

Academy of Learning and Leadership  
A Proposal For Our Children's Future

What We Are Requesting

- Unite rather than divide. Use the current situation to further unite the community for a stronger and sustainable future for the children.
- Use the termination of the ALL Charter to transform the student performance while preserving the excellence of the existing school community

Recommended Process

1. ALL Charter terminated at the appropriate time during the coming 12 months (see #6 below)
2. City appoints an oversight manager to the current ALL Board of Directors
3. AQS educational management organization (EMO) engaged on an interim basis to manage ALL
4. AQS expeditiously vetted by the City of Milwaukee
5. AQS to propose new Charter to the City of Milwaukee
6. City of Milwaukee to approve AQS (or other EMO) Charter and simultaneously terminate the ALL Charter

## **Chronology of ALL and CSRC Interaction: December 2008-July 2010**

December 30, 2008	CSRC Probation Letter issued to ALL
February 18, 2009	ALL Board Performance Summit with experts and ALL staff; action plans initiated
April 2009	SDRT Testing Gr. 1-3; school to receive results in June
June 2009	WKCE (Nov 08) and SDRT(Apr 09) results received
October 2009	CSRC Annual Review of data – 2008-2009 school year, (November 2008 WKCE)
October 19, 2009	ALL Board President informs of new president; indicates desire for meeting with CSRC
November 2009	WKCE Testing Gr. 3-8; school to receive results in March
February 12, 2010	ALL President notifies of MPS application; seeks meeting with CSRC; no meeting occurs
March 18, 2010	Academy offers WKCE-AYP results to CSRC for review; CSRC declines
March 18, 2010	CSRC indicates it will use normal process (normal: “Fall 2010”meeting)
April 2010	<u>ALL begins vetting management and turn-around organizations based upon expectation of October CSRC Data Review meeting</u>
<b>April 15, 2010</b>	<b>ALL issues Employment letters for 2010-11</b>
April 2010	SDRT Testing Gr.1-3; school to receive results in June
May 20, 2010	CRC-Sue Gramling indicates need for rapid turn-around on ALL data for summer meeting; ALL surprised since “normal process” with Fall review expected
May 27, 2010	ALL Board President requests meeting with CSRC; CSRC Chair declines
June 2010	WKCE (Nov 09) and SDRT(Apr 10) results received by school
June 21, 2010	CSRC Finance Report meeting in unannounced location. Unexpected distribution of Scenarios for Action upon review of ALL performance data; Sub-committee of three chosen, no meeting time announced; CSRC meeting for receiving sub-committee recommendation set for July 13
July 7, 2010	Sub-committee meets; decides to recommend termination of ALL Charter
July 9, 2010	<u>After careful vetting with WCSA, proposal for new management of ALL submitted with signed Memorandum of Understanding with AQS for 2010-2011 school year</u>
July 13, 2010	CSRC data review meeting; EMO proposal not reviewed; charter termination recommended New performance measurement method approved; use barred for ALL data
July 15, 2010	Steering and Rules meeting on termination recommendation v. new management
July 27, 2010	Common Council meeting; expected final decision on ALL charter
October 2010	CSRC Data Review meeting on full 2009-2010 Performance Report

## Possible scenarios for Academy of Learning and Leadership

### Scenario One

Receive CRC analysis in July

Make recommendation to close effective immediately

### Scenario Two

Receive CRC analysis in July

Make recommendation to close at the end of 2010-11 school year

### Scenario Three

Receive CRC analysis in July

Commence discussions with school about possible work-out options\*

Vote on negotiated work-out scenario during fall discussion of contract renewal

### Scenario Four

Receive CRC analysis in July

Act on contract renewal in fall

\*Workout options could include:

1. Contract renewal conditioned upon significant management changes, including a CMO partner acceptable to CSRC
2. Contract renewal conditioned upon significant management changes, including a CMO partner acceptable to CSRC, as well as an agreed-up transition plan for the board of directors acceptable to CSRC

July 2, 2010

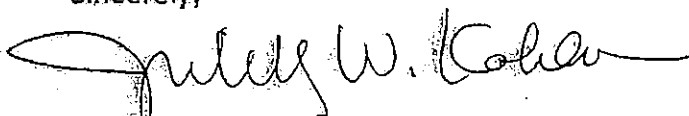
Dear Charter School Review Committee of the City of Milwaukee:

I am pleased the Academy of Learning and Leadership (ALL) Board of Directors has, in order to make significant academic achievement as rapidly as possible, taken the initiative to hire and work with the well-regarded educational management organization, American Quality Schools. I have found ALL faculty, board members, and community partners all committed to the educating, expanding and deepening of the lives of its students. I hope and encourage the Charter School Review Committee to extend the Academy's charter to allow time for AQS and the Academy to fully implement the changes that can lead to the needed academic progress.

The John Michael Kohler Foundation has invested in the children and families of ALL for the past four years. We have been touched and impressed by the quality of the school in our visits — its orderliness, calm, and the clear joy the children exhibit in their classrooms, and in the curriculum and gardens Elaine's Project has helped develop. We believe Elaine's Project, which we've sponsored, has helped offer stability, health, nutrition and the world-broadening experiences needed to help children be successful in learning. I have found ALL to be a fierce advocate for the improvement of student achievement and neighborhood involvement. I believe the atmosphere and programs ALL provides has become important to the lives of the children and families in the Lindsay Heights neighborhood. I also believe its absence would be a blow not only to the children and their families, but also to the surrounding neighboring development, character and small businesses.

