAY)	Thursday (A-DAY)	Friday (B DAY)
8:00–8:25	Staff Meeting	Prep	Prep	Prep	Staff Meeting
8:25–8:40	Prep	Duty	Prep/Duty	Prep	Duty
8:40–9:15	Advisory		Intervention	Advisory	
9:20–10:45	Science	Science	Science	Science	Science
			Science		
10:50–11:25	Lunch	Lunch	Lunch	Lunch	Lunch
11:30–12:55	Science	Science	Science	Science	Science
			Science		
1:00–2:25	Prep	Prep	Data Dives, Collaboration, Professional Development	Prep	Prep
2:30–3:55	Intervention	Intervention		Intervention	Intervention
4:00–5:25	Extracurricular/Intervention			Extracurricular/Intervention	

Sample Teacher Schedule – High School Teacher

	Monday (A DAY)	Tuesday (B-DAY)	Wednesday (C-DAY)	Thursday (A-DAY)	Friday (B DAY)
8:00–8:35	Prep	Staff Meeting	Prep	Staff Meeting	Prep
8:25–8:40	Prep	Duty	Prep/Duty	Prep	Duty
8:40–9:15	Advisory				
9:20–	English-9	English-9	English-9	English-9	English-9

10:45			English-9		
10:50– 12:15	English-9	English-9	English-9	English-9	English-9
			English-9		
12:20– 12:55	Lunch	Lunch	Lunch	Lunch	Lunch
1:00– 2:25	Prep	Prep	Data Dives, Collaboration, Professional Development	Prep	Prep
2:30– 3:55	Elective— Academy Exploration	Elective— Academy Exploration		Elective— Academy Exploration	Elective— Academy Exploration
4:00– 5:25	Extracurricular/Intervention			Extracurricular/Intervention	

Beginning with the 2024 – 25 school year, the teacher schedule will be updated to reflect a change to the previously named “C Day” on Wednesdays to “A/B Day” on Thursdays.

Sample Teacher Schedule – Middle/High School Teacher

	Monday (A DAY)	Tuesday (B DAY)	Wednesday (A DAY)	Thursday (A/B DAY)	Friday (B DAY)
8:00 – 8:17	Prep	Duty	Prep	Prep/Duty	Duty
8:20 – 9:06	Advisory			Intervention	Advisory
9:09 – 10:30	Science	Science	Science	Science	Science
				Science	
10:33 – 11:54	Lunch	Lunch	Lunch	Lunch	Lunch
11:30 – 12:55 11:57 – 12:28	Science	Science	Science	Science	Science
				Science	
12:31 – 1:53	Prep	Prep	Prep	Data Dives, Collaboration, Professional Development	Prep
1:56 – 3:20	Intervention	Intervention	Intervention		Intervention
3:23 – 4:00	Extracurricular / Intervention / Staff Meeting				Extracurricular / Intervention

Professional Development, Learning, and Collaboration Calendar – Every **Thursday
Wednesday 1:050 – 3:3055**

~~September 2019~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Effective Student Engagement~~

~~Week 3—Data Dive—Culture/Climate: Attendance, Referrals, Suspensions—Week~~

~~4—Collaborative Team Planning~~

~~October 2019~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Integrating Technology in the Classroom~~

~~Week 3—Data Dive—Culture/Climate: Attendance, Referrals, Suspensions—Week~~

~~4—Collaborative Team Planning~~

~~November 2019~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Content Area Literacy and Vocabulary—Week~~

~~3—Collaborative Team Planning~~

~~December 2019~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Differentiated Instruction~~

~~Week 3—Collaborative Team Planning~~

~~January 2020~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Effective Interventions for Improvement~~

~~Week 3—Data Dive—Culture/Climate: Attendance, Referrals, Suspensions—Week~~

~~4—Collaborative Team Planning~~

~~February 2020~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Culturally Responsive Practices/Social and Emotional Learning~~

