

**HIGHLAND COMMUNITY SCHOOL, INC.**  
**CONTRACT COMPLIANCE**  
**FOR THE YEAR ENDED JUNE 30, 2024**

**HIGHLAND COMMUNITY SCHOOL, INC.**

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Independent Accountants' Report

Board of Directors  
Milwaukee Public Schools

School Governance Council  
Board of Directors  
Highland Community School, Inc.

We have examined management's assertion that Highland Community School, Inc. complied with all contractual requirements as listed in the accompanying Schedule of Charter School Contract Requirements for the year ended June 30, 2024. Management is responsible for Highland Community School, Inc.'s compliance with those requirements. Our responsibility is to express an opinion on management's assertion about Highland Community School, Inc.'s compliance based on our examination.

Our examination was conducted in accordance with the attestation standards established by the AICPA and the MPS Minimum Audit Procedures. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether management's assertion about compliance with the specified requirements is fairly stated, in all material respects. An examination involves performing procedures to obtain evidence about whether management's assertion is fairly stated, in all material respects. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risks of material misstatement of management's assertion, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and to meet other ethical responsibilities in accordance with relevant ethical requirements relating to the examination engagement.

In our opinion, management's assertion that the Highland Community School, Inc. complied with the aforementioned requirements for the school year ended June 30, 2024, is fairly stated in all material respects.

  
RITZ HOLMAN LLP  
Certified Public Accountants

February 26, 2025

**Ritz Holman LLP**  
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Highland Community School, Inc.  
Schedule of Charter School Contract Requirements  
June 30, 2024

1. The Highland Community School, Inc. (the "Charter School") Board has entered into the Charter School Contract (the "Contract") on its own initiative.

***The Charter School complied.***

2. The Charter School Administrator is named in the Contract and no changes have been made in the Administrator during the 2023-2024 fiscal year.

***The Charter School complied.***

3. The educational program from Appendix A of the Contract is being followed.

***The Charter School complied.***

4. The methods of instruction described in Appendix A of the Contract are being followed.

***The Charter School complied.***

5. A pupil academic achievement report was submitted to MPS within the 30 days of receipt of data as required.

The Charter School made every effort to include all pupils in the assessment process, including making reasonable accommodations for pupils if necessary. The Charter School adheres to the same accountability measures, administers the same district-wide assessments, and follows the same proficiency measures as all MPS non-chartered schools.

***The Charter School complied.***

6. The Charter School is incorporated as a non-profit, non-sectarian corporation in the State of Wisconsin and has received its tax-exempt status as 501(c)(3) from the Internal Revenue Service.

***The Charter School complied.***

7. The Charter School has submitted to the Board the Articles of Incorporation and Bylaws of the Charter School. The Articles of Incorporation and bylaws are being followed.

***The Charter School complied.***

8. The Charter School has provided names and changes in names of the governing body of the Charter School. The Charter School adheres to the governance structure described in the Contract.

***The Charter School complied.***

9. The Charter School has employed the methods in Appendix A to ensure parental involvement. The Charter School maintains written records of parents and family members involved in school activities.

***The Charter School complied.***

Highland Community School, Inc.  
Schedule of Charter School Contract Requirements  
June 30, 2024

10. The Charter School received Title I funding and complied with all the rules and regulations applicable to that funding source.

***The Charter School complied.***

11. All staff and vendors were paid at the MPS administrative policy 3.09(7)(a) minimum wage amount.

***The Charter School complied.***

12. All instructional staff of the Charter School hold a current and appropriate license or permit to teach issued by the Wisconsin Department of Public Instruction ("DPI").

***The Charter School complied.***

13. The Charter School complies with all Board policies and all local, state and federal laws, codes, rules and regulations that apply to public schools and pertain to health and safety. The Charter School demonstrated a good faith effort to ensure that all of its pupils complied with the WI immunization requirements by following up with letters to parents/guardians.