I personally support the Academy of Learning and Leadership's smart, strategic plan to contract with American Quality Schools. And I urge the Charter School Review Committee to extend ALL's charter so that this management proposal can move forward for the sake of its students, their families, the neighborhood, and this wonderful school itself so its dedicated leadership can fruitfully use its accumulated knowledge and experiences of these past seven years to help its students.

Sincerely,



President, John Michael Kohler Foundation

Wisconsin



Charter Schools Association  
Tomorrow's Schools Today

WCSA  
P.O. Box 1704, Madison, WI 53701  
[info@wicharterschools.org](mailto:info@wicharterschools.org)

Tel: 608-261-1120  
Fax: 608-265-0070  
[www.wicharterschools.org](http://www.wicharterschools.org)

July 7<sup>th</sup>, 2010

Dear City of Milwaukee Charter School Review Committee:

I am writing in support of the Academy of Learning and Leadership's decision to contract with American Quality Schools to run their educational program. I am confident that this agreement will lead to the necessary academic turn-around of the Academy and the performance of its students.

We carried out rigorous due diligence on AQS and have determined that this is the right Charter Management Organization for the task at hand. AQS already has a history of success with turn around Charter Schools, particularly those in similar urban areas to the Academy. They provide the kind of expertise that the school needs to reverse the current trend, but also the support to empower teachers to become more effective for sustained growth.

The Academy has been a cornerstone of the Lindsay Heights community by building partnerships and bringing in resources for improvement. We do not want to see the 400+ students of the Academy, many of which live in the community, face another setback with the closing of their school. Contracting with a high quality CMO like AQS will allow the students and community stability while also improving the academic achievement of the students. It is a winning solution for everyone involved, particularly the students.

We urge the City of Milwaukee Charter School Review Committee to renew the Academy's contract with the condition that AQS operates the school.

Thank you,

John Gee  
Executive Director  
WI Charter Schools Association



July 5, 2010

Dear City of Milwaukee Charter School Review Committee,

This is a letter of support for the Academy of Learning and Leadership's strategic plan to contract with American Quality Schools. I am a real estate developer in the Lindsay Heights neighborhood and a partner with the Academy of Learning and Leadership in improving the quality of life in our neighborhood. I encourage the City of Milwaukee Charter School Review Committee to extend the charter to allow time for AQS and the Academy to fully implement changes that will lead to the needed improved student achievement.

The Academy is an integral part of Lindsay Heights as well as partner in several initiatives that are aimed at improving the neighborhood and the lives of its residents. These initiatives includes the Academy's own Elaine's Project for child, family, and community health, and the Lindsay Heights Children's Success Coalition that is becoming the WINS Promise Neighborhood planning initiative supported by Governor Jim Doyle, State Superintendent Tony Evers, the City of Milwaukee, MPS, and forty-two partners.

As a neighborhood anchor, the Academy is a stable, caring environment for the children to attend on a daily basis, a community partner, and active advocate for neighborhood health and redevelopment. The loss of the Academy would further diminish a neighborhood already impacted by job loss, housing loss, crime, incarceration, and lack of services. The Academy continues to build family stability, children's health, and neighborhood quality of life that are so essential for the success.

The Academy is dedicated to significant academic gains in order to provide the highest quality education for its students, which is why they have taken the initiative to move forward with AQS. I encourage the Charter School Review Committee to make the right decision not only for the Academy children and families, but for the entire Lindsay Heights neighborhood and extend the charter.

Please do not hesitate to contact me with any questions, comments or concerns at (414) 267-2434 or via email at [melissa@mauresllc.com](mailto:melissa@mauresllc.com).

Sincerely,

Melissa Goins  
President

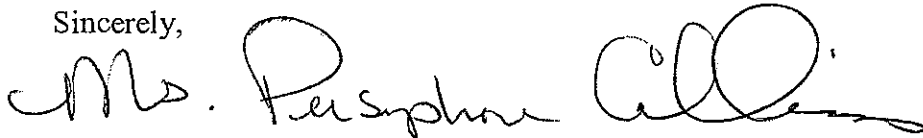
July 5, 2010

To Whom It May Concern:

Being a member of the Parent Leadership Council, I feel the Academy of Learning and Leadership has a positive learning atmosphere for my daughter. The teachers are well equipped to promote academic excellence. I have frequently observed the K4 and K5 classrooms to find that the teachers are well organized and have a structured curriculum. My daughter has increased her reading level from a B to E while in K5 this past 2009-2010 school year.

To enhance parent involvement, the Parent Leadership Council, teachers, and other faculty members held several events throughout the 2009-2010 school year. We held a community health fair, parent and teacher social, student health walk, pot luck dinner as well as other activities for our parents and children. Parent involvement has increased this past year.

Sincerely,

A handwritten signature in cursive script that reads "Ms. Persephone Collins". The signature is written in black ink and is positioned to the right of the word "Sincerely,".

Ms. Persephone Collins

I have three children enrolled at A.L.L. When the time came to enroll my children in school I was very skeptical about the public school system. Visiting schools almost felt hopeless, after going to at least a dozen schools, I did not encounter any that was reassuring. Then I visited the Academy of Learning and Leadership in which ended my search. The first thing I noticed was how clean, well lit, colorful and uniquely decorated the building was inside and out. This was a relief after visiting school after school that had foul or weird smells, were very gloomy and had little to no visual enhancements (artwork) to stimulate and inspire the minds of my children. A.L.L. also provides my children a "hands on approach" to learning through their ELS or Expeditionary Learning School curriculum. My family has been at A.L.L. for 5 years and counting.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Blue', written in a cursive style. The signature is positioned above the printed name 'J. Blue'.

