Annual Report

for

Nova Classical Academy

4098-07

2016

CONTENTS

Annual Report on Curriculum, Instruction, and Student Achievement
Nova Classical Academy District #4098-07
2016 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.
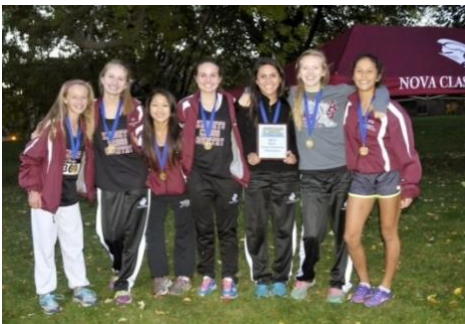
SCHOOL ENROLLMENT

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 2016 school year, Nova has 953 students in Kindergarten through grade 12 and has four sections of Kindergarten, three sections of 1–8, three sections of 9–11, and two sections in grade 12. Nova continues to have a long waiting list (849 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
2016	78	78	78	78	78	78	80	78	79	76	64	66	42	953
Projected 2017	80	78	78	78	78	78	78	78	78	76	76	64	66	**986**

Student attrition

	2008	2009	2010	2011	2012	2013	2014	2015	2016
Attrition Rate	4%	8%	9%	11%	5%	3%	9%	10%	9%

Student Attrition Rates, by grade														
	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
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%
2016	0	2	2	11	5	10	14	13	9	19	6	3	0	94
%	0.0%	2.6%	2.6%	7.1%	6.4%	7.8%	17.9%	16.7%	11.5%	25.0%	7.9%	4.7%	0.0%	8.5%

Student Attrition Note

Nova Classical Academy's administration, faculty, and staff have worked with the school's Board of Directors over the past two years to enhance the Upper School's academic program. Additional AP and College in the Schools courses has contributed to less attrition in the Upper School. In the fall of 2015 Nova's Upper School was recognized by U.S News and World Report as being the top high school in Minnesota. The was due to the exceptional results in AP and ACT tests as well as college acceptance rates. In September of 2016 Nova was recognized for exceptional performance in the Minnesota Comprehensive Assessment (MCA)'s Multiple Measurement Rating (MMR). Nova was the only high school in Minnesota to be recognized for having the highest possible rating in Graduation rates, achievement, student growth and evidence of closing the achievement gap between white students and students of color. Our upper school has seen a reduction in our attrition rates. We expect this trend to continue.

Demographic Information

	2008	2009	2010	2011	2012	2013	2014	2015	2016
Free/Reduced Meals	15%	14%	14%	11.8%	13.8%	13.3%	12%	13%	11.9%
Special Education Program	8%	8%	6.3%	6.3%	6.5%	7.2%	6.5%	6.8%	6.7%
LEP	n/a	n/a	n/a	n/a	3.5%	2.0%	1.9%	3%	3.8%
504 plans	n/a	n/a	n/a	n/a	2.2%	5.2%	6.3%	5%	4.8%

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%
2016	.1%	9.4%	4.5%	5.9%	79.7%

Student Attendance Percentages

2009	2010	2011	2012	2013	2014	2015	2016
94.7%	96.8%	96.3%	97.2%	95.5%	95.75%	95.48%	95.96%

GOVERNANCE AND MANAGEMENT

For the 2015 School year Nova Classical Academy had eleven members on the Board of Directors. The 2016 Board Election was held in May 2016.

2015-2016 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	100%
Ann Brodeur	Director	Parent	7/2014	2/2016 resigned	651.216.0349	10.11.2014	86% (missed 2 of 11 mtgs)
Jeff Ellerd	Director/ Treasurer	Parent	7/2012	6/2019	651.290.2325	12.14.2013	100%
Dan Greenfield	Director	Parent	7/2013	6/2016	651.330.0479	12.14.2013	92% (missed 1 of 12mtgs)
Claudia Gumbiner Hungs	Director	Parent	7/2014	6/2019	562.208.8422	10.11.2014	92% (missed 1 of 12 mtgs)
Tonya Johnson Nicholie	Director	Community Member	11/2013	6/2016		12.14.2013	83% (missed 2 of 12 mtgs)
Roxanne Lehman	Director	Community Member	7/2012	6/2017	612.916.2471	12.14.2013	92% (missed 1 of 12 mtgs)
Annie Lewine	Director	Teacher, 458682	10/2013	6/2016	651.209.6320	12.14.2013	92% (missed 1 of 12 mtgs)
Paul Mason	Director/ Chair- Elect	Parent	1/2014	6/2017	612.851.7740	12.14.2013	100%
Laura Hobbs (Westrum)	Director/ Secretary	Teacher, 401216	7/2014	6/2017	952.223.1268	10.11.2014	100%
Karen Groppel	Director	Parent	3/2016	6/2018	651-264-0119	8/9/2011	75%% (missed 1 of 4 mtgs)
Robb Westawker	Director	Parent	7/2015	6/2016	651-202-4828	12/2015	91% (missed 1 of 11 mtgs)

