

Report: Reauthorization Review
Academy: Clara B. Ford Academy
Date: December 13-14, 2021

The Review occurred at Clara B. Ford Academy with four members on the Ferris State University Charter Schools Office (CSO) Review 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 visit classrooms to observe teaching and learning. The team had a discussion with the building leader focused on current operations. We appreciate the open communication and transparency from the academy team.

Review Findings

School Improvement (both MICIP and local) Processes and Student Outcomes	
Observations	Opportunities for Growth
<ul style="list-style-type: none">• The academy has established specific academic goals related to NWEA. Due to the academy being a Strict Discipline Academy, the academy is not held accountable to the traditional FSU CSO academic goals. However, the school leader stressed the importance of academic success so that students can be successful in the future.• In order to provide an individualized instructional environment, the schools use Exact Path consistently, using the recommended instructional time suggested by the program.• Reading is emphasized in social studies. Math is emphasized in science. This structure allows more time for the critical skills to be addressed in these two areas.• Flexible and differentiated grouping is used in the classroom.• The school adopted and consistently uses a SEL curriculum (School Connect).	<ul style="list-style-type: none">• Continue focusing on strategies & activities that will improve academic growth (i.e. Exact Path, small group instruction, SEL curriculum, co-teaching, collaborative data digs)

<ul style="list-style-type: none"> • Teachers use Curriculum Crafter for lesson planning. This also allowed teachers the ability to adopt priority standards in their lessons. • Special education teachers team with general education teachers to provide instruction. • Teachers use “data digs” and PLC time to examine student data and plan for instruction. 	
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Academy Culture Review

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Love and Logic PD provided. • SEL curriculum implemented. • School leader facilitates a monthly meeting with the students to discuss SEL topics. • Celebrations with the students. • Staff reported a positive climate where their voices are heard and there is shared leadership. • The overall aesthetics of the of building was welcoming for students. • The relationship between Vista Maria and Clara B. Ford has improved greatly, by including VM staff in PD and luncheons. • The staff and school leadership have a very positive and collaborative relationship. • Students and staff appeared to be engaging positively. 	<ul style="list-style-type: none"> • Continue to work on building a positive relationship between Vista Maria and CBF.

Mission Accomplishment

Observations	Opportunities for Growth
<ul style="list-style-type: none"> • Putting more focus toward academics to allow for greater success in the future. • Providing a consistent SEL curriculum. • Improvements have been made in the facility (i.e., paint, carpet, furniture, technology) • The Board reflects on the Mission, Vision, and Core Values and offers evidence of school activities that are examples of implementation. 	<ul style="list-style-type: none"> • As you design your new FSU contractual goal, be sure that these are in alignment with Vision & Mission of academy. • Communicate one consistent Vision & Mission.

<u>Governance and Leadership</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • A student leadership group has been formed to help inform decisions. • The Board has high confidence in Copartner's, Leadership and supply of resources. • CSPartners include representatives at Board meetings. • The Board is well engaged in their strategic plan. 	<ul style="list-style-type: none"> • School leadership and board needs to collaboratively plan and determine future FSU CSO SDA contractual goals. • Continue to work on the necessary relationship between Vista Maria and CBF. • Consider a process for the entire board to receive and review financial transactions prior to the board meeting so that questions can be discussed.
<u>Resources and Support Systems</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The Board and CSPartners have provided the necessary funding to improve the facility, curriculum, and technology. • The Board and CSPartners have made salary adjustments to help retain staff. • CSPartners has provided a Curriculum Coach and an Instructional Coach to improve academic achievement. 	<ul style="list-style-type: none"> • Review and update the academy website.
<u>Facilities Review</u>	
Observations	Opportunities for Growth
<ul style="list-style-type: none"> • The facility is undergoing renovations which include paint, carpet, technology, and new furniture. 	<ul style="list-style-type: none"> • Continue to strategically plan the best use of facilities, for both aesthetics and space, to best meet the needs of your students.

CSO Review of Overall Performance

<u>Progress on Alternative Contractual Goals</u>	
June 16, 2021 Report	Opportunities for Growth
<ul style="list-style-type: none"> • School leader reported on three main goals: <ul style="list-style-type: none"> ○ Improve Academic Rigor in Reading & Math ○ Improve School Aesthetics ○ Improve Culture and Climate • Each goal had adequate evidence that progress was being made toward achieving these goals. Strategies and activities were listed that were implemented for each goal. • Some quantitative data was presented for academic goals. Less data was presented outlining progress on the other two goals. 	<ul style="list-style-type: none"> • Set a target for each goal. Be sure that goals and targets are created collaboratively with the Board of Directors, as these will be the official contractual goals.

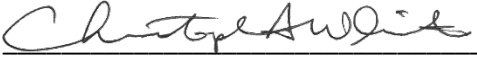
<u>Fiscal Accountability</u>	
CPR 2021-22 & Fiscal Scorecard AFS 2021	Opportunities for Growth
<ul style="list-style-type: none"> • Clara B. Ford currently has a 42% Fund Balance as a portion of Revenue. • Current ratio, days cash on hand, and debt to asset ratio are also meeting expectations. 	<ul style="list-style-type: none"> • Enrollment will be a concern over time, especially as this is the main source of revenue for the academy.

Overall Opportunities for Growth

- Creation of SDA contractual goals
- Continued relationship development with Vista Maria

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

- Due to Clara B. Ford Academy being a Strict Discipline Academy, academy leadership and the board of directors will need to work with the FSU CSO School Support Team to create a plan with Alternative Goals and Targets to be used for accountability instead of the traditional contractual goals.

Signed: 
CSO Associate Director


CSO Visitation Chair

Date: December 17, 2021

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