J. Blue



The Academy of Learning and Leadership has been a “God-sent” for Travis and me. My son is more focused on improving his learning abilities in reading, math, and writing. He is eager to go to school, eager to learn new things, and accepts new challenges. He also strives to be more helpful with others. As a parent, I like all of the activities that the Academy has for the students as well as the opportunities for parental involvement. I love the uniform policy. The Academy has a committed staff that cares about the students, their families, and the community. The Academy encourages the students to be the best they can be. There is an open door of communication and the Academy is always ready to address concerns. This is appreciated. I am glad that Travis and I walked through the doors of the Academy of Learning and Leadership.

*-- Ms. C. Sewell*

*Christie Sewell*

**To whom it may concern, Academy of Learning and Leadership** has been a wonderful experience. I feel that my daughter Salina is in a very safe and creative environment. The faculty staff, teachers, and everyone that is apart of the A.L.L family are very committed to making each child succeed. Every child should be given the opportunity to learn, and develop, characteristics on becoming a great leader, and at the Academy of Learning and Leadership each child receives that opportunity.

Sincerely, Mary A. Baldwin

**It was the sense of community and vision that encouraged** me to utilize my own gifts to inspire our students to become leaders. I am committed to continue this journey with A.L.L. through its changes and growth, teaching our children from the classroom to the community!

Sincerely,

Ms. Jendora Kelley

**My children continue to strive at the Academy of Learning and Leadership.** I staff made me seem more than welcomed at the school. I love how engaged my children are and how exciting they are about learning. 'Keep it up A.L.L.'

Sincerely,

Patricia P (Proud Parent)

My name is Prestonia Hawkins and I'm a parent of six children at the Academy of Learning and Leadership. My children have been going there for six years. I love the fact that A.L.L. has a lot of resources and after school programs for everyone. It's make life a whole lot easier having the Academy in the neighborhood. They also have a great and helpful staff. Keep up the good work.

Yours Truly,

Prestonia Hawkins

**My family has only been at A.L.L. for two years** now. I have seen changes in the school staff and improvement in its curriculum. Change is good unless it is resisted. Change is a sign of progress. My son recently graduated from A.L.L. and three children still remain as students. My children have grown both as student learners as well as student leaders! I look forward to see what new things will come in the upcoming school year!

Submitted by a parent

Posted September 7, 2007

**It's a new day all. It's our day to shine!** Expeditionary learning, celebrates each and every student's personal responsibility for their education. The fieldwork is directly related to each subject studied, which gives my sons a complete understanding of all core subjects such as math, science, reading, writing and social studies at once. I know my children are prepared for whatever paths they choose in life, with confidence. Their grades and test scores are comparable to students in 'gifted and talented' programs in other schools in the state. This school is innovative and refreshing.

Proud Parent

OUR SCHOOL SHOULD REMAIN OPEN!!!!!!!

7-15-10

Dear council members,

Our school should remain open because we like coming to school at the Academy Of Learning and Leadership everyday. We like coming to school because we like to learn so we could communicate better. We do projects in art and other classes, We do group work together, and we do field work. At school we're learning how to draw in art class. We learn different cultures' music and in technology class we're learning how to work computers. We do work at school and make goals because we know it will help us in the future. The teachers at this school are very helpful; they help you when you don't get something. So if you shut this school down we won't meet any teacher like we have now.

Stephon Hogans

8<sup>th</sup> grade



July 15, 2010

Dear Common Council members,

Our school The Academy Learning and Leadership should remain open!

We're trying our hardest and never give up on our work every day. We as kids and teachers are working hard to be a great community. That's why we have summer school so that we can study hard, work hard, and become successful, powerful young growing children. We have kids that come to school on time to get their learning done and work hard on it, then we observe new things about the community around us. Many of the students in our school have perfect attendance, and that's a great thing. Our students here at Academy are improving our grades because we keep trying until we get right! That's how most students get on the honor roll and become successful learners.

We students are exploring new things, like art, music and computers. We have talented people who like to draw and paint pictures of things. In music we make up beats and show people what talent we got. We are learning things older people can't do any more or had the dream to do. And in computer classes we learn how to work the computer like, make movies, and make our own beats. That's fun to do! Every day we learn new vocabulary words and search their definitions. Over the summer many students have improved in their writing. These things that we learn help us understand more as we get older.

We come to school at ALL. because we like learning. And if our school is closed, then it would be too late to go to another school because there would be no more seats left. At this school we love to communicate with others and get to know them better than judging them. We do projects as a group, group work that helps us get along better, and on field work we do new things together. We make goals and try our best to achieve them.

Just because our WKCE scores aren't good doesn't mean we have to lose our school. We could keep retesting and practicing and then there could be a great chance of having higher scores. The score that I have now shows the side of me that doesn't work hard enough, but my grades and MAPS scores show that I want to pass and continue being in @ A.L.L..

Sincerely,

Zanetta Davis, 8<sup>th</sup> grade student @ A.L.L

Dear Common Council members,

The Academy of Learning and Leadership should stay open.

