



**MILWAUKEE
PUBLIC SCHOOLS**

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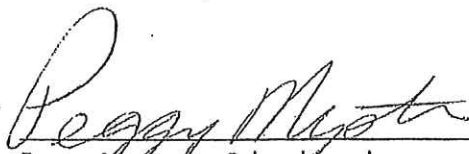
August 3, 2020

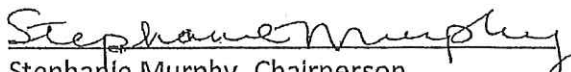
Dear Ms. Bridget Schock,

Due to the success of our educational program, Whittier Elementary School is intending to renew its five year contract with MPS as an instrumentality charter school.

I, Peggy Mystrow, will be the contact for this process.

Sincerely,


Peggy Mystrow, School Leader


Stephanie Murphy, Chairperson

Start. Stay. Succeed.
Comienza. Quédate. Triunfa.

I. Response to Current Charter School Performance

Educational Performance

Whittier's **vision** is to create a successful school community. One where when opening the doors to Whittier 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's vision will continue to be realized.

The **mission** of Whittier school is to be a safe and caring learning environment where staff, students, families and community relationships foster high academic achievement for students.

What Whittier is **known** for in the community is:

- High academic rigor
- Building students character
- High Parent involvement
- High level of school to parent communication.

The **goals** of Whittier Elementary 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
- Develop and enhance student self-esteem
- Strengthen our parent and community relationships

1. Provide a description of how the school has been faithful in implementing its educational program outlined in the charter proposal (Appendix A)

Implementing Whittier's education plan and being faithful to its educational program has led to the consistent high student achievement over the charter contract term. By taking each student from where they are functioning and providing them with enrichment, remediation and acceleration opportunities Whittier has consistently increased student achievement.

Whittier teachers guide their instruction and choice of material by using data to drive instruction. Throughout the year the students are assessed using district wide assessment tools, state assessments classroom-based assessment, TOPS tool and student interest surveys. The teachers review and dig down on the data to provide individualized instruction.

Whittier teachers use a wide variety of approaches and materials to service their students' individual needs. In addition to the Milwaukee Public School's district wide curriculum and text book adoptions, Whittier teachers use Direct Instruction, rooted in Reading, Scholastic, and many online tools to engage students. These online tools include: Rozzy Learning , Star Fall, Mystery Science, ScootPad, ABCYa, and Vocabulary Spelling City.

Whittier implements a four-block reading/language arts program that accommodates each student learning style and ability. Each child is provided with individual, small group and whole group instruction on a daily basis with oral and written language being the focus.

Whittier's math program emphasis's acquiring basic skills and concepts to apply to real word problem solving and life skills.

Inquiry based learning is a focus in the Science and Social Studies curriculums where students are applying a project-based approach to produce presentations to the other students. The topics are selected by the students and promote the appreciation of student's different cultures and interest. These presentations are also videotaped, shared with parents and used by teacher to launch lessons.

The fine arts program at Whittier develops the student's personal vehicles for self-expression and provides weekly instruction in literature, visual arts and music. Students perform 4 times for families and the community in its annual winter or spring program. An annual art night showcases the student's visual art projects created throughout the year.

The Emerging Model of Physical Education is implemented on a daily basis, this model moves the tradition team sport approach of physical education to a life-long physical activity approach. During the physical education classes students focus on skill acquisition, social interaction and self-expression.

The Special Education needs of students are meet using specially designed instruction as communicated within a child's IEP. All staff collaborate with Whittier's special education staff to provide a push-in approach to special education with minimal pull-out time.

