Annual Report

for

Nova Classical Academy

4098-07

2015

Contents

Annual Report on Curriculum, Instruction, and Student Achievement
Nova Classical Academy District #4098-07
2015 School Year

INTRODUCTION

Mission Statement

In a supportive community and through a systematic, accelerated college-preparatory education in the classical tradition, Nova Classical Academy challenges its students to develop intellect, to attain the habits of learning and mastery, and to live a virtuous life of duty and ideals.

Profile

Nova Classical Academy was started by three parents who wanted a more rigorous education for their children. The school they founded was the first public school in Minnesota to offer a classical education where the students would not only learn subjects, but virtue as well. Most importantly, Nova was created to be a school where students are taught how to think and how to apply their knowledge in different situations.

Educational Philosophy

Nova Classical Academy seeks to form young adults who possess the moral virtues (Prudence, Justice, Fortitude, and Temperance) and the intellectual virtues (Wisdom, Understanding, and Science) as articulated in the western tradition in order that they may readily take up the responsibilities of adulthood.

Authorizer Information

Authorizer: Friends of Education
Authorizer Contact: Beth Topoluk, Executive Director
Authorizer Address: 200 East Lake Street, Wayzata, MN 55391
Authorizer Contact Duration: Expires June 30, 2017.

SCHOOL ENROLLMENT
### *Number of Students Enrolled*
Nova began in the fall of 2003 with 166 students enrolled in Kindergarten through grade 6, with two sections of Kindergarten and one section each in grades 1 through 6. By the 2015 school year, Nova had 898 students in Kindergarten through grade 12 and had four sections of Kindergarten, three sections of 1–8, two sections of 9–11, and one section in grade 12. Nova continues to have a long waiting list (950+ students).

Key Demographic Trends

Membership														
School Year	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
2008	40	44	44	48	48	24	42	33	33	0	0	0	0	356
2009	40	44	44	48	48	48	52	51	32	0	0	0	0	407
2010	60	72	72	78	52	53	54	54	48	28	0	0	0	571
2011	60	72	72	78	78	52	54	54	53	37	21	0	0	631
2012	60	72	72	78	78	78	54	54	53	42	37	15	0	693
2013	80	78	78	78	78	78	81	81	81	50	36	32	15	846
2014	80	78	78	78	78	78	79	80	77	65	48	36	28	883
2015	80	78	77	78	79	76	80	78	78	69	52	41	32	898
Projected 2016	80	78	78	78	78	78	78	78	78	70	65	50	35	**924**

STUDENT ATTRITION

School Year	Attrition Rate
2008	4%
2009	8%
2010	9%
2011	11%
2012	4.9%
2013	2.5%
2014	8.9%
2015	9.9%

Student Attrition Rate
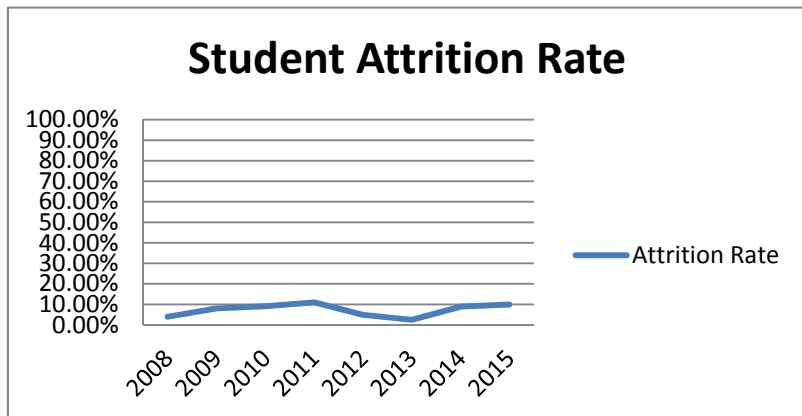
Student Attrition Rates, by grade														
	K	1	2	3	4	5	6	7	8	9	10	11	12	
2013	2	1	2	4	1	2	0	1	3	1	1	3	0	**21**
%	2.5%	1.3%	2.6%	5.1%	1.3%	2.6%	0%	1.3%	3.9%	1.8%	2.6%	9.7%	0%	2.5%
2014	1	5	5	1	5	5	4	4	6	27	6	3	2	**74**
%	1.3%	6.4%	6.4%	1.3%	6.4%	6.4%	5.1%	5.1%	7.7%	34.6%	10.9%	7.7%	6.7%	8.9%
2015	1	4	5	1	2	3	5	9	9	22	14	7	5	**87**
%	1.3%	5.1%	6.4%	1.3%	2.6%	3.8%	6.3%	11.3%	11.7%	33.8%	29.2%	19.4%	17.9%	9.9%

Student Attrition Note

Nova Classical Academy's administrative, faculty, and staff have worked tirelessly with the school's Board of Directors over the past year to bring about enhancements to Nova's Upper School program in effort to address recent increases in Upper School student attrition and in effort to provide the best education and educational experience possible for Nova's students. Some of the most notable efforts pursued during the 2014-15 school year include the increase in college credit bearing classes offered in Nova's high school, an adjustment to graduation requirements to allow students to take more credits in academic areas of focus and interest, curriculum mapping and alignment, evaluating and seeking improvements in school-life balance for students, and establishing weighted grades for Honors and AP classes for the 2015-16 school year.

We are working systematically to improve and develop Nova's Upper School, ensuring that academic enhancements are thoughtful, deliberate, and future-minded, while supporting of Nova's mission and staying true to the classical pedagogy. We are confident that as we work together (Board, leadership, teachers, staff, parents, and students) to provide the best classical educational opportunity for our students, Nova Classical Academy's Lower School will continue to excel into the future, and recent Upper School attrition trends will reverse and the high school will become strong and an incomparable classical educational opportunity for every student who accepts its challenge. We believe this change is already beginning to take place. Our future is optimistic.

