




**INTEROFFICE MEMORANDUM**

**DATE** February 1, 2024

**TO:** Members of the Board of School Directors

**FROM:** Mr. Paul Geib 

**RE:** Audit #2024-033; La Causa Charter School  
Performance and Compliance Audit

**C:** Dr. Keith Posley  
Mr. Matt Chason  
Ms. Jill M. Kawala  
Ms. Martha Kreitzman  
Ms. Bridget Schock  
Ms. Kari Hendricks  
Mr. Alberto Adame

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Transmitted herewith is our report on *Audit #2024-033 –La Causa Charter School Performance and Compliance Audit*. If you have any questions regarding this report or would like the report to be placed on a committee agenda, please contact our office.

On behalf of the Audit Services' staff, we wish to thank the school staff and the MPS administration for their cooperation and assistance throughout the audit process.

Attachment

**La Causa Charter School Performance and Compliance Audit**

**Audit: 2024-033**

**February 2024**



**MILWAUKEE**  
**PUBLIC SCHOOLS**

**Office of Accountability and Efficiency-Audit Services**

**LA CAUSA CHARTER SCHOOL  
PERFORMANCE AND COMPLIANCE AUDIT**

**AUDIT: 2024-033**

**FEBRUARY 2024**

**MILWAUKEE PUBLIC SCHOOLS  
BOARD OF SCHOOL DIRECTORS**

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Alberto Adame – Performance Auditor II

**Principal**

Kari Hendricks

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## **I. BACKGROUND**

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The Wisconsin Charter School Law, Statute 118.40, authorizes the Milwaukee Board of School Directors (Board) to establish by contract Milwaukee Public Schools (MPS) instrumentality and non-instrumentality charter schools. A charter school, as defined by the statute or Board policy, is a public school created by contract that shall (a) be exempt from the provisions of chapters 115 to 121 of the Wisconsin statutes, except as otherwise explicitly provided; (b) be nonsectarian in its programs, admission policies, employment practices, and all other operations; (c) be free from tuition and without mandatory fees, unless such fees are consistent with MPS policies; (d) not discriminate in admission or deny participation in any program or activity; (e) enroll students in the school on a purely voluntary basis; (f) give preference in admission to any pupil who resides within the attendance area; and (g) administer, at a minimum, the same proficiency and performance measures and assessments that are applied to other MPS schools. State statute 118.40 also defines a non-instrumentality charter school as a charter school in which the personnel are not employed by the school district.

On January 30, 2003, the Board granted the petition of La Causa Charter School (La Causa) to operate as a K4 through Grade 8 non-instrumentality charter school. The Board approved a five year contract on May 27, 2021 for the 2021-22 through 2025-26 school years.

State statute requires that a charter school must annually have a programmatic audit performed. To comply with statute, La Causa engaged the MPS Office of Board Governance – Audit Services (Audit Services) to conduct a performance and compliance audit.

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## **II. SCOPE, OBJECTIVES AND METHODOLOGY**

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The objective of this performance and compliance audit was to determine whether 1) La Causa met the academic performance criteria and 2) complied with the administrative and fiscal provisions set forth in the charter school contract between La Causa and MPS. We conducted this performance audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

The scope of our review included interviews and written confirmations with school and district staff along with an examination of evidence relating to contract academic and administrative performance requirements for the 2022-23 school year. Specific contract provisions examined included, but were not limited to, governance council membership and activities, methods of instruction and educational programs, parent involvement, student disciplinary and admission policies, special education, staff licensing, health and safety, financial management, audit, and grant requirements. In addition, the internal controls used at La Causa were reviewed to determine whether (a) the controls were sufficient to ensure the integrity of reported student data, (b) compliance with the administrative fiscal provisions of the contract and (c) pupil membership audit results are fairly stated.

