



Nova Classical Academy Strategic Planning: Results of Strategic Planning Engagement Activities

Overview

The Board of Directors of the Nova Classical Academy approved a process for developing a strategic plan. The strategic planning process included opportunities for the Academy’s Students, Teachers, Staff, Board of Directors, Parents/Guardians, and Alumni to provide input on the process of determining what the Academy is doing well and areas that might need attention or focus as a part of the strategic planning process.

Seven “Listening Sessions” (one each for School of Logic 6th-8th Grade Students, School of Rhetoric 9th-12th Grade Students, Administrators, Teachers/Staff, the Board of Directors, and two sessions for Parents/Guardians, and Alumni) were held via virtual meeting on October 11, 2022. The sessions were conducted by Minnesota School Boards Association (MSBA) staff.

In addition, two surveys were available for the Academy’s Students, Staff, Teachers, Administrators, Board of Directors, Parents/Guardians, and Alumni to provide feedback. Both surveys were open to provide input from October 3, 2022, to October 16, 2022. This document provides a summary of the strategic planning engagement activities.

Results: Nova Classical Academy Surveys

Perception Survey of the Nova Classical Academy – Teachers, Staff, Administrators, and Board of Directors

The survey provided an opportunity for the Academy’s Teachers, Staff, Administrators, and Board of Directors to offer input on what the Academy is doing well and areas that might need attention or focus as a part of the strategic planning process. The survey included **24** indicators of the Academy’s effective practices and operations. Survey takers were asked to rate each indicator using the scale provided below.

- SD = Strongly Disagree,
- D = Disagree,
- A = Agree,
- SA = Strongly Agree, and
- DK = Don’t Know.

A total of **75** teachers, staff, administrators, and board of directors completed the survey. The survey takers were asked to identify the role that best reflected the basis for their responses. The categories selected by the survey takers are as follows:

- 53.33% (40)** identified themselves as a teacher,
- 30.67% (23)** identified themselves as a staff member,
- 9.33% (7)** identified themselves as an administrator, and
- 6.67% (5)** identified themselves as a board of director.

Summary of the Survey Results

For purposes of this summary, the indicators that received 85% or more “agree/strongly agree” ratings are identified as strengths, and the indicators that received 60% or less “agree/strongly agree” ratings are identified as possible opportunities.

Six strengths identified from the survey are provided below.

Strengths	
Indicator	Percent
School facilities are safe, secure, and well maintained.	94.67%
Policies, procedures, and resources are in place in regard to a safe, orderly, and caring environment that supports learning.	93.33%
The school does an excellent job of educating all students.	89.33%
The “climate” of the school building is conducive to teachers being able to teach and students being able to learn.	89.33%
The school uses student achievement data to inform and improve instruction.	86.67%
The school uses effective instructional programs, practices, and interventions to help all students.	85.14%

Seven areas of possible opportunity from the survey are provided below.

Possible Opportunities	
Indicator	Percent
The school seeks input from all stakeholders on key decisions regarding school policies and practices.	60.00%
The school effectively manages available funding and resources needed to advance student learning and achievement.	60.00%
The entire school is committed to long-range, continuous improvement and has agreement on a shared purpose and direction for the school.	58.11%
The school works to build community support among a wide variety of groups.	54.67%
All school staff are equipped to address bias and exclusionary language or behavior when it occurs.	54.05%

The school has a process to ensure that the school board-adopted curriculum for a course or grade level is being taught by all teachers.	53.33%
The board of directors is visible and accessible throughout the school and school community.	44.59%

Perception Survey of the Nova Classical Academy– Students, Parents/Guardians, and Alumni

The survey provided an opportunity for the Academy’s Students, Parents/Guardians, and Alumni to offer input on what the Academy is doing well and areas that might need attention or focus as a part of the strategic planning process. The survey included **19** statements of the Academy’s effective practices and operations. Survey takers were asked to rate each indicator using the scale provided below.

- SD = Strongly Disagree,
- D = Disagree,
- A = Agree,
- SA = Strongly Agree, and
- DK = Don’t Know.

A total of **473** students, parents/guardians, and alumni completed the survey. The survey takers were asked to identify the role that best reflected the basis for their responses. The categories selected by the survey takers are as follows:

- 50.64% (237)** identified themselves as a student,
- 49.36% (231)** identified themselves as a parent/guardian, and
- 0.00% (0)** identified themselves as an alumni.

Summary of the Survey Results

For purposes of this summary, the indicators that received 85% or more “agree/strongly agree” ratings are identified as strengths, and the indicators that received 60% or less “agree/strongly agree” ratings are identified as possible opportunities.

Six strengths identified from the survey are provided below.

Strengths	
Indicator	Percent
In general, I am satisfied with the quality of education provided by the school.	91.30%
School facilities are safe, secure, and well maintained.	90.87%
I am satisfied with the overall condition of the school's building.	89.70%
The school does an excellent job of educating all students.	87.26%
I am satisfied with the academic program of the school.	86.75%
In general, I am satisfied with the teachers of the school.	86.48%

Five areas of possible opportunity are provided below.

Possible Opportunities	
Indicator	Percent
I am satisfied with the overall condition of the school's fine arts facilities.	57.69%
I am satisfied with the opportunities the school's co-curricular program provides for students.	56.53%
The school provides good opportunities in career and technical education.	49.36%
I am satisfied with the school's budget and use of funds.	46.28%
The school spends its funding effectively and efficiently.	42.98%

Results: Nova Classical Academy Listening Sessions

Results: Student, Administrator, Teacher, Staff, Board of Directors, and Parent/Guardian/Alumni “Listening Sessions”

Seven “Listening Sessions” were held via virtual meeting on October 11, 2022. The number of people who attended each session is provided below.

- **22** Students [School of Logic 6th-8th Grade (**14**) and School of Rhetoric 9th-12th Grade (**8**)] attended the session for Students;
- **11** Administrators attended the sessions for Administrators;
- **20** Teachers and Staff attended the session for Teachers and Staff;
- **9** Board of Directors attended the Board of Director session; and
- **37** Parent/Guardian/Alumni [(**23**) at session one and (**14**) at session two] attended the Parent/Guardian/Alumni sessions.

The School of Logic 6th-8th Grade Students, School of Rhetoric 9th-12th Grade Students, Administrators, Teachers, Staff, Board of Directors, and Parents/Guardians/Alumni Session Attendees were asked the following questions:

- What do you consider to be the strengths of the Nova Classical Academy?
- What do you consider to be opportunities for improvement for the Nova Classical Academy?
- What would you see as a vision for the Nova Classical Academy in three to five years?

General comments from each Listening Session are provided below by session type.