I think my school should stay open because it is a very nice school for kids who want to learn. I am going to be graduating next year, and I would love it if I could graduate from the school I have been in since the first grade. I have learned a lot while at A.L.L. I have learned how to communicate with others in my school. I also know how to respect all teachers because that's the type of things these wonderful teachers teach their students at A.L.L. Students try their hardest no matter what, even if they don't want to do it. Many of our students come to summer school so they can learn new things. When students sign up for A.L.L., they know they are going to get the best education. Some students learn differently. You can't expect every child that comes to A.L.L. to learn the same way. When you were in school, some students worked faster than you and some students worked slower.

I like this learning because it is helping me become a better person. I don't want you thinking the school is not doing a good job because they are doing a phenomenal job. We do projects and programs like S.E.E.D. It's a good group of people learning new things in bigger and better programs. Students need somewhere to get a good education and that is A.L.L. The teachers care so much. They go out of their way all the time even when they don't even have to. I know our test scores are down, but we try as hard as we can and I know if you see our report cards you would be very impressed with every thing we do. We don't come to school and just sit down and look at walls. Our school does what you do every day- we try and make things happen.

Sincerely,

Carietta Capri Finch, 8<sup>th</sup> grade student.

Dear Common Council Members:

This is why our school should stay open.

We try our hardest everyday. We work hard 180 days on school work to keep our WKCE testing up. We also come to summer school because we have fun and on our free days we have friends to talk to. I come to school to learn to be ready for what life brings me. School helps me make goals become real in my life. Kids in my school try hard to improve their grades.

Also we have art, music and computer classes in school. We work hard to learn better and new things in all classes. By working on my vocabulary, my writing and reading grades are improving. The school WKCE scores are low but I believe we can make success in WKCE testing and also reading levels by making a big improvement in A.L.L.

Also a group called SEED will give me an opportunity on becoming a leader. I like when I come to summer school because it is more fun than our other days of school. I also had an opportunity on the school basket ball team. I was a starter in the basket ball game with my other 12 team mates. I think the school has a nice basket ball team and I'm looking forward to playing school basket ball for my last year in 8<sup>th</sup> grade.

*Sincerely: Dea' Vante Fly 8<sup>th</sup>  
Grade Student.*

Dear City Hall,

I'm begging you not to close my school, I need to learn. If you close my school my parents have to go to a lot of different schools and pay more money for uniforms every year. That's really mean that you would do this to a good school. We have great activities here at this school. If your child\children came here they would go home everyday with a smile.

Sincerely,

James Kelley

Dear city hall,

I think that school should stay open because it teaches us how to be a confident leader and teaches us how to get a leader shirt. We have leadership council. The kids are so educated from being here every day and the teachers are very educated at ALL. We have good communication with each other and we do fieldwork.

Sincerely,

George Savage

Dear City Hall,

The reason you shouldn't close the school is because we will bring the test scores up. We have a lot of culture and great teachers who have good communication with each other. Our teachers are nice, and teach well. We have good role models and leaders and are well behaved and focused on our work.

