

Report: Reauthorization Review Visitation
Academy: Bridge Academy
Date: October 24-25, 2018

The visitation occurred at the Bridge Academy with three members on the Ferris State University Charter Schools Office (CSO) visitation team. The team had the opportunity to meet with and interview the school leadership team, one school board member, and the School Improvement Team. The team was able to tour the facilities and visit several classrooms to observe teaching and learning. We appreciate the open communication and transparency from the academy team.

Visitation Findings

School Improvement Process and Results	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> Academy staff and leadership are familiar with the goals and activities of the School Improvement Plan. Early-release Fridays allow staff to prioritize collaborative work sessions focused on reviewing data, MTSS outcomes, PD engagement and SEL curriculum development. There is a strong emphasis on integrating technology and ensuring each student has daily access to online learning support (Lexia, DreamBox, Zinc). ELA and Math resources/curriculum are aligned and provide additional support resources that benefit learner needs. The team communicated a strong understanding of the SIOP practices and the need to focus on vocabulary instruction. 	<ul style="list-style-type: none"> Continue efforts to get parents involved in the School Improvement Planning Process. Continue efforts to keep the Board aware of, and engaged in, SIP activities and initiatives. Continue efforts to promote student-led goal setting; allowing for ownership of learning.

<ul style="list-style-type: none"> • A clearly defined system wide MTSS protocol is in place. Remediation is built into the schedule, and student progress is regularly tracked and monitored. • Support staff needs identified in the SIP have been fulfilled. • Professional development is ongoing and aligned to SIP goals and initiatives. • It is clear that the teachers and school leaders are implementing what their plans say they will do. 	
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Facilities Review

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The facilities were well maintained, clean and secure. • Technology is readily available at each location. • Preliminary plans are in place to provide a gym for Bridge West, and additional space if needed. • The addition of the outdoor gardens provide additional learning opportunities. 	<ul style="list-style-type: none"> • Continue to study how you will meet your facility needs as your enrollment grows.

Academy Culture Review

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Administrators focus on creating positive learning environments based on mutual respect, relationship building, and teacher collaboration. • The school community reflects a culture of high expectations and inclusivity. • Classrooms are productive learning environments. Students are engaged with interactive learning materials. • Teachers work well to meet the needs of all students. • The positive culture and administrative efforts to recognize teacher contributions have benefitted staff retention. • PBIS is well embedded in all classrooms, and the CHAMPS protocol is visible throughout. • Staff acknowledge the need to address Social & Emotional Learning and have developed an SEL curriculum to build classroom communities. • Efforts are in place to educate and include parents, encouraging involvement and participation. 	<ul style="list-style-type: none"> • Continue efforts to engage student goal setting; allowing students to “take control of their own learning.” • Continue to monitor incoming demographic needs.

<u>Mission Accomplishment</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The mission, vision, and core values are often referenced, and appear to serve as the foundation for Bridge’s educational program. • Classrooms provide ample evidence of their goal to “nurture academic excellence, positive character, and appreciation of culture.” • School wide PBIS implementation effectively reinforces positive behavior expectations. • SEL training focuses on Social and Emotional Learning to inspire teachers, students, and parents to make their school a caring, inclusive community. 	<ul style="list-style-type: none"> • Continue to align the Mission, Vision, and Core Values to strategic planning goals and desired outcomes.
<u>Website</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The website appears to be up to date and provides necessary information. Improvements have been made since our last visit, and plans are in place to continually update when necessary. 	<ul style="list-style-type: none"> • None at this time.

Academy Internal Review

<u>Student Outcomes</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Administrators regularly monitor and track assessment outcomes. They are successfully meeting their growth standards and have identified practices to improve proficiency levels. • Students are encouraged to develop individual goals that demonstrate mastery of learning. Data walls are in place in classrooms and hallways. 	<ul style="list-style-type: none"> • Continue efforts to encourage teacher mastery of adopted curriculum resources (Benchmark, Bridges, Springboard, and Agilemind). • Continue efforts to vertically align instructional best practices to ensure smooth transitions between grade levels, as well as buildings. • Continue efforts to stay on the cutting edge of technology integration; i.e. virtual reality, robotics, coding, etc.