Students:

+	Δ
<p>Things that are done well Things that are working Things that are going well Things that are strengths</p> <p>School of Logic 6th-8th Grade and School of Rhetoric 9th-12th Grade:</p> <ul style="list-style-type: none"> • Good teachers and staff • Location • Extracurriculars • Prepare for future and next phase of school • Fun activities and teachers • Students can talk in/out of class • Help is available if there are challenges with assignments • Students are prepared for college • Staff are friendly • Good extracurriculars • Challenge but not too much • Interactive school-lots to do • New faces and new classroom • Oratory skills • Art gym music • The teachers are good at learning • The school is quite big for students through kindergarten through 12th grade • The locations of our classes • Good students • Fun activities • Smaller size-get to know teacher • AB day-system is good • Disciplined environment • House at end of day is good • Vigorous learning prepares for college • Know everyone • Teachers and counselors helpful • Small class size-personal • Small class size-get questions answered • Small class size-get time for good discussions • Discussion based classes • Like classical focus 	<p>Opportunities for improvement Areas that might be changed Things that are of concern</p> <p>School of Logic 6th-8th Grade and School of Rhetoric 9th-12th Grade:</p> <ul style="list-style-type: none"> • House policies-less able to check in with teachers • 3-bathroom passes/quarter are not enough • Lunch – Some portions are too small; Need longer time for lunch • Expanding the grounds - more extracurriculars • Better equipment for gym • Longer lunch-have only 30 minutes • Offer recess 20 to 30 minutes • Change uniform policy • Flash cards for math to help students learn • Time for lunch and long lines • Study skills (study hall) get more homework in 8th grade and less time to work on it • Too much homework- no time for friends • Have to choose between studies and exercise time • Lunches are short • Sometimes teachers don't let us go fill up our water bottles or use the bathroom • Classrooms are far apart or are on a different floor - more passing time, too short for locker/bathroom time • No Physical Education for 9th - 12th • More diverse lunch menu • Less homework; need to stay up late if participating in after school activities • More clubs and extracurriculars and athletics and languages • Club for baking and cooking • Due to small size-limited on extra classes for life skills • Carpentry • Improve lunch variety

<ul style="list-style-type: none"> • Cleanliness of building; taught to clean up • Taught all the virtues-help shape students • Communication with families about security issues, like the suspicious person capturing pictures recently • A comparatively peaceful student body environment where it's okay to be smart • Surveys like these, hearing students' voices • The vigorous learning we are engaged in • The virtues we are focused on • The relationship the teachers have developed with their students and the way we as a school can get to know each other • I love the engaging seminars that we have • The core values of our school are good, and the grammar, logic, and rhetoric system works really well • Connection with teachers • Preparation for college • No tolerance for bullying policy • Teacher support • Uniform • Discussion-based classes as well as lecture • Small class size, specific relationships with teachers • Well-disciplined, organized • House-study Hall at the end of the day • Vigorous learning- preparation for college • Smaller classes so better connection with teachers • No block scheduling is good • Nice to know people since elementary school • Virtues • Education is great • Well disciplined • Small class size allows for greater personal connection • House is great. Don't get rid of it because it is vital homework time • The classical subjects (Logic, Rhetoric, Latin Ancient Literature, etc.) • Education is good here • Socializing • Available to talk if we need help 	<ul style="list-style-type: none"> • References to items covered in previous years for a new student • Bring back band • Some slack on uniform code • Recognition programs for good work versus rewarded bad behavior that has improved • Efforts towards hiring people of color in Nova faculty/staff • Money being spent on things more academically/athletically-focused, as opposed to reputation • Hearing even more input from student voices for impactful decisions! • Some slacking of discipline (uniforms) or changing of old long-standing rules • Better lunch options • Diverse clubs with real world experience • Bringing back band • More extracurriculars • Connecting with the community • Electives • Facilities for sports • Lunch • Schedule structure/ block schedule instead? Efficient • Special electives-robotics, musical instruments, cooking • More diverse clubs • Manageable homework • Lunch program- variety, options for those with dietary restrictions • Recognition for constant good, not sporadic good • More options for school lunch (vegan and vegetarian options) • More clubs and sports • More electives • Uniform code • Making rewards like merits easier to gain for everyone, not just those improving • Tone down School of Rhetoric homework to the point when I am not up late doing it • Freshmen should have Physical Education, for the exercise • More diverse lunch menu. Don't get rid of pizza day though • Increased real-world experience
---	--

- Less everyday references to School of Logic and School of Grammar stuff in School of Rhetoric
- No uniforms

Vision

What are some descriptors or ideas about where you see the school 3-5 years into the future?

School of Logic 6th-8th Grade and School of Rhetoric 9th-12th Grade:

- No or less uniforms; uniform pants aren't comfortable
- Better lunches
- One short recess
- Time on playground
- More students at the school
- More time to study
- Less homework
- Silent dismissal- is it a helpful policy
- Silent dismissal is good but in house at end of day-have to wait to be dismissed with all others and must be quiet
- Extracurricular-more would play it if equipment was better
- Upgrade stage
- More non uniform days
- Lunch longer
- More diverse cultural things-values/history/food/books
- Add more buildings and have more space for more offerings
- Bring back a Nova library
- More sports facilities i.e., track
- More space for academics-now running out of space
- Location for a choir concert
- Space by river-utilize it for nature classes
- Field trips to museums
- More facilities like an auditorium/stage
- More field trip opportunities
- Utilize the triangle field more
- More facilities for sports/art etc.
- More school spirit
- Equal balance of extracurriculars and academics
- Maintain lenience on uniform and self-expression
- Library
- Off-campus lunch
- Expansion- both here and possibly creating another campus
- Other cultures- classes
- Nova Library/ Auditorium
- Spirit Wear of Different types, not just for those in sports and possibly some classically themed shirts or even jewelry
- Field Trips

<ul style="list-style-type: none"> • We begin by seeing students as individuals and future citizens, where our mission was to nurture their whole selves through reason and discourse, though increasingly we speak of them mainly as \$ signs. Outside of admin, students are still people to us and that makes most of them respect the work we ask them to do, most of the time. • We have had an intentional curriculum that created value-added meaning as students moved through and across the curricular sequence. A tight web of knowledge leads our older students to a richer understanding of the world and a stronger ability to use prior learning as they move through the sequence. We are less clear on what is happening through the sequence in other departments, but that was a definite plus that students recognized. • Most students will readily acknowledge that faculty care about their well-being and success; they respect that. • We do a nice job emphasizing to students why it is we do what we do in school. We have culture that emphasizes the building of humanity for success outside of school. • We have committed staff that seek to do what is best for their students. • The special education department is doing a nice job of setting up professional development opportunities for members of the special education team. • Collaboration with colleagues who are interested in collaborating is amazing • Teachers with strong content knowledge • Students who are generally positive, well-behaved, and interested in learning. • Teacher autonomy • Classical Education • Smallness 	<ul style="list-style-type: none"> • Admin care at kids and teaching but don't have time to see what's happening • Branding seems to be a bigger concern to Administration than the mission • How to pay appropriately for the work they do • Admin is absent; students don't know them and they don't know our students • Need to let go of/drop some things • Shouldn't evaluate students based on virtue • We have outgrown the space and didn't build a building that would foster school culture, the arts, or collaboration. We get what we measure and what we build for, and we are not measuring or finding space for a robust development of the whole person. Even taking away School of Logic lunch recess and making School of Rhetoric too brief (and removing off-campus 11/12 privilege) impato decompresscts how we foster our scholars. • Faculty and staff are usually talked down to or treated as children when addressing concerns for the school, which creates a chilling effect. Many of our faculty are incredibly bright and talented and could be used to solve problems if given a chance, but the structure of our meetings and other opportunities create the impression that whatever we do come up with be ignored anyway. • Admin might want to engage with students in a more authentic way--know their names even if they aren't in detention, come to class and discuss ideas with them, seem to care about what they are learning or doing in the building. I doubt many students know we have an executive director or who he is; our custodial manager is more engaged with students than admin. Leadership should know what a classical school is and should joyfully promote its value, rather than just focus on all the things we cannot do. • A Classical school is supposed to be highly intentional; it seems we do a lot of things without clear intention. Meetings and conversations tend to deflect concerns rather than solve problems or articulate a broader and more abiding vision of how small actions support the whole.
---	--