STAFFING

Administrators

Name	File Folder Number	Assignment	Years Employed by the School	Left During 2015	Not Returning 2016
Mari Bergerson	234341	Upper School Principal	2	☐	☐
John Larson	483396	Director of Student Services	2	☐	☐
Brooke Tousignant	397890	Lower School Principal	1	☐	☐
Eric Williams	325422	Executive Director	1	☐	☐

Faculty

Name	File Folder Number	Assignment/ Subject	New in 2016	Left During 2016	Not Returning 2017
1. Jeanie Anderson	437857	Music	☐	☐	☐
2. Ann Antus	232120	Special Education	☐	☐	☐
3. Jason Belter	432080	Science	☐	☐	☐
4. Patricia Bodenstab	209167	First Grade	☐	☐	☐
5. Luke Brekke	393327	History	☒	☐	☐
6. Nancy Broen	397048	History	☐	☐	☐
7. Laura Burkhardt	375931	Art	☐	☐	☐
8. Don Burrows	481868	Latin	☒	☐	☐
9. Mark Conkle	450234	Math	☒	☐	☐
10. Nicholas Conlin	476701	Spanish	☐	☐	☐
11. Marlo Corletto	411665	Kindergarten	☐	☐	☐
12. Natalie Ferguson	481866	Special Education	☒	☐	☐
13. Brandon Foat	408188	History	☐	☐	☐
14. Joshua Garvin	433596	Latin	☐	☐	☐
15. Jennifer Granneman	463730	Fourth grade	☐	☐	☒
16. Matt Granoff	459227	Language Arts	☐	☐	☐
17. Laura Heuett (Buri)	441724	Fifth Grade	☐	☐	☐
18. Nicole Hoiland	367504	Art	☐	☐	☐
19. Lindsay Huizenga	475851	Special Education	☐	☐	☐
20. Heather Isernhagen	462829	Science	☐	☐	☐
21. Melissa Johnson	462224	Latin	☐	☐	☐
22. Sara Knudsen	397730	Kindergarten	☐	☐	☐
23. Rita Laugerman	418810	Math	☐	☐	☐
24. Annie Lewine	458682	History	☐	☐	☐
25. Chad Long	410502	Third Grade	☐	☐	☐
26. Rebecca Lund	389883	Second Grade	☐	☐	☐
27. Maria Marchand	411039	Fourth Grade	☐	☐	☐
28. Hannah Martin	462792	First Grade	☐	☐	☐
29. Jonathan Martin	446476	Physical Education	☐	☐	☐
30. Alyson McCann	467067	Fourth grade	☐	☐	☒
31. Margaret McCarney	456216	Language Arts	☐	☐	☐
32. Kathleen McLarn	412625	Fifth Grade	☐	☐	☐
33. Brendan O'Hara	473851	Language Arts	☐	☐	☐
34. Michael Pelofske	436269	Science	☐	☐	☐
35. Heidi Reynolds	442587	Latin	☐	☐	☐

Name	File Folder Number	Assignment/ Subject	New in 2016	Left During 2016	Not Returning 2017
36. Jennifer Rogge	467769	Kindergarten	☐	☐	☐
37. Sasha Ross	482825	Math	☐	☐	☐
38. Christian Rovn	372404	Phys. Ed./Health	☐	☐	☐
39. Diane Rude	446587	Math	☐	☐	☐
40. Jenna Schlatter	467559	Third Grade	☐	☐	☒
41. Ted Sexton	452355	Language Arts	☐	☐	☐
42. Chris Shepard	466387	History	☐	☐	☐
43. Jo Shultz	445885	Kindergarten	☐	☐	☐
44. Regina Zelinka Smith	410775	Kindergarten	☐	☐	☐
45. Dana Stack	474792	Latin	☐	☐	☒
46. Michelle Steingraeber	433863	First Grade	☐	☐	☒
47. Kimberly Strand	425938	Science	☐	☐	☐
48. Sarah Taylor	421853	Language Arts	☐	☐	☐
49. Traci Taylor	398736	Second Grade	☐	☐	☐
50. Sherry Tokkesdal	380423	Third Grade	☐	☐	☐
51. Katelyn Tschida	482458	ELL	☐	☐	☐
52. Katie Tuma	290613	Art	☐	☐	☐
53. Rebecca Urbrock	408803	Music	☐	☐	☐
54. Laura Westrum	401216	Fifth grade	☐	☐	☐
55. Susan Whalen	447286	Language Arts	☐	☐	☒
56. Renae Williams	396488	Music	☐	☐	☐
57. Rachel Zinter	406160	Math	☐	☐	☐
58. Dana Klinkner	475499	P.E.	☒	☐	☐
59. Ben Fleischhacker	462961	Special Education	☒	☐	☐
60. Connie Knowles	398867	Reading Specialist	☒	☐	☐
61. Kelly O'Rourke	321838	Reading Specialist	☒	☐	☐
62. Liz Krohn	484157	First Grade	☒	☐	☐

