

INSTRUMENTALITY CHARTER PETITION  
FOR

WHITTIER ELEMENTARY SCHOOL

SUBMITTED BY:

WHITTIER SCHOOL STAFF  
WHITTIER ELEMENTARY SCHOOL GOVERNANCE BOARD  
Final

**Petition for Whittier Elementary School to be a Charter Within the  
Instrumentality of Milwaukee Public Schools**

**1. The name of the person who is seeking to establish the charter school.**

~~Darrell Williams, principal~~ Peggy Mystrow, school leader, the Whittier Elementary School Governance ~~Council~~ Board, faculty, staff and parents are seeking charter school status under the instrumentality of Milwaukee Public Schools. The Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board will hold the charter.

**2. The name of the person who will be in charge of the charter school and the manner in which the administrative services will be provided.**

The Whittier Elementary ~~Charter~~ School Governance ~~Council~~ Board will approve decisions aimed at raising student achievement, making budget decisions, and developing

the Whittier Elementary School Plan for Student Success (Educational Plan). The Whittier Elementary School Governance ~~Council~~ Board will be composed of a minimum of 51 % non staff.

The daily fiscal and building management of the school will be administered by Peggy Mystrow, school leader. As an instructional leader, the school leader is actually a leader of leaders. Therefore, our teaching staff will be empowered to take even more initiative and assume positions of leadership in pursuit of teaching excellence and increased student achievement. Our Whittier Elementary School Governance ~~Council~~ Board, parents, teachers, and supportive staff will be actively involved in providing input in developing policies that promote a positive school climate for students and a friendly school atmosphere where parents feel welcome.

The day-to-day management of the school will be left up to the teacher led team headed by Peggy Mystrow, school leader. The mission of this team will be to make decision consensus building techniques in the staff, to promote greater commitment to our schools' educational goal, and to develop leadership abilities within staff members. Empowering staff members directly involved in day-to-day instruction will enhance the quality of instruction. Opportunities for professional growth through staff development activities, as determined by the staff, will be provided. We will be continually monitor and encourage the development of professional excellence in all staff members.

### 3. A description of the educational program of the school.

For the ~~2016-17~~ 2021-22 school year, Whittier Elementary School will consist of ~~approximately 210~~ no more than 225 students equally divided between each grade level, K4 through fifth grade, which includes regular education students as well as students with special needs. Of the projected population, ~~42%~~ 55% qualify for free/reduced lunch, ~~60% are European American,~~ ~~\_\_\_\_\_ are African American,~~ and ~~22% Hispanic.~~ 35% are White, 34% are Hispanic, 13% are Multiple Races, 12% are Black or African American, 7% are Asian and 12 are students with disabilities.

The staff, students, and parents of Whittier Elementary School are committed to the idea that all students can maximize their potential. ~~The mission of Whittier school will be to provide a safe, caring learning environment in which staff, students, parents, and community relationships merge to foster high academic achievement for students. At Whittier, we will develop in students a strong foundation for using computer technology which can be applied to real world situations. We will assist students to develop positive attitudes toward themselves and learning. Additionally, we will develop in students the ability to communicate effectively as they contribute positively to the world. At Whittier, we will make every effort to meet the individual needs of all students through a diverse and accommodating curriculum.~~ Whittier Elementary School's vision is to create a successful school community. One where when opening the doors to Whittier Elementary School a sense of positive belonging and acceptance is recognized. A feeling that no other school building or community feels to that person. By obtaining our goals

and continuing on our mission, Whittier Elementary School's vision will continue to be realized. The mission of Whittier Elementary School is to be a safe and caring learning environment where staff, students, families and community relationships foster high academic achievement for students.

**4. The methods the school will use to enable pupils to attain the educational goals under s.18.01.**

The Goals of Whittier Elementary School ~~of Excellence~~ are to:

- Increase student achievement
- Provide a safe and friendly school environment that is conducive to learning
- Promote student awareness and appreciation for ~~different cultures differences~~
- Develop and enhance student self-esteem
- Strengthen our parent and community relationships.