	<ul style="list-style-type: none"> • Our leadership seems to live in fear and lead with fear--of authorizers, parents, and maybe even teachers and students. Rather than get out in front and lead, they seem to take a responsive stance that ultimately works against our students, especially in terms of virtue training. The distortions that result further impact the declining morale problem we see among staff and faculty, which may also contribute to students' attitude toward the school. • Replacement of Merit/Demerit system. This system has allowed for poor behavior education to occur and has been harmful to students. • Opportunity for upper-school students to design lessons for lower school students that are classically sound. We underutilize having kindergarten-12 students in the same building and we have deep learning opportunities at hand if we take advantage of this opportunity. • How to fulfill classical education pedagogy with larger class sizes and different student population • Appropriate compensation commensurate to work required • Reduce class sizes • Build a library atop the music rooms • Clarify our mission and renew dedication to it - stop the “western” self-loathing • Respect and pay teachers fairly • Reduce duties on teachers so we can teach
--	---

Vision

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- Scheduling
- Growth mindset
- Be honest with students
- Differentiate between School of Logic and School of Rhetoric based on schedule, activities, locations
- We don't need to be like every other school
- Does anyone care
- Need exciting plan for 11th and 12th grade
- Some cohesion but culture is missing between the buildings
- Return to and reinvigorate a sense of a mission-driven (not process-driven) school. If we deserve to be a charter, we should clearly communicate and live the charter mission and stop saying "we are just like any other public school now." Increasing diversity in the student body should not cause us

to abandon our values or goals and teach to the bottom rather than the top. We are supposed to bring the bottom up.

- Find ways for the Nova identity to be celebrated and supported at the highest levels, not just in the classroom. A lot of our problems might decrease if we cared more about promoting ourselves to our core stakeholders (which should be the immediate community of parents and students in collaboration with faculty).
- Create and secure a curriculum and pedagogy that makes us the strongest we can be, in action as well as words. We give lip service to this, but increasingly, highly trained, and experienced faculty are given very little time to speak, let alone collaborate, in our areas of expertise. What used to be highly purposeful cross-pollination of ideas has become accidental at best. There is no value given to this from admin, which means we spend time on topics that don't really make us better and which faculty are not empowered to address anyway.
- Respect and reward the intellectual work it takes to be a teacher in this school? We have a weak hiring process now, and our goal seems to be to find the cheapest hire. Thought is time intensive, and we are rushing ourselves and students through the curriculum because we devote inordinate amounts of time to actions that really don't matter. We focus on lowest common denominators (like Fastbridge and DDI) rather than arete, and we allow systems and structures to impede the dynamic and creative work of a classical academy.
- Might we re-evaluate our ratios? We have hired a lot of admin support as we increase class sizes. We are asking faculty and students to bear the burden of these extra salaries in terms of class size, crowded hallways, more duties for teachers and less opportunities for small group contact with students. We put money into facilities and non-instructional staff but not books or teachers. Even with extra support staff in the building, teachers are being asked to pick up extra, unpaid duties, which adds to morale issues and the sense that being a good teacher doesn't matter to Nova anymore.
- Implementation of a Restorative Justice component of a school-wide discipline approach. This ties nicely in with our virtue education and can be a critical component of building and restoring relationships throughout our educational community.
- Implementation of Collaborative and Proactive Solutions as a critical component of our school discipline education program.
- Emphasize depth over breadth through the implementation of block scheduling in the Upper School.
- Overhaul of assessment towards a manner that de-emphasizes grades. Our educational community would benefit greatly from deeply reflecting on the work in the ungrading movement in education.
- Students who are prepared to engage meaningfully in the world
- A leader in global classical education.
- A great place to work
- Not worried about its brand but following its mission

Parent / Guardian / Alumni:

+	Δ
<p>Things that are done well Things that are working Things that are going well Things that are strengths</p> <p>Session #1 and Session #2:</p> <ul style="list-style-type: none"> • Transition to kindergarten • Good communication • Good communication through Coronavirus disease • Emphasis on virtues with focus on whole person • Excellent education • Communication and taking feedback to action • Pedagogy-clarity around curriculum • Less focus on media • Lower grades have two recesses • School is great • Clear dedication of teachers especially during the pandemic • Rigorous academics-high standards • Later start time for older students • Love the school/rigor/focus on virtues • Teachers • Reputation is good • Teachers care and they love my kids • Community support • Prize is the classical curriculum • Parent involvement opportunities • Teacher support for tutoring and assistance • High standards and support • It's cool to learn at Nova • Reading curriculum-phonics at a young age • Loves the academics at Nova • Accessible extracurriculars • Friendship in buildings • Families are ready to support the school if we were given better opportunities • Teachers are great • Sports and Mock Trial have been robust. • Strong community • Focus on learning (peer pressure to learn) • Have been responsive to parents / wanting parent involvement 	<p>Opportunities for improvement Areas that might be changed Things that are of concern</p> <p>Session #1 and Session #2:</p> <ul style="list-style-type: none"> • Under emphasis on whole person once in the upper school i.e., physical activity is less and academics is more • Low African American enrollment-why? • Physicality-why no recess? Only three days of Physical Education offered • Need for homework time and need to find balance • Integrate languages at a younger age • Need lived experiences. What stories are emphasized? And which ones are marginalized i.e., Birch Bark House • What's the plan for the land - "The triangle"? • Need an auditorium and big fundraisers • Be more ambitious about where we can take school • More emphasis on Fine Arts • Get a band/orchestra • Social emotional support-school and at home • Homework-too much take away from other opportunities • Fine Arts is needed and a space for it • Listen to students and graduates about why they leave Nova • Focus on social aspects • More fun/more joyfulness • Playground security and safety • Overall security and safety • Safety for after school pick up • Offer band program • Less focus on technology-could increase and offer technology courses • Need more Advanced Placement for science students and financial courses • Postsecondary Enrollment Options • Typing class • Late and early lunch is too late/early

