

(ATTACHMENT 2) ACTION ON A CHARTER SCHOOL PETITION FOR MARIAN WRIGHT EDELMAN COMMUNITY SCHOOL

MILWAUKEE PUBLIC SCHOOLS

**Charter School Review Panel
CHARTER SCHOOL PETITION/PROPOSAL
REVIEW AND RECOMMENDATION**

Title of Petition/Proposal: **Marian Wright Edelman Community School**

Petition/Proposal Contact Person: **Shawon LeFlore-Turnch**

Per Wisconsin State Statute 118.40, the charter school petition/proposal must include all of the following provisions and may, in addition, include other provisions agreed to by both parties:

This proposal/petition includes the following:

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|----------------------------------|-----------|----|---|
| <input checked="" type="radio"/> | No | 1. | <p>The name of the person who is seeking to establish the charter school
<i>Comments:</i> Page Two: Proposal states, "The team of LaKendra Brown (MPS teacher/school coordinator), Shawon LeFlore-Turnch (MPS teacher/school coordinator), Cheryl Isabell (school resource coordinator), LaVonda Stewart Whitley (MPS teacher), Rosalyn Washington (retired MPS teacher), Makeba Coleman (parent/community member), Judy Hemphill (parent/community member), Martina Stevens (community member), Tracey Nix, PhD (community member), Kayla Isabell, MSW (community member), and an advising administrator selected by the Marian Wright Edelman Community School Board of Directors, along with additional teachers, parents, community members, and business partners are seeking charter school status."</p> |
| <input checked="" type="radio"/> | No | 2. | <p>The name of the person who will be in charge of the charter school
<i>Comments:</i> Page Two: Proposal states, "Marian Wright Edelman's Educational Leadership Team (ELT) will be in charge of daily school operation. This team consists of the three educational leaders, as well as the advising administrator, whose experience and licensure includes regular education and special education. LaKendra Brown will address and assist with charter contract issues, and attendance. Both she and La Vonda Stewart Whitley will address issues regarding special education and compliance. Shawon LeFlore-Turnch will address and assist with student behavior and management, parent concerns, school-wide discipline, and coordinating transportation."</p> |
| <input checked="" type="radio"/> | No | 3. | <p>Subject to §. 118.19(1) and 121.02 (1)(a), the qualifications that must be met by individuals to be employed in the school
<i>Comments:</i> Page Twelve: Proposal states, "All teachers, paraprofessionals, and support staff working at The Marian Wright Edelman Community School will be employees of the Milwaukee Board of School Directors. The ELT will assign teachers and support staff to positions that are in accordance with their DPI licensure. Paraprofessionals will meet all hiring requirements of the District. They shall be represented by and subject to provisions, including wages and benefits, of existing Milwaukee Public Schools handbook agreements. Pre-employment and employment functions and/or all actions related to and required for hiring will be operated under the direction of the MPS Department of Human Capital."</p> |

- Yes No 4. The procedures that the school will follow to ensure the health and safety of the pupils
Comments: Page Twelve: Proposal states, "Safety policies and procedures will follow MPS protocols. Fire, Tornado, and Emergency (Code Red, Yellow, Green, and Blue) drills will be conducted according to MPD guidelines. In the event of an emergency which requires evacuation, the students and staff of The Marian Wright Edelman Community School will be securely relocated to the Milwaukee College Prep/YMCA, 1350 West North Avenue. The Marian Wright Edelman Community School Crisis Plan will be established, in accordance with all district procedures and guidelines. All staff members will be able to execute the plan in the event of an emergency...The school social worker will provide annual training to all staff members on how to detect and properly report suspected cases of child abuse and neglect. The school nurse will provide services as defined in the realm of duties identified by MPS...The implementation of Ma'at (culturally responsive behavior management) will contribute to maintaining a safe learning environment. All students will be supported through tier 1 supports, which include but are not limited modeling appropriate behaviors and recognition. Individual students who need additional supports, will be monitored through tier 2 mentoring. Students who need additional tier 3 supports will be working with the school community through restorative practices. The MPS health curriculum, as well as resources from Children's Hospital of Wisconsin, will also be used to assist in the development and management of safe and healthy attitudes and practices among all students. All anti-bullying policies adopted by the District will be strictly enforced. The Marian Wright Edelman Community School will also seek community resources that will encourage students and their families to adopt and/or maintaining healthy lifestyles."
- Yes No 5. The requirements for admission to the school
Comments: Page Thirteen: Proposal states, "Parents and guardians who reside in the City of Milwaukee are able to select The Marian Wright Edelman Community School through the MPS Three Choice Selection and parents and guardians who reside outside of the district will be able to use the Open Enrollment and/or 220 process. Procedures and requirements for admission will be in accordance with MPS enrollment policies and procedures."
- Yes No 6. The manner in which annual audits of the financial and programmatic operations of the school will be performed
Comments: Page Fourteen: Proposal states, "As an instrumentality charter school, annual audits of the financial and programmatic school operations will be under the direction of the MPS Department of Facilities and Maintenance Services and MPS Department of Finance and Purchasing Services."
- Yes No 7. 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
Comments: Page Fourteen: Proposal states, "Families who do not wish to enroll their children at The Marian Wright Edelman Community School can follow MPS enrollment policies and procedures to enroll at other schools in the District."
- Yes No 8. The effect of the establishment of the charter school on the liability of the school district
Comments: Page Fifteen: Proposal states, "As an instrumentality charter school of MPS, The Marian Wright Edelman Community School will adhere to all state laws and the Board's insurance and risk-management requirements. The Marian Wright Edelman Community School has no intention of obtaining additional resources at the expense of the District."