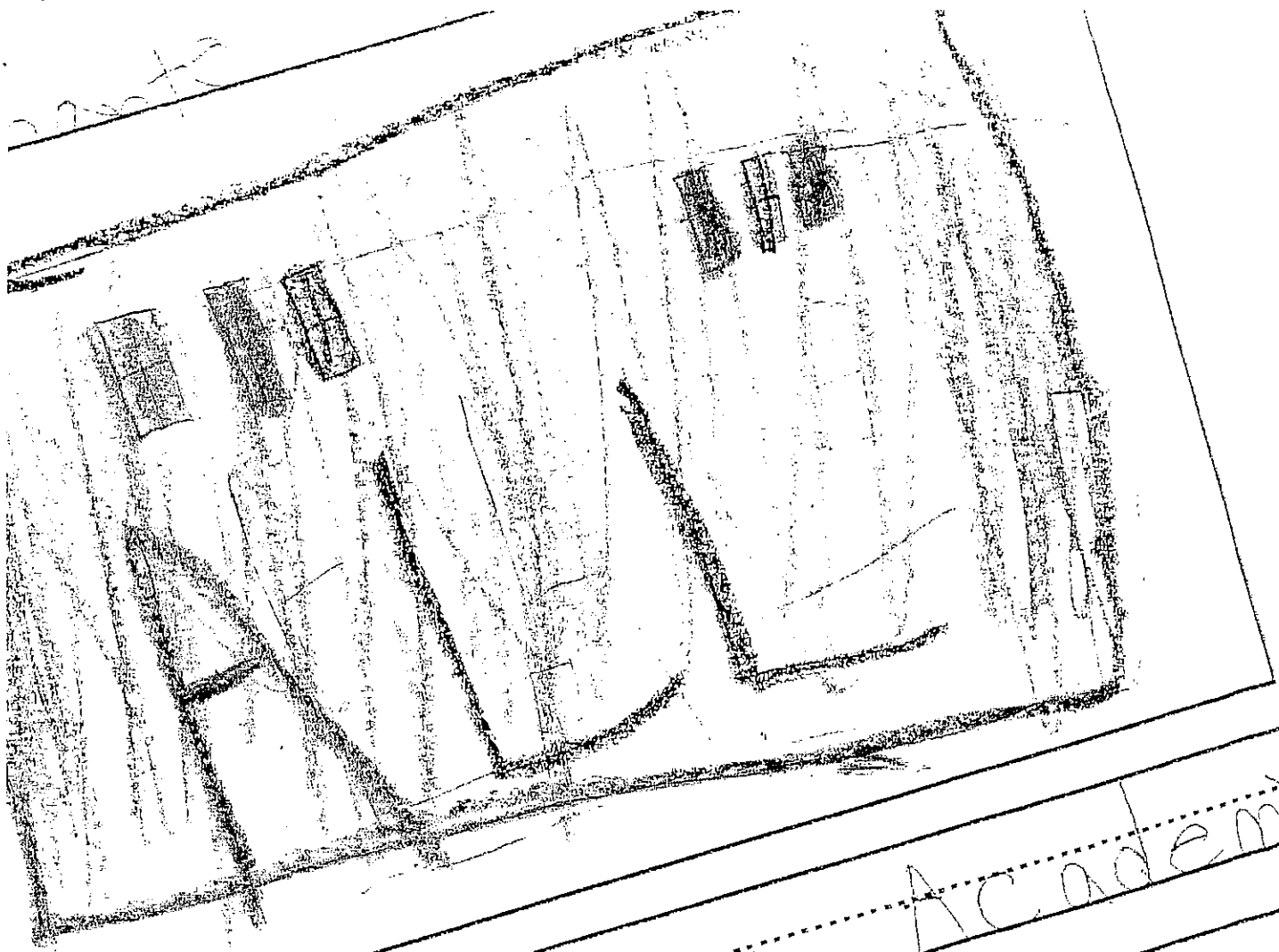
**Sincerely,  
Jordan  
Mcelrath**

*I think we should stay open because we can do so much stuff that can help us like field work, communication with each other. We Will try to do the best we can . Please listen to what we have to say it is very disappointing to everyone at ALL.*

