



Charter School Renewal Recommendation	
Charter School	Milwaukee College Prep (MCP) MCP 36 th Street MCP 38 th Street MCP Lloyd Street MCP Lola-Rowe North
Date of Site Visit	July 12, 2021

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

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

Charter School Performance Summary		
Rating:	Met the Standard	Did Not Meet the Standard
Educational Performance	X	
Financial Performance	X	
Organizational Performance	X	
Summary Comments:		
<p>The mission of Milwaukee College Prep (MCP) is knowledge plus character pave the road to college and beyond. MCP’s philosophy is that it all begins with great teaching.</p> <p>Please note that MCP has four separate school locations under one contract; MCP 36th Street Campus, MCP 38th Street Campus, MCP Lloyd Street Campus and MCP Lola-Rowe North Campus. All campuses serve students in grades K4 through 8.</p> <p><u>Educational Performance:</u></p> <p><i>MCP 36th Street</i> has consistently met 100% of its educational performance metrics throughout its contract term. This campus has maintained an average attendance rate of 96%. MCP 36th Street exceeded expectations on the 2018-19 school report card. They have maintained a mobility rate of less than 1% each year as well as over a 90% stability rate. During the 2018-19 school year, MCP 36th Street retained one student in grade 4, which is the only measure they have not met throughout the term of the contract.</p> <p><i>MCP 38th Street</i> has consistently met 100% of its educational performance metrics throughout its contract term. This campus has maintained an average attendance rate of 95%. MCP 38th Street significantly exceeded expectations on the 2018-19 school report card. They have maintained a mobility rate of less than 1% each year as well as over a 90% stability rate.</p> <p><i>MCP Lloyd Street</i> has consistently met 100% of its educational performance metrics throughout its contract term. This campus has maintained an average attendance rate of 94%. MCP Lloyd Street exceeded expectations on the 2018-19 school report card. They have maintained a mobility rate of</p>		

less than 1% each year as well as over a 90% stability rate. During the 2017-18 school year, MCP Lloyd Street retained one student in grade 4, which is the only measure they have not met throughout the term of the contract.

MCP Lola-Rowe North has consistently met 100% of its educational performance metrics throughout its contract term. This campus has maintained an average attendance rate of 95%. MCP Lola-Rowe North exceeded expectations on the 2018-19 school report card. They have maintained a mobility rate of less than 1% each year as well as over a 90% stability rate. During the 2016-17 and 2017-18 school year, MCP Lola-Rowe North retained one student in grade 4, which is the only measure they have not met throughout the term of the contract.

Financial Performance:

MCP has consistently met 100% of its financial performance standards throughout the contract term and has demonstrated a sound organization. MCP audits and budgets do not indicate any deficits and all audits demonstrate unmodified compliance performance.

Organizational Performance:

MCP has consistently met its organizational performance metrics. The area that was not met, across all campuses, was with respect to the immunizations under health and safety due to the state's requirements of 99.9% compliant. However, MCP has systems in place to ensure students have the appropriate immunizations or waivers in place.

MCP has an effective and impactful organizational structure in place. MCP has a sound organizational structure with an active and diverse board of directors.

MCP strongly believes that high quality staff is the contributing factor of student success and that "students don't fail, adults fail". The mission-based hiring process is the foundation of MCP's success in student outcomes. It's focus on professional development, on-boarding and staff support centers on student data. MCP is deliberate in hiring staff that are highly qualified and represent the students they serve. MCP provides its own pathway for teacher certification and leadership as they develop their own staff.

Application for Renewal	
Met the Standard	Did Not Meet the Standard
<p>The Application for Renewal provides <i>clear, concise and compelling information</i> in the areas of Educational, 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 <i>does not provide clear, concise and compelling information</i> in the areas of Educational, 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.
MCP has met all components of its application for renewal based on the above criteria.	
Summary Comments:	

Milwaukee College Prep operates 4 campuses; MCP 36th Street Campus, established in 1997 and transitioned to MPS in 2016, MCP Lloyd Street Campus, established in 2010 with MPS, MCP 38th Street Campus, established in 2011 with MPS, and Lola Rowe North Campus, established in 2014 and transitioned to MPS in 2016. All campuses offer a K4 through 8th grade program for students and each campus is located within a few miles from each other.

The application for renewal included ample evidence of increased student achievement. MCP provides a quality academic program that has demonstrated successful student outcomes. MCP continues to outperform the state in its performance on state assessments comparing like population of students.

MCP provided credible examples and documented evidence of its financial performance. The organization continues to be financially sound and meets the financial performance standards outlined in the contract.

MCP has illustrated that is organizationally sound. The schools provide a variety of ways to engage parents. Parental involvement at MCP is evidenced by the personal contacts the staff make daily with the parents, the 90% participation rate for quarterly parent-teacher conferences, the attendance at the morning assemblies and quarterly programs, and representation to serve on the MCP board of directors.