At Whittier ~~Charter~~ Elementary School we will take the child where he/she is functioning and move the child forward through enrichment, remediation, and acceleration opportunities. Each child will be challenged to achieve academic success. Whittier ~~Charter~~ Elementary School will utilize a curriculum that provides constant reinforcement, extension, and enrichment in all content areas. All curricular areas will incorporate the Wisconsin State Standards and the MPS Grade Level Expectations. Text series will be evaluated and analyzed for adoption in key content areas.

Our classroom structure will be centered around teacher directed instruction with opportunities for cooperative learning, independent study, technology assisted instruction for enrichment and reinforcement of skills, and the use of manipulative to aid understanding of the concepts taught. To help enhance the educational program at our school, we will investigate and study nationally successful educational programs. Inservice workshops for all staff will be provided based on the results of our research. An on-going inservice program will be developed for new staff in subsequent years. Whittier Elementary School will further develop a character building program. This program will consist of the development of good citizen traits, democratic values, non-violent behavior, good communication skills, and activities to provide service to the community.

~~Whittier Elementary School serves approximately 210 students in grades K4 through grade five. A rich learning environment is maintained by a dedicated professional staff and supported by an active School Governance Council and enthusiastic Parent Teacher Organization.~~

A four-block reading/language arts instructional model will be employed to accommodate the learning styles and abilities of our students. This balanced approach to reading instruction includes directed reading, writing, working with words, spelling, and pleasure reading. Success for all learners is facilitated with structured individualized

instruction and small flexible group interventions by teachers, instructional assistants, and parent volunteers.

~~The Whittier Garden will be an annual project that engages students in learning experiences which are integrated across the curriculum. The garden encourages students to collaborate in the mathematically and artistically created plan. Use of the scientific discovery method, practical math, vocabulary development, reading, and written expression will be extended throughout this project. Whittier Elementary School will continue its Character Education model with a focus on Restorative Practices and PBIS.~~

Technology will be an integral part of instruction. Research and inquiry shall be facilitated by nine internet active computers available to students in each classroom. Students will receive direct instruction and individual and small group coaching in locating and interpreting information.

Parent participation will be strongly encouraged at Whittier Elementary School. The Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board will meet regularly (monthly). The Parent Teacher Organization conducts high-interest monthly meetings for parents. Activities for students will include a costume party, movie night, bowling, and roller skating. PTO funding will be used to support class field trips board or otherwise.

Safe Harbor, our before and after school child care program, will be available at Whittier Elementary School throughout the school year. A qualified staff of teaching assistants will provide activities ~~from 6:30AM until the school day begins, and~~ after school until 5:30 4:30 PM. A modest cost will be attached for their service.

~~Whittier Charter School will also hold a Junior Achievement (JA) Day to expose students to different job paths they may wish to pursue.~~

Specific pedagogical approaches for content areas are as follows:

### **READING/LANGUAGE ARTS**

The reading program in K4 through fifth grade will focus on helping children to read, write, and become strategic users of literacy. Teachers will engage students in flexible small groups and cooperative learning groups to address the different learning styles of students. In fourth and fifth grade, these skills will continue to be reinforced and extended. A number of effective teaching models, strategies, and approaches will be used to facilitate the reading, writing and communication skills of students in K4 through fifth grade.

Teachers will build and maintain classroom libraries designed to motivate student reading. In a variety of settings, students will self-select books for pleasure, purpose, and information. In addition, tubs of theme-sorted books will be made available to teachers and students to use in their classrooms as appropriate.

Language arts will be integrated throughout the curriculum. Students will maintain daily journals and will write in a variety of styles including story writing, poetry, essay writing, research reporting, and letter writing. Students will have opportunities to develop their oral language as well. Students will be involved in read-alouds, project presentation, skits and plays, delivering speeches, and performing in school programs.