*Sincerely*

*Samuel*

*Durham*



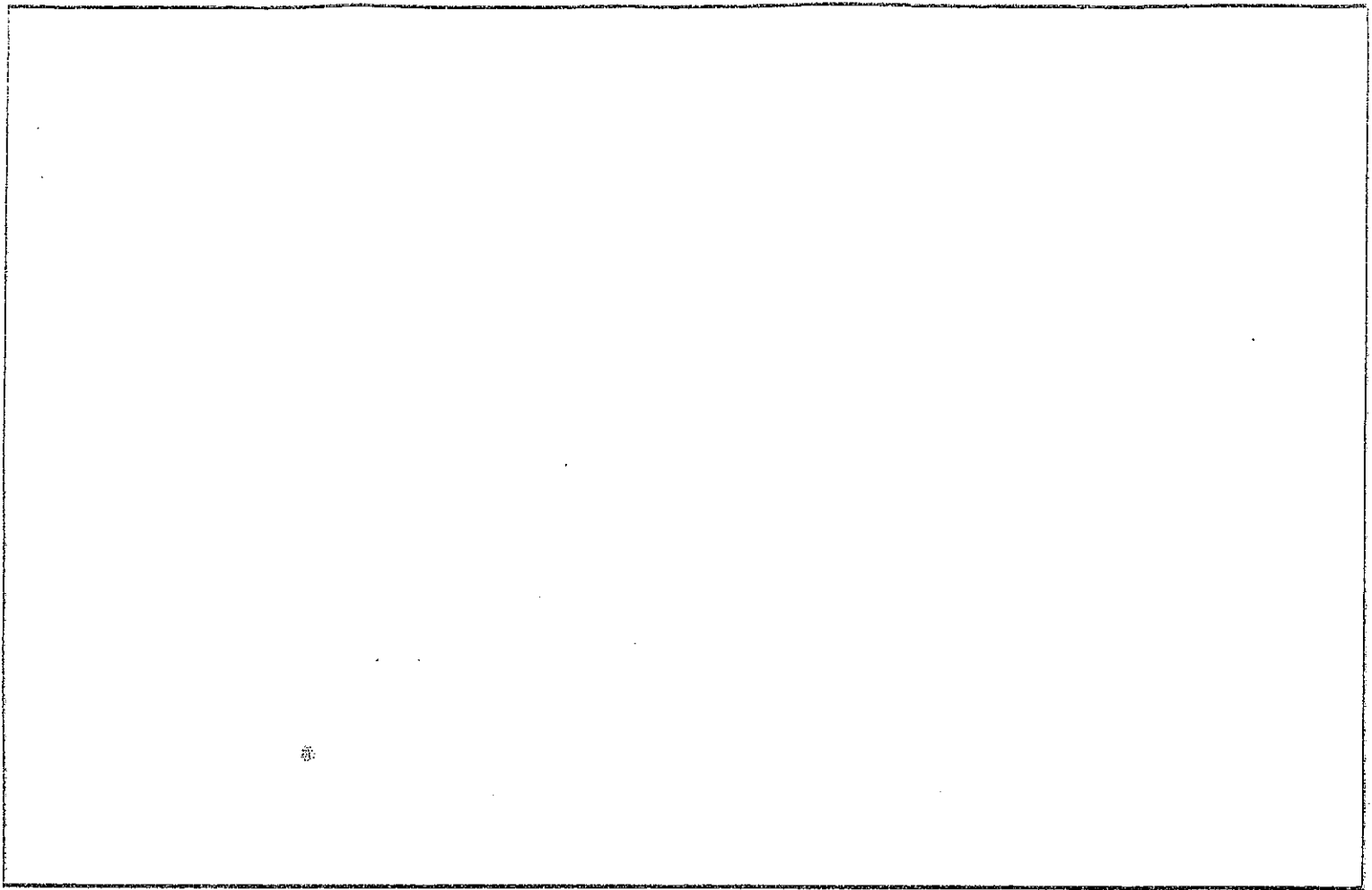
Why is the Academy

soof Learning

and Leadership

The BEST Place  
for me to learn