In addition to the licensed teachers listed above, Nova Classical Academy also employed 20 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).

Staff Retention Percentages

	2013	2014	2015	2016
Faculty	90.7%	87.1%	94%	86%
Educational Support	100%	47.8%	63.2%	71%
Program Support	100%	87.5%	77.8%	100%
Administration	100%	75%	54.5%	50%
Total	**94.5%**	**78%**	**71.9%**	**71.9%**
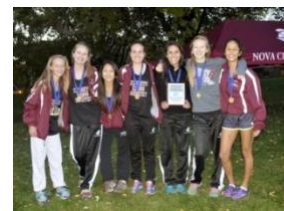
FINANCES

Nova ended the 2015-2016 fiscal year with a 29% audited fund balance. Nova anticipates that it will meet 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 2010–2016 as Measured by MCA-II/III
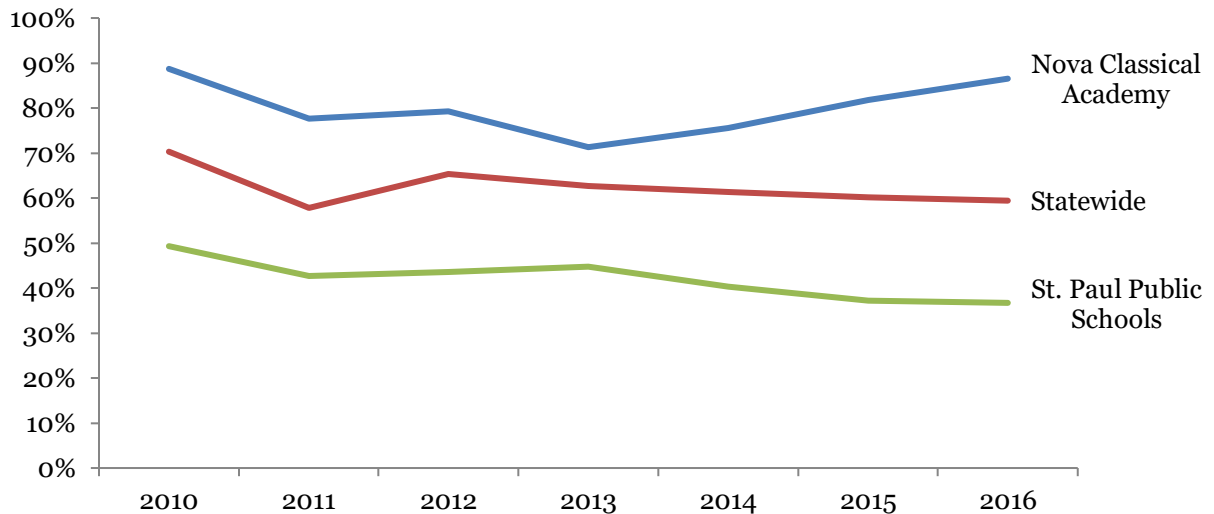
Math proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency
2016 Math MCA-III Grade All Grades

Organization	Percent Proficient	Number Tested
Statewide	59.4%	435,130
Nova Classical Academy	86.5%	502

Student Achievement Level
2016 Math MCA-III Grade All Grades
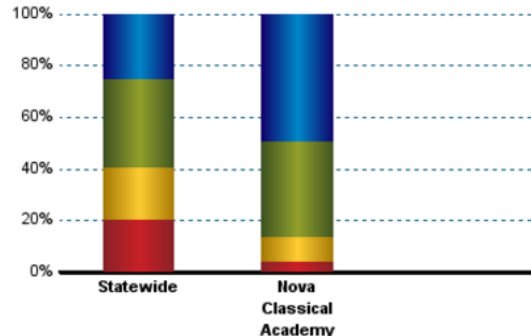
Measure	Exceeds	Meets	Partially Meets	Does Not Meet
Statewide				
Count	110,325	148,289	88,978	87,538
Percent	25.4%	34.1%	20.4%	20.1%
Nova Classical Academy				
Count	249	185	48	20
Percent	49.6%	36.9%	9.6%	4.0%