<ul style="list-style-type: none"> • Help for struggling students (tutoring, special education, etc.) • Classical curriculum • Academic rigor, quality, thoroughness, seriousness • Teachers, support staff, leadership know my children personally and address them when they attend to their social/emotional behavior • Facility of school building is clean, nice, upkept well • Public speaking opportunities, oratory training, parent involvement • Kindergarten - 12 opportunity, public reputation, tuition-free, classical model • High expectations for academics and behavior • Support for struggling students • Academics (2) • Parental Engagement • Clear Expectations • Academic Rigor (2) • Communication (3) • Quality of Teachers (2) • Availability of Advanced Classes • Focus on the whole child (We learn not for school, but for life) • Physical activity for the Lower School • Excellent teachers and support staff • To piggyback on the communication component - I felt like Nova did a great job of both asking how things are going and then acting on the information they gathered to improve the situation • I love that Nova emphasizes the Virtues as well as the Academic Education • I like that Nova doesn't use a lot of technology especially at the lower grades. • I like that Nova gives the kids ample recess time (especially the 2 recesses for kindergarten!) • The teachers are incredible, and I really appreciate that the leadership appears to take a growth mindset about the teachers and is happy to help teachers grow where they see the need • Trivium • Instructional Excellence • Supportive Educators 	<ul style="list-style-type: none"> • Bus times could be improved • Reintroduce band and orchestra or give a referral source • Teacher retention and turnover • Communication can be haphazard • Some discussions don't seem transparent • School of Logic time outside • Communication about activities • More diversity of staff and faculty • More electives for School of Rhetoric • Annual all School Musical • College and career counseling for juniors and seniors • I would like to see Nova have a land acknowledgment in all of their materials • I would like to see the curriculum reflect/include an accurate history of Minnesota's Indigenous people. For example, my child and his classmates should know at a basic level that there are 11 sovereign native nations in Minnesota • Noting that Upper School students have seen a lot more restrictions in the past years. Why are they not allowed lunch recess to move the body and get fresh air. Why can't 11/12 students have off campus lunch. Is Nova so much less capable than other schools? • Educate the whole child, not just the Minnesota Comprehensive Assessments test score • Break the routine once in a while. The monotony is soul killing • Class sizes are growing beyond what Nova promised families • Teacher retention is a concern • Lack of a band program and orchestra • Haphazard/less communication, sometimes feels that bigger decisions are kept from parents • Early lunch times - and widely different times between siblings • Tight space, not enough room for kids to do more extracurricular activities that support academic performance • Communication in general - but also communication about reading/math placements for kids is not very transparent
--	--

<ul style="list-style-type: none"> • Attentive, Responsive Principals • Deliberate academic interventions • Uniforms • 2 recesses (2) • High academic standards • Teacher availability • Teachers that are committed to the students • School communication • Virtues and cultures • Staff involvement • Student support (all levels) • Offerings to the students in the lower school • Pedagogy/classical education curriculum • Community • Nice facility • Teaching strategies (memorize, analyze, synthesize) 	<ul style="list-style-type: none"> • Typing class for school of grammar!! + more technology + computer training like computer science and programming, but even basic computer skills • School of Logic kids being able to go outside 1 x per day; teacher retention • We would love a band program • More sports options for lower school • More physical activities for upper school or decrease in homework to allow after school activities • Orchestra or Band, small group instrument ensembles • Lack of study halls for those that are academically challenged • Provide Social/Emotional support during upper school • Recognition for students outside of academic achievement is low • Community building opportunities for families is low • Opportunity to be more ambitious: add an auditorium, reinvigorate fine arts • Greater emphasis on whole person in Upper School • Not enough physical activity in Upper School • Concerns about kids having the time and space for physicality in the upper grades. I see an emphasis on academics to the extent that it starts to eat into the time for physicality • More attention to the whole person in the upper school • Having a band or orchestra in the lower school • Increasing the "joy" for the upper schoolers experience • Increase in Black, Indigenous, and people of color teachers & staff. • Deliberate, measurable equity & inclusion efforts • Replicating our instructional excellence in the co-curricular areas of the school • Replicating our instructional excellence in Program Support areas of the school. i.e., foodservice • Maximizing the kindergarten -12 environment... increasing inter-grade engagement
---	---

	<ul style="list-style-type: none"> • Build auditorium • Transportation: car pick up/bussing • Communication consistently with upper schoolteachers. Some email, some use Google classroom, some add docs to Infinite Campus, some don't use anything • Continue emphasis on virtues in upper school • Increase awareness of other ways of knowing through curriculum and classroom and lived experience • Increase emphasis on the whole individual especially in terms of physicality and embodied practice • Would love to be able to be introduced to the curriculum for the year by the teachers • More food options • More support for special needs or learning challenges • Inclusivity • Expanding fine arts offerings • Safety • Location parking carpool • Better facilities (sports/auditorium) • Better parking / traffic flow • Allow fundraising for specific areas (clubs, sports, etc.) • More technology use
--	--

Vision

What are some descriptors or ideas about where you see the school 3-5 years into the future?

Session #1 and Session #2:

- Another Nova to spread the word about classical education
- Child learn about good citizenship, Justice related values
- Community engagement/inclusivity/strong community
- Upper school teachers accredited for Advanced Placement
- Everyone commutes in so it's hard to develop "community"
- Give all a sense of belonging
- Logistics needed for attracting diverse communities
- More fund raising
- Coronavirus disease disrupted "community" - bring back parent involvement and carnival and Great Gatherings
- Vision-should have the words "student" and "teacher" in it
- Use the land – "triangle" for theater program
- Retention of high school students

- Work on differentiating the needs of kindergarten -5, 6-8, 9-10, and 11-12. We are supposed to NOT be producing cogs for someone else's machine. Developmental growth requires different opportunities
- The Upper School seems to be ruled by a "why we can't" mentality. Could someone possible have a "yes we can" approach? Why can't we have block schedules, a May term or something after Advanced Placement testing, activities for School of Logic, etc. It's like Nova gives up after students leave the School of Grammar
- Does Nova have a clear sense of priorities? Can these be communicated so families know if Nova is the best fit?
- Auditorium of some kind? / better environment for concerts
- Encourage more lower school/School of Logic students to stay with Nova into School of Rhetori
- More post-secondary counseling help, both to colleges and to technical training/trade school
- How to improve retention of rising 8th graders and have a robust high school and School of Rhetoric with a full roster and more extracurriculars with broader social opportunities as well
- Access to a play/musical for lower school students beyond drama club which feels somewhat rigid and not as fun as perhaps being in a show where they can plan a part without a scrip - just a few lines each so it's workable for them. Let the 5th graders take the leads but give all students an opportunity to be in a show on a stage
- Career exposure opportunities in School of Logic and School of Rhetoric
- A 2nd building for School of Rhetoric
- Increase enrollment of students of color
- Hijabs with Nova logo/mascot to help Muslim girls feel more comfortable and included as Hijab becomes part of their uniform
- Offer more college level courses at Nova
- Emphasis more learning for life - too much learning for grades
- Build all aspects of student - including physical (upper school)
- Value Educators - Be more overt of how much we value the teachers and staff
- Community outreach - coordinated volunteer opportunities for the Rhetoric Students
- Engaged, excellent teachers
- Students who become well-rounded, educated citizens
- Giving back to the community by sharing the best practices of the classical education
- Creating Kids who are balanced in their approach to the world - both academic and emotionally engaged
- Keeping the students and the teachers at the forefront of the process
- Equitable, inclusive learning community.
- Robust, pedagogically aligned co-curricular programming.
- College credit through Nova so students don't have to go off campus, it will keep the sense of community
- A school of kids that care for each other more than just being excellent academically
- Social emotional in all grades
- Inclusivity
- Empower
- Community
- Model for more schools
- More Advanced Placement courses
- More activities for younger kids
- Continued academic excellence

