



MPS CHARTER SCHOOL CONTRACT RECOMMENDATION	
CHARTER SCHOOL	Academia de Lenguaje y Bellas Artes (ALBA)
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.
DATE OF SITE VISIT	November 2, 2023

The renewal recommendation is based on a thorough review and analysis of information and data from the following and summarized in this document:

- Charter School Performance Summary
- Application for Renewal
- School Site Visit

CHARTER SCHOOL PRELIMINARY PERFORMANCE SUMMARY			
	Met the Standard (At least 75%)	Approaches the Standard (Between 50%-74%)	Did Not Meet the Standard (Below 50%)
Academic Performance	X		
Financial Standard	X		
Organizational Standard	X		
SUMMARY COMMENTS - PRELIMINARY PERFORMANCE SUMMARY			
<p>ACADEMIC PERFORMANCE: ALBA has consistently met 75% or more of its academic performance standards throughout the term of its contract and continues to exceed expectations on the state report card. The school takes pride in preparing rigorous coursework taught in English and Spanish. ALBA not only has outperformed the district in the Wisconsin Student Assessment System (WSAS) tests but has outperformed the state in various subjects and subgroups. ALBA does not provide transportation and parents are responsible for bringing their children to school daily, yet the school has maintained an average of 95% attendance rate over the term of its contract.</p> <p>FINANCIAL PERFORMANCE: ALBA has consistently met 100% of its financial performance standards throughout the term of its contract as evidenced by the school's audits.</p> <p>ORGANIZATIONAL PERFORMANCE: ALBA is a teacher led school and has met 75% or more of the organizational performance standards throughout the term of its contract. During this contract term, ALBA became an IB Primary Years Programme (PYP) and is the first bilingual PYP school in the state of Wisconsin. The school is currently working toward the IB Middle Years Programme. In 2019-20, ALBA added grade 6; adding a grade level each year to reach K4-8 grade program. ALBA's diverse integrated arts and Science, Technology, Engineering and Mathematics (STEM)</p>			

community partners foster and nurture the development of the whole child for the twenty-first century and beyond. The school actively engages the parents through volunteer work, student performances, and school governance council meetings. Through the term of its contract, ALBA has received recognitions from the Wisconsin Department of Public Instruction, Wisconsin Rtl center and the ALBA PTO received a Commendation from the Milwaukee Common Council.

CHARTER SCHOOL APPLICATION FOR RENEWAL

Met the Standard	Approaches the Standard	Did Not Meet the Standard
<p>The Application for Renewal provides clear, concise and compelling information in the areas of Academic, Financial and Organizational Performance. The school has:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Included ample evidence of increased student achievement or shown continuous improvement; <input checked="" type="checkbox"/> Provided credible examples and documented evidence of its financial performance; and <input checked="" type="checkbox"/> Illustrated sufficiently and convincingly that it is organizationally sound. <input checked="" type="checkbox"/> The school's plans for continued success are clearly and effectively outlined with full details, descriptions, and explanations. 	<p>The Application for Renewal provides information in the areas of Academic, Financial and Organizational Performance. The information provided does not fully meet the expectations of the standard. Some of the information provided is developing and there is evidence of growth.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Provided some evidence of increased student achievement or continuous improvement; <input type="checkbox"/> Provided some evidence of its financial performance; and <input type="checkbox"/> Provided some evidence that it is organizationally sound. <input type="checkbox"/> The school's plans for continued success were partially developed and did not provide sufficient evidence to support the plan's for success. 	<p>The Application for Renewal does not provide clear, concise and compelling information in the areas of Academic, Financial and Organizational Performance. The school did not satisfactorily address application components. Responses lack details. Descriptions and/or examples are underdeveloped. The school provided:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Insufficient evidence of increased student achievement or continuous improvement; <input type="checkbox"/> Unclear examples and evidence of its financial performance; and <input type="checkbox"/> Inadequate evidence that it is organizationally sound. <input type="checkbox"/> The school's plans for continued success are unclear and not fully described or developed.

SUMMARY COMMENTS - APPLICATION FOR RENEWAL

ALBA's application for renewal provided clear, concise and compelling information in the areas of academic, financial and organizational performance. The school included ample evidence of increased student achievement by comparing ALBA's performance to the state performance, specifically in comparison of English Language Learners (ELL) by grades. The application provided ample evidence of their long-standing success as a MPS instrumentality charter school. The school has a clear focus of a bilingual fine arts program and a history of enrollment growth with academic success. ALBA was able to retain academic performance through the pandemic and during the transition back to in person learning.

ALBA provided examples and documented evidence of its financial performance. The school has consistently had no findings in their financial audits. Through the charter expansion grant for middle school, ALBA was able to purchase equipment for the new course offerings that includes: the launch of Project Lead the Way, STEM classes, professional development, and 3-D printers. ALBA has been able to renovate classrooms, remodel the library, increase the collection of books in Spanish, increase technology in all classrooms, provide additional instruments for their musicians, and purchase updated sound equipment for the auditorium. The school has a plan for how carryover funds would be spent such as additional renovations and a dance room.