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### III. ACADEMIC PERFORMANCE

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#### **Academic Performance Conclusion**

La Causa submitted its annual Pupil Academic Achievement Report attached as Exhibit I in November 2023. This report included all of the related school assessment data for the 6 *performance* criteria and 9 *other* criteria the school is mandated by contract to report. Of these assessments, four *performance* and eight *other* assessments were applicable to La Causa. The MPS Department of Research, Assessment and Data provided the school's results for the average academic growth, attendance, mobility, and adequate yearly progress as well as the district results for all criteria. The data supplied by the MPS Department of Research, Assessment and Data was not evaluated for accuracy by Audit Services. As such, we have not expressed an opinion on the accuracy of this data. Our evaluation of La Causa's academic performance results was limited to examining, on a test basis, the evidence that supports the reported outcomes for La Causa's Grades 4 and 8 promotion rates and Grade 3 through Grade 8 Wisconsin Forward Test.

According to the charter contract, schools are required to (1) demonstrate sufficient progress toward attaining the educational goals under sec. 118.01, or the academic performance criteria established by the Board, by achieving at least 75% of the four applicable *performance* criteria and (2) achieve all of the *other* applicable criteria.

*La Causa did not achieve either of the above requirements. With respect to achieving 75% of the applicable performance assessment criteria, our examination determined that La Causa did not achieve the criteria for any of the four assessments. With respect to achieving the criteria for all eight of the other assessments, our examination determined that La Causa achieved the criteria for four, or 50%, of the "other" assessments. Specific information for each criterion is summarized below.*

### III. ACADEMIC PERFORMANCE

**Contract Performance Measures  
Grades K4 through 8  
2022-23**

Contract Measures		Achieved		
		Yes	No	NA
	<b>Additional – WKCE-CRT</b>			
1	Forward English Language Arts ELL		X	
2	Forward Mathematics ELL		X	
3	Forward Science ELL		X	
4	Forward Social Studies ELL		X	
5	Wisconsin Forward Reading			NA
6	Wisconsin Forward Math			NA
	<b>Overall Summary- 0 of 4 or 0%</b>			
	<b>Other Criteria</b>			
7	Stability	X		
8	Attendance	X		
9	Mobility	X		
10	Promotion (Grade 4 <sup>th</sup> and 8 <sup>th</sup> )	X		
11	Wisconsin Forward English/language Arts - and ELL student Population		X	
12	Wisconsin Forward Mathematics and ELL student population		X	
13	Wisconsin Forward Science and ELL student Population		X	
14	Wisconsin Forward Social Studies and ELL student Population		X	
15	Gap Measure			NA
	<b>Overall Summary- 4 of 8 or 50%</b>			

NA-indicates that the performance measure is not applicable to the school

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## IV. ADMINISTRATIVE AND FISCAL PERFORMANCE

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### Contract Compliance Conclusion

The audit examination of La Causa’s compliance with the provisions of the contract dated May 27, 2021, between MPS and La Causa for the 2022-23 school year disclosed two instances of material noncompliance with the provisions of the contract. La Causa was found to be noncompliant with the contract provisions requiring (1) 99% of the students meet immunization requirements and (2) IDEA requirements.

Our examination also included a review of the internal controls designed to ensure compliance with the provisions of the contract. Except for the deficiencies in internal controls that contributed to the noncompliant issues noted above, we noted no matters involving control over compliance that would be considered material in relation to contract compliance.

In our opinion, except for the material noncompliance issues described in the above paragraphs, La Causa has complied, in all material respects, with the provisions of the contract and the pupil membership audit for the 2022-23 school year.

Table 1 reports the detailed results of our examination of La Causa’s compliance with the various provisions of the contract. Specific details including recommendations for those areas where compliance was not noted are presented in the report section following the table.