- Sports excellence
- Respected within the community
- Family/school partnership
- Good communication

Board of Directors:

+	Δ
<p>Things that are done well Things that are working Things that are going well Things that are strengths</p> <ul style="list-style-type: none"> • Strong, rigorous academics for great kids • Curriculum • Virtue education within the curriculum • Space and opportunity for staff to collaborate and work as teams • Accessibility-robust program to identify students who struggle • Support from other staff • Colleagues will help everyone like a family • Parent support • Community of care with students at the heart • Good communication • Individual care for student • Academics • Community • Dedicated staff/teachers • Character development in students • Faculty Collaboration- facilitating teamwork across schools • Strong academics- curriculum • Value and virtue-based education and community-building model • Building relationships with teacher, student, and parent • Strong and interesting curriculum • Connected community of faculty, students, and families • Currently in a strong financial position • I love that we're a kindergarten -12 school (because it helps with connections and gives our curriculum time to grow with the scholars) • Rigorous and engaging academics 	<p>Opportunities for improvement Areas that might be changed Things that are of concern</p> <ul style="list-style-type: none"> • Amount of homework and time to get it done • Band and instrumental program • Have a vision for the land “the triangle” • Beyond capacity in current building • Too much financial caution-what should we move ahead with • Class sizes are large • Emphasis on equity and build on it • Extracurricular growth • Need more engagement post Coronavirus disease • A better focus on priorities • Better definition of who Nova is/wants to be • Concern is class sizes are high/getting high • Not a wide array of extra-curricular opportunities • Ethnicity of teachers/staff does not represent all students • Holding true to the motto "not for school but for life"- incorporating that into programming, curriculum, and community building • Better explanation for the need to rebrand and create a new tagline- know yourself know the world- what does that mean and how does it fit • Go back to our roots of a smaller school- lower class sizes • Communications- create a position that coordinates the communication efforts • Alumni- create an alumni association that draws people back to nova and partner with our alums with the "for life" part of our motto • Consistent high standards for all members of the community that we help everyone

<ul style="list-style-type: none"> • Accessible academics and extracurriculars • Caring community across all groups: students and adults • Enthusiastic and interested stakeholders • Amazing students and staff! • Committed stakeholders • Collaborative faculty community • Accessible, high-level instruction and content • Commitment to justice 	<p>achieve. (It feels like things have slipped, even pre- Coronavirus disease and while adjustments are necessary, this feels like the changes are happening without purpose or planning because it's easier not to do things.)</p> <ul style="list-style-type: none"> • We need to decide where we're going so that we can do more than survive. (It's been tough because we went through several years without consistent leadership in administration and I think we're still a bit lost even though things have been more consistent despite Coronavirus disease.) • Continue to do more long-range (5 year+) financial planning to support whatever goals we set. Class sizes increased only when we weren't going to meet financial goals. • Possibly growing our own administrators so we don't lose so much momentum when we lose a principal, Director of Curriculum, or Executive Director. • Some programming increases: band or instrument education, developing existing extracurriculars • Leverage interest in equity issues to increase support for all our students • Make careful decisions about "the triangle" • Continue to get folks re-engaged post-Coronavirus disease shutdown • Continue to train, support, and retain faculty and staff • Classrooms are overenrolled, limiting teacher's effectiveness • Board and admin reluctant to take risks • Underutilizing resources (financial, land, enthusiasm)
---	--

Vision

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- Confidence in long-term decisions
- Define rigor with academics
- Not knowing how our priorities rank - virtues-classical-staff – and define them
- What are we willing to give up to get what we want
- Graduation rate
- Retain students – we lose them in 9th grade - Are these the higher at-risk student?
- Staff reflects student population
- “Where every teacher knows your name”

- All students who want to continue at Nova have that opportunity, regardless of any academic struggles
- Staff/teachers represent the ethnicity of the students
- Nova consistently ranks high academically in the state
- Nova is an exemplar in the classical education model The classical education method is integrated into the curriculum from kindergarten -12
- Classical education- academics
- Virtue based education- growing good citizens and people
- Retention of faculty and staff- get them the support and staffing they need to thrive
- Retention of students and families
- Community oriented- our Nova community and the greater community
- Common vision so all parts of the community know who we are and what we do
- High standards and the structure in place to consistently achieve them (regardless of who stays/goes)
- Continue to be financially stable without increasing class sizes
- Continued accessible and excellent academic opportunities for all students
- Continued accessible and excellent extracurriculars for all students
- Continued supportive and caring environment for students, families, and staff
- Progress on whatever we decide to do or not do with the triangle space
- Increased internal and external awareness of how cool Nova is!
- Realization with commitment to justice: accessibility to curriculum, representation in staff and faculty
- Whole-student support - academic, social, passion projects
- Sustainable staffing model

Administration:

+	Δ
Things that are done well Things that are working Things that are going well Things that are strengths	Opportunities for improvement Areas that might be changed Things that are of concern
<ul style="list-style-type: none"> • Academics • Small community • Involved parents • Great communication-always improving-fearless communication • Dedicated and skillful/knowledgeable faculty and staff • Well behaved students, academically strong programs • Good staff community • Strong parent-teacher organization • Supportive families 	<ul style="list-style-type: none"> • Facilities design not conducive to programs • Need a performing arts space • Need space for gym and strength training • Need storage space • Need more robust interventions • School is gathering place but need a space for gathering • Staffing needs as numbers grow and students have special needs • Lack of cohesion between upper and lower school culture • Currently offer some sports and clubs; need more

<ul style="list-style-type: none"> • Show Nova is open for all; welcoming • Virtues and character are emphasized and tied to curriculum • Staff passionate about student success • Expanded diversity greatly • Extracurriculars-volleyball/drama/mock trial • Solid staff • Consistent leadership team • Board support • Excellent classroom management and choreography of movement around the building to make for a smooth day for students and staff • Fantastic teaching • Dedicated and skillful teachers • Rich curriculum that connects the students with our shared world in so many ways • Warm inviting classrooms and friendly faces that are students, staff, and faculty • Small-school feel and ability to adapt to the needs of our students and families, especially through Coronavirus disease • Involved community • Academic excellence • Educational model • Virtue education • Student-focused staff • Academic Rigor - Intentional Learning • Student-focused support – well-behaved student body • Safe, welcoming, open for all • Involved parent/community • Well-behaved students • Staff stay, not a high turnover • Ability to pivot - flexibility • Academic rigor • Intentions of staff well-aligned • Small, close-knit community • Strong, caring relationships between teachers/students • Well-behaved students overall, character program • Increased diversity in student population 	<ul style="list-style-type: none"> • Good to have feedback for Strategic Plan • Community gathering spaces for upper school students and families • Music program - bring back and improve access to the instrumental music program • Utilize "the triangle" space to expand • With 1400+ applications for enrollment this year, there is a clear demand for more students to enjoy our educational offerings • Define the School of Logic more as a bridge to our School of Rhetoric; carry over the virtue education that is done so well in the Lower School as a way to educate the whole person up to 12th grade • Diversity of staff • Operational excellence in non-academic matters • Value by staff not placed on the importance of the business • Board members understanding the difference between being a trustee vs a delegate and leaving personal projects outside of Board roles • Addition of an additional principal for 6-8 or 9-12 • Facilities - need for flexible spaces, multi-purpose rooms • Facilities - need for athletic, instrumental, and performing art space • Staffing & space to support students with Individualized Educational Plan, English Learner, and other specific needs • Cohesive culture kindergarten -12 • Space (2) • Extracurricular options for younger students • More technology • Social and Emotional Learning resources/supports for staff/students • Response to Intervention supports/development • Building space • Academic interventions • After-school offerings (kindergarten -5)
---	---