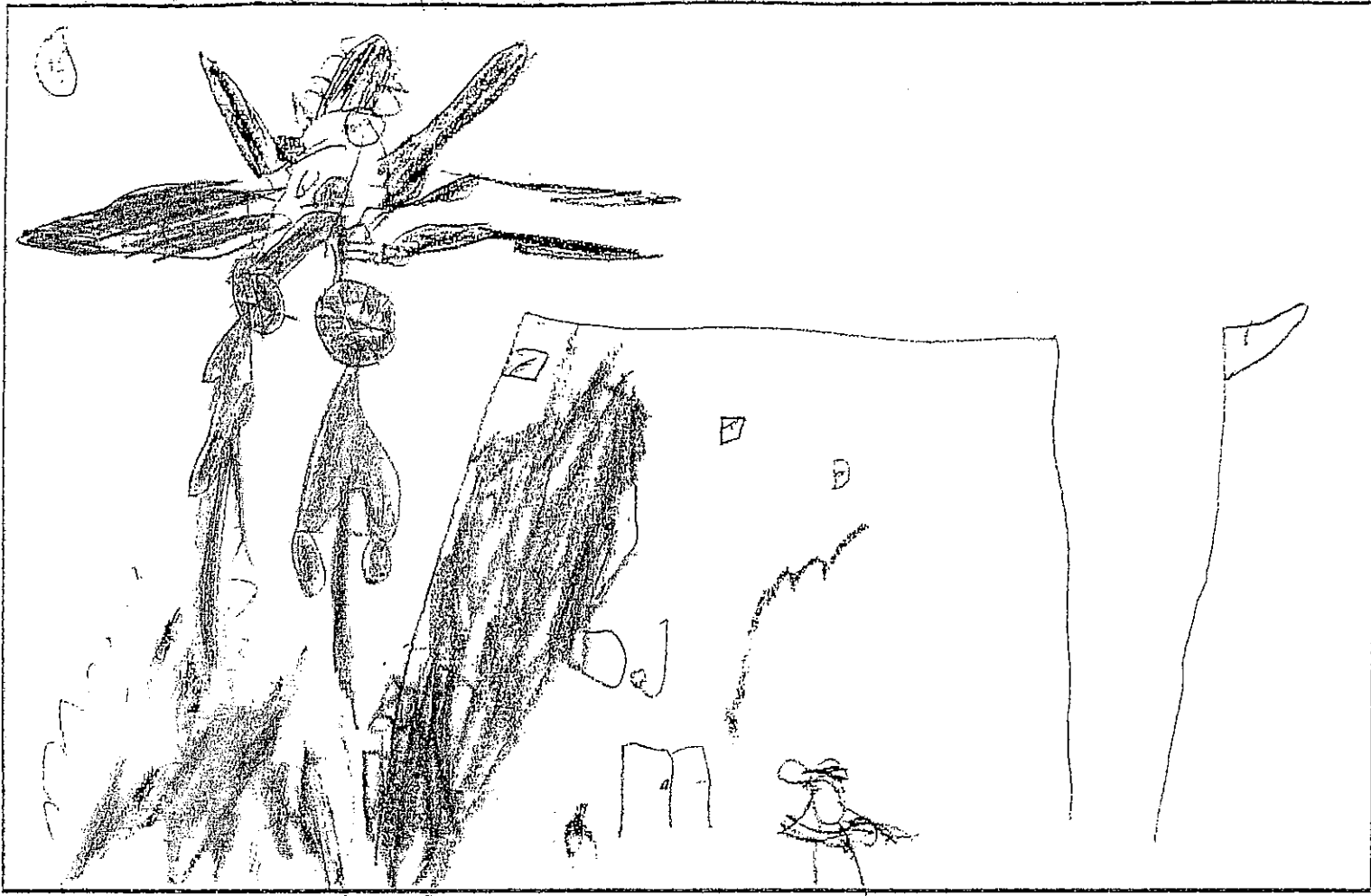


I Love the

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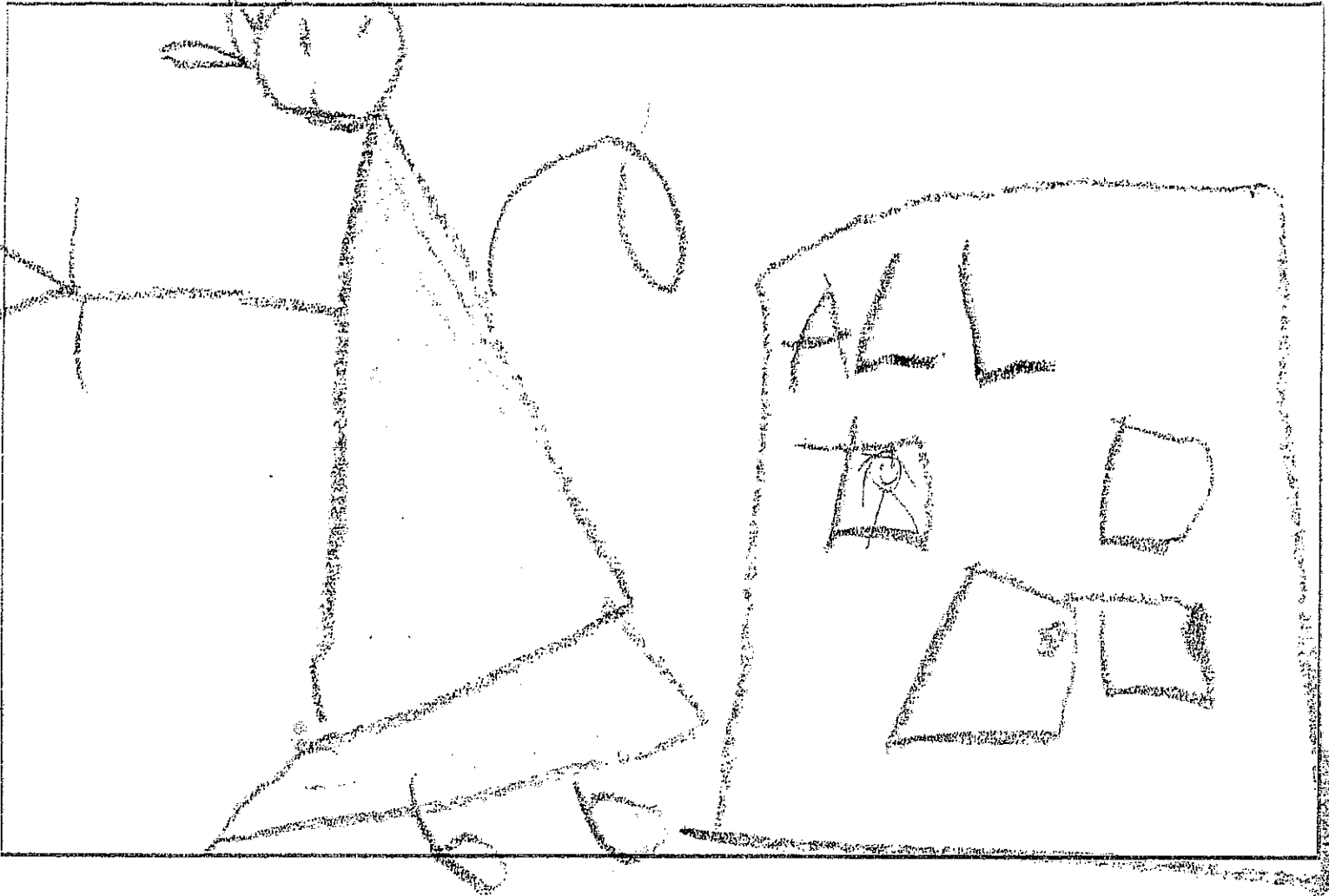
to why is ALL the

best place to learn?