ALBA illustrated sufficiently and convincingly that it is organizationally sound. ALBA has stayed true to its mission and vision of its educational program for twenty years. The school continues to demonstrate that they are committed to providing opportunities for bilingual students, to not only learn English as a second language, but to maintain their Spanish language and culture at the same time.

The school governing board is an active and integral part of the management of the school which oversees and approves procedures, monthly financial reports, budget, and the school improvement plan. The teacher cooperative is designed for distributed leadership where educators share the responsibilities to manage day-to-day operations of the school. ALBA has one lead teacher who serves as the school contact person for the district. When major decisions need to be made, the teacher cooperative meets and comes to a consensus on the decision.

Parents play an active role in the school community through the school governance council, parent center, parent workshops, volunteering, parent teacher organization and school performances. ALBA was able to provide ample evidence of the involvement of the parents and the parental satisfaction that supports and maintains a high level of involvement.

CHARTER SCHOOL SITE VISIT

Met the Standard	Approaches the Standard	Did Not Meet the Standard
<p>Charter school site visit provided excellent further evidence that the school is meeting performance standards.</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> School presentations clearly and effectively communicated information from its Application for Renewal. <input checked="" type="checkbox"/> School sufficiently addressed any issues/concerns raised by the MPS Charter School Contract Review Team members. <input checked="" type="checkbox"/> School (if appropriate) provided sufficient supplementary information to further clarify performance results and ratings. <input checked="" type="checkbox"/> Samples of student work and classroom visits reflect strongly and positively the school's teaching and learning practices. 	<p>Charter school site visit provided some evidence that the school is meeting some of the performance standards. The information provided does not fully meet the expectations of the standard. Some of the information provided is developing and the school demonstrated evidence of growth.</p> <ul style="list-style-type: none"> <input type="checkbox"/> School presentation partially communicated information from its Application for Renewal. <input type="checkbox"/> School addressed some of the issues/concerns raised by the MPS Charter School Contract Review Team members. <input type="checkbox"/> School provided some supplementary information to clarify performance results and ratings. <input type="checkbox"/> Samples of student work and classroom visits provided some information to support the school's teaching and learning practices. 	<p>Charter school site visit did not provide compelling evidence that the school is meeting performance standards.</p> <ul style="list-style-type: none"> <input type="checkbox"/> School presentation insufficiently communicated information from its Application for Renewal. <input type="checkbox"/> School did not adequately address issues/concerns raised by the MPS Charter School Contract Review Team members. <input type="checkbox"/> School did not provide ample supplementary information to clarify performance results and ratings. <input type="checkbox"/> Samples of student work and classroom visits did not necessarily positively reflect the school's teaching and learning practices.

SUMMARY COMMENTS FROM CHARTER SCHOOL SITE VISIT

During the school visit, ALBA's presentation was thorough and showcased the school's mission. It highlighted its students and performance measures. The Team was able to communicate information from its application for renewal and the fidelity of implementation of the educational program. ALBA addressed minor concerns that were raised by the review team.

Samples of student work throughout the school and classroom visits reflected strongly and positively the school's teaching and learning practices. Students were highly engaged in classrooms filled with joy and were eager to share what they were learning. Lessons were appropriate for the grade levels and there was evidence of differentiated instruction. Each classroom had an emphasis on celebrating cultural heritage, blended learning model, and the IB framework was consistently present. Student choice and student led activities were observed in the classrooms. There was an overwhelmingly positive school culture that was contagious in each classroom. Every aspect of the school's mission statement could be witnessed. Students exhibited strong critical thinking and problem solving skills in all grade levels

Parent testimony included the following: “ALBA is a hidden gem in MPS and is not highlighted enough”, “I like ALBA because it builds up Spanish speaking roots and want to make sure they keep their language”, “the family environment helps to build confidence”, and “my son speaks better Spanish than I do and that is because of ALBA”. Parents and staff had tremendous mutual respect for each other and everyone described the school to be like a family. It was noted that parents describe the school as a safe place and were happy that the school embraces the culture of the students. Parents appreciated the academic structure, high standards, arts program, and the focus on culture. Parents expressed a strong desire to have more resources and space in the building to grow.

Students provided positive accolades to their experiences at ALBA. Students collectively agreed that teachers explained things well and felt supported. The students were excited about their opportunity to be on the student council. Students expressed that they are challenged to think critically and that teachers provide them with choices. The intermediate students expressed their enjoyment with the arts and music. They appreciated being part of the student council and hoped that more programs could be part of the intermediate grades such as robotics, more physical activities and sports.

It was apparent that the educators were dedicated to the mission and success of the school. The staff shared that they are committed to ALBA because of the students and the families. Teachers shared how supportive the families are at ALBA. Staff chose to come to ALBA because of the teacher led model; however there was a desire to have more authentic shared leadership.

CHARTER SCHOOL REVIEW TEAM RENEWAL RECOMMENDATION

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