**Table 1**  
**Summary Schedule of Contract Compliance and Performance**

Contract Section	Contract Provision	Level of Compliance		
		Compliant	Non-Compliant <sup>(1)</sup>	
			Material	Non-Material
I. B	<ul style="list-style-type: none"> <li>Ensure person in charge of school is the same as in contract.</li> </ul>	X		
I. C	<ul style="list-style-type: none"> <li>Adhere to the educational program described in the petition.</li> </ul>	X		
I. D	<ul style="list-style-type: none"> <li>Adhere to the methods of instruction described in the petition.</li> </ul>	X		
I. E	<ul style="list-style-type: none"> <li>Administer the district-wide performance assessments.</li> </ul>	X		
	<ul style="list-style-type: none"> <li>Ensure all pupils participated in the district-wide assessments.</li> </ul>	X		
	<ul style="list-style-type: none"> <li>Ensure annual pupil academic achievement report is submitted to the Charter School Office within 30 days of the receipt of data.</li> </ul>	X		
I. F.	<ul style="list-style-type: none"> <li>Comply with contract provisions for tax exempt status, articles of incorporation, and bylaws.</li> </ul>	X		
	<ul style="list-style-type: none"> <li>Comply with the governance structure membership as described in the petition.</li> </ul>	X		
	<ul style="list-style-type: none"> <li>Comply with the governance body authority and activities as described in the petition.</li> </ul>	X		

## IV. ADMINISTRATIVE AND FISCAL PERFORMANCE

Contract Section	Contract Provision	Level of Compliance		
		Compliant	Non-Compliant <sup>(1)</sup>	
			Material	Non-Material
	<ul style="list-style-type: none"> <li>• Employs methods described in Appendix A to ensure parental involvement.</li> <li>• Comply with Title I requirements concerning: <ul style="list-style-type: none"> <li>➤ Educational Plan requirements.</li> </ul> </li> </ul>	X		
		X		
I. G	<ul style="list-style-type: none"> <li>• Ensure all instructional staff hold a current and appropriate license or permit to teach.</li> <li>• Adhere to MPS Administrative Policy 3.09(7)(a) regarding livable wage.</li> </ul>	X		
		X		
I. H	<ul style="list-style-type: none"> <li>• Comply with Board policies and local, state and federal laws, regulations and codes that pertain to health and safety, specifically: <ul style="list-style-type: none"> <li>➤ Immunization requirements.</li> </ul> </li> </ul>		X	
I. I	<ul style="list-style-type: none"> <li>• Comply with the contract regarding racial and ethnic balance.</li> </ul>	X		
I. J	<ul style="list-style-type: none"> <li>• Comply with Board policies and guidelines for pupil admission.</li> <li>• Comply with the contract regarding all of the requirements of IDEA.</li> <li>• Comply with the contract requirement to maintain a pupil database.</li> </ul>	X	X	
		X		
I. K	<ul style="list-style-type: none"> <li>• Submit a budget in MPS approved format by April 30.</li> <li>• Expend and account for funds in a manner consistent with the provisions of the contract and the annual operating budget and OMB-87.</li> <li>• Membership counts support contract payments received.</li> <li>• Adhere to contract long-term debt requirements.</li> <li>• Charter school immediately reported all pending or threatened litigation.</li> <li>• Charter school submitted in odd number years an auditor's opinion relating to pupil eligibility composition.</li> <li>• Charter school filed a mid-year unaudited balance sheet and revenue/expense statement in MPS approved format by January 31 covering the period July 1 through December 31.</li> <li>• Charter school submitted an annual financial audit.</li> </ul>	X		
		X		
	<ul style="list-style-type: none"> <li>• Auditor examination of student membership count found count to be fairly stated in all material respects.</li> </ul>	X		
I. L	<ul style="list-style-type: none"> <li>• Comply with MPS disciplinary and expulsion guidelines or comply with disciplinary guidelines approved by the Board.</li> </ul>	X		
I. N	<ul style="list-style-type: none"> <li>• Adhere to Board's policy regarding: <ul style="list-style-type: none"> <li>➤ School facilities.</li> </ul> </li> </ul>	X		
	<ul style="list-style-type: none"> <li>➤ Types and limits of liability insurance.</li> </ul>	X		