Vision

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- Prepare students for college-ready and pathway ready
- More traditions-lost band and parade
- Expand Social and Emotional Learning for students and teachers
- Diversity and Equity Program or coordinator
- Alumni connections/presence
- Have moved towards aspirational excellence
- Triangle – land 2 ½ acres
- Identify what we are and what we are not; enrollment is growing; what is our focus? what does end point look like
- Finance network or Booster Clubs
- Have a vision
- Classical Education is for Everyone! Our school is accessible, warm, and welcoming, thoughtfully run and challenging where effort is rewarded
- Deep connections: Students and families make connections here that they want to keep active for a lifetime
- Not a sciencey/technical school but one that teaches students HOW to learn. We do science and technology for FUN!
- Maintain some of the technology we used during Coronavirus disease in the areas of artistic representation of information and teaching research skills utilizing LibraryGo database access for senior thesis projects and beyond
- Connecting here at school as a community. Prioritizing relationships and community gatherings whether that's at sporting and other competitions, grandparent's day, game nights, or just before school having a place for students to connect socially. We all come from all over the metro area, THIS is where we are together, and the building needs to facilitate togetherness
- Diversity & Inclusion (all are welcome here)
- Nova Classical is special because of what we choose to be and align toward going forward not only because of who we use to be
- Do what we do exceedingly well, but do not try to be everything to everyone
- Be the best at what we do and lead Classical Education not only in Minnesota but across the United State of America for our size
- Lead as an exemplary and compliant charter school
- College & life ready for all
- Wide array of arts and athletics
- Deepening school spirit - traditions and events
- Embedded social emotional and life skills learning
- Expand onto more space
- Using the triangle for expansion or for something
- Diversity/equity training/coordinator

Perception Survey of the Nova Classical Academy– Students, Parents/Guardians, Alumni

Additional comments: Student, parent/guardian, and alumni respondents were given the opportunity to answer an open-ended question in the survey.

CONTENT OF SURVEY: The survey consisted of the following question with its respective responses:

1. During the Strategic Planning process Belief Statements (also known as Value Statements) will be developed for Nova Classical Academy. Please share up to 3 values that you hold for the school. Values might include: honesty, integrity, caring relationships, small class sizes, social responsibility, environmental responsibility, excellent education, diverse perspectives, community partnerships, etc.

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Caring Relationships	Creativity	Community Perspectives
Small class size	Excellent education	Diverse perspectives
excellent Classical education	parent involvement	
excellent education	diversity	student is known
Transparency of what is being taught or any changes made	Small class sizes	Excellent education
Diversity	Equity	Inclusion
Excellent Education	Integrity	Inclusive, caring relationships
Curiosity	Integrity	Responsibility
Resilience	Success through failure	Adaptability
Social responsibility and belonging	Celebration of diversity and perspectives	Academic excellence
Empathy	Inclusiveness	Integrity
Caring relationships	Pluralism	Excellent education
Adherence to Classical mission	Implementation of Classical education in every classroom	Virtue training
mental health support	inclusion	diverse perspectives
teachers shouldn't be allowed to proslytize, just teach	teachers shouldn't be allowed to display political group images	free speech should be allowed and listened to respectfully and stop wasting money on changing the logo which will never be recognized when constantly changed - Nova isn't even two decades old, bring back the original logo and even mission statement that was originally approved to be chartered. Instead of striving for continuous instructional time improvement or improving its property Nova keeps reinventing the wheel on things that should be established by now.
fairness and responsibility	Ethical principles	Hard work

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Small class sizes	Excellent education	Strongly supported non-athletic and athletic extracurriculars (chance for ALL students to « know themselves » and achieve excellence, ensure expert advising/support/coaching
small class sizes	rigorous	opportunities for students
Social responsibility	Excellent education	Caring relationships
Truth	Freedom of Speech	Courage
Excellent education	Caring relationships	Small class sizes
Education	Safety	Kindness
responsibility	good care	community
needs longer lunch lime for finishing food	good lunches	
small class sizes		
small class sizes	principle less strict and scary	more welcoming principle
small class sizes	honesty	not constantly making me stress over too much homework, grades, quizzes/tests etc.
lights at the soccer field	5 min pass time	
It would be better if they added orchestra	include band lessons	the quality of the auditorium
good extracurriculars	fairness	respect
the school needs better lunches	the school has a good chance to get scholarships	the school is a good environment
letting everyone have a say	less homework	no uniforms
It's social but can be more social	excellent education	use money useful instead of bad
diverse perspective	environmental responsibility	small class size
respectful	safe community	responsibility
caring	responsible	nice
Social Equality	Diverse Perspectives	College Scholarship Opportunities
everyone at nova is studious	nova could have a better variety in subjects	excellent education
diverse perspectives	caring relationships	excellent education
classical education	small grade sizes	opportunity to move up if seen fit by teacher
I think students should learn about other modern cultures around the world and learn how America discriminated against them.	I would like to read books in language arts that are not all written by wealthy white men.	I would like Nova to start spending their money on more important things like a school library.
Caring	Diversity	Integrity
Excellent Education	Diverse Perspectives	Caring Relationships
Excellent education	Integrity	
Excellent education	Enriching extracurricular opportunities (music, drama, hobby clubs, athletics, etc.)	Students feeling part of the school community
Would like to see better use of the triangle area	Would like for the kids to have more of a chance to eat outside	Would like to see more play-based learning opportunities

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
small class size	integrity	critical thinking
Excellent education	Caring relationships	Integrity
Small Class Sizes	Excellent Education	Honesty
Caring relationships	Inclusion	Respectful learning environment
Excellent Education	Strong Community	Clear Student Expectations
critical thinking	academics	small school culture
Excellent education	Diverse perspectives	Foster critical thinking skills
diversity	integrity	great education
I value how Nova Classical Academy uses classical education in practice as well as theory -- other classical schools subscribe to the theory, but don't always practice it	I value Nova Classical Academy's commitment to social responsibility and inclusivity	I value Nova Classical Academy's educators for having both deep knowledge of their subject matter and deep compassion for students.
quality education	classical curriculum	small class sizes
inclusivity	encouragement	integrity
excellent education	promote more diverse perspectives; awareness of micro-messaging that defeats this purpose	social and environmental responsibility and accountability
Diverse Perspectives	Safe environment	Dedicated staff
Caring Relationships	Integrity	Small class sizes
Quality and high standards for Education	Community building	Small class sizes
Quality, fair education	diversity	positive relationships
Autonomy	Liberty	Freedom
Honesty	Excellent education	Caring relationships
Excellent Education	Small Class Sizes	Putting Students First
High-quality education	Social responsibility	Integrity
Equal and Fair pay for ALL educators!		
Educating global citizens	Relevant education in a changing world	Integrity
Incorporating evidence-based educational practices	High academic standards	Developing the whole student -- i.e., focus on students' mental and physical health in addition to academics
Racial & Gender equality/fairness/acceptance	High academic standards/progressive curriculum	Environmental responsibility
Well-rounded education	Multiculturalism	Small class sizes
Excellent education	Caring relationships	Diverse perspectives
Academic expectations	Teacher excellence/quality	Avoiding politicization and woke ideologies
Preparedness for life - there needs to be more opportunity for oratory, music, tech literacy, financial literacy, and athletic for lower school	The Virtues capture our belief system - we would like to see the virtues applied and enforced rigorously in daily situations	Healthy diet and lifestyles - food choices leave a lot to be desired, social etiquette is needed especially in a classical setting, emotional well-being always
Excellent education	Commitment to a traditional Classical Curriculum	Acknowledgment of parental priority in determining what children learn
Excellent education	Availability of fine arts	Virtues