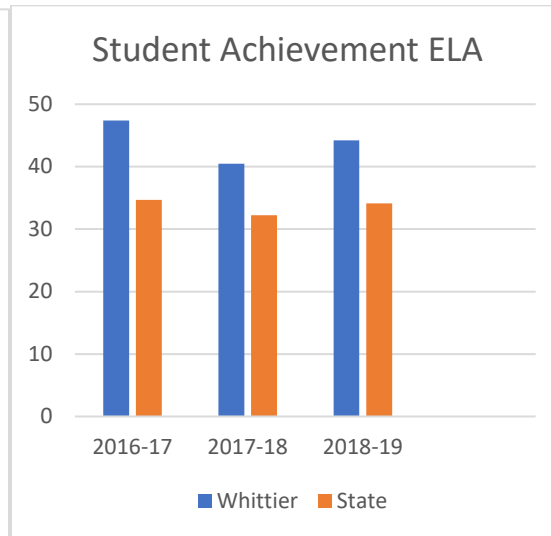
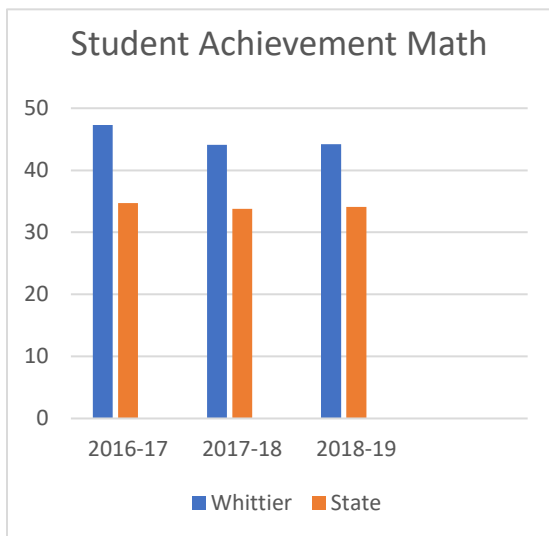
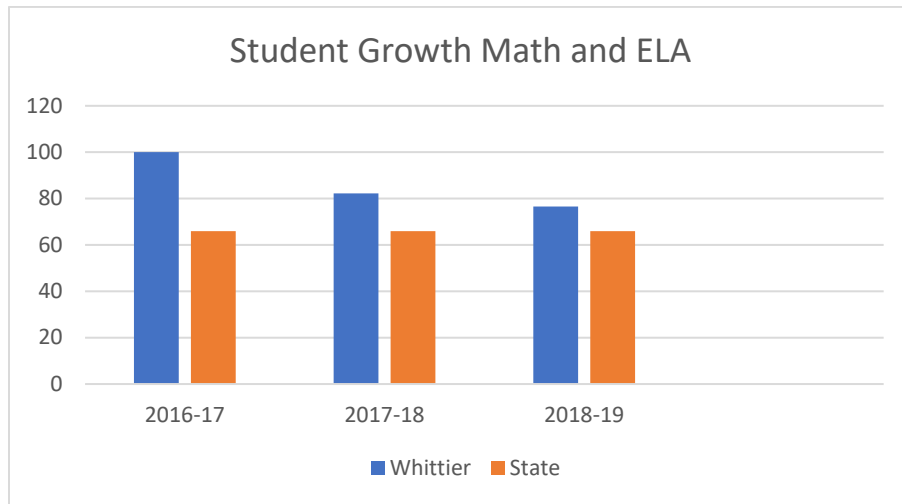
Whittier school has continued to implement its character education program which is the core of Whittier's continued success as a school community. This program consists of building good citizen traits, democratic values, non-violent behavior and good communication skills. Whittier students have a wide range of social emotional needs that change from year to year. All students are provided social/emotional growth instruction using the character counts and 2nd step curriculum. Whittier utilizes a restorative practices champion who schedules students individually or in small groups to provide social emotional support for students and families in need.

As student and family needs continue to change Whittier's, the staff has attended professional development in all core content areas along with culturally responsiveness, mindfulness, trauma and cultural bias. School based PD is provided once a month and is decided on by Whittier's learning team which consists of all the teachers.