*More Specifically*

At the K4 level, a literature based approach to reading supplemented with phonics, skills practice, and the use of environmental print. As our children progress to K5, they will begin using the Scholastic Reading Series, which is a literature based approach. In addition, phonics and reading workshop will be incorporated to provide flexibility in addressing the learning needs of our children. Within this approach, children will be thoroughly immersed in reading. At the first grade level, reading instruction will be integrated throughout each school day. First graders will rotate in small groups to five different stations as a critical part of the morning routine. Group one will write words on the chalkboard under eight different word family sounds. Group two will choose different word family sounds and writes words under them on a dry erase board. The third group will write words on the computer under the eight different word family sounds. The fourth group will read silently from the Scholastic basal. The fifth group will fill in a word family chart. Practicing and recognizing sound and spelling patterns will be the focus. By using this approach, the creation of new vocabulary words for the students written repertoire will result. We are very cognizant of the fact that better writers are also better readers. In addition to increased student reading vocabulary, increased work comprehension will occur. In second grade, the Scholastic Literature Reading Series will be the primary approach to teaching reading. Although Scholastic's will be the main approach used, components of the Cunningham model shall also be utilized. Along with reading, the writing process will be modeled and practiced during whole group instruction. Moreover, word walls and word-making strategies will aid in teaching high frequency and challenging words. Lastly, at the third grade level, a whole group reading approach has proven to be very successful in ensuring high student results on the Wisconsin Reading Comprehension Test. On a weekly basis, our third graders will read selections in the following format: silent reading, guided choral reading, listening to the story on tape, and student partner reading. The Buddy Reading Program will prove to be a high motivator for the students. We will put research into practice by allowing our students to work together. We know that students learn best from each other. This approach will result in increased student achievement. Acquired skills will then be reinforced and extended in grades four and five. Trade books will be an essential supplemental part of our reading approach and will be used by all teachers at all grade levels as well.

All staff have the opportunity to provide input to insure that all approaches are aligned to that of the following grade. The instructional decisions for struggling readers will be determined by observations, work samples, and assessment tools. Once an area of need has been identified, a plan of action shall be developed. The plan will then be

implemented and regularly assessed. A host of reading intervention strategies will be used to improve the reading skills of our struggling readers. Our struggling readers will receive additional one-on-one assistance and will work in small groups. Struggling readers will also be given increased one-on-one assistance by the many parent and community persons that volunteer at Whittier Elementary School on a daily basis. Our gifted and talented students will receive enrichment and replacement curriculum - Journey's and Destinations. Our support staff will play a critical role in the reading development of our students. Our educational assistants will work directly with students on a daily basis, especially in the area of reading. At Whittier Elementary School, we have successfully implemented a Buddy Reading Program. This program will allow students from our fifth grade to assist younger students in reading. We will also implement a new initiative called Reading at Recess. This initiative will promote the enjoyment of reading, as well as allow students the opportunity to improve their reading skills during the recess period.

At Whittier Elementary School, we are a family. We have a group of dedicated and committed parents who collaborate with us to provide educational services to our students. The collaborative relationship we share will result in increased achievement for our students. Each day, parent and community volunteers will be welcomed into our school to provide additional assistance to our struggling readers. Educational assistants will provide invaluable support to our struggling readers by consistently providing them with small group instruction.

### **MATHEMATICS**

Mathematics will be taught with an equal emphasis on acquiring basic skills and concepts and the ability to apply those concepts to problem solving and life skills. Math instruction will consist of an integration of MPS's new math series [Math Expressions Envisions](#).

Through the use of manipulatives and hands-on experiences the students will be able to apply mathematical skills and concepts to meaningful situations. Through the use of math journals to record problem solving experiences, students will expand their mathematical thinking and knowledge base. Frequent practice of basic skills will be integrated into the program to strengthen students mathematical foundation. Whittier Elementary School will provide enrichment activities and replacement curriculum for those identified as gifted and talented (Aleks program).