Figure 7b
Trend in Student Reading Proficiency 2010–2016 as Measured by MCA-II/III
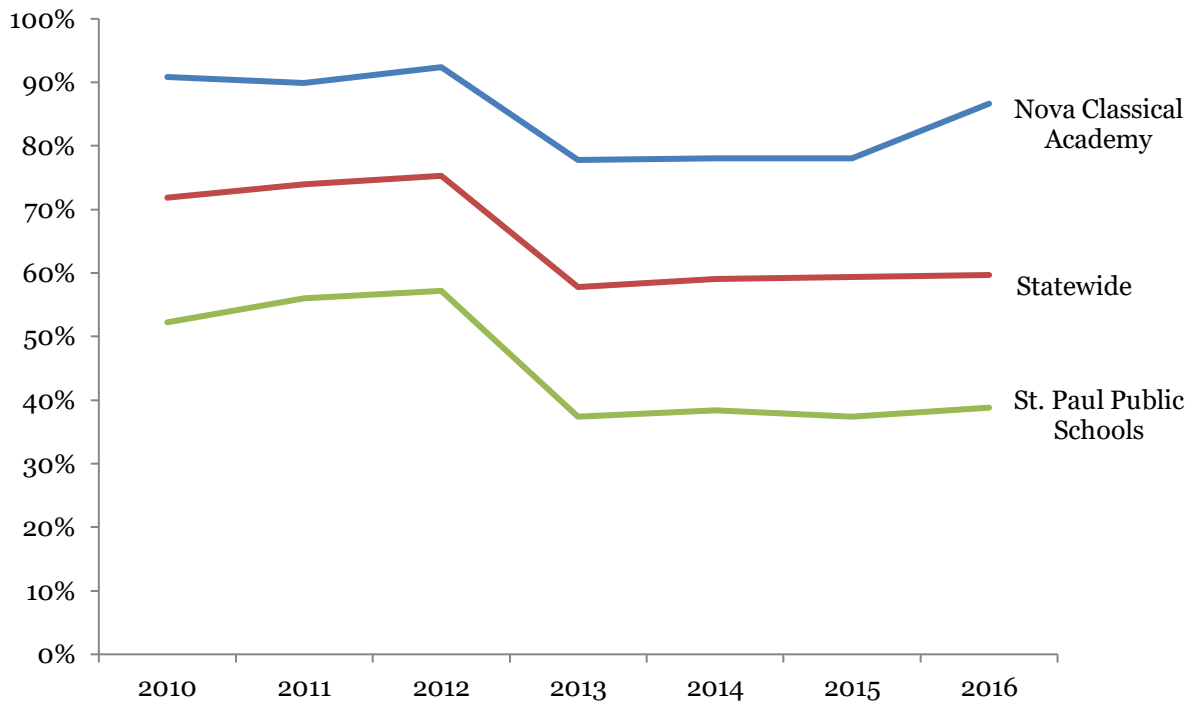
Reading proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency
2016 Reading MCA-III Grade All Grades
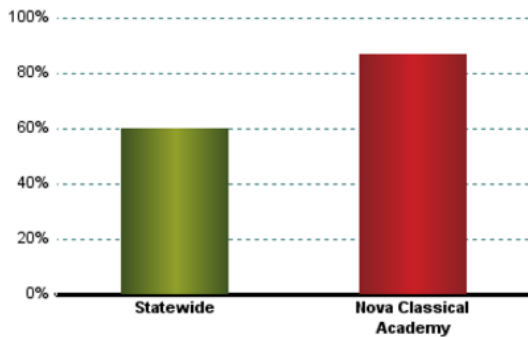
Organization	Percent Proficient	Number Tested
Statewide	59.7%	439,172
Nova Classical Academy	86.7%	528

Student Achievement Level
2016 Reading MCA-III Grade All Grades
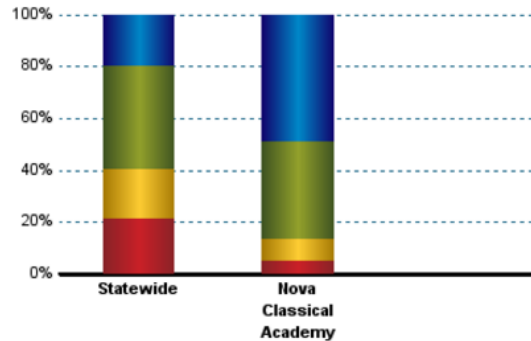
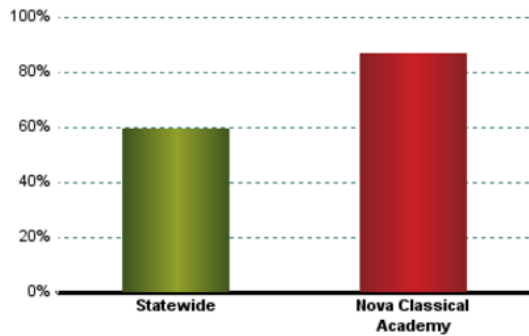| Measure	Exceeds	Meets	Partially Meets	Does Not Meet
Statewide				
Count	86,643	175,708	82,526	94,295
Percent	19.7%	40.0%	18.8%	21.5%
Nova Classical Academy				
Count	259	199	42	28
Percent	49.1%	37.7%	8.0%	5.3%