Demographic Information								
	2008	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**
Percent Qualified for Free/Reduced Meals	15%	14%	14%	11.8%	13.8%	13.3%	12%	13%
Percent Special Education Program	8%	8%	6.3%	6.3%	6.5%	7.2%	6.5%	6.8%
LEP	n/a	n/a	n/a	n/a	3.5%	2.0%	11.3%	3%
504 plans	n/a	n/a	n/a	n/a	2.2%	5.2%	6.3%	5%
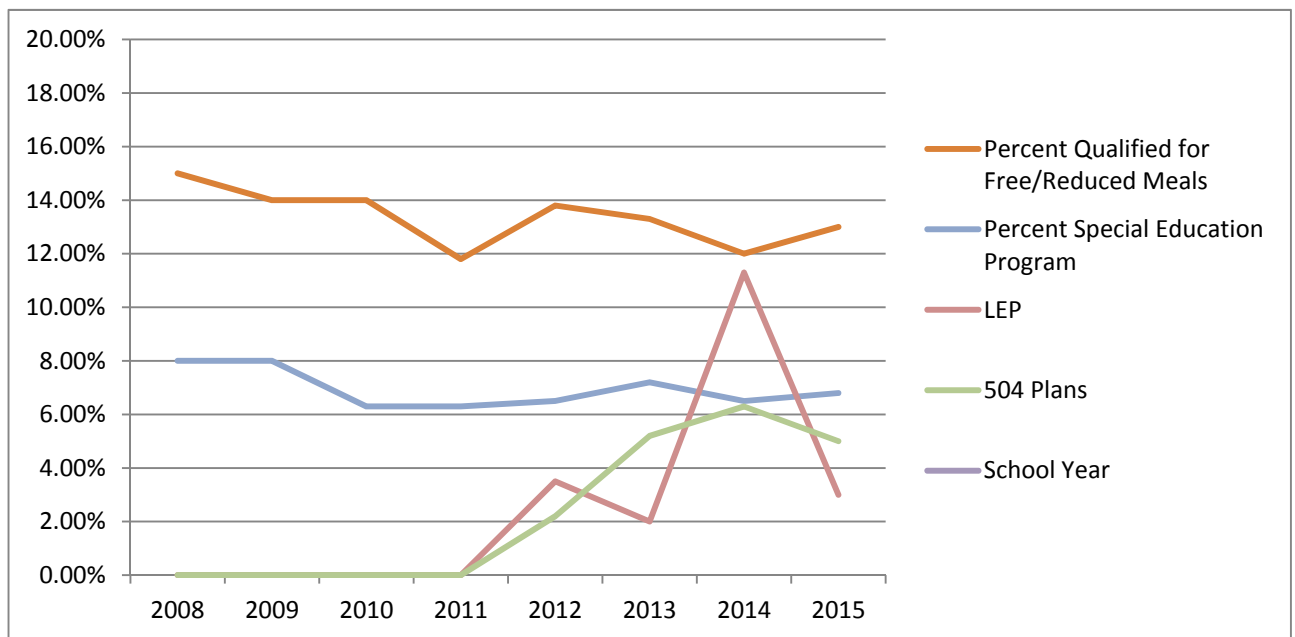
State Aid Categories					
	American Indian	**Asian/Pacific**	**Hispanic**	**Black**	**White**
2013	.01%	8.2%	3.6%	5.3%	72.1%
2014	.2%	9%	3%	6%	82%
2015	.4%	9.1%	3.5%	6%	81%

Student Attendance Percentages

	2008	2009	2010	2011	2012	2013	2014	2015
All	97.0%	94.7%	96.8%	96.3%	97.2%	95.5%	95.75%	95.48%
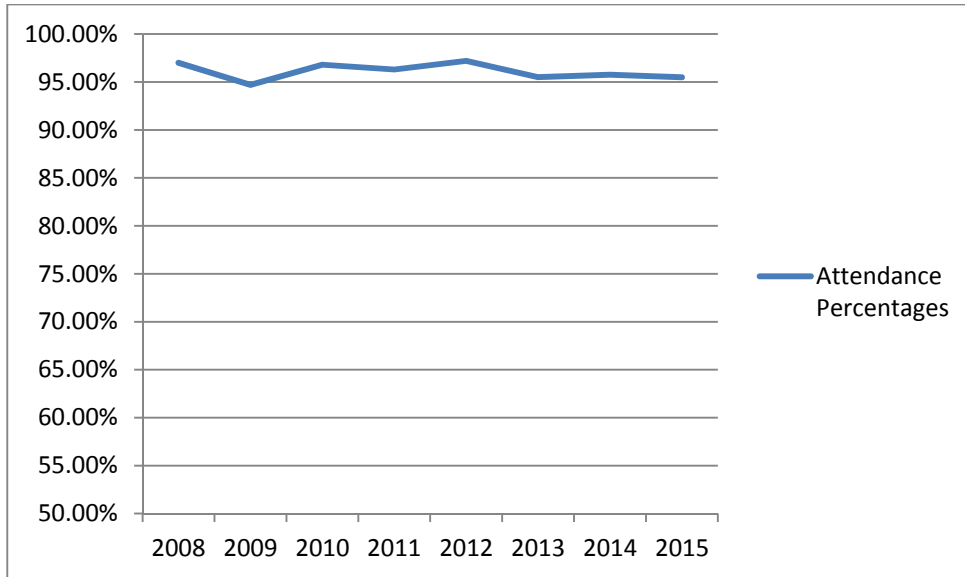
GOVERNANCE AND MANAGEMENT

For the 2015 School year Nova Classical Academy had eleven members on the Board of Directors. The 2015 Board Election was held in May 2015.

2015 School Year Charter Public School Board

Name	Board Position	Group (if teacher, FF#)	Date Seated	Term Ends/ Ended	Phone Number	Board Member Training	Meeting Attend. %
Jason Belter	Director	Teacher, 432080	7/2013	6/2016	651.428.5185	12.14.2013	91% (missed 1 of 11 mtgs)
Ann Brodeur	Director	Parent	7/2014	6/2017	651.216.0349	10.11.2014	82% (missed 2 of 11 mtgs)
Jeff Ellerd	Director/ Treasurer	Parent	7/2012	6/2015	651.290.2325	12.14.2013	91% (missed 1 of 11 mtgs)
Dan Greenfield	Director/ Chair	Parent	7/2013	6/2016	651.330.0479	12.14.2013	91% (missed 1 of 11 mtgs)
Claudia Gumbiner Hungs	Director	Parent	10/2014	6/2015	562.208.8422		86% (missed 1 of 7 mtgs)
Andrea Johnson	Director	Parent	10/2014	6/2015	612.729.6627	12.14.2013	100%
Tonya Johnson Nicholie	Director	Community Member	11/2013	6/2016		12.14.2013	100%
Roxanne Lehman	Director	Community Member	7/2012	6/2017	612.916.2471	12.14.2013	91% (missed 1 of 11 mtgs)
Annie Lewine	Director	Teacher, 458682	10/2013	6/2016	917.621.6926	12.14.2013	82% (missed 2 of 11 mtgs)
Paul Mason	Director/ Chair-Elect	Parent	1/2014	6/2017	612.851.7740	12.14.2013	73% (missed 2 of 11 mtgs)
Nan Waisanen	Director	Parent	7/2015	6/2016	562.208.8422		82% (missed 2 of 11 mtgs)
Laura Hobbs (Westrum)	Director/ Secretary	Teacher, 401216	7/2014	6/2017	952.223.1268		91% (missed 1 of 11 mtgs)

