

Report: Reauthorization Review Visitation
Academy: New Bedford Academy
DATE: December 12-13, 2017

The visitation occurred at the New Bedford 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 open communication and transparency that was apparent in all of our interactions.

Visitation Findings

<u>School Improvement Plan (SIP) and EdYes! School Systems Review</u>	
Observations	Opportunities for Growth
<p>School Improvement Plan (SIP)</p> <ul style="list-style-type: none"> • School Improvement Team was familiar with the plan and have implemented the activities/strategies as indicated. • The teachers work collaboratively and share best practices. • The school is consistently using NWEA results to drive decisions and improve student achievement. • The school is consistently using Study Island as a supplemental support for both Reading and Math. • The team has implemented school wide initiatives which provides common activities and language K-8. • Student groupings (centers) and targeted interventions are informed by the data. 	<p>School Improvement Plan (SIP)</p> <ul style="list-style-type: none"> • Continue your noted efforts in supporting the marketing company to focus on increased student enrollment. • During your annual curriculum review consider creating student friendly language to state learning objectives. Consider using this information during instruction. • Consider participating in professional development related to formative assessments and additional instructional strategies as it relates to visible thinking. • Continue to utilize resources that use standardized test compatible language in both NWEA and M-Step.

<ul style="list-style-type: none"> The support staff (Title and At-Risk) has been redesigned putting one per classroom which has provided more consistent and effective communication between the teacher and aide, as well as support to struggling students. The team is continually monitoring their MTSS protocols to insure their bottom 30% of students' needs are being met. <p>Interim Self-Assessment (Alternative to EdYes! Report)</p> <ul style="list-style-type: none"> There is sufficient documentation to clearly support all evidences in this report. 	<p>Interim Self-Assessment (Alternative to EdYes! Report)</p> <ul style="list-style-type: none"> None at this time.
<u>Facilities Review</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> The facilities were safe, secure, and well maintained. Student work is prominently displayed. 	<ul style="list-style-type: none"> Continue to evaluate facility for expansion of programing, such as pre-school.
<u>Academy Culture Review</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> Teachers and administrator have developed a collaborative and caring environment for both staff and students. There is evidence that there are clear and high behavioral expectations in place for the students. There is a strong effort in helping every student be successful in the school. The school community maintains a culture that values learning and promotes academic and personal growth. 	<ul style="list-style-type: none"> Continue to be conscious of maximizing student learning time throughout the day. Consider allowing teachers to identify areas of needed professional growth and then supporting them as needed.
<u>Mission Accomplishment</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> School leader believes he is fostering ability based instruction within all classrooms. Teachers are using data to differentiate instruction based on ability which supports the mission. 	<ul style="list-style-type: none"> Continue to encourage students to take ownership of their learning and set goals based on their current abilities. Continue to review the mission on a regular basis to insure it is still applicable and relevant to what you are doing.

<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 about the school. 	<ul style="list-style-type: none"> Continue to use the website as a recruiting tool and use student/parent testimonials as part of that effort.

Academy Internal Review

<u>Student Outcomes</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> School leader and teachers are aware of both the NWEA and M-Step data and have implemented changes that have improved scores on both assessments. Staff is utilizing the NWEA suite of resources to assist in planning instruction and interventions. Teachers have been trained in the evaluation and interpretation of NWEA data and its alignment to Study Island. 	<ul style="list-style-type: none"> The school leader and staff need to continue to monitor curriculum and adjust as necessary to meet the needs of the students. The school leader should continue to encourage staff to search for instructional strategies that actively engage and appropriately challenge their individual class of students. (i.e. project based activities, cooperative learning, connection to the community)
<u>Governance and Leadership</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> The Board is fully aware of their constraints with current enrollment and seem to have made that a priority through their marketing plan. The board realizes that when the building mortgage is paid off in the next 3 ½ years it will free up some monies to allow for expansion of programs. The Board participates in discussion about student growth and achievement and are aware of the academies SIP. The Board believes that their work with the marketing company will help increase community awareness and increased enrollment. The Board understands the role of the board and believes that the ESP is working on their roles. 	<ul style="list-style-type: none"> Suggest that the Board pushes their ESP to provide to them multiple ways within the budget to address their current constraints. Example: Is there a way to provide instruction in music, arts, P.E. that the current budget can accommodate? Continue to look at and review your strategic plan to address the concerns and implement initiatives in a timely manner. Encourage the staff to focus on building stronger relationships with local pre-schools to potentially increase enrollment. Continue the efforts to seek out community partners to assist in programming for the students. Encourage the ESP and Staff to explore potential STEM (Science Technology, Engineering and Math) programs that will help to provide a niche for the school.

	<ul style="list-style-type: none"> • Continue to utilize student and parent input through surveys to guide decision making. • Take time to review your ESP contract to ensure that the full board is aware of what the ESP is providing the school.
<u>Resources and Support Systems</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The ESP is providing teachers are all highly qualified for the areas in which they teach. • The ESP has provided adequate technology and online learning opportunities are available for students. • The ESP has provided adequate maintenance for the building. 	<ul style="list-style-type: none"> • The ESP needs to continue to keep the Board informed of the long term financial viability of the academy if enrollment does not increase. • The ESP should consider efforts to proactively seek community partnerships. • The ESP should consider developing a relationship with the area ISD that may provide additional support to the school. • The ESP should consider how to strengthen relationships with local pre-schools so that more parents will be aware of the educational opportunity provided by New Bedford Academy.

CSO Review of Overall Performance for New Bedford Academy

<u>Contract Performance Report Review</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • MAP growth targets met in 9/12 measures. • MAP Spring Achievement Percentiles targets met in reading and math. • Solid improvement in MSTEP Proficiency Percentages from 2016 to 2017- English Language Arts (ELA) improved by 13% and math. increased by 9%. Averages are now 47% for ELA and 28% for math. • MSTEP growth is above 40% in all areas and averages 54% in ELA and 58% in math. • Compliance remains at 100%. 	<ul style="list-style-type: none"> • MSTEP Proficiency Percentages are below their Composite and Resident District’s averages in both ELA and math. • Enrollment has declined by 52 students over the last five years. • Average Board attendance was 52% during 2016-17. • General Fund Balance declined significantly last year. • Total Business and Administration expenditures were 33% last year. This is one of the highest percentages in the CSO portfolio.

<u>School Support Team (SST) Updates</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> NBA is designated as a “Yellow” SST school. Facility appears to be working well. 	<ul style="list-style-type: none"> Enrollment needs to increase. Classroom fidelity regarding clear daily objectives and increase the amount and rigor of student created deliverables that demonstrate mastery of the skills connected to the objectives. Clarify the Educational Service Provider and Board relationship. Complete and follow a Board Strategic Plan. Ensure a high level of mentoring and support for new teachers. This takes planning, follow through, and checks for success.

Overall Opportunities for Growth

- Enrollment has slowly been declining causing financial concerns.
- Board needs to clarify their management company plans.

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

For: New Bedford 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.
- NOT be designated as a Partnership, Priority, Comprehensive Support, low performing, etc. school by the State of Michigan.
- Develop and follow a strategic plan that clearly results in financial viability and management stability.

Signed James K. Scholtes
CSO Visitation Chair

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