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
small class sizes	transparency	more resources for testing students who may need an Individualized Educational Plan, or any plan
Fact-based Education	Social Responsibility	Environmental Responsibility
Excellent classical education academics	Strong and supportive community	Scholars come first
Classical Academy	academic excellence	virtues
Excellent education	Affirming a child's cultural and racial identity	supporting leadership development and skills
Academic rigor	Welcoming environment	Intentional inclusiveness
Integrity	Small Class Sizes	Excellent Education
Excellent education	Inclusiveness	Integrity
Teachers & staff will treat students respectfully (I do not believe this to be the case at present)	Continue to increase diversity of students and staff	Educational excellence
Excellent education	Virtues	Small class sizes
integrity	social responsibility	diverse perspectives
social responsibility	environmental responsibility	small class sizes
small class sizes	preparation for collages	
Community	good education	someone give (name) a very long chat about how to teach.
preparation for college	small class sizes	enthusiastic teaching (minus (name))
caring relationships	small class sizes	good education
Social Responsibility	Environmental Responsibility	Excellent Education
college readiness	accessibility	lgbtq+ recognition and rights
flexibility	teachers who can actually teach	opportunities
Excellent education		
small class sizes	caring relationships	honesty
excellent education	environmental responsibility	honesty
Accountability	Generosity	Flexibility
community	connections	opportunity
small class sizes	respect	accountability
small class sizes	excellent education	mission to diversify perspectives (still a work in progress)
rigorous	small class sizes	focus on ancient classics (worldwide, not just from Greece and Rome)
respect	truth	honesty
respect	honesty	truth
respect	awareness for student's mental health	diverse education
excellent education	caring relationships	honesty
Excellent education	Safe classroom	understanding classroom
small class sizes	social responsibility	excellent education
caring relationships	honesty	diverse perspectives

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Small class sizes	Professional Teachers	
inclusivity	community	environmental responsibility
Relaxed learning environment	Inclusivity	Friendly/comfortable teacher-student interactions
honesty	teachers	rigor
Small classes	Commitment to education	Support from teachers
adaptability of academic rigor	staff-student connections	support of student endeavors
safe environment (no bullying)	inclusion for all (anyone that wants to be in a club should be allowed, not only a certain number- D&D)	excellent education
respects parent's role in education (involves/informs them)	classical curriculum (Latin, history, trivium model, etc.)	instills character in children (emphasizes/teaches the virtues)
excellent education	diverse perspectives/social responsibility	community partnerships & environmental responsibility
Virtuous behavior for all	Whole child education-academic, social, and emotional	Respect for varied learning styles
Inclusivity	High expectations for academics, behavior, social opportunities, environmental	Continue "whole child" learning for 6-12 Grades
Intellectual curiosity	Kindness	Accepting of differences
excellent education	environmental responsibility	fairness
relationships	social responsibility	small class sizes
strong community amidst classes	staff willing to connect to students	high emphasis on quality academic discussion
social responsibility	diverse perspectives	excellent education
Honesty	Small Class Sizes	integrity
responsibility	honesty	generosity
integrity	honesty	friendly staff
This school is honest	This school is known for its integrity	This school has excellent education
Small Class Sized	Excellent Education	Community Partnerships
Honesty	small class sizes	Very diverse
approachable teachers		
Caring Relationships	Excellent Education	Small Class Sizes
small class sizes to allow genuine conversation	innovative, industry-leading teacher care and development	growth mindset; not resting on laurels or overpraising students; genuine challenge.
caring relationships	inclusive atmosphere	excellent education
Fairness	Caring	Opportunities
I find education very important, nova is good with that	I find making new students feel welcome improvement, but I found that many new students left nova after a month, and didn't even know where the health office was when they were here. That's a big problem that needs to be fixed	Extracurricular activities are also important, because that exposes us to more life opportunities than just solid information, and we do pretty good with extracurricular, but I do think we need more

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Small class sizes	Excellent education	Accountability
Integrated	Caring relationships	Excellent education
Excellent education	Excellent college prep school	Balanced homework load
Small class sizes	Honesty	Integrity
Balanced (in diverse perspectives as well as academic and non-academic foci)	High standards (does not always mean rigor)	Caring for community
small class sizes	environmental responsibility	understanding of student's mental health
Social responsibility	Broad world view	Excellent education
community partnerships	honesty	caring relationships
Less 'drama' than other schools	learning things that will give us a head-start in life (Latin, Logic, etc.)	Some of the teachers are really nice and helpful (name, name, name, name, etc.)
Diversity	Leadership	Environmental and social responsibility
Compassion and empathy: towards humans and nonhumans	Environmental responsibility: and planet health	Emotional intelligence: and flexibility for an unpredictable future.
The integrity is great.	They are caring for relationships.	They care about everyone.
Transparency	Inclusive community	Excellent education
education	organization	contacting
good quality	good place to learn	good class size
helping understand things	they want to help you in any way they can	they make you learn so much in an easier way than you would expect
I like that students have resources to make contributions to the school like creating clubs, being a part of the senate, being in National Honor Society, etc..	I think, although some students might not like learning new things, the teachers teach us things really well. Even if it is a difficult topic, the teachers are able to simplify it to make it more understandable.	
we should have more extracurriculars please	we should have sports that have a sense of danger, but a sport that is fun. Example: fencing, skeleton, etc.	if value 2 does not work, we should pair up with other schools that do those sports.
small class sizes	excellent education	integrity
the amount info learned	it has a good system for ixl	but I don't like that there is no hockey team for girls in high school
high standards for work	good food quality	good use of school budget
good behavior	great education	integrity
excellent education	caring relationships	social responsibility
honesty	being serious when needed	being kind
Excellent education	Community partnerships	Caring relationships
responsibility	community partnerships	integrity
great education	honesty	community