ADMINISTRATORS

Name	File Folder Number	Assignment	Years Employed by the School	Left During 2015	Not Returning 2016
Mari Bergerson	234341	Upper School Principal	1	☐	☐
Jennifer Danforth	364011	Counselor and Dean of Students	5	☐	☐
John Larson	483396	Director of Student Services	1	☐	☐
Miranda Morton	438376	Upper School Director	7	☒	☐
Bruce Watkins	208410	Interim Executive Director	1	☐	☒
Gina Zelinka	321428	Interim Lower School Principal	11	☐	☒

STAFFING

Staffing Information

Name	File Folder Number	Assignment/ Subject	New in 2015	Left During 2015	Not Returning 2016
1. Jeanie Anderson	437857	Music	☐	☐	☐
2. Ann Antus	232120	Special Education	☐	☐	☐
3. Dana Ashley	458607	Special Education	☒	☐	☒
4. Jason Belter	432080	Science	☐	☐	☐
5. Patricia Bodenstab	209167	First Grade	☐	☐	☐
6. Luke Brekke	393327	History	☒	☐	☐
7. Nancy Broen	397048	History	☐	☐	☐
8. Laura Burkhardt	375931	Art	☐	☐	☐
9. Don Burrows	481868	Latin	☒	☐	☐
10. Kristin Chirafisi	471423	Reading	☐	☐	☒
11. Mark Conkle	450234	Math	☒	☐	☐
12. Nicholas Conlin	476701	Spanish	☐	☐	☐
13. Marlo Corletto	411665	Kindergarten	☐	☐	☐
14. Megan Daoust	397162	Second Grade	☐	☒	☒
15. Joseph Early	475845	Math	☐	☐	☒
16. Natalie Ferguson	481866	Special Education	☒	☐	☐
17. Brandon Foat	408188	History	☐	☐	☐
18. Joshua Garvin	433596	Latin	☐	☐	☐
19. Jennifer Granneman (Howe)	463730	Fourth grade	☐	☐	☐
20. Matt Granoff	459227	Language Arts	☐	☐	☐
21. Laura Heuett (Buri)	441724	Fifth Grade	☐	☐	☐
22. Nicole Hoiland	367504	Art	☐	☐	☐
23. Lindsay Huizenga	475851	Special Education	☐	☐	☐
24. Heather Isernhagen	462829	Science	☐	☐	☐
25. Melissa Johnson	462224	Latin	☐	☐	☐
26. Jackie Jones			☐	☐	☒
27. Sarah Kalonick			☐	☐	☒
28. Sara Knudsen	397730	Kindergarten	☐	☐	☐
29. Rita Laugerman	418810	Math	☐	☐	☐
30. Annie Lewine	458682	History	☐	☐	☐
31. Chad Long	410502	Third Grade	☐	☐	☐
32. Rebecca Lund	389883	Second Grade	☐	☐	☐
33. Maria Marchand	411039	Fourth Grade	☐	☐	☐

Name	File Folder Number	Assignment/ Subject	New in 2015	Left During 2015	Not Returning 2016
34. Hannah Martin	462792	First Grade	☐	☐	☐
35. Jonathan Martin	446476	Physical Education	☐	☐	☐
36. Alyson McCann	467067	Fourth grade	☐	☐	☐
37. Margaret McCarney	456216	Language Arts	☐	☐	☐
38. Kathleen McLarn	412625	Fifth Grade	☐	☐	☐
39. Brendan O'Hara	473851	Language Arts	☒	☐	☐
40. Michael Pelofski	436269	Science	☐	☐	☐
41. Brittany Peltier	441418	PE/Health	☐	☐	☒
42. Heidi Reynolds	442587	Latin	☐	☐	☐
43. Jennifer Rogge	467769	Kindergarten	☒	☐	☐
44. Sasha Ross	482825	Math	☒	☐	☐
45. Christian Rovn	372404	Phys. Ed./Health	☐	☐	☐
46. Diane Rude	446587	Math	☐	☐	☐
47. Jenna Schlatter	467559	Third Grade	☐	☐	☐
48. Courtney Schleunder	445809	Special Education	☐	☒	☐
49. Ted Sexton	452355	Language Arts	☐	☐	☐
50. Chris Shepard	466387	History	☐	☐	☐
51. Jo Shultz	445885	Kindergarten	☐	☐	☐
52. Regina Zelinka Smith*	410775	Kindergarten	☐	☐	☐
53. Dana Stack	474792	Latin	☐	☐	☐
54. Michelle Steingraeber	433863	First Grade	☐	☐	☐
55. Kimberly Strand	425938	Science	☐	☐	☐
56. Sarah Taylor	421853	Language Arts	☐	☐	☐
57. Traci Taylor	398736	Second Grade	☐	☐	☐
58. Sherry Tokkesdal	380423	Third Grade	☐	☐	☐
59. Katelyn Tschida	482458	ELL	☒	☐	☐
60. Katie Tuma	290613	Art	☐	☐	☐
61. Rebecca Urbrock	408803	Music	☐	☐	☐
62. Laura Westrum	401216	Fifth grade	☐	☐	☐
63. Susan Whalen	447286	Language Arts	☐	☐	☐
64. Renae Williams	396488	Music	☐	☐	☐
65. Rachel Zinter	406160	Math	☐	☐	☐

Ms. Zelinka was on temporary assignment as Interim Lower School Principal during the 2014-15 school year.

In addition to the licensed teachers listed above, Nova Classical Academy also employed 16 Education Assistants and administrative and support personnel (Athletic Director, Business Manager, Assistant Business Manager, Director of Enrollment and Communications, Director of Operations, District Administrative Assistant, Lunch Coordinator, Maintenance, Assistant Maintenance, two Office Managers, Project Manager, Student Activities Manager, and Student Services Administrative Assistant).