***The Charter School complied.***

14. The Charter School shall use its best efforts to establish and maintain a diverse pupil profile according to MPS guidelines.

***The Charter School complied.***

15. The Charter School has abided by all MPS guidelines for pupil admission and did not impose admission requirements that are inconsistent with MPS policies and guidelines.

***The Charter School complied.***

16. The Charter School has maintained a pupil database with an MPS approved format in accordance with MPS administrative policies.

***The Charter School complied.***

17. The Charter School is attempting to follow the plan submitted to MPS that provides free appropriate public education to children with disabilities, including, but not limited to, identifying, evaluating, planning educational programs and implementing placements in accordance with the Individuals with Disabilities in Education Act, 20 U.S.C. 1400 et. seq. (IDEA), and Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794 (sec. 504).

***The Charter School complied.***

18. An annual operating budget was due to MPS by June 1st. The Charter School operated, expended and accounted for funds in a manner consistent with the provisions of the Contract and the Charter School 2023-2024 operating budget.

***The Charter School complied.***

Highland Community School, Inc.  
Schedule of Charter School Contract Requirements  
June 30, 2024

19. An amended budget was submitted to MPS within 30 days of approval and approved by MPS.

***The Charter School complied.***

20. The Charter School met the requirement to expend and account for funds consistent with contract provisions and the annual operating budget. The Charter School's audit of its financial statements reflects reporting of expenditures in the required format with an unqualified opinion. The Charter School's audit of the Schedule of Milwaukee Public Charter School Contract Revenue and Instructional and Non-Instructional Expenses reflects reporting of revenues and expenditures in accordance with the MPS approved format with an unqualified opinion.

***The Charter School complied.***

21. The Charter School met the requirement to budget, expend and account for funds in a manner consistent with the provisions of the annual operating budget.

***The Charter School complied.***

22. When the Charter School anticipates a revenue shortfall during the year, the Charter School shall submit within 30 days to MPS a contingency plan for such revenue shortfall. There was no revenue shortfall for the year ended June 30, 2024.

***The Charter School complied.***

23. The Charter School submitted unaudited mid-year financial statements to MPS by January 31 of each year during the term of the contract. The schedule of contract revenue and expenses, prepared in a format consistent with the approved budget, covered the period of July 1 to December 31 of that contract.

***The Charter School complied.***

24. The Charter School submitted to MPS all audits, reviews, compilations or reports of reportable conditions that were prepared by an independent accountant within 15 days of receipt.

***The Charter School complied.***

25. The Charter School is not required to submit an attestation opinion on pupil eligibility since the year is ending in an even number.

***N/A for June 30, 2024.***

26. Any pending or threatened litigation has been disclosed to the Charter School's independent public accountants and MPS.

***The Charter School complied.***

Highland Community School, Inc.  
Schedule of Charter School Contract Requirements  
June 30, 2024

27. The Charter School followed disciplinary guidelines, including any changes or amendments that were submitted to MPS that are attached to the Contract as either Appendix I or J.

***The Charter School complied.***

28. The Charter School followed contract requirements for any possible expulsions and follows MPS' policies and procedures regarding expulsion. The Charter School did not discipline students protected under Section 504 of the Rehabilitation Act of 1973, 29 U.S.C 794, et seq. (sec. 504), the Individuals with Disabilities Education Act, 20 U.S.C. 1400 et. seq. (IDEA), and the American with Disabilities Act, 42 U.S.C. 12101 et. seq. (ADA) unless complying with the requirements of those acts. The Charter School did not use corporal punishment including strip searches on any pupil.

***The Charter School complied.***

29. The Charter School complied with all MPS Facilities and Maintenance requirements. The facility utilized was adequate to serve the pupil population in the Contract. The Charter School assumed full responsibility of costs of providing and maintaining its facilities. The Charter School complied with local, state and federal laws, codes, rules and regulations pertaining to health and safety. The Charter School has an occupancy permit prior to the first day of attendance, the Charter School has regulation pertaining to asbestos in place, and the School has approval for any facility modifications.