### **SCIENCE**

Science will be taught with an emphasis on content and the scientific process. Science instruction will focus on content geared toward achieving scientific literacy. Students will explore a wide variety of topics through hands-on, laboratory science activities. Teachers will teach and model the scientific process. Charts, tables, graphs, maps, and technology will be used to support scientific investigations. ~~A science fair held each~~

~~spring will offer experiences for students to engage in independent investigations and to demonstrate acquired skills.~~

~~Field trip experiences, school garden activities, and school science assemblies will further develop scientific awareness.~~

### **TECHNOLOGY/MEDIA COMMUNICATIONS CENTER**

Whittier ~~Charter~~ Elementary School will use technology as a tool in all curriculum areas. Technology and communication skills are introduced to students in K4 and continue through 5th grade. To aid with this process, all classrooms will be equipped with smart boards which are utilized by the teachers regularly. Laptops, chrome books and ipads will be provided to students. With every year the students knowledge and ability on the computers will increase.

Each child at Whittier Elementary School will have access to the internet and E-mail with parents' permission. Whittier Elementary School has been and will continue to keep current with the latest changes in technology through in-services, technology meetings and technical support from Central Services. Using this approach the children from Whittier Elementary School will ~~no doubt~~ be able to reach if not supersede the demanding goals of society and the work place.

### **SOCIAL STUDIES**

Whittier ~~Charter~~ Elementary School will utilize the curriculum goals set up by the Milwaukee Public Schools in order to guide the teaching of Social Studies. Teachers will employ the newly adopted Social Studies series and supplement the text with activities integrated throughout the curriculum. Communities (near and far) will be emphasized in kindergarten through third grade, while the state of Wisconsin, our fifty states, and U.S. history will be the focus of the fourth and fifth grades. Junior Achievement will be used to enrich our Social Studies program.

#### *Character Education*

Whittier Elementary School will implement a character education program using the Character Counts curriculum which explores the six pillars of character: Trustworthiness, Caring, Respect, Responsibility, Citizenship and Fairness. In grades ~~K4-3<sup>rd</sup>~~ K4 – 5<sup>th</sup>, the school social worker, classroom teachers, school counselor and school psychologist will provide social/emotional growth instruction through the use of the 2nd step curriculum. ~~In the 4th and 5th grades, the school social worker will provide the students with the Ropes & Challenges curriculum and course.~~ A restorative practices champion will hold group and individual meetings with students throughout the year to solve problems peacefully.

## **FINE ARTS**

~~Whittier students will participate and gain knowledge in all the arts (literature, visual arts, music) by developing personal vehicles for self-expression reinforced in an integrated curriculum. We will also provide an Art program that ties into real-world situations by using our annual Gallery Night to focus school-wide projects on themes related to beautifying our school community. An annual winter concert will showcase the students' musical self-expression. Whittier Elementary School will hold a winter program yearly to showcase students' musical and artistic expression. Teachers will provide music and art instruction across the curriculum areas and display students work in the classrooms and hallways. Whittier Elementary School will provide two (2) open houses that will showcase student work.~~

## **PHYSICAL EDUCATION**

Physical Education is the school's instructional program that provides the optional opportunity for all students to learn and develop the skills, knowledge and attitudes necessary to personally decide to participate in a lifetime of healthful physical activity.

*The Physical Education and Activity component promotes:*

- Competency and proficiency in many movement forms;
- Movement concepts and principles for the learning and development of motor skills;
- A physically active lifestyle;
- The achievement and maintenance of a health-enhancing level of physical fitness;
- Opportunities for enjoyment, challenge, self-expression, and social interaction

### *The Emerging Model of Physical Education*

The Emerging Model of Physical Education moves physical education from the traditional team sport approach to physical education to a life-long physical activity approach. Traditionally physical education in the schools has emphasized learning of games and activity rules, with a focus on large group games, team sports and competition.