	2012	**2013**	**2014**	**2015**
Faculty	93.6%	90.7%	87.1%	92.1%
Educational Support	43.8%	100%	47.8%	63.2%
Program Support	71.4%	100%	87.5%	77.8%
Administration	83.3%	100%	75%	54.5%
Total	**75%**	**94.5%**	**78%**	**71.9%**

FINANCES

Nova ended the 2013 fiscal year with a 19.5% audited fund balance. During the 2013–2014 school year Nova Classical Academy made an MDE-approved donation of $262,500.00 to Friends of Nova, our affiliated building company, for the purchase of land adjacent to our current building. This land was immediately put to use as an expanded playground and practice field for Nova students. Nova will end the 2015 fiscal year with an unaudited fund balance of 20% as it meets the goal of maintaining a fund balance of at least 20% for years to come.

ACADEMIC PERFORMANCE

Nova Classical Academy administers the MCA examinations to all students in grades 3–8 and relevant high school students to measure math, reading, and science proficiency relative to Minnesota State Academic Standards over time.

Figure 7a

Trend in Student Math Proficiency 2010–2015 as Measured by MCA-II/III
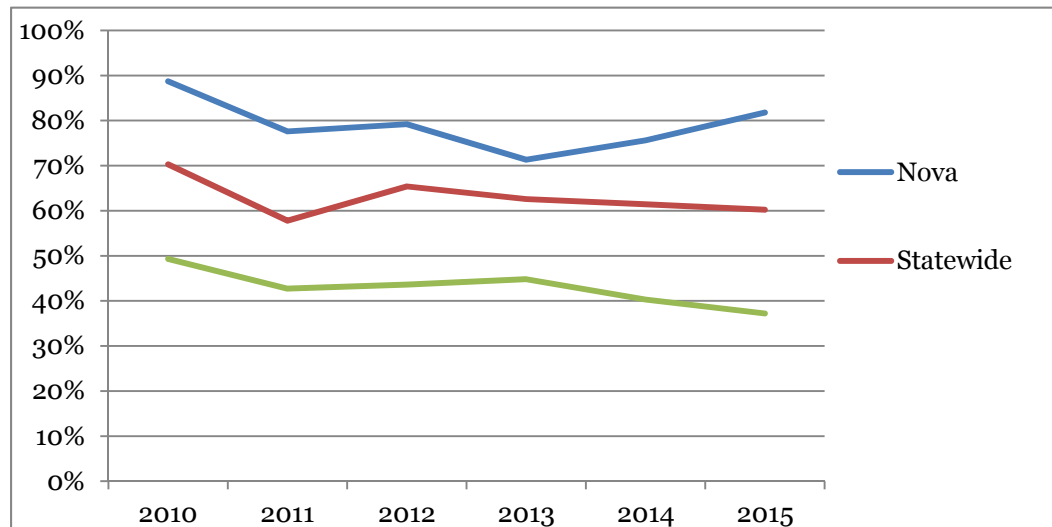
Math proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency
2015 Math MCA-III Grade All Grades

Organization	Percent Proficient	Number Tested
STATEWIDE	60.2%	432,336
NOVA CLASSICAL ACADEMY	81.8%	506

Student Achievement Level
2015 Math MCA-III Grade All Grades
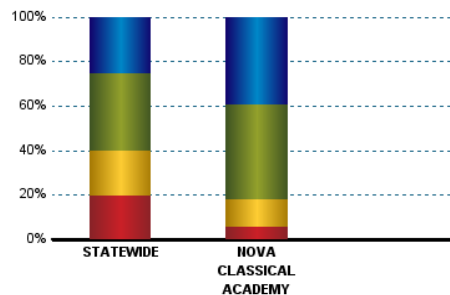
Measure	Exceeds	Meets	Partially Meets	Does Not Meet
STATEWIDE				
Count	110,329	149,740	88,599	83,668
Percent	25.5%	34.6%	20.5%	19.4%
NOVA CLASSICAL ACADEMY				
Count	199	215	63	29
Percent	39.3%	42.5%	12.5%	5.7%

Figure 7b

Trend in Student Reading Proficiency 2010–2015 as Measured by MCA-II/III
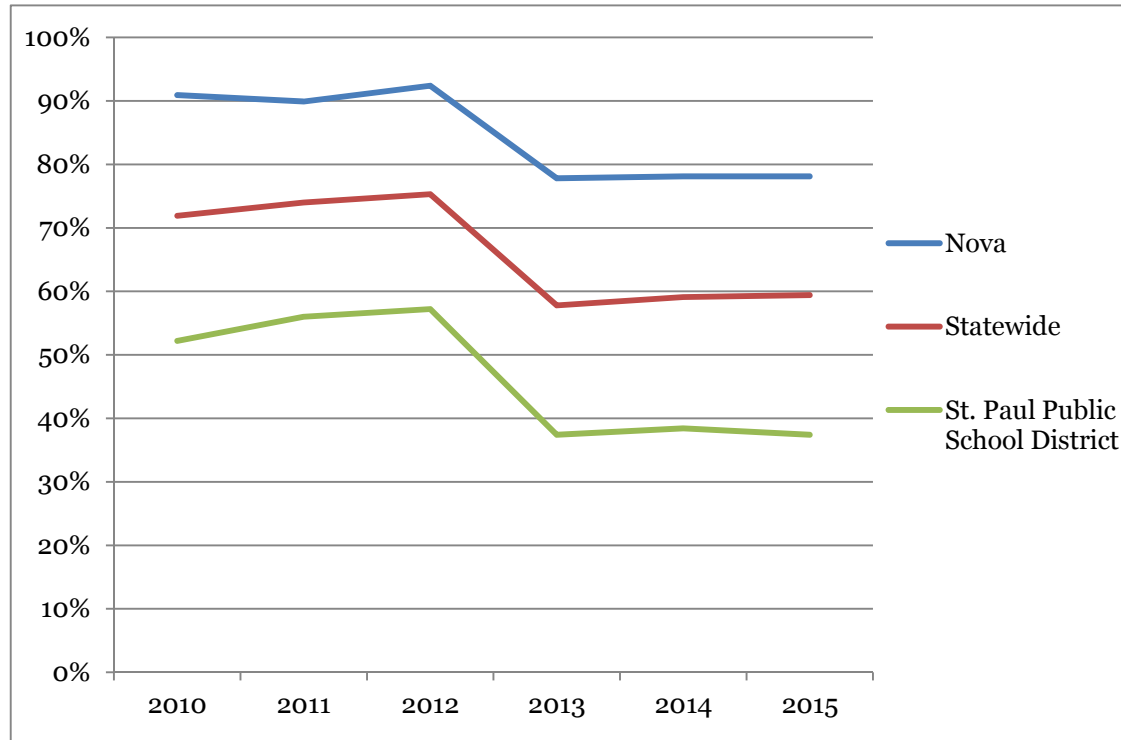
Reading proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency
2015 Reading MCA-III Grade All Grades
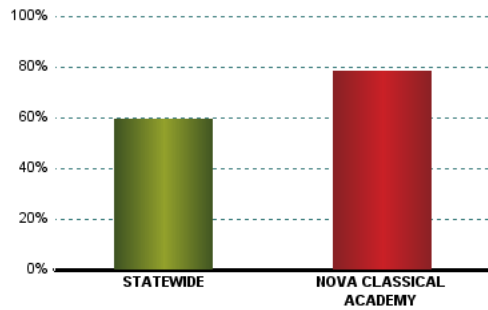
Organization	Percent Proficient	Number Tested
STATEWIDE	59.4%	434,191
NOVA CLASSICAL ACADEMY	78.1%	517