Figure 7c
Trend in Student Science Proficiency 2010–2016 as Measured by MCA-II/III
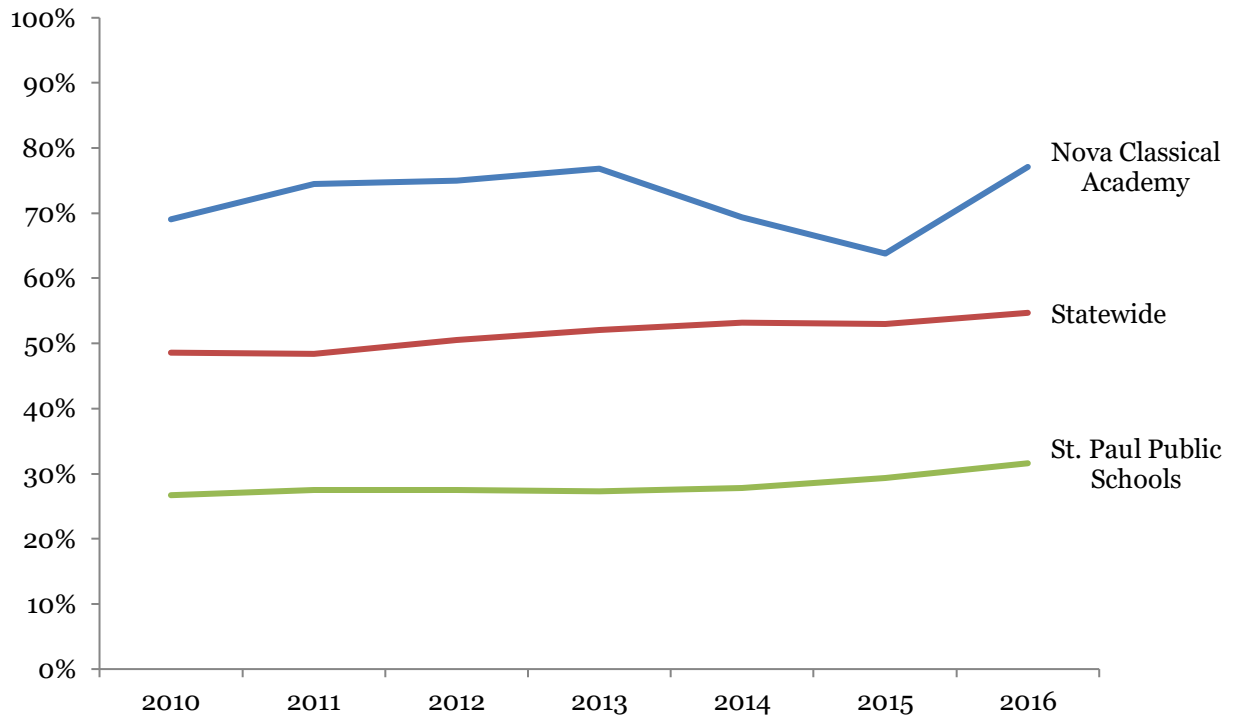
Science proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency
2016 Science MCA-III Grade All Grades
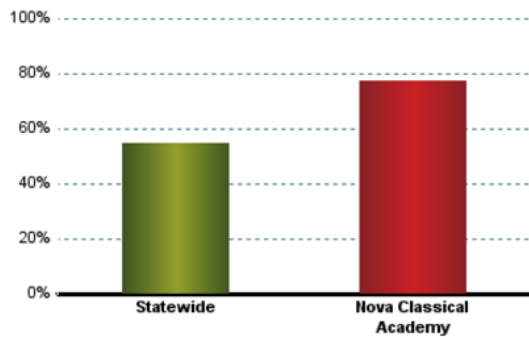
Organization	Percent Proficient	Number Tested
Statewide	54.7%	180,511
Nova Classical Academy	77.1%	223