~~Week 3—Data Dive—Culture/Climate: Attendance, Referrals, Suspensions—Week~~

~~4—Collaborative Team Planning~~

~~March 2020~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Educator Effectiveness~~

~~Week 3—Data Dive—Culture/Climate: Attendance, Referrals, Suspensions—Week~~

~~4—Collaborative Team Planning~~

~~April 2020~~

~~Week 1—Data Dive—Academics~~

~~Week 2—Professional Development: Assessment~~

~~Week 3— Collaborative Team Planning~~

~~May 2020~~

~~Week 1— Data Dive— Academics~~

~~Week 2— Professional Development: Reflection School Improvement~~

~~Week 3— Collaborative Team Planning~~

Beginning with the 2024-25 school year, in collaboration with aforementioned partners such as Alverno and CESA 1, Green Tree Preparatory Academy will incorporate an enhanced professional development plan aimed at operationalizing the Seven Skills for Success through developmental level and curriculum mapping including rubric development for each of the Seven Skills. The professional development plan will also include emphasis on:

- student assessment portfolio development;
- implementation of student portfolios; and
- assessment of student portfolios, including development of assessment rubrics.

Additionally, development on teaching in the block will be provided to include lesson planning to support effective teaching, high level questioning strategies, classroom-based assessment identification, and hands-on learning techniques. A common lesson plan template will be used to connect lessons to established goals and align lessons with the Seven Skills for Success. Lesson plan templates will include desired results, assessment evidence and learning plans. Use of data systems and formative practices will be emphasized. Support around culture and climate will be provided, including support for maximizing learning, whole school common expectations, accountability, procedures, norms, PBIS and student voice.

Finally, coaching and observation will be used to monitor implementation of the practices learned through professional development. Monitoring aligned to professional development, including teacher-specific support will be utilized to ensure continuous improvement.

August/September 2024 – Staff Onboarding

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

October 2024 - Creativity

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

November 2024 – Critical Thinking

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

December 2024 – Collaborative Problem Solving

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

January 2025 – Cultural Competency

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

February 2025 – Ethical Decision Making

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

March 2025 – Effective Written and Verbal Communication

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

April 2025 - Leadership

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

May 2025 – Staff Offboarding

Week 1/3 – Professional Development: Culture and climate, lesson planning, coaching and observation

Week 2/4 – Professional Development: Rubric and portfolio development

Professional development, student, and culture and climate data from the 2024-25 school year will be used to determine the monthly/weekly professional development schedule for the 2025-26 school year. Data from the 2025-26 school year will be used to develop the monthly/weekly professional development schedule for the 2026-27 school year.

Sample Lesson Plan Template

Design Topic _____ Subject(s) _____
Grade(s) _____ Designer(s) _____

STAGE 1 – DESIRED RESULTS

Unit Title:

Established Goals: (Skills referring to the specific standards being taught)

7 Skills for Success Alignment:

- ⇒ Effective Written and Oral Communication
- + Creativity
- = Cultural Competency
- # Ethical Decision-Making
- % Collective Problem Solving
- < Critical Thinking

@ Leadership	
Understandings (Intellect): <i>Students will understand that...</i>	Essential Questions (Criticality):
Students will know (Learning Intentions):	Students will be able to (Success Criterion):

STAGE 2 – ASSESSMENT EVIDENCE	
Performance Tasks:	Other Evidence (Identities):
<p>Key Criteria (Passion): Just because our textbooks are bone dry of creativity and authentic student activities doesn't mean we have to suffer with boring math projects any longer.</p>	
<p><u>What formative assessments will you use to measure the proficiency levels for each standard being taught? How will you use this data to adjust your instruction?</u></p>	

STAGE 3 – LEARNING PLAN
<p>Summary of Learning Activities (Included in lesson plans are: layered texts, vocabulary concepts, student spark and closure procedures):</p>

Identify Prerequisite Skills/Concepts Required that might need to be Remediated (Instructional Planning Student Report (STAR): Identify how you will incorporate this into your instruction.