Student Achievement Level
2015 Reading MCA-III Grade All Grades

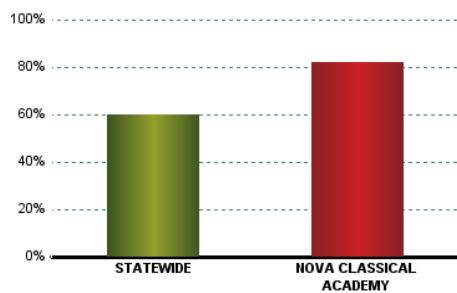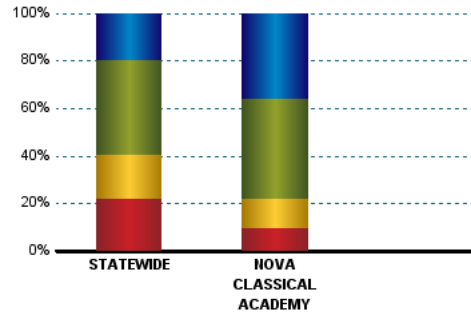| Measure	Exceeds	Meets	Partially Meets	Does Not Meet
STATEWIDE				
Count	84,921	173,097	81,696	94,477
Percent	19.6%	39.9%	18.8%	21.8%
NOVA CLASSICAL ACADEMY				
Count	186	218	64	49
Percent	36.0%	42.2%	12.4%	9.5%

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Figure 7c

Trend in Student Science Proficiency 2010–2015 as Measured by MCA-II/III
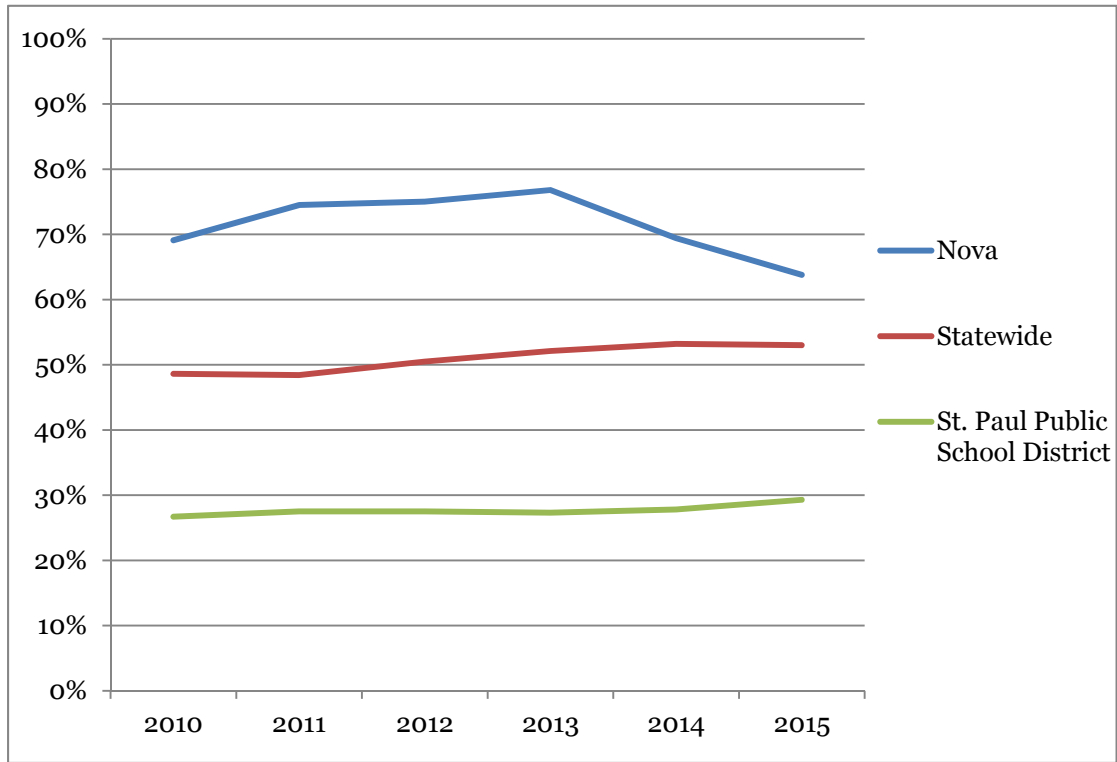
Science proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency
2015 Science MCA-III Grade All Grades
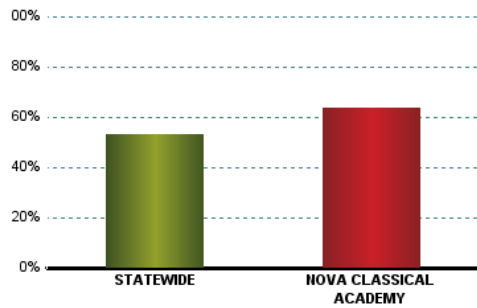
Organization	Percent Proficient	Number Tested
STATEWIDE	53.0%	181,824
NOVA CLASSICAL ACADEMY	63.8%	218

Student Achievement Level
2015 Science MCA-III Grade All Grades
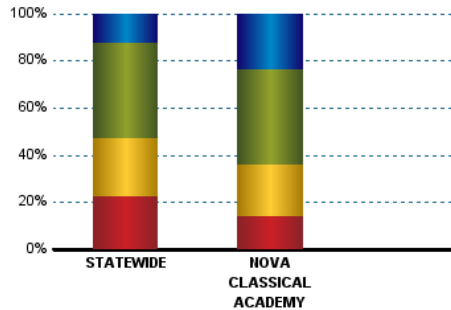
Measure	Exceeds	Meets	Partially Meets	Does Not Meet
STATEWIDE				
Count	23,057	73,371	44,351	41,045
Percent	12.7%	40.4%	24.4%	22.6%
NOVA CLASSICAL ACADEMY				
Count	51	88	48	31
Percent	23.4%	40.4%	22.0%	14.2%

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ERB Data
Each year Nova tests and benchmarks students in grades 3–8 using the ERB test (Education Records Bureau CTP4). The test is administered twice per year: once in the autumn and once in the spring. Students test in 7–8 areas and their scores are compared against those of their peers in three groups:

1. Nation
2. Suburban schools
3. Independent schools

Data is used to track individual student growth and target grade-level program initiatives.