Student Achievement Level
2016 Science MCA-III Grade All Grades
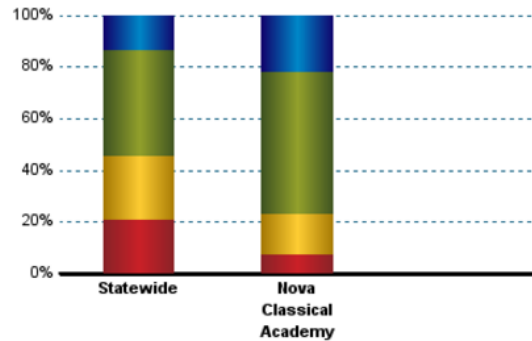
Measure	Exceeds	Meets	Partially Meets	Does Not Meet
Statewide				
Count	24,113	74,675	44,373	37,350
Percent	13.4%	41.4%	24.6%	20.7%
Nova Classical Academy				
Count	49	123	35	16
Percent	22.0%	55.2%	15.7%	7.2%

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.

In 2016, Nova tested only 8th grade students using ERBs, knowing that we will be moving to ACT Aspire beginning in the 2016-17 school year.

| | | | | | Grade 8 | | Test Date 05/16 | | Students 77 | | Student Roster Summary | |
| School Nova Classical Academy | | | | | Level 8 | | | | Norm Spring | | Page 3 | |

Test	Grade 25th %ile	Percentile Rank			Grade 50th %ile	Percentile Rank			Grade 75th %ile	Percentile Rank		
		NN	SN	IN		NN	SN	IN		NN	SN	IN
Verbal Reasoning	370	92	66	53	383	98	84	75	403	99	96	93
Vocabulary	374	89	52	48	389	97	72	74	405	99	88	90
Reading Comprehension	361	85	47	45	369	92	66	62	385	99	92	89
Writing Mechanics	352	77	37	31	366	93	64	66	376	98	80	82
Writing Concepts & Skills	365	86	49	47	377	95	77	75	384	97	87	86
Quantitative Reasoning	364	92	41	52	378	97	57	75	387	99	69	86
Mathematics 1&2	356	92	36	51	373	98	58	76	392	99	78	91
Algebra 1												
Science												

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.

Reading Well by Third Grade Plan Submission and Data Report
**This report contains the information submitted to the Minnesota Department of Education
by the district or charter school for the school year listed.**

District Name	4098-07 Nova Classical Academy
School Year	2016
Submission Status	SUBMITTED

Contact Information

Submitter Name	Brooke Tousignant
Submitter Title	Lower School Principal
Submitter E-Mail	btousignant@novaclassical.org
Submitter Phone Number	651-209-6320 Ext. 108

Local Literacy Plan

Plan File Name
Plan Hyperlink   http://www.novaclassical.org/wp-content/uploads/2010/07/Nova-Classical-Academy_4098_07_Local-Literacy-Plan-FINAL.pdf
Plan File Name   7986905392929889811_2016_Nova Classical Academy_4098_07_Local Literacy Plan FINAL.pdf
Plan Hyperlink

Summary Report of Local Assessments
This report contains a summary of the assessments used within the district as reported for this reporting year.

District Name Nova Classical Academy
Report Year   2016

Assessment Summary

Assessment Name	Publisher	Measures	Tiers	Purposes	Grades
Developmental Reading Assessment	DRA_Pearson	Multiple Measures	Tier 1	Progress Monitoring	1, 2, 3
Letter Sound Fluency	AIMSweb_Pearson	Letter Sound Correspondence	Tier 1	Progress Monitoring, Screening	KG
MCA	Other	Multiple Measures	Tier 1	Progress Monitoring	3
R-CBM (Oral Reading)(AIMSweb)	AIMSweb_Pearson	Oral Reading Fluency	Tier 1	Progress Monitoring, Screening	KG, 1, 2, 3

Assessment Norms Report
This report contains the grade-level expectations for each assessment used within the district as reported for this reporting year.

