

Report: Reauthorization Review Visitation
 Academy: Creative Technologies Academy
 Date: November 1- 2, 2018

The visitation occurred at the Creative Technologies 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, three school board members, and the School Improvement Team. The team was able to tour the facility and visit several classrooms to observe teaching and learning. We appreciate the staff and stakeholder’s open communication and transparency that was apparent during our visit.

Visitation Findings

School Improvement Process and Results	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Very positive that you are rewriting your school improvement plan to work towards realistic outcomes and have included activities that will support that effort. • All stakeholders on the team seem to be well aware of the plan and its contents. • The school improvement team members are expected to take information from meetings to the rest of the staff with a task that must then be brought back to the meeting to work on or develop the plan. • Teachers have been well instructed on how to use the Close and Critical reading strategy in their classrooms, which is done across curriculums, and that strategy is now embedded in every day lessons. 	<ul style="list-style-type: none"> • Continue to explore Title funding opportunities to provide support personnel to assist with interventions. • Continue to develop the new School Improvement Plan so it is effective in meeting the new expectations developed from most recent data. • Continue to be focus on the best practices for the secondary classrooms and to find ways to support. • Continue to use the teacher evaluation model to insure teacher implementation of expected activities/programs.

<ul style="list-style-type: none"> • Academy is intentional in building the teachers' ability to implement the strategies within the plan with fidelity in the classroom. • The MTSS process is well coordinated K-5 with the PLC Data teams, especially as it relates to the testing and groupings that are created. • The gradual release model seems to be a well implemented activity. • Walkthrough expectations have been established to improve teacher effectiveness. • Teacher and student schedules are created to meet the students' needs and to support implementation of MTSS. 	
---	--

Facilities Review

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Facilities are very well maintained. The school added temperature control in all classrooms in the buildings. • Student work is well displayed throughout the school. • Technology is available as readily needed. • Classrooms seemed well organized and conducive to learning. • Great work with the effort in finding additional property to make additions to the school. • The school is safe and secure. The building is locked during the school day and there is plenty of supervision before and after school. 	<ul style="list-style-type: none"> • Continue to work with the community to procure donations/financing to expand the facilities, i.e. gym, which in turn might improve enrollment.

Academy Culture Review

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Very cohesive staff that seem to work very well together. • Administrators focus on creating positive learning environments based on positive relationship building, and teacher collaboration. • High expectations have been embedded in all that they do to work with students. • The staff is willing to take a honest look at their academic outcomes and will address them as best they can. 	<ul style="list-style-type: none"> • Continue to sustain with current, and teach new staff, the importance of the culture and how it positively affects student learning.

<ul style="list-style-type: none"> • There is an evident focus on the social emotional growth of each student which is included in their data books/digital portfolio. • Students are able to share with parents the character traits they are working on at school, define them, and give examples of how that can be shown at school. • The leadership team including the superintendent, principals and Instructional Coach is incredibly sound and it is evident that they have a profound impact on student and teacher growth. • Classroom observations show a very positive relationship between the teacher and students, there was a high level of student engagement, there was evident student talk occurring, and the classrooms were all conducive to student learning. 	
--	--

Mission Accomplishment

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The mission is posted throughout the building and all stakeholders from the board to students are aware of it. • The mission was used as a basis in creating the strategic plan. • The mission is a working document and is consistently being reviewed and referred to. • The character education program was developed and is implemented consistently to support the mission. • Our observation shows that all stakeholders not only know the mission but live the mission on a regular basis. 	<ul style="list-style-type: none"> • Continue to keep your mission at the forefront of your future expansion of facilities.

Website

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The website appears to be up to date and provides necessary information. • The use of social media has been helpful to increase enrollment. • The school has implemented a phone application which accompanies their website which provides easy access for parents. 	<ul style="list-style-type: none"> • Continue to use the website to share positive stories and outcomes of your students to work towards goal of becoming a destination school.