AIMSWEB Data
Students in grades K–5 are assessed three times per year on their reading levels using the AIMSWeb test. These assessments are used internally for reading instruction group placement as well as highlighting areas for improvement for students. A sample student report is included in the Appendix.

Nova ERB Testing Data and Comparison Results – Spring 2015

Grades 2 and 3 took the fall ERB tests to familiarize students with standardized test-taking procedures as well as to provide the school and families with baseline data for measuring year-long growth at Nova. These fall data will be used in comparison to data collected from the spring ERB tests as there are no national norms to measure against for these two grade levels."

Grade 3	Below Average		Average		Above Average	
	National Norm	Nova Norm	National Norm	Nova Norm	National Norm	Nova Norm
Verbal Reasoning	23%	2%	54%	30%	23%	68%
Vocabulary	23%	1%	54%	31%	23%	67%
Reading Comprehension	23%	3%	54%	22%	23%	76%
Writing Mechanics	23%	4%	54%	23%	23%	72%
Writing Concepts	23%	3%	54%	24%	23%	73%
Quantitative Reasoning	23%	4%	54%	12%	23%	85%
Mathematics	23%	1%	54%	11%	23%	88%

Grade 4	Below Average		Average		Above Average	
	National Norm	Nova Norm	National Norm	Nova Norm	National Norm	Nova Norm
Verbal Reasoning	23%	7%	54%	38%	23%	54%
Vocabulary	23%	10%	54%	24%	23%	67%
Reading Comprehension	23%	5%	54%	35%	23%	59%
Writing Mechanics	23%	5%	54%	31%	23%	64%
Writing Concepts	23%	12%	54%	24%	23%	64%
Quantitative Reasoning	23%	7%	54%	22%	23%	73%
Mathematics	23%	7%	54%	25%	23%	68%

Grade 5	Below Average		Average		Above Average	
	National Norm	Nova Norm	National Norm	Nova Norm	National Norm	Nova Norm
Verbal Reasoning	23%	8%	54%	28%	23%	64%
Vocabulary	23%	8%	54%	21%	23%	71%
Reading Comprehension	23%	2%	54%	37%	23%	56%
Writing Mechanics	23%	7%	54%	27%	23%	66%
Writing Concepts	23%	11%	54%	22%	23%	67%
Quantitative Reasoning	23%	5%	54%	15%	23%	80%
Mathematics	23%	6%	54%	6%	23%	87%

Grade 6	Below Average		Average		Above Average	
	National Norm	Nova Norm	National Norm	Nova Norm	National Norm	Nova Norm
Verbal Reasoning	23%	2%	54%	27%	23%	69%
Vocabulary	23%	0%	54%	13%	23%	88%
Reading Comprehension	23%	6%	54%	28%	23%	65%
Writing Mechanics	23%	1%	54%	14%	23%	84%
Writing Concepts	23%	5%	54%	32%	23%	63%
Quantitative Reasoning	23%	2%	54%	19%	23%	78%
Mathematics	23%	1%	54%	20%	23%	679%

Grade 7	Below Average		Average		Above Average	
	National Norm	Nova Norm	National Norm	Nova Norm	National Norm	Nova Norm
Verbal Reasoning	23%	0%	54%	25%	23%	75%
Vocabulary	23%	1%	54%	16%	23%	82%
Reading Comprehension	23%	5%	54%	37%	23%	58%
Writing Mechanics	23%	2%	54%	26%	23%	71%
Writing Concepts	23%	4%	54%	23%	23%	72%
Quantitative Reasoning	23%	2%	54%	11%	23%	85%
Mathematics	23%	1%	54%	17%	23%	82%

Grade 8	Below Average		Average		Above Average	
	National Norm	Nova Norm	National Norm	Nova Norm	National Norm	Nova Norm
Verbal Reasoning	23%	3%	54%	18%	23%	78%
Vocabulary	23%	2%	54%	21%	23%	77%
Reading Comprehension	23%	4%	54%	30%	23%	65%
Writing Mechanics	23%	1%	54%	27%	23%	72%
Writing Concepts	23%	3%	54%	32%	23%	65%
Quantitative Reasoning	23%	5%	54%	12%	23%	82%
Mathematics	23%	4%	54%	21%	23%	75%
Algebra I*	23%	%	54%	%	23%	%

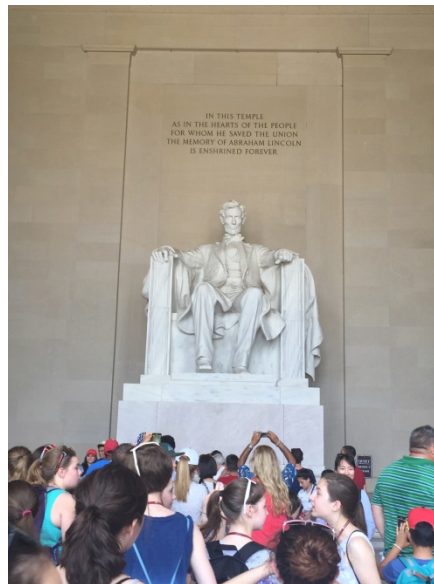*against Independent schools only, not the nation

OPERATIONAL PERFORMANCE

Reporting Requirements
Nova Classical Academy submitted all reporting documents (MARSS, EDRS, Compliance) in a timely manner to MDE.

Legal Issues
There are no pending or threatened legal complaints against Nova Classical Academy in 2014–15 through June 30, 2015.

INNOVATIVE PRACTICES & IMPLEMENTATION

Charter schools were created to develop innovative educational practices, stabilize them, and pass those learnings on to mainstream schools for improvement. Nova continues in this tradition by building competence in our classical mission. In 2015 this mission was pushed forward in two significant ways:

- Direct Instruction: The Reading program at the School of Grammar (K–5) was re-visioned by our Lower School Director to move away from learning through experience and return to classical roots: direct instruction. The Reading Mastery curriculum was piloted and tested in 2011, partially deployed in K–3 in 2013, was fully implemented throughout the K–3 program in 2014 and continued in 2015.
- Classical Education Certification: This program, created at Nova, trains teachers in the tactics and philosophies behind classical education. Nova's new teachers (for whom the full-year course is a requirement) attended a revised program which emphasized both technical elements of classical education as well as research-based components. The program meets twice per month all year for two-hour sessions at night.