2. Explain how the school has met goals and measurable objectives during the term of this contract. Highlight growth in student achievement and provide evidence of how school is making progress towards meeting its academic outcomes.

Whittier’s student achievement and growth has surpassed that of the Milwaukee Public School district’s average for the entire contract term. The Whittier School Charter PAAR data reflects that Whittier has met all the goals in the areas of: State Accountability Assessment (1-6), Attendance Rate (7), Mobility Rate (8), Stability Rate (9) and Promotion Rate (10).

The three Wisconsin Department of Public Instruction School Report Cards provided during the contract term show Whittier Exceeding or Significantly Exceeding Expectations. Whittier’s student achievement and student growth have exceeded the state in Math and Reading on the 2016-17, 2017-18, and 2018-19 School Report Cards.



3. Provide a description of how the school continued to provide educational and social-emotional support to students and families during an extended school closure. Provide evidence of its success and challenges during this time and any additional steps you might take if a similar closure would occur in the future.

The Monday morning following the closure of all public schools in Wisconsin the entire Whittier staff was invited to meet for a Zoom meeting regarding next steps. All teachers attended the meeting, not all staff. At this meeting, the Whittier teachers decided to implement google classroom platform in the event that schools did not return to in person instruction. Over the next two weeks the teachers pursued professional development on the google classroom. The school leader compiled a list of resources that teachers would need to teach remotely and compiled those resources from each teacher's classroom and assigned pick up times for teachers and the rest of the staff to come to school to pick up the items needed. School leader utilized the Whittier Facebook page and school messenger to engage parents in a need's assessment. It was found that computer technology, physical teacher packets and school supplies would be needed for the families. Teachers compiled packets of worksheets and hands on activities for each grade level, sent them to the school leader via email. School staff members, who were aloud in the building printed out and compiled the chrome books, packets and school supplies. Every 2 weeks on Mondays from 11-1 parents the packets and supplies were put out in front of the school for parents to pick up. Teachers communicated through zoom, remind, class dojo, phone calls and email to assist families with questions. Chrome books were assigned to students in need and handed out. Teacher instruction through google classroom and the use of zoom was conducted on a daily basis. All students were accounted for on the May state aid count meaning that all students had contacted their teachers during the virtual learning.

The school closure posed several road blocks in communications with families. However, the Whittier PTO Facebook group, school messenger and USPS became invaluable to parent communication. The 4 staff members that were allowed in the building did the work of 26 staff by preparing resources requested from staff, chromebooks, and packets for families.

In the event that remote learning is needed in the future, Whittier school will refer to the Milwaukee Public Schools RoadMap to Readiness document for the 2020-21 school year. The school leader will share the Road Map readiness document with parents and provide 2 virtual meetings to field questions and concerns. The school leader will hold a weekly zoom meeting for staff to attend and will provide district communication and guidance for virtual learning plan expectations. School leader will set up a virtual google classroom for the entire Whittier staff to share ideas and resources regarding virtual learning. Google classroom, SeeSaw, teacher created packets and technology resources will also be provided. Each classroom will provide a document to parents and students with a daily schedule and expectations for the remote learning period. Whittier school will hold a "meet and greet" get and go" event outside on the playground for students and families to meet their child's teacher and pickup computer

technology needed, teacher packets and opening day materials. The event will follow the city of Milwaukee's social distancing policies, mask requirements and assign specific times for families to come. The Whittier School Governing Body will meet virtually to review and approve Whittier's remote learning virtual plan.

Financial Performance

4. Explain how the school has met its financial performance standards. Describe how the school is financially sound.

Whittier School is an instrumentality charter school within Milwaukee Public Schools. Funds are administered under the oversight of the school district. Control of the funds will be the responsibility of the school leader. The school leader will be responsible for building the annual school budget using input from the entire staff and final approval from the School Governing Body. Any purchases throughout the school year exceeding \$5,000 will need approval from the Whittier School governing body.

