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**PRESIDENT & CEO:**

Kaleem Caire

**Date:** September 2, 2011

**To:** MMSD Board of Education and Administration

**From:** Kaleem Caire, President & CEO, Urban League of Greater Madison

**Re:** Comparability plan as it relates to Madison Preparatory Academy and Title IX and Wis. Stat. 118.40(4)(c)

**CC:** Bob Solder, Barry Golden, Sheri Pollack; Department of Public Instruction  
ULGM Board of Directors and Madison Prep Board of Directors

On March 28, 2011, the Board of Education of the Madison Metropolitan School District voted 6-1 to approve the Urban League’s submission of a charter school planning grant application to the Department of Public Instruction for the development of Madison Preparatory Academy for Young Men.

During the discussion of the planning grant application with MMSD’s Board of Education, the Urban League stated that – should there be a determination in the future that the boys’ school would violate Title IX or state law – it was prepared to admit girls to Madison Preparatory Academy immediately upon its admission of boys (for the 2012-2013 school year). Prior to this date, and during earlier public statements, community meetings and visits with local newspaper editorial boards, ULGM was clear that it had every intention to start a similar school for girls.

Now that DPI has opined Madison Prep would be in violation of Title IX without a comparable girls program, the Urban League reiterates its readiness to ensure compliance with the law by enrolling girls in the same manner it would enroll boys at Madison Prep, and then provide them with the exact same educational program as outlined in the charter school grant application for Madison Preparatory Academy for Young Men. This would be addressed in the following ways within the final charter school contract between MMSD’s Board of Education (the authorizer) and Madison Prep.

**Enrollment**

- Originally, Madison Prep was to enroll 60 sixth grade boys and 60 seventh grade boys in 2012-2013, for a total of 120 students in its first operational year. A new incoming class of 60 sixth grade boys would have been enrolled each subsequent year, along with new students in later grades in response to attrition. The new proposal will still include enrollment of 120 students in 2012-2013, with 60 sixth grade boys and 60 sixth grade girls. In subsequent years, Madison Prep will enroll a new class of 60 sixth grade boys and 60 sixth grade girls, for an enrollment increase of 120 students each operational year.
- ULGM originally intended to seek approval to open the girls’ campus in 2013-14 for 6-8<sup>th</sup> grade girls. During that year, ULGM planned that Madison Prep would offer the same grade levels for boys and girls; thus the attached budget would have been the same except for year one (the year MP for Young Men will open in SY2012-23).

## **Need**

While the first and original Madison Prep proposal focused on boys, there are clear needs for a girl's school as well.

### **High School Graduation**

In 2009, just 65% of African American and 72% of Hispanic girls enrolled in the Madison Metropolitan School District graduated from high school compared to 92% of White and 94% of Asian girls.

### **Academic Achievement**

In 2010, just 51% of African American, 53% of Latino and 65% of Asian female 10<sup>th</sup> graders were reading at proficient or advanced levels compared to 91% of White female 10<sup>th</sup> graders.

### **College Preparation**

Just 44% of African American and 54% of Latino girls in 9<sup>th</sup> grade who completed Algebra earned a grade of C or better, compared to 76% of White and 82% of Asian girls. Too few young women are on track for high school success and college admissions.

### **Suspensions**

Next to African American males, African American females had the second greatest number of school suspensions in the Madison Metropolitan School District. In 2010, 72% of all school suspensions were levied against African American students (2,754 of a total 3,828 suspensions) while together they made up just 24% of the total student population. African American males had the highest number of suspensions (1,834) followed by African American females (920), white males (512), and Latino males (210).

## **Department of Public Instruction**

In our meeting with the Department of Public Instruction on Thursday, August 25, 2011, which was attended by MMSD, DPI and Urban League leadership, DPI's leadership shared their interpretation of state law and Title IX regulations and made it clear that they desired to see two courses of action:

1. That a similar school/campus for girls be started at the same time as Madison Prep would start, or
2. That MMSD would provide a comparable education program for girls (which is a possibility that was proposed by MMSD's legal counsel during the meeting); and
3. That the charter school contract presented to MMSD's Board of Education in November 2011 make clear which one of the comparability options above will be used to ensure compliance with state law and Title IX regulations.

The enrollment plan outlined in this memo would satisfy comparability option number one.

## **Budget**

- See attached Draft Budget 1.3 (dated September 1, 2011). There are no changes to budget projections for SY2012-13 under our comparability plan. However, due to increased enrollment projections of 60 additional students per year, there are budget modifications for years two through five of the projected five year contract.

To be clear, no other aspect of Madison Prep as it was originally proposed in the planning grant would differ as a result of Madison Prep serving girls in 2012-2013. All items relating to the schools vision for innovation, governance and autonomy, planning, equal access, and assurances remained unchanged under this proposal for comparability.

While modifications may need to be made to the plan for use of discretionary funds, these changes do not relate to the plan for comparability, but to other factors related to planning in general.

Under the Urban League's plan for comparability, Madison Preparatory Academy for Young Men and Madison Preparatory Academy for Young Women will be two campuses of the same school, Madison Preparatory Academy. There are numerous examples of charter school operators that start and manage more than one campus at one time. We can share examples of such schools with you upon your request.

We look forward to your feedback on this comparability plan so that we may all move forward to meet the significant and growing needs of all young people in the Madison Metropolitan School District.

Please do not hesitate to contact me directly if you have questions about the contents of this document or any other questions relative to Madison Prep. I can be reached at 608-729-1249 (office), 202-997-3198 (mobile) or [kcaire@ulgm.org](mailto:kcaire@ulgm.org).

Thank you so much for your attention to the matters contained herein.

Onward.

LDP/SP/KC