ACADEMIC GOALS

Academic Goals for 2014–15

1. **Lower School Goal:** The percentage of all students enrolled October 1 in grades 3–5 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests (MCA, MTAS, MOD) will increase from 77.8% in 2014 to 79.7% in 2015.

The **1.9** percent increase represents about **5** students based on a predicted enrollment of **234** total students being tested at the site.

> **Measure:** MCA-III
> **Results:** 79.5% (230 students tested)

2. **Lower School Goal:** The percentage of all students enrolled October 1 in grades 3–5 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in mathematics on all state accountability tests (MCA, MTAS, MOD) will increase from 79.7% in 2014 to 81.4% in 2015.

The **1.7** percent increase represents about **4** students based on a predicted enrollment of **234** total students being tested at the site.

> **Measure:** MCA-III
> **Results:** 85.1% (230 students tested)

3. **Upper School Goal:** The percentage of all students enrolled October 1 in grades 6–8 and 10 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests (MCA, MTAS, MOD) will increase from 78.4% in 2014 to 80.3% in 2015.

The **1.9** percent increase represents about **6** students based on a predicted enrollment of **294** total students being tested at the site.

Measure: MCA-III
Results: 77.9%

4. **Upper School Goal:** The percentage of all students enrolled October 1 in grades 6–8 and 11 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in mathematics on all state accountability tests (MCA, MTAS, MOD) will increase from 71.9% in 2014 to 74.4% in 2015.

The **2.5** percent increase represents about **7** students based on a predicted enrollment of **280** total students being tested at the site.

Measure: MCA-III
Results: 80.6%

Non Academic Goals for 2014–15
1. **Goal:** Increase the availability of technology for students in 2014–15.

Measure: Provide enough technology capacity and enough computers to ensure that all Nova students taking the MCAs do so at reliable computer stations.
Result: New technology was purchased and successfully used for standardized testing during the 2014-15 school year.

2. **Goal:** Create efficiencies and accuracy in the Upper School registration process and the student scheduling process.

Measure: Using the new Infinite Campus system, streamline the scheduling process and create greater efficiencies in both course offerings and student class size within sections.
Result: During the 2014-15 school year our Upper School schedule was finalized in May 2015. Students received 2015-16 schedules on the last day of school in June, as opposed to typical late-August distribution. Students were also able to make changes to their schedules during the summer, avoiding last-minute changes historically made during the first two weeks of school.

Academic Goals for 2015–16

Lower School Goal
1. The percentage of all students enrolled October 1 in grades 3–5 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests (MCA, MTAS, MOD) will increase from 79.6% in 2015 to 81.5% in 2016.

The **1.9** percent increase represents about **5** students based on a predicted enrollment of **234** total students being tested at the site.

2. The percentage of all students enrolled October 1 in grades 3–5 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in mathematics on all state accountability tests (MCA, MTAS, MOD) will increase from 85.2% in 2015 to 86.5% in 2016.

The **1.3** percent increase represents about **3** students based on a predicted enrollment of **234** total students being tested at the site.

Upper School Goal

3. The percentage of all students enrolled October 1 in grades 6–8 and 10 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on all state accountability tests (MCA, MTAS, MOD) will increase from 76.9% in 2015 to 78.9% in 2016.

   The **2** percent increase represents about **6** students based on a predicted enrollment of **312** total students being tested at the site.

4. The percentage of all students enrolled October 1 in grades 6–8 and 11 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in mathematics on all state accountability tests (MCA, MTAS, MOD) will increase from 78.5% in 2015 to 80.5% in 2016.

   The **2** percent increase represents about **6** students based on a predicted enrollment of **312** total students being tested at the site.

Other Future Plans

1. Nova Classical Academy's goals for the 2015-16 school year include increasing MCA scores in reading and math as outlined in this Report; maintaining full enrollment in 9th grade and increasing enrollment in 10th (13%), 11th (35%), and 12th (14%) grades; developing a Ten-Year Facilities Plan; growing workplace staff satisfaction to 87-90%; and conducting a thorough review of mandatory, legal, and recommended policies to improve organizational structure and efficiency.

2. Work at the Upper School will be to continue adding College in the Schools (CIS) course offerings, AP-approved courses, and improving school-life balance for students, and working to grow the student population to capacity.

DOCUMENTATION OF IMPLEMENTATION OF PROFESSIONAL DEVELOPMENT PLANS FOR UNLICENSED ADMINISTRATORS

In 2014–15, Nova Classical Academy employed no unlicensed Administrators.

Nova Classical Academy
Strategic Plan
2014-2018

Academics	Student Life / Culture	Community: Internal and External	Talent Management	Organizational Sustainability
Goal	**Goal**	**Goal**	**Goal**	**Goal**
Be in the top 5% of all Minnesota schools academically.	Cultivate student body engagement.	Build a Community Unified in Vision and Practice which permeates every part of life at Nova.	Cultivate staff engagement.	Develop a sustainable financial and leadership model.
↓	↓	↓	↓	↓
Strategies	**Strategies**	**Strategies**	**Strategies**	**Strategies**
Create metrics to evaluate student achievement and individual growth.	Design program to meet student social and emotional needs.	Develop a plan to engage parents and volunteers more meaningfully.	Develop a more robust staff professional development program.	Develop a 3-5 year financial plan with various economic scenarios.
Utilize best practices to refine Nova Classical Curriculum pedagogy.	Create a plan to address student school / home balance.	Develop more meaningful partnerships in the community.	Create a plan to address staff work / life balance.	Create a formal staff succession plan.
Design program to challenge students appropriately at all ability levels.	Grow student participation levels in both extracurricular and service activities.	Build a robust alumni program.	Maintain staff leadership focus on academics.	Create a robust pipeline for future board and committee members.

Mission Statement:

In a supportive community and through a systematic, accelerated college-preparatory education in the classical tradition, Nova Classical Academy challenges its students to develop intellect, to attain the habits of learning and mastery, and to live a virtuous life of duty and ideals.