- Yes No 9. The term of the contract is specified (one to five years)
Comments: Page Fifteen: Proposal states, "We are seeking a charter contract for five years."
- Yes No 10. Date that the proposed charter contract would begin
Comments: Page Fifteen: Proposal states, "The Marian Wright Edelman Community School seeks to open its doors as an instrumentality charter of the District beginning the 2015-2016 school year to begin building community partnerships and to begin to offer community services. We would like to open 2016-2017 for student enrollment."
- Yes No 11. The proposal/petition specifies instrumentality or non-instrumentality status
Comments: Page Fifteen: Proposal states, "The Marian Wright Edelman Community School is submitting a proposal to be an instrumentality charter school."
- Yes No 12. Types and limits of liability insurance that the school will carry
Comments: Page Fifteen: Proposal does not provided specific types and limits of liability insurance.

Please rate the following areas based on the rubric described below:

3

EXEMPLARY

- Concept reflects a highly innovative school program
- Plans/ideas strongly reflect current best professional practices
- Plans/ideas clearly communicated
- Well organized and elaborated
- Plans/ideas tightly match district priorities: (a) provides new, high-quality innovative school program for traditionally underserved or at-risk student populations; (b) program which reduces or re-enters student drop outs; or (c) academically successful MPS program that increases student achievement
- Plans/ideas have been developed by a school community that strongly wishes to assume more leadership and responsibility for the educational process.

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SATISFACTORY

- Concept reflects an innovative school program
- Plans/ideas reflect current best professional practices
- Plans/ideas communicated
- Sufficiently organized and developed
- Plans/ideas align with District priorities (a. provides new, high-quality innovative school program for traditionally underserved or at-risk student populations; b. program which reduces or reenters student drop outs; or c. academically successful MPS program that increases student achievement)
- Plans/ideas have been developed by a school community that wishes to assume more leadership and responsibility for the educational process

1

UNSATISFACTORY

- Concept does not reflect an innovative program
- Plans/ideas do not reflect current best professional practices
- Plans/ideas vaguely communicated
- Poorly organized and underdeveloped
- Plans/ideas do not align with Board priorities: (a) provides new, high-quality innovative school program for traditionally underserved or at-risk student populations; (b) program which reduces or reenters student drop outs; or (c) academically successful MPS program that increases student achievement)
- Plans/ideas have not been developed by a school community that wishes to assume leadership and responsibility for the educational process

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NOT SCORABLE

Blank, illegible, or off the point

(Circle the appropriate rating)

- 0 1 2 **3** 13. Does the petition/proposal illustrate why charter status is necessary to carry out the proposed education structure? (e.g. What freedom/autonomy is the school seeking through charter status?)
Comments: The Charter School Review Panel (Panel) determined that the educational concept being offered falls outside the norm of what is permissible through a traditional school format. For example, the Marian Wright Edelman Community School seeks to use curriculum elements for literacy instruction outside of the curriculum utilized by the District.
- 0 1 **2** 3 14. Description of how the community wishes to assume more responsibility for, or leadership in, the educational process
Comments: Page Two and Appendix P. The Panel believes that choosing a community school model shows commitment to community involvement. However, the Panel would have liked to have seen more involvement of the community in the planning of the educational concept including a greater community presence at the presentation.
- 0 1 2 **3** 15. Description of the educational program of the school (check those areas that apply):
- o 0 1 2 3 **A) Reduces/Re-Enters Student Dropouts**
 - Target population clearly defined
 - Methods of reduction/re-entry explained in detail
 - o 0 1 2 3 **B) Offers autonomy to academically successful MPS programs that increase student achievement**
 - Additional responsibilities delineated
 - Leadership roles identified
 - Organizational/Governance structure is innovative
 - o 0 1 2 3 **C) Provides new, high quality innovative school programs for traditionally underserved, or at-risk student populations**
 - Program is unique and different
 - Method of instruction is different from traditional schools
 - Organization of staff is different
 - Organization of school year/day is different
 - Organization of pupil learning environment is different
- Comments: Page Three through Eight and Appendixes A, B, C, and D. The Panel believes the school clearly outlined a program that is unique and different and brings something new to the District. The Panel noted the extensive research done by the development team and felt they did a great job describing their educational platform.*
- 0 1 2 **3** 16. The methods the school will use to enable pupils to attain the educational goals under §.118.01:
 - o Curriculum and instructional methods are clear and cohesive
 - o Curriculum and delivery methods are based on research
 - o Methods are focused on increased student achievement*Comments: Page Eight. The Panel believes curriculum and instruction methods were clearly communicated and well supported by research.*
- 0 1 **2** 3 17. The school program addresses MPS promotion and graduation requirements
Comments: Page Eight. The Panel determined that promotion and graduation requirements were not explicitly addressed but were implicit in the construction of the educational concept. The Panel would have liked to have seen more information relating to promotion requirements, particularly as relates to grades four and eight. Additionally, the Panel would have liked to have seen more information about addressing advanced students as well as those lagging behind.