***The Charter School complied.***

30. The Charter School obtained insurance and bond coverage that is listed in the Contract and all the policies are currently paid and in effect. The 30 day advance notification clause is included on the insurance policy for the 2023-2024 school year.

***The Charter School complied.***

31. The Charter School is nonsectarian in its programs, admissions, policies, employment practices and all other operations.

***The Charter School complied.***

32. The Charter School has not charged any tuition or assessed student fees which are disallowed.

***The Charter School complied.***

33. The Charter School has not discriminated against any student or qualified employee or qualified applicant.

***The Charter School complied.***

34. The Charter School has complied with all local, state and federal laws, codes, rules and regulations applicable to public charter schools including, but not limited to, the laws, codes, rules and regulations that are noted in the Contract and has not received notification of any issues where the Charter School is suspected of noncompliance with such.

***The Charter School complied.***

Highland Community School, Inc.  
Schedule of Charter School Contract Requirements  
June 30, 2024

35. The Charter School requires background checks on all of its employees and volunteers and no one, paid or non-paid, is working in the Charter School whose background check indicated that they cannot be hired.

***The Charter School complied.***

36. The Charter School did not receive any correspondence from the United States Department of Education, the United States Department of Justice or DPI that requires a formal response.

***The Charter School complied.***

37. The Charter School submitted its calendar year to MPS within 30 days of MPS calendar adoption and operated for the days and hours indicated on the calendar.

***The Charter School complied.***

38. The Charter School did provide nutritional services through MPS and did not provide transportation services.

***The Charter School complied.***

39. The Charter School participated in staff development opportunities provided by MPS pertaining to the American with Disabilities Act (ADA), 42 U.S.C. § 1210, Section 504 of the Rehabilitation Act of 1973, (Sec. 504), 29 U.S.C. § 794, the Individuals With Disabilities Education Act (IDEA), 20 U.S.C. § 1400 et. seq., No Child Left Behind Act, 20 U.S.C. § 6301 et seq. and the Asbestos Hazard Emergency Response Act (AHERA), 15 U.S.C. § 2641 et seq.

***The Charter School complied.***

40. The Charter School did not enter into a contract or agreement with a third party for the operation or management of the Charter School.

***The Charter School complied.***

41. The program was voluntary, and no pupil was required to attend the Charter School without his or her approval or parent or guardian approval.

***The Charter School complied.***

42. The Charter School shall defend any claim or action against MPS as result of the school's fulfillment of the contract.

***The Charter School complied.***

43. The Charter School shall not hold MPS Board liable due to the establishment or operation of the Charter School.

***The Charter School complied.***

Highland Community School, Inc.  
Schedule of Charter School Contract Requirements  
June 30, 2024

44. The Charter School adhered to the provisions of the Charter School Annual Operating Budgets for any services purchased by the Charter School from MPS.

***The Charter School complied.***

45. The Charter School remitted payment of an annual administrative fee before April 15<sup>th</sup>.

***The Charter School complied.***

46. The Charter School adhered to all intergovernmental agreements under Wis. Stat. § 66.0301.

***The Charter School complied.***

**HIGHLAND COMMUNITY SCHOOL, INC.**  
**PERFORMANCE AUDIT**  
**FOR THE YEAR ENDED JUNE 30, 2024**

HIGHLAND COMMUNITY SCHOOL, INC.

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Highland Community School, Inc.

We have examined management's assertion that Highland Community School, Inc.'s academic achievement and program results reported in the accompanying Report on Academic Performance for the year ended June 30, 2024, are accurate, valid and representative of all Highland Community School, Inc. students and that Highland Community School, Inc. did attain at least 75 percent of the applicable performance criteria. Highland Community School, Inc.'s Report on Academic Performance for the year ended June 30, 2024, is the responsibility of Highland Community School, Inc.'s management. Our responsibility is to express an opinion on management's assertion about Highland Community School, Inc.'s performance results.