<ul style="list-style-type: none"> • Teachers are conferencing with students on a regular basis regarding assessment results, level of proficiency, and areas of need for continued growth. The students are well aware of their goals. • The staff recognizes the need to support the high level of ELL students with language rich classrooms that support SIOP strategies. • A clear MTSS protocol is in place. Classrooms offer a Remediation Block, individualized support, and supplemental online remediation. • Curriculum resources have been fully implemented, and alignment practices are ongoing. • Bridge has created a culture of learning focused on student success through the development of positive relationships, collaborative teams, and effective support systems. 	<ul style="list-style-type: none"> • Continue efforts to become a high-achieving academy – becoming that Blue Ribbon School!
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Governance and Leadership

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The Board demonstrates an understanding of the roles of the Board and the Educational Service Provider – GEE. • The Board recognizes their responsibility and demonstrates commitment to ensuring student success. • There is a transparent and trusting relationship between the Board, GEE, and School Leadership. • The Mission, Vision and Core Values drive decision-making, and a written strategic plan guides the direction of the Academy. • The Board recognizes efforts to keep the facility appropriately maintained and updated to meet the needs of students and teachers. 	<ul style="list-style-type: none"> • Continue to seek appropriate applicants interested in becoming members of the Board.

Resources and Support Systems

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • GEE does a great job of providing PD for the Board, the staff, and school leadership to help them. • GEE is sensitive to the needs of teachers and is aware of the importance of retaining and training high-quality teachers. • There is a desire to create districtwide collaborative teams based on utilizing the knowledge and expertise of Leaders and staff throughout the GEE community. • GEE provides financial guidance to assist the Board with budgeting effectively in order to meet academy needs. 	<ul style="list-style-type: none"> • Continue to assist in the process of aligning system wide protocols between Bridge East and Bridge West.

<ul style="list-style-type: none"> GEE provides an effective process for reviewing and adopting new curriculum resources. 	
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CSO Review of Overall Performance for Bridge Academy

<u>Contract Performance Report Review</u>	
Observations (2016-17 data)	Opportunities for Growth (2016-17 data)
<ul style="list-style-type: none"> Fantastic MAP growth (99th percentiles in all areas). MSTEP Proficiency Percentages were well above Composite District. 	<ul style="list-style-type: none"> MAP Achievement (goal is 50th percentile) was at 36th for Reading and 46th for Math. MSTEP Proficiency Percentages were below State Averages.

<u>School Support Team (SST) and Field Representative (FR) Updates</u>	
Observations (2017-18 data)	Opportunities for Growth (2017-18 data)
<ul style="list-style-type: none"> Green SST Designated School. Fantastic MAP Growth continues. MSTEP Proficiency Percentages remain well above Composite District MDE Accountability Index Scores using 2016-17 Data were 76 and 71 for the two buildings- excellent! No financial, facility, compliance, or leadership concerns from SST or FR. 	<ul style="list-style-type: none"> MAP Achievement remains below the 50th percentile- 37th for Reading and 43rd for Math. MSTEP Proficiency Percentages remain below State Averages. MSTEP Math growth (Student Growth Percentile average) dropped from 56% (16/17) to 49% (17/18).

Overall Opportunities for Growth

- Keep up the great growth and Composite District comparison data!
- Reach for State averages in MSTEP.
- Get to that 50th percentile of MAP achievement in Math and Reading.

Current CSO Expectations in Consideration for Recommendation of Reauthorization. These are subject to change.

For Bridge Academy:

- Meet or exceed FSU CSO's academic measures and goals.
- Continue to follow all charter contractual expectations.
- The CSO may have other academic and non-academic expectations as more information becomes available. All other contractual and policy standards must be met and maintained.
- Keep your MDE Accountability Index Score above the bottom 5% in the State.

Signed James K. Scholten
CSO Visitation Chair

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