



Charter Schools Office

Report: Final Reauthorization
Academy: Northridge Academy
Date: October 21 & 22, 2019

The visitation occurred at Northridge 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 facility and visit several classrooms to observe teaching and learning. We appreciate the open communication and transparency from the academy team.

Visitation Findings

School Improvement Processes and Student Outcomes	
Observations	Opportunities for Growth
<ul style="list-style-type: none">• The leadership team is aware of academic weaknesses and have identified priorities for improvement.• There is a clearly defined protocol for MTSS, and it seems to be working well.• Teachers use a comprehensive set of disaggregated data to inform instruction and monitor student progress.• Classrooms are data rich. Students use Interactive Data Boards to set goals and track their own progress.• The master schedule enables students to participate in intervention programs (ILC Blocks and SFA).• The leadership team ensures that there is a clear professional development calendar, and topics are aligned to the school improvement goals.	<ul style="list-style-type: none">• Consider allocating additional classroom-based instructional support staff such as paraprofessionals.• Continue to develop MTSS protocols for upper elementary and middle school.• Develop a clear mentoring program to foster and monitor high-quality teaching in every classroom.• Continue to set high expectations for students by ensuring classroom tasks are intellectually challenging.• Prioritize the need for physical activity. Consider updating the master schedule to include recess and other opportunities for teachers to engage students in outdoor activities.• Continue to create a collaborative environment that welcomes teacher opinion and diversity of ideas.

<ul style="list-style-type: none"> Teachers report quality, job-embedded professional development that is relevant to content area needs. The leadership team recognizes the positive impact of ensuring consistency throughout the building, i.e. non-negotiables, observation characteristics, etc. The leadership team expects high-quality teaching. They conduct regular walkthroughs to support and monitor instruction. Real-time feedback is the norm. The principal and leadership team regularly provide teachers with meaningful feedback to improve the quality of instruction. The leadership team offers support and guidance through team teaching and modeling. The principal communicates high expectations and a belief in the potential of all students. Staff assignment decisions are based on teacher effectiveness and student outcome data – teachers with proven effectiveness are placed with students demonstrating the greatest need. The restructuring of the Special Education program appears to have been greatly beneficial. 	
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Academy Culture Review

Observations	Opportunities for Growth
<ul style="list-style-type: none"> The importance of high expectations for students and staff is regularly communicated. There is an emphasis on addressing the needs of the whole child; emotional, social, physical, creative, and cognitive well-being. The parent liaison works diligently to ensure that families are connected to the school and see themselves as partners in their child's education. There is a schoolwide positive behavior system in place; rewards and consequences are consistently tracked and monitored. ClassDojo provides opportunities for teachers to encourage students to be reflective of their behaviors. 	<ul style="list-style-type: none"> Continue to examine the reasons for teacher turnover. Use effective practices for retaining staff. Culturally relevant/responsive teaching – continue to work with teachers and help them understand how to address the diverse needs of your student population. Continue to seek leadership training that guides continuous improvement. Continue to identify and cultivate relationships with community partners who offer services to families that reduce the barriers to students' academic and personal growth. Continue to monitor the effectiveness of building procedures through the use of surveys and other data.

<ul style="list-style-type: none"> • Positive reinforcement is evident. Staff speak respectfully to students, showing genuine interest and empathy. • Teachers demonstrate and encourage positive rapport and classrooms display an atmosphere of trust. • Teachers create inviting classroom spaces that embrace student choice and encourage cooperative learning. • Students were respectful to adults and other students. • The leadership team provides recognition to those who exhibit exemplary performance. 	
<u>Mission Accomplishment</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The mission, vision, and core values guide and influence decision making related to academic progress and healthy social/emotional development. • The mission, vision, and core values are prominently displayed and reflected in publications and social media. 	<ul style="list-style-type: none"> • None at this time.
<u>Governance and Leadership</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The Board is well aware of current, and future academy needs. They are proactive in securing appropriate funding and resources. • Board members promote the Academy throughout the community, and continually seek collaborative partnerships. • The Board respects the role of Ferris State University oversight and understands the expectation of meeting the contract goals. • The Board is strongly committed to marketing and allocates appropriate resources to support recruitment efforts. • The Board is reworking their strategic plan to prioritize student enrollment, teacher retention, and financial stability. 	<ul style="list-style-type: none"> • Continue efforts to update a strategic plan that identifies and addresses high-priority academy needs.

<ul style="list-style-type: none"> • The Board has all seven seats filled with actively engaged and highly committed members. • There is a positive working relationship between the ESP and the Board. 	
<u>Resources and Support Systems</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The Leona Group provides job-embedded professional development, targeted to address specific needs. • The Leona Group provides adequate financial information and support in guiding the Board. • The Leona Group is actively engaged in providing appropriate guidance and support for the Special Education program. 	<ul style="list-style-type: none"> • Continue efforts to expand the candidate pool and improve recruitment methods. • Continue efforts to identify appropriate ways to integrate and/or utilize the outdoor space i.e. nature-based teachings, environmental themes, etc. • Continue to pay close attention to your budget and ensure that you remain viable.
<u>Facilities Review</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Staff ensure that students and adults feel safe and ready to engage in teaching and learning; the facility is clean and in good working order. 	<ul style="list-style-type: none"> • None at this time.

Website/Social Media Review

Observations	Opportunities for Growth
<ul style="list-style-type: none">• The web site provides an abundance of necessary and up -to-date information.• The academy provides information and interaction with stakeholders via Facebook.	<ul style="list-style-type: none">• Continue efforts to use social media to interact with stakeholders and recruit new students.

CSO Review of Overall Performance for Northridge Academy

Contract Performance Report Review

Observations (2017-19 data)	Opportunities for Growth (2017-19 data)
<ul style="list-style-type: none">• Consistent proficiency percentages on MSTEP• MSTEP Proficiency Percentages were well above Composite District• NWEA MAP data is positive	<ul style="list-style-type: none">• PSAT 8 resulted in low percentage of proficient students (8%)• PSAT 8 resulted in 23% proficient students (Flint had 22%)• MSTEP growth score was 47, in order to close the gap with State averages you need to get above 50

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

Observations (2019-current data)	Opportunities for Growth (2019-current data)
<ul style="list-style-type: none">• Green SST Designated School in all four Pillars• Stable leadership continues• No apparent major facility issues	Enrollment needs to increase

Overall Opportunities for Growth

- Keep up the great MAP and Composite District comparison data!
- Increase that enrollment!
- Increase your average to at least the 50th percentile of growth in MSTEP Math

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

For Northridge 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
- Remain fiscally solvent



CSO Visitation Chair



CSO Associate Director