Whittier's financial audits for the contract term have all been completed with no material findings. Whittier's budget has not been in deficit for the contract term.

Organizational Performance

5. Illustrate how the school has a well-functioning organizational structure. Include pertinent information about parental involvement, staffing, health and safety, school enrollment, discipline guidelines, and school facilities. Describe how the community partnerships have impacted students.

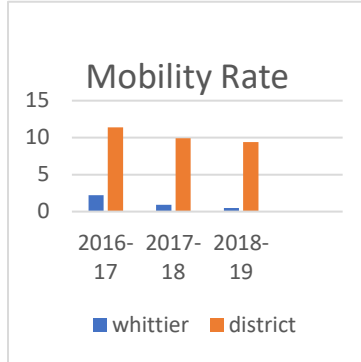
Whittier Elementary is a teacher-led school where all stakeholders are part of the decision-making process. All full-time teachers on staff are members of Whittier's learning team, Response to Intervention teams and committees. The school leader, teacher leader, is responsible for facilitating meetings where decisions regarding finances, school operations, enrollment, health and safety, facilities, discipline, and parent involvement activities are voted and decided on. The Whittier School Governing Body has final approval of the Whittier School Educational Plan and any changes to school policies. Parent involvement is at high level. The Whittier Parent Teacher Organization along with school staff help organizes and provide monthly events for families with the school staff also in attendance. 110 hours of parent outreach activities were recorded for the 2018-19 school year. School enrollment has remained stable throughout the contract term ranging from 205-217 students. Staffing is stable with no full time staff vacancies.

Since 2010, our community partnership with Custom Grown Green House has positively impacted students by providing them opportunities in Whittier flower garden, by providing plants at a discount and free fieldtrip opportunities. It has also helped raise funds for upkeep of Whittier's front garden, landscape and tot lot area, by providing materials for two fundraisers through the year. The winter wreath fundraiser and spring plant sale has generated an average

of \$1,000 per year for the garden club account every year since 2010. PricewaterhouseCoopers (PwC) is another community partner who has positively impacted Whittier students. They have provided financial literacy classes school wide since 2012.

6. Provide evidence that parents and students are satisfied with the school.

Whittier’s student attendance rate has consistently been 95%-96% over the term of the charter contract with the stability rate percentage being higher than the districts and the mobility rate percentage being well below the district showing that once students start at Whittier they stay.



Whittier Students participate in a yearly MPS Essentials of School Climate and Culture Survey. All 4th and 5th grade students take the survey and the results are reviewed by the School Governing Body and Learning to drive the School Improvement Plan. 95%-100% of students surveyed feel that Whittier is a safe place, that teachers provide opportunities that actively engage them, and that the staff create a safe and trusting learning environment. The Family Interest Survey shows 94% of parents surveyed strongly agree or agree that Whittier is welcoming to families. The great school site has many parent reviews with 5 out of five stars and many positive parent comments. Whittier receiving 5 stars in the areas learning differences, character development, effective leadership and effective teaching.

7. Demonstrate that the school has an active and effective school governance structure. Provide examples and explain.

Whittier is a teacher led school. Every fulltime teacher is expected to have and give a voice to all decisions made at Whittier. Throughout the year the teacher leader provides staff information regarding budget, curriculum day to day operations. The teacher leader works in an advisory role and does not vote on any items brought vote by the staff or School Governing Body. The teacher leader’s role is to help implement what the school community recommends. The decision-making process begins with the teacher leader providing information to the entire Whittier staff. The staff then meets to refine any proposals in need of change. The teacher group then votes on that proposed change. The teacher leader then presents the School Governing Body with the proposed changes and the Governing Body votes and has final say on any changes. The Whittier School Governing Body meets on a monthly basis throughout the school year. Meetings are held the third Tuesday of each month August-May. The governing