- 0 1 2 **3** 18. The method by which pupil progress in attaining the educational goals under §.118.01 will be measured:
- o Assessments are clearly identified
 - o Assessments relate to curriculum and instructional methods
 - o o Assessments relate to state and district standards and assessments
- Comments:* **Page Nine through Ten. The Panel determined the method for student assessment is well elaborated and relates to both curriculum and instructional methods as well as state and district standards.**
- 0 **1** 2 3 19. The manner in which administrative services will be provided
- Comments:* **Page Eleven. The Panel felt there was a lack of clarity in the connectedness between the Board of Directors (BOD), School Governance Council (SGC), Educational Leadership Team (ELT), and the Parent Teacher Association (PTA). Moreover, the Panel was concerned with the teacher leaders' desire to hold permanent positions on the BOD. The Panel would have liked to have seen more mention of community as it relates to the governance structure. The Panel questions if the presence of the administrative advisor one day per week will be enough to provide the necessary administrative services although the school seeks to be teacher led. The panel recommended the option of using a retired principal through a Limited Term Employment (LTE) contract to fill the part-time administrative role.**
- 0 **1** 2 3 20. The governance structure of the school, including the method to be followed by the school to ensure parental involvement
- o Governance structure is clearly defined-
 - o Governance structure reflects diversity in school community supports
 - o Parent involvement is evident in the school governance structure
- Comments:* **Page Ten through Eleven. The Panel determined the school governance structure was vaguely communicated. The Panel would have liked to have seen more information about parental involvement, particularly as it relates to parental input in the planning of the school (e.g. polling the neighborhood for their input on opening the school). The Panel also would have liked to have seen more information about specific strategies for parental and community involvement (e.g. parent education, focus groups, etc.). Additionally, the Panel noted that although the District currently uses the Epstein framework for community involvement, the school that the teacher leaders come from does not, so implementation would be new to them.**
- 0 1 2 **3** 21. The means by which the school will achieve ethnic diversity among its pupils that is reflective of the school district population
- Comments:* **Page Thirteen and Appendix E. The Panel determined that the culturally responsive teaching model is a cornerstone for embracing diversity. They also noted that the city wide busing that the school aims to provide promotes diversity. The Panel would have liked to have seen a more developed strategy for educating English as a Second Language students.**
- 0 **1** 2 3 22. The procedures for disciplining students
- Comments:* **Page Fourteen and Appendix H. The Panel determined that the method for disciplining students is underdeveloped. The Panel would have liked to have seen more organized and elaborated information on the compatibility between the MPS discipline policy and Ma'at concepts.**

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- 23. A description of the school facilities
 - The school currently has a suitable facility
 - The school has not yet identified a facility
 - The school has identified a facility that needs to be inspected by MPS

Comments: Page Fifteen. The Panel determined that a facility has been identified by the school. The Panel acknowledged the community around the facility was taken into account in the development of the educational concept. The Panel would have liked to have seen more information about how the school will use the facility.

RECOMMENDATION BY REVIEW PANEL:

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|---|--|
| <p>_____ This proposal satisfactorily addresses major conceptual concerns.</p> | <p><input checked="" type="radio"/> This proposal does not satisfactorily address conceptual concerns. (Please clarify with comments.)</p> |
| <p>_____ Recommend this charter proposal be considered for instrumentality.</p> | <p><input checked="" type="radio"/> Do not recommend this proposal be considered for an MPS charter school. (See comments.)</p> |
| <p>_____ Recommend this charter proposal be considered for non-instrumentality.</p> | |

Comments: This charter school petition provides an exceptional educational concept and meets the needs of the district while offering something new and innovative for students and families. Overall, the Panel is excited by the educational concept. They believe community partnerships will be critical to executing the concept's many components. The panel noted the passion and enthusiasm of the development team as well as the presence of research to support components of the educational concept. Despite confidence in the educational program, model of instruction, and measures of assessment, the Panel expressed reservations in the areas of school administration, governance structure, and student discipline. The Panel noted a lack of clarity in these areas. While the Panel does not recommend the proposal be considered for an MPS charter school at this time, the Panel highly encourages the development team to resubmit with modifications at a later date.

Date: October 8, 2014