Our examination was made in accordance with the attestation standards established by the American Institute of Certified Public Accountants and MPS Minimum Audit Requirements and, accordingly, included examining on a test basis, evidence about Highland Community School, Inc.'s performance results and performing other procedures as we considered necessary in the circumstances. We believe that our examination provides a reasonable basis for our opinion. Our examination does not provide a legal determination on Highland Community School, Inc.'s performance results.

In our opinion, management's assertion that the Highland Community School, Inc. performance results reported in the Report on Academic Performance for the school year ended June 30, 2024, are accurate, valid and representative of all students at Highland Community School, Inc. and Highland Community School, Inc. did attain at least 75 percent of the applicable performance criteria are fairly presented in all material respects.

  
RITZ HOLMAN LLP  
Certified Public Accountants

February 26, 2025

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## Charter School PAAR Verification Cover Sheet

The pupil academic achievement report (PAAR) is due annually in accordance with the charter school contract. Charter Schools develop and submit an annual pupil academic achievement report (PAAR) to MPS within 30 days of the receipt of the data. If the charter school's contract outlines local performance measures, the school shall report all such data in the PAAR.

A data report for each school has been provided with all years of the contract term available for analysis and trend information. Although a multi-year is available, only the **2023-24** data is the official accountability data for this year's PAAR.

To complete the PAAR:

- review the data included in the report for the **2023-24** school year;
- check if the school agrees with the data or does not agree with the data;
- if the school does not agree with the data for certain contract measures, list those contract measures and submit supporting data for review;
- provide an explanation for any unmet performance measures (please note that if using the CSS Continuous School Improvement Plan (CSIP) template, the explanation can be included in SIP);
- sign and date the bottom portion of the PAAR and provide any additional supporting evidence, if required, no later than **January 27, 2025**.

Per the terms of the charter school contract, the annual performance and compliance audit is due within 60 days after receipt of the academic achievement report data, unless a written extension of time is granted. **The performance and compliance audit is due February 27, 2025.**

Submit the PAAR and any accompanying documentation to Lisa Haar at [haarlx@milwaukee.k12.wi.us](mailto:haarlx@milwaukee.k12.wi.us).

**PUPIL ACADEMIC ACHIEVEMENT REPORT (PAAR)  
NON-INSTRUMENTALITY CHARTER SCHOOL  
HIGHLAND COMMUNITY SCHOOL**

Contract Term: 2020/21 – 2024/25

(1) WSAS - ENGLISH LANGUAGE ARTS (ELA)									
Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in English Language Arts that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools.									
Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Proficient	District Rate	Met Goal	Source
2020-21	Forward	207 (69.1%)	49	23.7%	30,071 (44.1%)	2,199	7.3%	NA	WISEdash
	<i>Note: For the 2020-21 school year, the district received a federal waiver for test participation in meeting the 95% requirement. The test participation for the school and district is indicated in "total tested" for comparison. Comparisons must be made with extreme caution, since test participation may vary widely between schools and the district.</i>								
2021-22	Forward	94.3%	80	37.9%	94.9%	3,819	14.6%	YES	WISEdash
2022-23	Forward	99.5%	100	49.0%	97.3%	4,136	16.3%	YES	WISEdash
2023-24	Forward	99.5%	127	63.2%	97.3%	5,994	24.0%	YES	WISEdash
2024-25									

(2) WSAS - MATHEMATICS									
Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in mathematics that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools.									
Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Proficient	District Rate	Met Goal	Source
2020-21	Forward	207 (69.6%)	30	14.5%	30,071 (43.5%)	1,268	4.2%	NA	WISEdash
	<i>Note: For the 2020-21 school year, the district received a federal waiver for test participation in meeting the 95% requirement. The test participation for the school and district is indicated in "total tested" for comparison. Comparisons must be made with extreme caution, since test participation may vary widely between schools and the district.</i>								
2021-22	Forward	94.3%	43	20.4%	94.9%	2,724	10.4%	YES	WISEdash
2022-23	Forward	99.5%	48	23.5%	97.2%	3,015	11.8%	YES	WISEdash
2023-24	Forward	100.0%	90	44.8%	97.7%	4,929	19.8%	YES	WISEdash

2024-25									
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**(3) WSAS- SCIENCE**

Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in science that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools.

Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Proficient	District Rate	Met Goal	Source
2020-21	Forward	63 (58.7%)	18	28.5%	9,930 (40.7%)	886	8.9%	NA	WISEdash
	<p><i>Note: For the 2020-21 school year, the district received a federal waiver for test participation in meeting the 95% requirement. The test participation for the school and district is indicated in "total tested" for comparison. Comparisons must be made with extreme caution, since test participation may vary widely between schools and the district.</i></p>								
2021-22	Forward	85.5%	25	36.2%	94.6%	1,713	19.6%	YES	WISEdash
2022-23	Forward	98.5%	36	53.7%	96.7%	1,775	20.5%	YES	WISEdash
2023-24	Forward	100.0%	31	50.0%	97.0%	1,776	21.0%	YES	WISEdash
2024-25									

**(4) WSAS - SOCIAL STUDIES**

Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in social studies that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades in all MPS schools.

Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Proficient	District Rate	Met Goal	Source
2020-21	Forward	63 (60.3%)	17	26.9%	9,930 (40.5%)	927	9.3%	NA	WISEdash
	<p><i>Note: For the 2020-21 school year, the district received a federal waiver for test participation in meeting the 95% requirement. The test participation for the school and district is indicated in "total tested" for comparison. Comparisons must be made with extreme caution, since test participation may vary widely between schools and the district.</i></p>								
2021-22	Forward	85.5%	37	53.6%	94.2%	2,489	28.6%	YES	WISEdash
2022-23	Forward	100.0%	47	70.1%	96.5%	2,586	29.9%	YES	WISEdash
2023-24	Forward	100.0%	40	64.5%	96.9%	2,792	33.1%	YES	WISEdash
2024-25									

### SUMMARY OF ACADEMIC PERFORMANCE CRITERIA (1-4)

Charter School pupils shall be deemed by the Board to have made sufficient progress towards attaining the educational goals under Wis. Stat. 118.01, or the academic performance criteria established by the Board, if Charter School meets at least 75% of the applicable performance items listed above that apply to Charter School.

Year	School Result	Contract Agreement	Met Goal
2020-21	NA	75%	NA
<i>Note: For the 2020-21 school year, the district received a federal waiver for test participation in meeting the 95% requirement. The test participation for the school and district is indicated in "total tested" for comparison. Comparisons must be made with extreme caution, since test participation may vary widely between schools and the district.</i>			
2021-22	100.0% (4 of 4)	75%	YES
2022-23	100.0% (4 of 4)		YES
2023-24	100.0% (4 of 4)		YES
2024-25			

### (5) STABILITY RATE

Achieve a stability rate of pupils in Charter School that is the same as, or higher than, the stability rate of pupils in corresponding grades in all MPS schools. In this Contract, "stability rate" shall refer to the percentage of students (excluding the top grade) enrolled on the May count date of the first year that are still enrolled on the following year's September count date.

Year	School Result	District Result	Met Goal	Source
2020-21	86.1%	69.7%	YES	MPS Dashboard
2021-22	93.3%	79.7%	YES	MPS Dashboard
2022-23	93.6%	79.4%	YES	MPS Dashboard
2023-24	87.0%	69.4%	YES	MPS Dashboard
2024-25				

### (6) ATTENDANCE RATE

Achieve an average daily attendance rate of pupils in Charter School that is the same as, or higher than, the average daily attendance rate of pupils in corresponding grades in all MPS schools.