The Emerging Model of physical education focuses on developing an enjoyment for lifelong activities and calls for emphasis to be placed on being able to set personal fitness goals. In order to accomplish this, physical education will be organized around the following:

- Individual practice opportunities
- Focus on individual skill acquisition
- Sequential curriculum that allows students to build on previously learned skills

*The Goal for this Approach:*



Advocate for education on the benefits of life-long physical activity in supportive environments with enjoyable opportunities for students, families, staff, and community to engage in physical activity.

### **STUDENT CONDUCT**

As mentioned, Whittier Elementary School will continue to follow the MPS Discipline Policy.

#### **5. The method by which pupil progress in attaining the educational goals under s. 18.01 will be measured.**

Student progress will be monitored primarily by the classroom teacher. Student progress in reading shall be monitored using various assessment tools provided by the district. Students work portfolios will also be used to measure student progress. Ultimately, the state assessment scores will give us an indication of how our students progressed.

At Whittier Elementary School, students with learning disabilities shall continue to be included in all schoolwide assessments, with modifications if necessary. The decision to determine whether or not a student is included in statewide tests lies with our Student Assessment Team. As part of their decision, the student's reading level, academic performance, and social emotional functioning is taken into consideration. Under current conditions our students have shown great success. At Whittier Elementary School, we plan to maintain our current testing procedures. We also plan to continue the inclusion of students with learning disabilities in school-wide and state-wide assessments.

The Whittier ~~Charter~~ Elementary School educational program will address the District and State goals and State standards. Whittier Elementary School will gather baseline data in the Fall which will be compared to data gathered in the Spring. We will use this data to measure our students' progress.

#### **6. The governance structure of the school, including the method to be followed by the school to ensure parental involvement.**

The Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board will consist of a minimum of 51 % non school staff. Through consensus building, the Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board will determine the course of Whittier Elementary School. The purpose of the Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board is to work together in providing continued analysis and improvement of public school policies, school budget, curriculum, educational plan goals, and general student policies. All of the ~~council~~ board members serve on a volunteer basis. The ~~council~~ board will review and assess school performance with respect to budget, curriculum and student achievement, parental involvement, ~~dress code, expectations~~, character and value building, building improvements, suspension, and disciplinary procedures.

The focus of the Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board will be to advise in the development of the educational plan and the school budget in order to promote excellence within the Whittier Elementary School Community. Every effort will be made to ensure that the make up of the ~~council~~ board will reflect the diversity of the school community. The staff will employ a consensus based approach in making decisions regarding the budget and educational plan.

The Whittier Elementary School Governance ~~Council~~ Board will follow the stated election procedures. In the Spring, an information sheet, time line and nomination form will be given to each family at our school as well as to newly enrolled students, staff members and community leaders. Outlined on this form will be the purpose of the ~~council~~ board and the duties involved in serving as a ~~council~~ board member. Also outlined will be information about when nomination forms are to be returned, dates of parent meetings to meet the candidates, and the balloting deadline. The staff will be responsible for selecting their representatives to the Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board through nominations and election.

~~All newly elected members will participate in inservice/training sessions. Related costs for these sessions shall be funded by local school funds. Inservice training sessions will focus on the development of quality educational programs and high standards with respect to team building, school leadership skills, financial procedures (audits, budgets), committee work, and other issues that affect student achievement. All Council Board members will be elected for a 2-year staggered term. The Milwaukee Public Schools Code of Ethics applies to all employees. Non-employees will be required to sign a statement pledging not to participate in activities which represent a conflict of interest. The Whittier Charter School Governance Council will establish procedures to be followed by members to ensure that conflicts of interest are prevented. Special meetings for parents will be held to gather input from the Whittier School community as well as to inform parents on decisions made by the Whittier Charter School Governance Council.~~ The Whittier ~~Charter~~ Elementary School Governance ~~Council~~ Board election process will be conducted in compliance with the MPS School Council Policy and Governance Board Bylaws.