## IV. ADMINISTRATIVE AND FISCAL PERFORMANCE

Contract Section	Contract Provision	Level of Compliance		
		Compliant	Non-Compliant <sup>(1)</sup>	
			Material	Non-Material
I. O	<ul style="list-style-type: none"> <li>• Adhere to Board’s policy concerning:               <ul style="list-style-type: none"> <li>➢ Code of Ethics and Gifts and Solicitations.</li> <li>➢ Local, state, and federal laws, codes, rules, and regulations.</li> </ul> </li> </ul>	X		
I. P	<ul style="list-style-type: none"> <li>• Adhere to nonsectarian requirements.</li> </ul>	X		
I. Q	<ul style="list-style-type: none"> <li>• Adhere to no tuition charge requirement.</li> <li>• Did not prohibit an eligible pupil from attending the charter school, expel or otherwise discipline the pupil, or withhold or reduce the pupil’s grades because the pupil or pupil’s family cannot pay or has not paid fees that are permissible to be charged under this contract.</li> </ul>	X		
I. R	<ul style="list-style-type: none"> <li>• Adhere to non-discrimination policy.</li> </ul>	X		
I. S	<ul style="list-style-type: none"> <li>• Adhere to Board’s policy concerning background checks performed on all full- and part-time employees and volunteers.</li> </ul>	X		
I. X	<ul style="list-style-type: none"> <li>• Complied with MPS’s transportation policy or complied with the transportation policy that was approved by the Board.</li> <li>• Complied with MPS’s nutrition services policy or complied with the nutrition services policy that was approved by the Board.</li> </ul>	X		
Appendix B	<ul style="list-style-type: none"> <li>• Complied with MPS policies, procedures, and requirements.</li> </ul>	X		

<sup>(1)</sup> Material and non-material compliance determined in accordance with MPS Audit Services’ Schedule of Materiality Limits for Determining Contract Compliance.

### **Material Issues of Noncompliance**

#### **Immunization Requirements (Carried over since FY20)**

##### **1. Audit Finding**

According to contract requirements and Wisconsin statutes, sections 120.12(16)(b) and 252.04, all school-age children are to have all required shots or parental waivers in order to be in compliance with the program requirements. Each school should be in complete compliance with these requirements or within 99% of the total student population. At La Causa, there were 67 students, or 10.9% of those students reported to the Department of Public Instruction as enrolled, who did not have all of the required immunizations or appropriate waivers from the parents on file. As a result, La Causa was not in full compliance with contract requirements and Wisconsin statutes.

##### **Recommendation**

To ensure that the school is in compliance with the contract and Wisconsin statutes concerning student immunization, it is recommended that the School Leader ensure that all non-compliant students are immunized or waivers are obtained from the parents in accordance with the MPS immunization calendar.

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## IV. ADMINISTRATIVE AND FISCAL PERFORMANCE

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### **Response**

To ensure compliance, La Causa will provide oversight by an administrator during the process of identifying students who do not meet immunization requirements and resolving issues of non-compliance.

### **Special Educational Services**

#### **2. Audit Finding**

La Causa was not 100% compliant with all the Individuals with Disabilities Education Act (IDEA) laws and regulations. Based on a review by the regional coordinator of specialized services, the school was not 100% compliant with all the laws and regulations of the Individuals with Disabilities Education Act (IDEA). The school's non-compliance with IDEA may subject the district to legal actions and loss of IDEA funding.

#### **Recommendation**

To ensure compliance with IDEA, it is recommended that the School Leader develop improvement plans for Procedural Compliance Self Assessments, and assures that training and oversight is implemented in all areas where they were evaluated as less than 100% compliant. These plans and actions should be incorporated into the School Improvement Plan.

#### **Response**

To ensure compliance with IDEA, La Causa Charter School has a special education teacher/coordinator who will work in collaboration with the school principal to ensure that regular departmental self-assessment occurs, new and refresher IEP training is completed, and compliance measures are met. A focus on the performance of students with disabilities has been included in the school improvement plan, and monthly departmental meeting agendas will include review of compliance measures. La Causa will use the audit form provided by specialized services as well as an assessment check-list to self-assess and review compliance measures regularly.