Year	School Result	District Result	Met Goal	Source
2020-21	95.5%	87.3%	YES	MPS Dashboard
2021-22	93.5%	83.0%	YES	MPS Dashboard

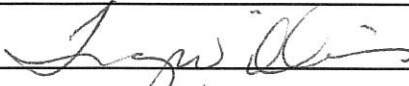
**ADDITIONAL APPLICABLE PERFORMANCE CRITERIA (5-8)**

In addition to the contract measures listed above for the school's educational performance, Charter School shall also meet the following applicable criteria:

Year	Total Applicable Criteria Met	Total Applicable Criteria	Applicable Criteria Percentage Met
2020-21	4	4	100.0%
<p><i>Note: For the 2020-21 school year, the district received a federal waiver for test participation in meeting the 95% requirement. The test participation for the school and district is indicated in "total tested" for comparison. Comparisons must be made with extreme caution, since test participation may vary widely between schools and the district.</i></p>			
2021-22	4	4	100.0%
2022-23	4		100.0%
2023-24	4		100.0%
2024-25			

MILWAUKEE PUBLIC SCHOOLS REVIEW	NAME	DATE OF COMPLETION
MPS has compiled and validated all data presented in this document.	<i>Research and Assessment</i>	12.09.24

NAME	PHONE NUMBER	EMAIL ADDRESS
SCHOOL CONTACT PERSON Tracy Williams	414-342-1412	<a href="mailto:twilliams@highlandcommunityschool.org">twilliams@highlandcommunityschool.org</a>

CHARTER SCHOOL	Highland Community School
SCHOOL SIGNATURE	
REVIEW DATE	12/18/24

CHECK 1 BOX	CHARTER SCHOOL REVIEW
<input checked="" type="checkbox"/>	<b>YES</b> , the school has reviewed the data and agrees with the information presented by MPS.
<input type="checkbox"/>	<b>NO</b> , the school has reviewed the data and does not agree with all of the information presented by MPS. Supporting evidence must be included for contract measures the leader does not agree with.

2022-23	93.4%	86.0%	YES	MPS Dashboard
2023-24	93.8%	86.9%	YES	MPS Dashboard
2024-25				

**(7) MOBILITY RATE**

Achieve a mobility rate of pupils in Charter School (registered as of the September Third Friday Count) that is the same as, or lower than, the mobility rate of pupils in corresponding grades in all MPS schools. In this Contract, "mobility rate" shall refer to the percentage of students that enroll after the Third Friday in September (or, intake rate).

Year	School Result	District Result	Met Goal	Source
2020-21	1.2%	5.1%	YES	MPS Dashboard
2021-22	0.7%	12.8%	YES	MPS Dashboard
2022-23	1.2%	14.0%	YES	MPS Dashboard
2023-24	1.2%	17.4%	YES	MPS Dashboard
2024-25				

**(8) PROMOTION RATE GRADES 4 AND 8**

Achieve a percentage of pupils promoted from grades 4 and 8 in Charter School that is the same as, or higher than, the percentage of pupils being promoted from the corresponding grades in all MPS schools.

Year	Grade Level	Number Enrolled	Number Promoted	School Rate	District Rate	Met Goal	Source
2020-21	4 <sup>th</sup>	37	37	100.0%	99.9%	YES	MPS Data Extract
	8 <sup>th</sup>	15	15	100.0%	99.8%		
2021-22	4 <sup>th</sup>	40	40	100.0%	99.7%	YES	MPS Data Extract
	8 <sup>th</sup>	22	22	100.0%	99.7%		
2022-23	4 <sup>th</sup>	36	36	100.0%	99.9%	YES	MPS Data Extract
	8 <sup>th</sup>	21	21	100.0%	99.8%		
2023-24	4 <sup>th</sup>	30	30	100.0%	99.9%	YES	MPS Data Extract
	8 <sup>th</sup>	21	21	100.0%	99.9%		
2024-25	4 <sup>th</sup>						MPS Data Extract
	8 <sup>th</sup>						