~~A method shall be developed to evaluate the principal.~~ Teacher Evaluations: Whittier Elementary School will maintain an independent Evaluator from the MPS Department of Organizational Development for all teacher evaluations and school leader will conduct classified staffing evaluations.

### **Parent Conference Days**

It is the intent of Whittier Elementary School to negotiate parent conference days and student release days.

### **Increase Parental Involvement**

At Whittier Elementary School, parent involvement will be welcomed and encouraged. Whittier Elementary School will hold an open house prior to the first student day to orientate parents on Whittier Elementary School policies, classroom expectations and Character Education program.

#### **The purpose of this day will be to:**

- Increase parent involvement and participation in school activities.
- Provide parents with an opportunity to become more familiar with what their children are learning in school.
- Suggest ways to parents in which they can assist their child/ren at home.
- Enhance and promote the image of Whittier School.
- Foster school pride and appreciation for the role of teachers.
- Give teachers the opportunity to get to know the parents of their current and future students.

#### **7. Subject to sub.(7)(a) and (am), so.1 18.19(1) and 121.02(1)(a)2, the qualifications that must be met by the individuals to be employed in the school.**

Whittier Elementary School will abide with all state and federal employment, record keeping, and contracting laws, as applicable. Whittier Elementary School teachers will be required to hold teacher certification in accordance with 118.19(2-8) Wisconsin Statutes or be eligible for a one year permit in compliance with the requirements of the Department of Public Instruction. Whittier Elementary School employees will be employees of the MPS Board. Whittier Elementary School staff members will continue to be represented by and subject to provisions, including wages and benefits, of the existing Milwaukee Public Schools bargaining unit contracts.

Whittier Elementary School will comply with the MPS policy on criminal background screening and require physical examinations of new MPS employees. Pre-employment functions will be operated under the auspices of the MPS Department of Human Resources. The MPS Department of Human Resources will serve Whittier Elementary School in the areas of risk management, labor relations and conducting background checks. The Department of Human Resources will also assist in posting, recruiting, and providing a pool of new staff members for Whittier Elementary School. Whittier Elementary School will continue to utilize its own interview committee for the purpose of hiring staff members at Whittier Elementary School. Whittier Elementary School will explore the possibility of establishing our own pool of substitute teachers to be used at the local level. According to law 118.19(2-8), only DPI certified staff will be hired and appropriately assigned within the confines of their certification. Whittier Elementary

School and all contractors shall abide by the MPS policy of minimum wage (Policy 3.09(16)).

**8. The procedures that the school will follow to ensure the health and safety of the pupils.**

Whittier Elementary School will adhere to all Wisconsin State Laws and Milwaukee Public School Board policies in regards to health and safety standards. We will explore a partnership with certified parents and licensed nurses to provide services to our students.

**9. The means by which the school will achieve a racial and ethnic balance among its pupils that is reflective of the school district population.**

Whittier Elementary School will continue to celebrate diversity and will strive to increase its diversity. We will not discriminate in admission or deny participation in any program or activity on the basis of a person's sex, race, religion, national origin, ancestry, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability. We will strive to increase and maintain ethnic diversity to reflect the school district's population in accordance with MPS guidelines.

**10. The requirements for admission into the school.**

As an MPS charter school within the instrumentality, Whittier Elementary School will abide by all District policies and guidelines for student admission, selection, and expulsion. With the involvement of students, parents, and staff, we will strive to discuss and implement school policies that will better meet the needs of our school community. We will service the general district-wide student population, including special education students and students with disabilities, and will not impose entrance requirements inconsistent with Milwaukee Public Schools' policies and guidelines for student admissions.