Preliminary Action Plans (June 2013)

Goal 1: Be in the top 5% of all Minnesota schools academically (Academic)

Action Step 1: Define how Nova will measure our success internally

Activity	Milestone	Evaluation	Budget	Management System
Create metrics to evaluate student achievement and individual growth.	Pilot of data-tracking system (date TBD)	Annual MMR reports Nova Board-defined goals	Unknown	Principals and Director of Student Support Services, 2–3 times per year

Action Step 2: Define how Nova will measure our success externally

Activity	Milestone	Evaluation	Budget	Management System
Coordinated PR strategy	Public recognition as a "Top" MN school	none	$2,000	External Relations Coordinator

Action Step 3: Utilize best practices to refine Nova Classical Curriculum pedagogy.

Activity	Milestone	Evaluation	Budget	Management System
Utilize best practices to refine Nova Classical Curriculum pedagogy.	Revised Stage Overview documents / Revised CEC program	Qualitative feedback from participants and teachers	$0	Executive Director and Principals

Action Step 4: Board discusses Classical Education, Nova, and Differentiated Instruction Structures

Activity	Milestone	Evaluation	Budget	Management System
Board discussion on the scope of Nova's program	Board discussion	Board defines parameters of nova's program	$0 (unless a consultant needs to be hired)	none

Action Step 5: Administration Designs and Implements Program

Activity	Milestone	Evaluation	Budget	Management System
Design program to challenge students appropriately at all ability levels.	*How We Teach/How You Learn* document	Student achievement and growth scores, against set goals / Qualitative feedback	Variable: • $0 • >$0 for curriculum, personnel, equipment	Executive Director, Principals, and Director of Student Support Services

Goal 2: Cultivate student body engagement (Student Life/Culture)

Action Step 1: Define program to meet student social and emotional needs and student school/home balance

Activity	Milestone	Evaluation	Budget	Management System
SEEC defines the scope of Nova's program and Board approves	Recommendation from SEEC (date TBD)	Board vote	$0 (unless consultants need to be hired)	none

Action Step 2: Design and implement program to meet student social and emotional needs and student school/home

Activity	Milestone	Evaluation	Budget	Management System
Administration writes social-emotional support program and protocols	Program document	SEEC/Board	Variable: • $0 • >$0 for curriculum, personnel, equipment	Executive Director

Action Step 3: Grow student participation levels in extracurricular activities.

Activity	Milestone	Evaluation	Budget	Management System
Board defines goal	Board charge to the Executive Director	None	$0	None
Student Activities director creates 24-month plan	Draft of plan submitted to Executive Director	Executive Director	Variable: • $0 • >$0 for personnel, equipment	Athletic Director and Student Activities Director

Action Step 4: Grow student participation levels in service activities

Activity	Milestone	Evaluation	Budget	Management System
Principals define goals and program-appropriate opportunities	Report to Board on intended service opportunities (date TBD)	Executive Director	Variable: • $0 • >$0 for transportation, equipment	Principals

Goal 3: Build a Community Unified in Vision and Practice (Community)

Action Step 1: Develop a plan to engage parents and volunteers more meaningfully.

Activity	Milestone	Evaluation	Budget	Management System
Increase opportunities and % participation in in-school and out-of-school volunteerism	Bi-annual review of parent self-reported data	Meet Board- or admin-determined metrics	$0	External Relations Coordinator, Executive Director

Action Step 2: Develop more meaningful partnerships in the community.

Activity	Milestone	Evaluation	Budget	Management System
Build sponsorship opportunities	Nova and NPTO coordinate ongoing outreach opportunities	Increase business support of Nova by $x or x%	$5,000	Executive Director and NPTO President
Create service/vendor list	Nova and NPTO have contact lists	Existence of lists	$0	Executive Director and NPTO President

Action Step 3: Build a robust alumni program

Activity	Milestone	Evaluation	Budget	Management System
Create membership roster	Membership roster	Existence of roster	$2,500	Executive Director
Bi-annual alumni newsletter	Publication in Nov/Dec and April/May	Newsletter	$0	Executive Director
Determine two alumni-school events	Set particular events and invite alumni	Invitations	$0	Executive Director

Goal 4: Cultivate staff engagement (Management)

Action Step 1: Develop a more robust staff professional development program.

Activity	Milestone	Evaluation	Budget	Management System
Find external, cost-effective opportunities	Create professional development opportunities webpage	Existence of website with opportunities	$1,500/annum	Executive Director
Create internal opportunities	Create professional development opportunities webpage	Expectations of faculty/staff participation?	$0	Licensure committee, principals, Q-comp Team
Create licensure/recertification committee	Submittal of forms to MDE	Committee meetings	$0	Executive Director, Principals

Action Step 2: Create a plan to address staff work/life balance.

Activity	Milestone	Evaluation	Budget	Management System
XXX	XXX	XXX	XXX	Principals

Action Step 3: Maintain staff leadership focus on academics.

Activity	Milestone	Evaluation	Budget	Management System
Define successful student learning	Regular updates based on created metrics	Annual MMR reports Nova Board-defined goals	$0	Principals and Director of Student Support Services, 2-3 times per year
Keep separate academic and operational priorities	Regular operations meetings to offload operational responsibilities	Time on task (ToT) logs/self-reported measurement from leadership team	$0	Monthly check-ins during regular meetings

Goal 5: Develop a sustainable financial and leadership model (Sustainability)

Action Step 1: Develop a 3-5 year financial plan with various economic scenarios.

Activity	Milestone	Evaluation	Budget	Management System
Revise current 3-year projected budget	Presentation of 3-year budget annually to Board of Directors	Treasurer/Finance & Budget committee	$0	Treasurer, Business Manager, Executive Director

Action Step 2: Create a formal staff succession plan.

Activity	Milestone	Evaluation	Budget	Management System
Succession planning on all levels of leadership team	Create Department Chairs	Annual written evaluation by Principals	$20,000/annum	Summer annual leadership team review of all evaluations of Dept. chairs and Q-comp career-ladder positions. Rack and Stack people.
	Q-comp Career Ladder positions	Annual Written evaluations by the Q-Comp team	$8,000/annum	
	Leadership team	Annual written evaluation by Executive Director	$0	

Action Step 3: Create a robust pipeline for future board and committee members.

Activity	Milestone	Evaluation	Budget	Management System
Active membership recruitment to Board committees	Higher % new members each year	Goal to be set by Board	$0	Board Chair, committee chairs
Encourage more attendance at Board meetings	# attendees measured each meeting	Goal to be set by Board	$0	Board chair, External Relations Coordinator
Board holds community Open forum twice per year	Calendar	Attendance goal to be set by Board	$100 (refreshments)	Board chair, Executive Director