Our school has taught me

so much. It has taught me

how to help people



Why is the teacher of

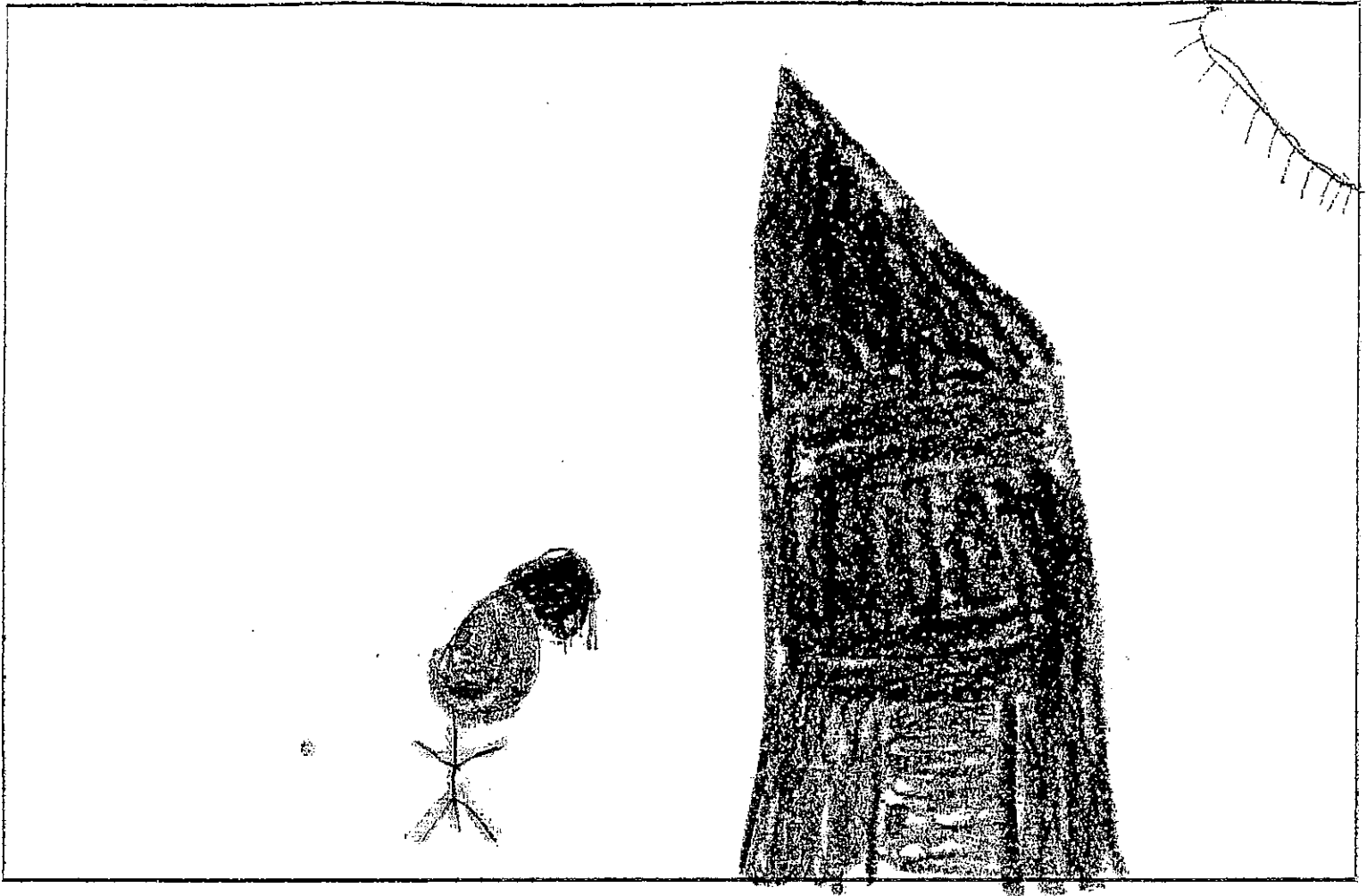
learning and leadership

the best teacher?

to learn? It's the best

because it is fun to learn with  
the teachers.

DE FOR, Maria 7-15-10



Why is the Academy of

Learning and Leadership the

BEST place for me to learn?

I have fun learning at A.L.L.

The teachers work hard with us.

Shanelle

Parks

7-15-10



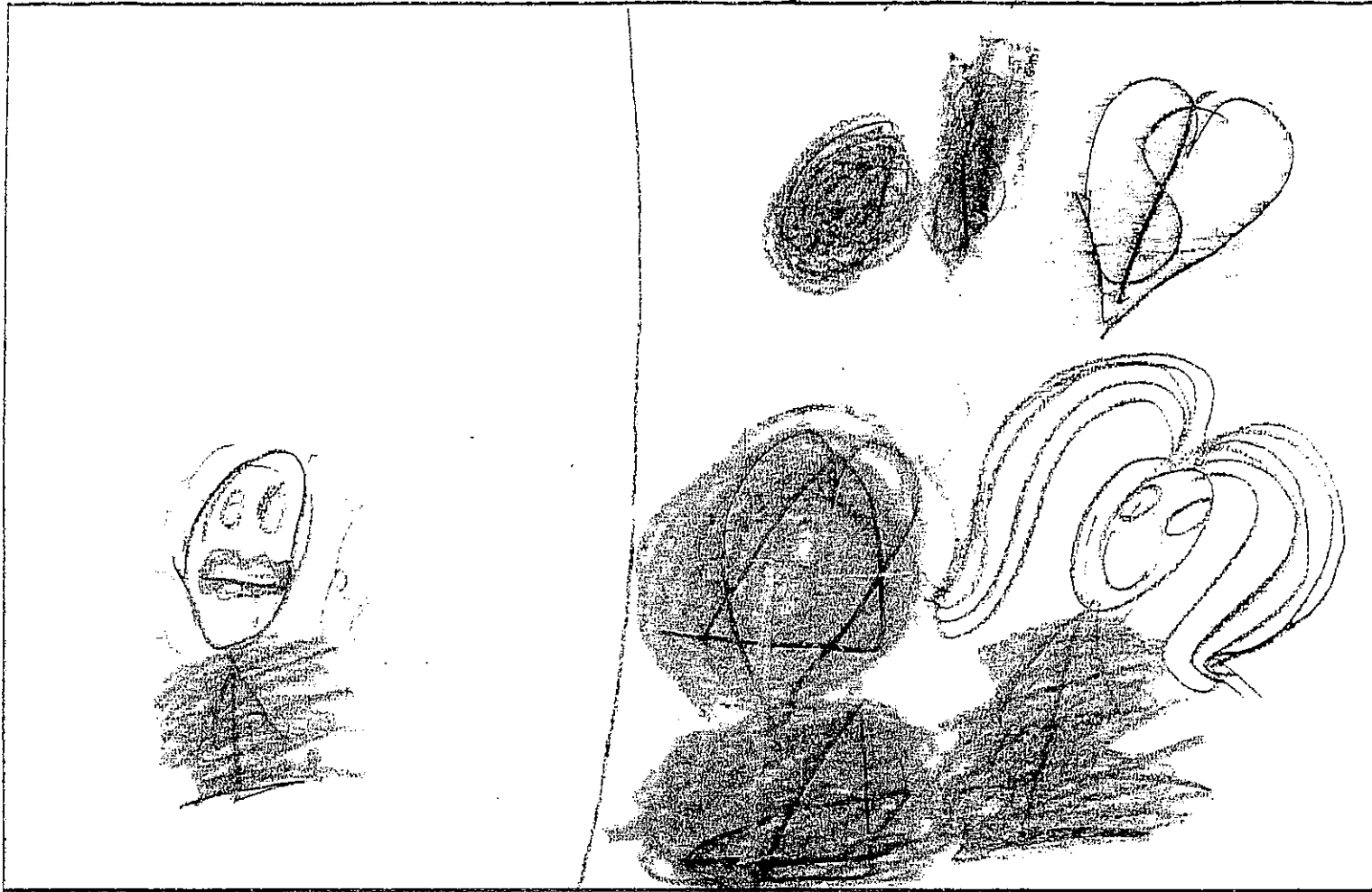
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Learning and Learning

the BEST Place

for me to learn?

SHOVELLE



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