District Name Nova Classical Academy
Report Year   2016

Assessment Norms

Assessment Name	Time of Year	Measures	Grade	Cut Score
Developmental Reading Assessment	SPRING	Multiple Measures (if two or more of the measures)	Grade 1	18 Reading Level
Developmental Reading Assessment	SPRING	Multiple Measures (if two or more of the measures)	Grade 2	28 Reading Level
Developmental Reading Assessment	SPRING	Multiple Measures (if two or more of the measures)	Grade 3	38 Reading Level
Source of Norms: **DRA Grade and month equivalents**				
Letter Sound Fluency	SPRING	Letter Sound Correspondence	KG	29 Sounds Correct
Source of Norms: **25th Percentile AIMS National Norms**				
MCA	SPRING	Multiple Measures (if two or more of the measures)	Grade 3	350 Scale Score
Source of Norms: **MDE State Standards**				
R-CBM (Oral Reading)(AIMSweb)	SPRING	Oral Reading Fluency	KG	6 Words Correct Per Minute
R-CBM (Oral Reading)(AIMSweb)	SPRING	Oral Reading Fluency	Grade 1	40 Words Correct Per Minute
R-CBM (Oral Reading)(AIMSweb)	SPRING	Oral Reading Fluency	Grade 2	82 Words Correct Per Minute
R-CBM (Oral Reading)(AIMSweb)	SPRING	Oral Reading Fluency	Grade 3	98 Words Correct Per Minute
Source of Norms: **AIMS Web National Norms - 25th Percentile**				

District Student Data Report

This report contains a summary of the student data for each assessment across all schools within the district as reported for this reporting year.

District Name Nova Classical Academy
Report Year   2016

District Student Data by Assessment and Grade

Assessment Name	KG Students Proficient	Students Tested	Percent Proficient	Grade 1 Students Proficient	Students Tested	Percent Proficient	Grade 2 Students Proficient	Students Tested	Percent Proficient	Grade 3 Students Proficient	Students Tested	Percent Proficient
Developmental Reading Assessment				58	77	75.3%	69	76	90.8%	53	77	68.8%
Letter Sound Fluency	68	75	90.7%									
MCA										58	76	76.3%
R-CBM (Oral Reading)(AIMSweb)	69	75	92.0%	75	78	96.2%	70	74	94.6%	70	75	93.3%

School Submission Summary Report

This report contains a summary of which schools have reported data for each assessment for this reporting year.

District Name Nova Classical Academy
Report Year   2016

School Assessments Summary

Assessment Name	School Name
Developmental Reading Assessment	Nova Classical Academy Lower School
Letter Sound Fluency	Nova Classical Academy Lower School
MCA	Nova Classical Academy Lower School
R-CBM (Oral Reading)(AIMSweb)	Nova Classical Academy Lower School

School Student Data Report

This report contains a summary of the student data for each assessment in this school as reported for this reporting year.

School Name Nova Classical Academy Lower School
District Name Nova Classical Academy
Report Year   2016

School Student Data by Assessment and Grade

Component Measurement Assessment Name	KG Students Proficient	Students Tested	Percent Proficient	Grade 1 Students Proficient	Students Tested	Percent Proficient	Grade 2 Students Proficient	Students Tested	Percent Proficient	Grade 3 Students Proficient	Students Tested	Percent Proficient
Letter Sound Correspondence												
Letter Sound Fluency	68	75	90.7%									
Multiple Measures												
Developmental Reading Assessment				58	77	75.3%	69	76	90.8%	53	77	68.8%
MCA										58	76	76.3%
Oral Reading Fluency												
R-CBM (Oral Reading)(AIMSweb)	69	75	92.0%	75	78	96.2%	70	74	94.6%	70	75	93.3%

OPERATIONAL PERFORMANCE

Reporting Requirements

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

Legal Issues

There are two pending discrimination complaints against Nova Classical Academy from the 2015–16 school year. One is from the St. Paul Human Rights Commission alleging discrimination toward an individual student and one from the Minnesota Department of Human Rights alleging discrimination against black students in the Upper School during the 2014-2015 school year. Both complaints are awaiting a decision.
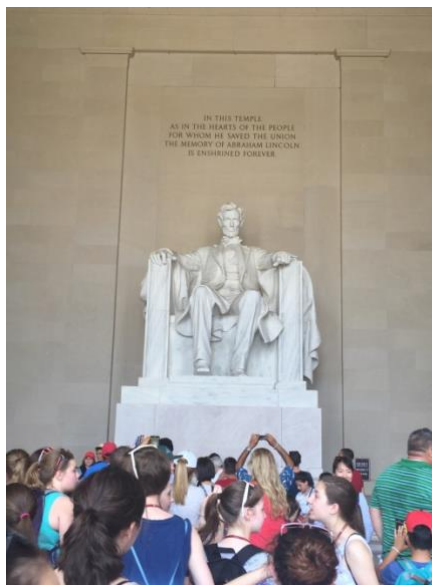
INNOVATIVE PRACTICES & IMPLEMENTATION

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 2016 this mission was advanced in two ways:

- Promote and support implementation of Data Driven Instruction in both the upper and lower school.
- Classical 101 training for all faculty during professional in-service time throughout the year. This year's theme is Didactic practice at the Grammar, Logic and Rhetoric Schools.
- Classical Education Certification: This program, created at Nova, trains new teachers in the strategies and philosophy of 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 for 2015–16

Lower School Goals

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 82.2% in 2016 to 84.2% in 2017. The 2 percent increase represents about 4 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 85.0% in 2016 to 86.5 % in 2017. The 1.5 percent increase represents about 3 students based on a predicted enrollment of 234 total students being tested at the site.