Academy Internal Review

<u>Student Outcomes</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Leadership team is well aware of their NWEA, M-Step and SAT scores and have implemented supports to improve those scores. • The WIN “Whatever I Need” appears to be a very good way for the staff to meet the individual learning needs of each student, including those who need enrichment. • Students are encouraged to develop individual goals that demonstrate mastery of learning. This is done through the use of data notebooks K-5 and the digital portfolio 6-12. Students are also responsible for sharing this learning with their parents through student-led conferences. • The school has partnered with a math consultant from the KISD who is working with the teachers on improving math instruction which has been established for two school years, this being year one. • It was impressive to see the staff had already recognized the significant drop in proficiency scores at the middle school level and have already developed a plan to address that academic drop. • CTA has created a culture of learning focused on student success through the development of positive relationships, collaboration, and effective support systems. • The “Team Meeting” process is very intentional. The interventionists are very proactive members of the team and the Instructional Coach provides the needed resources to support the interventionists. A variety of assessments are used to monitor student progress and determine group appropriateness. 	<ul style="list-style-type: none"> • Continue the efforts in using See-Saw as a platform in having students develop their digital portfolios. • Continue to grow, with assistance from math consultant, the students’ capacity to engage in number talk. (Teacher drawing the processes and strategies from students versus just a right or wrong answer) • Keep in balance the implementation/purchase of new resources and curriculum with the responsibility of instructors to teach well.
<u>Governance and Leadership</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The Board of Education and School Administration seem to have a good relationship that respect each other’s roles. 	<ul style="list-style-type: none"> • Continue to use your strategic plan for future planning and decision making.

<ul style="list-style-type: none"> • The Board has a good cross section of professionals that bring their expertise to their roles. • The board has developed a very viable strategic plan with input from a variety of stakeholders. • The board has developed a process to review the strategic plan on a regular basis. • The board is aware of the importance of retaining their teachers and are dedicated to looking for creative ways to insure this happens. 	
--	--

Resources and Support Systems

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The school leadership provides a high level of professional learning to grow instruction and subsequently holds the teachers accountable to that learning. • The school provides frequent early release to provide for professional learning. • The board and administration work well with their budget process to use the monies available effectively. • The board and school staff has recognized the dedication and commitment by the grounds keeper in keeping the facility in excellent shape. • It is outstanding that there is a scheduled maintenance plan and a budget which is adjusted as needed to meet those needs. 	<ul style="list-style-type: none"> • Continue to make sure all the new learning and initiatives are monitored for sustainability.

CSO Review of Overall Performance for Creative Technologies Academy

Contract Performance Report Review

Observations (2016-17 data)	Opportunities for Growth (2016-17 data)
<ul style="list-style-type: none"> • Good MAP growth (at or above 90th percentile in 9 areas). • Average MAP Achievement in Reading exceeded our target and Math was above the 49th percentile. • MSTEP Proficiency data is solid for grades 3-5. • Steady enrollments and 61% of students have been at CTA for 3 years. 	<ul style="list-style-type: none"> • High performing area schools- minimize or eliminate achievement gaps in grades 6-11. • Average SAT total score was below the State average. • Grades 6 and 8 had much lower MSTEP proficiencies- watch that trend- is a cohort or grade level concern?

School Support Team (SST) and Field Representative (FR) Updates

Observations (2017-18 data)	Opportunities for Growth (2017-18 data)
<ul style="list-style-type: none"> • Green SST Designated School. • Great MAP Growth and Achievement (56 and 54!) continues. • MDE Accountability Index Scores using 2016-17 Data was 67. • No financial, facility, compliance, or leadership concerns from SST or FR. • SAT average total score jumped 24 points- great! Good linear cohort growth with 10th grade PSAT to 11th grade SAT. • MSTEP proficiency percentages went up in 2018- great! 	<ul style="list-style-type: none"> • SAT growth was great- meeting State average is possible! • MSTEP Math Proficiency Percentages remain below State Averages. • MSTEP ELA Proficiency Percentages equal to Resident District- great, but Math proficiency is lower.

Overall Opportunities for Growth

- Pinpoint grade levels or cohorts that perform lower than other groups- for 2018, for instance, 7th and 8th grades were much lower on MSTEP ELA and Math.
- Keep up the good work! Complete your building project!

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

For Creative Technologies 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

Ronald S. Schneider
CSO Associate Director