MCP is a mission-based hiring organization and provides opportunities to grow and develop within the organization. MCP fully believes that children do not fail, adults fail children. In order to provide a quality educational opportunity, they invest in their educators. This is done by providing professional development and coaching reflective of student data and mastery of standards. MCP recognizes the leadership potential and offers an Emerging Leaders Program designed to identify qualities of effective leadership. In addition, they provide an accelerated opportunity for educational assistants to become licensed teachers through a partnership with Concordia University.

MCP has clear plans for future success that are outlined in the application for renewal.

School Site Visit

Met 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 did not provide compelling evidence that the school is meeting performance standards.</p> <ul style="list-style-type: none"> <input type="checkbox"/> School presentations 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.
<p>MCP has met all components of its site visit based on the above criteria.</p>	

Summary Comments:

The Charter School Review Team spent a day at the MCP Lola-Rowe North Campus where the summer enrichment program was occurring. MCP’s presentation clearly and effectively communicated information from its application for renewal. The presentation provided an overview of the MCP’s mission and testimony from board members, parents, staff and students. The testimony was centered around the academic and social-emotional support students receive.

MCP is driven by its mission, *knowledge plus character pave the road to college and beyond*. It has an established culture with a set of shared beliefs, values and practices. The testimony we heard by the school community was reflective of this.

“MCP was a light for me. When I came to MCP I saw the light and future in store for me” – alumni and teacher

“We get to do a lot of stuff that other schools don’t, like play games, do our work. The teachers are nice and they help us. We are always working hard and then we get to play hard.” – fourth grade student

“I’ve been an MCP parent for 10 years with another 4 to go. My son had experienced trauma and the school was able to provide him with the support he needed. He is now graduated from high school.” – Parent

“As a parent, I would attend the morning meetings. This would always get my day started off just right. Every scholar and teacher were involved. Everyone was full of joy.” - Parent

The Team observed classroom instruction. Students were engaged in both online learning, group discussions and social play. It was evident that MCP is mission driven and a rich culture of teaching and learning.

Charter School Review Team Renewal Recommendation

X	Full-Term Term of 5 Years	<p>To be eligible, schools must be in the last year of the contract term and have achieved the following: <i>There is a strong and compelling record of evidence that the school met or exceeded the performance standards in the areas of Educational Performance, Financial Performance, and Organizational Performance.</i></p> <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.
	Short-Term Term of 3 Years	<p>To be eligible, schools must be in the last year of the contract term and have achieved the following: <i>There is a strong and compelling record of evidence that the school met or exceeded a considerable number of the performance standards in the areas of Educational Performance, Financial Performance, and Organizational Performance and/or shows continuous, meaningful improvement toward meeting the performance standards.</i></p> <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> 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.
	Non-Renewal / Revocation	<p><i>The school does not apply for renewal or the school’s educational, financial, and/or organizational performance results do not meet defined standards and are deemed unsatisfactory. This would result in a recommendation for non-renewal/revocation.</i></p> <p><u>Guidelines for Recommending Non-Renewal / Revocation:</u></p> <ul style="list-style-type: none"> • The school receives a <i>Did Not Meet the Standard</i> in all three areas of performance. • A school that receives mixed ratings may be recommended for non-renewal/revocation if evidence obtained from the school’s Performance Summary, Application for Renewal, and School Site Visit make this a credible recommendation.

Summary Comments:

The Charter School Review Team is recommending a five-year contract renewal. Milwaukee College Prep has consistently exceeded performance standards in the areas of educational, financial and organizational performance. MCP Campuses consistently exceeds expectations on the state report card. It continues to meet its contract measures and has faithfully implemented its educational program.

MCP's incorporation of strong character development coupled with a rigorous academic program has contributed to its quality program in Milwaukee Public Schools. MCP has established teaching practices that aligns to the needs of the students. MCP continues to develop is student driven program and cultivate an environment that is exciting and engaging for students.

The testimonials provided further evidence that MCP is a safe and nurturing environment. Staff are supported with opportunities for continuous growth and development.

MPS Charter School Review Team Members

Richard Anderson	MPS Contract Law Coordinator
Mickell Daniels	Community Member
Patricia Ellis	MPS Equity and Access
Lisa Haar	MPS School Performance Coordinator
Marva Herndon	Milwaukee Board of School Director
Ashley Hughes	MPS Finance
Megan O'Halloran	Milwaukee Board of School Director
Marc Sanders	MPS Research and Assessment
Tracy Wozniak	MPS Specialized Services

Signature: *Bridget Schock* Date: July 12, 2021
Bridget Schock, Director Contracted School Services