Upper School Goals

1. 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 91.7% in 2016 to 92 % in 2017. The 0.3 percent increase represents about 17 students based on a predicted enrollment of 306 total students being tested at the site.

2. 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 89.4% in 2016 to 90% in 2017. The 0.6 percent increase represents about 15 students based on a predicted enrollment of 279 total students being tested at the site.

FUTURE PLANS

Nova Classical Academy's goals for the 2016-17 school year include increasing MCA scores in reading and math as outlined in this report; maintaining enrollment capacity in all grades; increasing workplace staff satisfaction and continual review mandatory, legal, and recommended policies to improve organizational structure and efficiency.

1. Nova Classical Academy is in the process of refinancing our bonds to purchase land for future development. We are also working with the St. Paul Parks department on shared use agreements that will be mutually beneficial.

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 2015–16, 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 Staff training	SEEC/Board Principals	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*
Create service/vendor list	Nova and NPTO have contact lists	Existence of lists	$0	Executive Director and NPTO President
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
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

DISSEMINATION OF INFORMATION TO THE COMMUNITY

Community Reporter

We distribute 13,000 papers to every residence in the West End, downtown apartments and condos, businesses in the West End and some downtown and some West Side. [55101, 55102 and 55116.] The website had a live pdf of the current issue and archives for the last 12 years. Access is also available through a Facebook page.
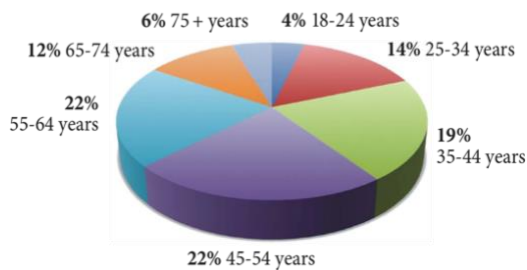
VILLAGER

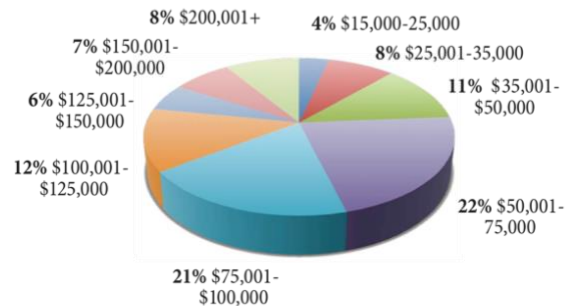## Newspaper Advertising Rate Card
Effective January 1, 2016
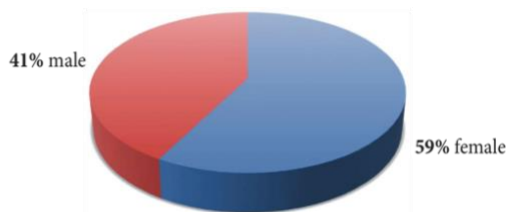
Reader Demographics*

Readership: 104,000

Circulation: 60,000

AGE

- 4% 18-24 years
- 14% 25-34 years
- 19% 35-44 years
- 22% 45-54 years
- 22% 55-64 years
- 12% 65-74 years
- 6% 75 + years

HOUSEHOLD INCOME

- 4% $15,000-25,000
- 8% $25,001-35,000
- 11% $35,001-$50,000
- 22% $50,001-75,000
- 21% $75,001-$100,000
- 12% $100,001-$125,000
- 6% $125,001-$150,000
- 7% $150,001-$200,000
- 8% $200,001+

GENDER

- 41% male
- 59% female

EDUCATION

- 16% high school graduate
- 29% some college
- 33% graduated from college
- 15% completed master degree
- 5% completed professional degree
- 2% completed doctorate
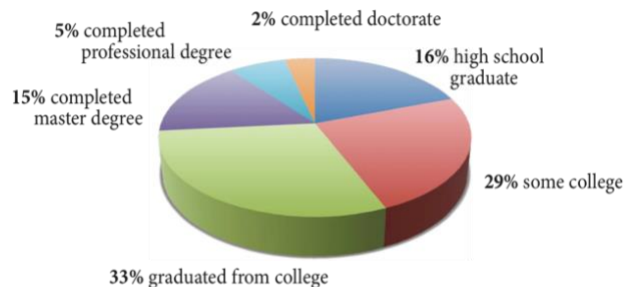
*2015 Survey by the Circulation Verification Council