**PUPIL ACADEMIC ACHIEVEMENT REPORT (PAAR)  
NON-INSTRUMENTALITY CHARTER SCHOOL  
LA CAUSA**

Contract Term: 2021/22 – 2025/26

<b>(1) WSAS - ENGLISH LANGUAGE ARTS (ELA)</b>								
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 Rate	Met Goal	Source
2021-22	Forward	90.5%	15	3.4%	94.9%	14.6%	NO	WISEdash
2022-23	Forward	99.8%	28	6.9%	97.3%	16.3%	NO	WISEdash
2023-24								
2024-25								
2025-26								

<b>(2) WSAS - MATHEMATICS</b>								
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 Rate	Met Goal	Source
2021-22	Forward	92.3%	13	2.9%	94.9%	10.4%	NO	WISEdash
2022-23	Forward	99.8%	15	3.7%	97.2%	11.8%	NO	WISEdash
2023-24								
2024-25								
2025-26								

<b>(3) WSAS - SCIENCE</b>								
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 Rate	Met Goal	Source
2021-22	Forward	93.3%	18	12.1%	94.6%	19.6%	NO	WISEdash
2022-23	Forward	100.0%	19	12.9%	96.7%	20.5%	NO	WISEdash
2023-24								
2024-25								
2025-26								

<b>(4) WSAS - SOCIAL STUDIES</b>								
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 Rate	Met Goal	Source
2021-22	Forward	86.6%	32	21.5%	94.2%	28.6%	NO	WISEdash
2022-23	Forward	100.0%	40	27.2%	96.5%	29.9%	NO	WISEdash
2023-24								
2024-25								
2025-26								

**(5) READING ASSESSMENT**

Achieve a percentage of pupils in Charter School scoring on-target or above on the District’s early literacy and/or reading assessment that is the same as, or higher than, the percentage of pupils scoring on-target or above in corresponding grades (five-year-old kindergarten, grade one and grade two) in all MPS schools as recorded on the District data dashboard.

Year	Participation Rate	Number on-target or above	School Rate	District Rate	Met Goal	Source
2021-22	NA	NA	NA	NA	NA	NA
2022-23	NA	NA	NA	NA	NA	NA
2023-24						
2024-25						
2025-26						

**(6) MATHEMATICS ASSESSMENT**

Achieve a percentage of pupils in Charter School scoring proficient or advanced on a school-developed and district-approved mathematics classroom assessment based on standards that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades (five-year-old kindergarten, grade one and grade two).

Year	Participation Rate	Number proficient or advanced	School Rate	District Rate	Met Goal	Source
2021-22	NA	NA	NA	NA	NA	NA
2022-23	NA	NA	NA	NA	NA	NA
2023-24						
2024-25						
2025-26						

**SUMMARY OF ACADEMIC PERFORMANCE CRITERIA (1-6)**

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
2021-22	0.0% (0 of 4)	75%	NO
2022-23	0.0% (0 of 4)		NO
2023-24			
2024-25			
2025-26			

**(7) 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
2021-22	86.3%	79.7%	YES	MPS Dashboard
2022-23	90.0%	79.4%	YES	MPS Dashboard
2023-24				
2024-25				
2025-26				

**(8) 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
2021-22	84.8%	82.9%	YES	MPS Dashboard
2022-23	88.7%	85.8%	YES	MPS Dashboard
2023-24				
2024-25				
2025-26				

**(9) 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
2021-22	6.6%	12.3%	YES	MPS Dashboard
2022-23	5.0%	13.4%	YES	MPS Dashboard
2023-24				
2024-25				
2025-26				

**(10) 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
2021-22	4 <sup>th</sup>	69	69	100.0%	99.7%	YES	MPS Data Extract
	8 <sup>th</sup>	36	36	100.0%			
2022-23	4 <sup>th</sup>	69	69	100.0%	99.9%	YES	MPS Data Extract
	8 <sup>th</sup>	44	44	100.0%			
2023-24	4 <sup>th</sup>						
	8 <sup>th</sup>						
2024-25	4 <sup>th</sup>						
	8 <sup>th</sup>						
2025-26	4 <sup>th</sup>						
	8 <sup>th</sup>						

**(11) WSAS - ENGLISH LANGUAGE ARTS (ELA) – ELL POPULATION**

Achieve a percentage of pupils in Charter School scoring proficient or advanced on the Wisconsin Student Assessment System (WSAS) tests in English Language Arts (ELA) that is the same as, or higher than, the percentage of pupils scoring proficient or advanced in corresponding grades and comparable ELL student populations in all MPS schools.

Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Rate	Met Goal	Source
2021-22	Forward	88.6%	1	0.4%	96.9%	6.6%	NO	WISEdash
2022-23	Forward	99.6%	4	1.5%	97.4%	7.4%	NO	WISEdash
2023-24								
2024-25								
2025-26								

**(12) WSAS - MATHEMATICS – ELL POPULATION**

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 and comparable ELL student populations in all MPS schools.

Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Rate	Met Goal	Source
2021-22	Forward	92.5%	2	0.7%	98.0%	6.0%	NO	WISEdash
2022-23	Forward	99.6%	7	2.7%	99.0%	6.5%	NO	WISEdash
2023-24								
2024-25								
2025-26								

**(13) WSAS - SCIENCE – ELL POPULATION**

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 and comparable ELL student populations in all MPS schools.

Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Rate	Met Goal	Source
2021-22	Forward	95.1%	6	5.9%	98.1%	11.4%	NO	WISEdash
2022-23	Forward	100.0%	7	8.0%	98.5%	11.8%	NO	WISEdash
2023-24								
2024-25								
2025-26								

**(14) WSAS - SOCIAL STUDIES – ELL POPULATION**

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 and comparable ELL student populations in all MPS schools.

Year	Assessment	School Participation Rate	Number Proficient	School Rate	District Participation Rate	District Rate	Met Goal	Source
2021-22	Forward	85.3%	13	12.8%	97.4%	19.8%	NO	WISEdash
2022-23	Forward	100.0%	13	14.8%	98.4%	21.7%	NO	WISEdash

2023-24								
2024-25								
2025-26								

<b>(15) UNIVERSAL SCREENER - GAP CLOSURE</b>					
Demonstrate a school average gap closure that meets or exceeds the district target from Fall to Spring in reading and mathematics as demonstrated by the universal screener.					
Year	Subject	School Gap Closure	District Goal	Met Goal	Source
2021-22	Reading	NA	NA	NA	NA
	Math	NA	NA		
2022-23	Reading	NA	NA	NA	NA
	Math	NA	NA		
2023-24	Reading				
	Math				
2024-25	Reading				
	Math				
2025-26	Reading				
	Math				

<b>ADDITIONAL APPLICABLE PERFORMANCE CRITERIA (7-15)</b>			
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
2021-22	4	8	50.0%
2022-23	4		50.0%
2023-24			
2024-25			
2025-26			

MILWAUKEE PUBLIC SCHOOLS REVIEW	NAME	DATE OF COMPLETION
MPS has compiled and validated all data presented in this document.	Research and Assessment	10.18.23

CHECK 1 BOX	CHARTER SCHOOL REVIEW
<input checked="" type="checkbox"/>	YES, the school leader has reviewed the data and agrees with the information presented by MPS.
<input type="checkbox"/>	NO, 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.

NAME	PHONE NUMBER	EMAIL ADDRESS
SCHOOL CONTACT PERSON Kari Hendricks	414-316-3793	<a href="mailto:karilynnh@lacausa.org">karilynnh@lacausa.org</a>

CHARTER SCHOOL	La Causa	
SCHOOL LEADER SIGNATURE	<b>Kari L Hendricks</b>	Digitally signed by Kari L Hendricks Date: 2023.11.06 11:46:58 -06'00'
REVIEW DATE		