Identify accommodations and/or modifications students will need to be successful in the learning: this does not necessarily mean for only students with a disability, but for all students.

McTighe and Associates (2021), HRL Model for Planning Complete and Humanizing Lessons, Dr. Muhammad (2021)
Source: Understanding by Design, Unit Design Planning Template (Wiggins/McTighe 2005)

Appendix I Diversity Plan

Recruitment of Students

Green Tree Preparatory Academy will welcome all students and anticipates enrolling a student population that is reflective of district enrollment overall. To recruit students who may be economically disadvantaged, the applicant team will share information regarding the school's public school status, inclusion in the community eligibility school nutrition program, and student transportation policy. To recruit students who may be English Learners, the applicant team will share information regarding the school's commitment to supporting English Learners through appropriate and adequate supports. Information will be translated and interpreted during and after the recruitment process. To recruit students with disabilities, the applicant team will share information regarding the school's commitment to supporting the needs of students with disabilities, including the provision of behavioral and academic intervention services to students in need of support. ~~To recruit students who may be gifted and talented, the applicant team will share information regarding the rigor of the SpringBoard curriculum and the differentiation strategies used in the classroom.~~

Staff Recruitment and Professional Development

Green Tree Preparatory Academy seeks to attract and retain a diverse staff. The applicant team will work with the MPS Office of Human Resources, community partners, and business partners to attract a diverse pool of qualified candidates. Green Tree Preparatory Academy staff will receive professional development in culturally responsive practices. Additionally, staff will be encouraged to enhance their knowledge of all of their students by engaging in *The Seven Experiences* as recommended by the Wisconsin Rtl Center. The experiences are designed to help staff gain insight about themselves and about different cultures while learning skills to bridge differences between community and school behaviors. The *Seven Experiences* include:

- articles;
- book studies;
- coaching and modeling;
- conferences and workshops;
- guest speakers;
- community site visits; and
- school site visits.

More information about the *Seven Experiences* may be viewed at <https://www.wisconsinrticenter.org/administrators/understanding-rti/culturally-responsivepractices.html>.

School Culture and Climate

As a professional learning community, Green Tree Preparatory Academy will celebrate all children and the unique gifts, talents, and cultures they bring to the school community. Staff will be trained in and expected to utilize culturally responsive practices to form an understanding of values, beliefs, and behaviors of people from cultures that may be different from their own. These practices will aid staff in accounting for, adapting to, and celebrating the broad diversity of race,

language, and culture that students and families will bring to Green Tree Preparatory Academy while preparing all students for a multicultural world.

Curriculum

Green Tree Preparatory Academy is committed to providing a culturally competent curriculum to engage students and prepare them for the real world.

Appendix J Uniform Policy

~~For the 2019-20 school year,~~ Green Tree Preparatory Academy will follow the MPS uniform policy as outlined in Administrative Policy and Procedure 8.20, Uniforms and Student Dress Code. As such, Green Tree Preparatory Academy students will wear the following:

- Pants and Shorts – Solid black
 - Pants must fit at the waist and may not be oversized or undersized
 - Shorts must be walking shorts: straight-legged, knee-length shorts
- Skirts and Jumpers – Solid black
- Shirts – Gray or purple
 - Shirts must be tucked in unless they are made to be worn over pants or skirts
- Belts
 - Black; must fit properly and be worn through belt loops
- Shoes – Solid black, closed toe shoes, boots, or sneakers
- Warm Clothing – Gray or purple
- Outerwear
 - Heavy coats, heavy jackets, and raincoats are not to be worn during the school day unless permitted by the principal for special circumstances

The full policy and procedure may be viewed at <http://mps.milwaukee.k12.wi.us/en/Students/Uniforms.htm>.

~~Beginning with the 2020-21 school year,~~ Green Tree Preparatory Academy students in grades six through nine will continue to follow the aforementioned uniform policy. Students in grades ten through twelve will follow the policy but will wear a uniform shirt specific to their academy program of choice.