body follows the bylaws prepared and reviewed every year and follows the election processes within. The makeup of the governing body is 51% non-school staff and consists of parents and community members along with school staff. The school staff are part of the governing body to provide reports and information to the rest of the body regarding the day to day decisions needed to have an effectively run school. The non-school staff body members must approve the annual school budget, educational plan, changes to policies, and any purchases over \$5,000 made throughout the year. The school leader presents the school budget 3 times throughout the school year to show expenditures and remaining balances. The School Improvement plan is presented twice a year by school staff and has final approval with the governing body. A member of the governing body is on Whittier's interview team. For the 2020-2021 school year the School Governing Body has 3 community members, 2 parents and 3 staff members.

II. Plans for Continued Success

Educational Performance

1. Describe any proposed changes to the school's educational program for the term of the next charter school contract.

Proposed change of school name from the official John Greenleaf Whittier to Whittier Elementary.

Whittier will utilize 15 hours a week of para professional time to provide students with scheduled restorative practices sessions based on student needs.

When utilized, the virtual learning plan will implement 2 platforms school wide, with all students using SeeSaw and Google classroom features, not the recommended grade level platforms from the school district. More technology resources will be provided to the students than what the district clever provides.

Although not a change, Whittier school hours will remain 7:35-2:20 and not on the districts tiered system.

Whittier will maintain an independent evaluator from the Department of Organizational Development for all teacher evaluations and teacher leader will conduct classified staff evaluations.

2. Provide the proposed enrollment and grade levels for the term of the next charter school contract.

Whittier's proposed enrollment will not exceed 225 FTE's school wide. The grade levels offered will be K4-5th grade.

3. Outline the school's goals and measurable objectives for the term of the next charter school contract and describe how the school intends to meet these goals.

Whittier's Charter program has proven itself success since 2002. The annual Pupil Academic Achievement Report shows Whittier meeting all goals over the charter contract period. By continuing to implement Whittier's School Improvement Plan with the focus on student needs and differentiation, the entire school community will meet the goals for the contract term.

The goals for the term of the next charter contract term will be:

1. Achieve a percentage of pupils scoring proficient or advanced on the Wisconsin State Assessment System tests that is higher than the percentage of pupils scoring proficient or advanced in Milwaukee Public Schools (MPS).
2. Achieve a daily attendance rate of pupils that is higher than the average daily attendance of MPS.
3. Achieve a mobility rate of pupils that is lower than MPS.
4. Achieve a stability rate that is higher than MPS.
5. Receive a 3,4, or 5 star overall score on the Wisconsin Department of Public Instruction School Report Card.

Financial Performance

4. Explain the school's financial plans and forecast.

Whittier Elementary has been fiscally responsible and has maintained a balanced budget. We have been able to sustain our educational program over the entire term of our charter. We have abided by all of the minor recommendations from previous audits and have not been in any deficit over the contract term. Whittier will continue to use a bookkeeper and follow all the school accounting manual.

Organizational Performance

5. Illustrate plans for strengthening parental and community involvement in the school's educational mission.

Whittier's parent and community involvement are at a high level. The entire school staff is highly accessible to parents using face to face communications as well as email, phone, and text messaging. Parents and community volunteers are at the school on a daily basis to provide small group and one on one support and tutoring along with arts and craft projects. Former students come to volunteer and many student teachers for area universities are trained by Whittier teachers. The school community utilizes many field trip opportunities in the great Milwaukee area and surrounding community. The School Governing Body has 3 community members and 3 parent members and the Whittier Parent Teacher Organization promote strong parent involvement by hosting bimonthly parent and staff events. The teacher leader and parent volunteer coordinator will continue to survey parents in the beginning of each year regarding volunteer opportunities and the school leader will continue to reach out to the community partners.

6. Describe any changes to the school's governance structure.

The governance structure of the School Governing body will remain at 51% non-school staff with no minimum or maximum number of members.