School Explanation for any unmet performance measures		
Year	Unmet Contract Measure (number)	Explanation
2021-22	1, 2, 3, 4, 11, 12, 13, 14	Refer to La Causa’s School Improvement Plan.
2022-2023	1,2,3,4,11,12,13,14	<p>Reasons for failing to meet FY22 contract measures:</p> <ul style="list-style-type: none"> <li>• COVID disruptions (virtual, hybrid, full closures due to covid)</li> <li>• Pipes bursting (3-week full closure)</li> <li>• Staff turnover in middle school</li> <li>• Staff experience, teacher preparation programs, licensing in middle school</li> <li>• Administration turnover</li> </ul> <p>Refer to La Causa School Improvement Plan to address above reasons focused on:</p> <ul style="list-style-type: none"> <li>○ Academics: <ul style="list-style-type: none"> <li>▪ Implemented mandatory guided reading (1–4<sup>th</sup>)</li> <li>▪ Fully implemented intervention (Tier II and III) focused on 1<sup>st</sup>-4<sup>th</sup></li> <li>▪ Fully implemented Academic Team (2x monthly)</li> <li>▪ Fully implemented BIT Academic (1-2x monthly)</li> <li>▪ 3 full-time academic coaches supporting classroom instruction with coaching meetings and live coaching</li> <li>▪ Education Action Committee (teacher-led team focused on solving school issues)</li> <li>▪ Implementing data meetings</li> </ul> </li> <li>○ Behaviors <ul style="list-style-type: none"> <li>▪ Implementing new support team to support classroom practice at Tier I</li> <li>▪ New positions added: School Culture Coordinator and School Counselor</li> <li>▪ Implementing Restorative Practices and RP Implementation team</li> <li>▪ Implementing threat assessment team and training for mental health and school security threats</li> <li>▪ Implementing BIT Behavior (1-2x monthly)</li> <li>▪ Education Action Committee (teacher-led team focused on solving school-wide issues)</li> </ul> </li> </ul>
2023 -2024	1,2,3,4,11,12,13,14	<p>Reasons for failing to meet FY23 contract measures:</p> <ul style="list-style-type: none"> <li>• Staffing shortages – using licensed or contracted subs in 25% of classroom</li> <li>• Staff turnover in the same grades over more than one school year, specifically 3<sup>rd</sup>, 5<sup>th</sup> – 8<sup>th</sup></li> <li>• Lack of staff experience, incomplete educator preparation programs, staff with emergency licenses – 28% of staff either new to education, holding a LWS1, and/or not completed an EPP</li> </ul> <p>How we are addressing these needs and reasons for not meeting contract measures: Refer to La Causa’s School Improvement Plan summarized here.</p>

		<p><b>ACADEMIC</b>  <b>Evidenced Based Improvement Strategy (EBIS):</b>                  If we do... professional learning in best practices in assessment and differentiation                  Then we'll see...improved instructional practices                  Which leads to...improved academic student outcomes in reading and math</p> <ol style="list-style-type: none"> <li>1.PD aligned to data review and root cause analysis</li> <li>2.Classroom observations and walkthroughs to assess implementation of strategies provided during PD</li> <li>3.Focused instructional coaching aligned to PD</li> <li>4.Focus on IEP accommodations, SAS</li> <li>5. Implementing small groups based on academic levels</li> <li>6. Differentiation for STAR growth (SLO for 20% of students to move)</li> </ol> <p><b>CLIMATE/CULTURE</b>  <b>Evidenced Based Improvement Strategy (EBIS):</b>                  If we... provide staff and students with common, reinforced expectations and systems                  Then we'll see...a decrease in negative/unwanted behaviors and an increase in attendance and positive behaviors                  Which leads to... an improved school culture, including behavior and attendance.</p> <ol style="list-style-type: none"> <li>1. Attendance supports as outlined</li> <li>2.Behavior supports as outlined</li> <li>3. PD on trauma, de-escalation, restorative practices, IEP accommodations/SAS</li> <li>4. Parental education on attendance/truancy, trauma, mental health, parenting resources</li> <li>5. School wide expectations and routines</li> <li>6. Bilingual support for language learners and families</li> </ol>