In accordance with the state law requirement, students who reside within the Whittier Elementary School attendance area will be given first priority for student assignment. We want to continue to be a neighborhood school once our enrollment stabilizes. As a charter school, we shall ensure that all students enrolled in our school are recorded in the Milwaukee Public Schools' student data base. We will maintain confidential student records in accordance with the state student records law, section 118.125 of the Wisconsin statute, and the Federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 123g.

\*Students on waiting lists shall be given first priority as well.

**11. The manner in which annual audits of the financial and programmatic operations of the school will be performed. (See Attachment 1. Include an anticipated annual budget. Include agreement to follow the state financial and student accounting procedures.)**

As a charter school within the instrumentality of MPS, Whittier Elementary School will be subject to the same fiscal rules and oversight as other Milwaukee Public Schools. *One exception regards an increase in our capital cash advance. Currently we receive a \$5, 000 capital cash advance and as a charter school we will continue to request a \$5, 000 cash advance. However, we would like to reserve the option to request a greater cash advance.* We would continue to utilize the Department of Facilities and Maintenance Services, Department of Finance, and Purchasing Services. Whittier Elementary School's purchase of certain Milwaukee Public Schools central and supportive services will be negotiated based upon the district's determination of per student funding allocations for costs for specific functions. The amount of basic costs for specific functions per student allocated to Whittier Elementary School shall be determined annually by the MPS Board. All financial records shall be retained in compliance with federal and state laws. The current funding allocation method shall remain in place.

**12. The procedures for disciplining pupils.**

Whittier Elementary School will use the present MPS discipline plan. Expulsions will adhere to Board policy and be approved by the Board. Whittier Elementary School administration will have the authority to impose suspensions within the District and State guidelines. At Whittier Elementary School, we believe that students should be treated in a fair manner. Thus Whittier Elementary School will implement a fair discipline approach to maintaining and enhancing positive student behaviors through the "Character Compact." Enforcement of these policies will be done in a firm, fair, and consistent manner in order to promote a structured and safe environment for our students. Whittier Elementary School has a rich history of academic and behavioral excellence for students. Students are taught personal responsibility as well as self-control. Our school recognizes and praises students who meet or exceed standards. A system of rewards will be integrated throughout the year so students can be recognized for excellent attendance, high academic achievement, and positive attitudes. An awards day will be held annually for students who meet predetermined criteria.

**13. The public school alternatives for pupils who reside in the school district and do not wish to attend or are not admitted to the charter school.**

Parents who wish for their child/ren to attend Whittier Elementary School shall be enrolled through the normal MPS student assignment process and procedures. Also, parents who do not wish for their child/ren to attend Whittier Elementary School shall be enrolled through the normal MPS student assignment process and assigned to another school site. With the exception of expelled students, Whittier Elementary School

students may reenter Milwaukee Public Schools using the student assignment process at any time. Students who have already been enrolled at Whittier Elementary School in the four-year-old Kindergarten program will be given first priority placement in our five-year-old Kindergarten program. We hope to establish a partnership with the other MPS schools in the area so that Whittier Elementary School's 5<sup>th</sup> grade 1<sup>st</sup> choice for middle school will be honored.

**14. A description of the school facilities and the types and limits of the liability insurance that the school will carry.**

Whittier Elementary School has only one level. It is in compliance with handicapped accessibility requirements. The Department of Human Resources will provide assistance to Whittier Elementary School in the areas of risk management, labor relations and background checks. The services provided by facilities and maintenance will continue. As an MPS school, we will adhere to all state laws and the MPS Board's insurance and risk management requirements.

**15. The effect of the establishment of the charter school on the liability of the school district.**

As an MPS school, Whittier Elementary School will adhere to all state laws and the MPS Board's insurance and risk management requirements. Whittier Elementary School has no intent to obtain additional resources at the expense of other MPS schools.

***Under Wis. Statute 118.40, we, the undersigned teachers, petition the Milwaukee Board of School Directors to become a Charter School within the instrumentality with the understanding that all provisions of the contract between the MTEA and the Board will remain unchanged.***