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
better security and weather procedures, I feel as if we are doing the bare minimum in terms of weather and lockdown procedures.	I think that the parents of students should get updated about what is going on at the school and I think the school should enforce students to check infinite campus, we do in study skills but that is only in grades 6+.	I feel as though the school should allow students to socialize more, I'm not saying that we should be able to talk whenever, that would most likely drive everybody insane, but I think we should be able to talk with friends during passing periods and such.
Honesty	Education	Integrity
good academics	good sports teams	integrity
Honesty	Integrity	Small class sizes
relationships (friend-wise)	community partnerships	caring
honesty	friendships	community
Running water	Plenty of Gelly-ness	(name)
Opportunities for students learning at a higher level.	Ability to choose without judgment (in some cases).	Most teachers care about what students have to say. Usually, students think and act like this, too.
Latin and logic give us a head start at some of the more complicated parts of life but can make it hard to relate to students outside of school	Mostly introverted	I live far away from any people my age so it's nice to have regular interaction with people at school
among us	among us	blue meth
Social responsibility	Honesty	Integrity
Outdoor education	Diverse perspectives and education	less focused on classical education
Honest	Respectful	Good Relationships
small class size	excellent education	don't know
honesty	small class sizes	good education
honesty	caring	excellent education
creativity	diverse perspectives	community
NOTHING		
(name)	they have running water	I like the view that the windows have, and they have mirrors in the bathroom so i can see my pretty self
honesty,	community	cation,
environmental responsibility	excellent education	social responsibility
education	responsibility	honesty
wisdom	justice	prudence?
small class sizes	good lunch food	good amount of homework
setting a good example	being honest	being in a small class
Latin		
integrity	excellent education	honesty
honesty	community skills	direct honesty
honesty	caring	excellent education

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
excellent education with multiple modes for learning and demonstrating knowledge	small class sizes to enable individual attention, 'just right' level of challenge/speed of introducing material	community of learners
education	volleyball coach	virtues
education	volleyball coach	virtues
education	honesty	integrity
deez	zeed	i dk
Kindness	Equality	Work ethic
Good education	Good planning	Good teachers
some of the teachers are nice I guess	community partnership	small class
my friends	(name)	(name)
honesty	social responsibility	caring relationships
excellent education	honesty	social responsibility
caring	honesty	relationships
being comfortable	friends	grades
I don't understand the statement/question		
small class size	help with study	classroom responsibility
kgghnblfdm	emjfhwm	jewyrgkjew
honesty	integrity	caring
good mental health support mostly but not fully		
dont know	dont know	dont know
Relationships	Responsible atmosphere	Excellent teachers
I can learn many things	there are excellent teachers here	do many things
small class sizes	excellent education	caring teachers
Small class size	Excellent education	Compassion
Honest Learning	Global Responsibility	Holistic Wellbeing
Small class size	Diverse perspectives	Excellent education
Safety	Joy in learning	Community
Personal Responsibility	Self-Motivation	Perseverance
Community partnerships	Extracurricular activities	Small class size
Lack Of Freedom (Uniforms)	Senate is only for Popular Kids	New Kids are Seen as "bad"
diverse perspectives	Environmental responsibility	small class sizes
academic excellence	inclusion	environmental responsibility
excellent education	small class sizes	integrity
Diversity	Honest	Excellent education
Excellent education	Caring relationships	Social responsibility
Equitable access, representation, and engagement.	Excellence in instruction and co-curricular activities.	Mutual support & respect, collegiality, and connection.
Mental Health	Physical Health	Excellent Education

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Excellent education	Small class size	Understanding and Caring relationships
Virtues	Excellent education	Small class size
Excellent Education	Diversity	Inclusion
Integrity	excellent education	investment in teachers
Excellent education	Community	Communication
Reduce car dependence	Community partnership	Encourage student independence
Excellent Education	Enthusiastic Learners	Caring Educators
Social responsibility	Excellent education	Environmental responsibility
Excellent Education	Caring Relationships	Diverse Perspectives
Excellent education	Small class sizes	Integrity
Integrity	excellent education	caring relationships
Students don't really get a say in anything	The funding that we get does nothing for us (the students)	I didn't even know that we get funding because nothing ever changes since I have been here since kindergarten
Caring relationships	Integrity	Social responsibility
Excellent classical education	Small class sizes	Instilling virtues in students
Excellent education	Integrity	Intelligent.
I wish the school spent money on things we actually need/ things that would be more useful. The new chrome books are great and all but they are not much different than the ones we had previously. I think that if the school spent the money on maybe better quality lunches or an auditorium it would be beneficial for more fields of extracurriculars such as choir concerts and plays	I love (name). (name)works so hard to connect and help with students but i think (name) is over worked. I does a really great job of staying calm and making sure everyone is in a good place but it is obvious that (name) is stressed out and i just think having extra help with paperwork at least would help (name) a ton. (name) is a super hard worker and has helped me so much in the past and i do not think (name) gets the help/acknowledgment that (name) deserves.	As much as the school teaches that bullying is wrong, it still does happen a lot. I know there are only so many ways we can prevent it but I feel like we do not teach about online bullying as much. As we know in the past, there have been issues with online bullying via instagram but it doesn't stop. Students posting pictures of other students and sometimes even teachers is just not ok and it needs to be addressed. And anonymously saying mean things about others is also not ok. And the more we report, the more foul accounts show up.
integrity	education	diversity
Small classroom	Individual help	Encouragement
Academic rigor	Integrity/ethics	Connect students with common good of society
small class size	community	athletics for all (no cut policy!!!)
Honesty	Transparency	Accountability
Social responsibility	Diverse perspectives	Excellent education
Integrity	Responsibility	Achievement
Caring relationships	Diverse perspectives	Excellent education
small class sizes	caring relationships,	honesty
rigorous, excellent education	small class size	integrity
Caring relationships	Diverse perspectives	Commitment to excellent education

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Excellent education	Truly diverse perspective (diversity of thought)	Collaboration
Foundational Education	Integrity	Children first, politics never
Excellent education	Respect for all equally	Small class sizes for better individual learning
excellent education	social responsibility	caring relationships
Small class sizes	Excellent education	Integrity
excellent education	integrity	community partnership
Equity	Classical education and rich curriculum	Highly qualified and well-trained teachers
Environmental responsibility	Inclusivity	Community engagement
excellent education	equitable access to education	caring relationships
excellent education	small class sizes	overall efficiency
small class sizes	excellent education	honesty
excellent education	diverse perspectives	small school
Historic and systematic understanding	Mentally challenging	Academic responsibility
Education	Teachers((name)and (name))	Small Class Size
Teachers	College prep	Small class size
quality education	high standards	classical curriculum
Academics	Better school lunches	Better bus drivers
Academic assistance	Community engagement	Diversity in education
small class size	excellent education	integrity
integrity	small class sizes	excellent education
Diverse perspectives	Small class sizes	Environmental responsibility
Discipline which I think is important in life.	A good classical education.	Focusing on what is important for school.
virtues	classical education	kindness
Time	More Time	Even More Time
small class sizes		
small class sized	excellent education	environmental responsibility
Everyone in class gets an equal amount of say in class conversations.	Students do not receive negativity for not knowing something, but instead thoughtfully corrected and helped.	Students receive an appropriate amount of work in class and at home that is not overwhelming.
Camaraderie	Order	Education
small class sizes	excellent education	honesty
small class		
excellent education	honesty	caring relationships
environmental care	great safety	prepared for any situations like a fire, tornado, school shooter, etc.
I like that we can eat outside for lunch	I like that I feel safe in the school	I like that there are not a lot of people in the classes
Everyone should feel safe around their authority.	All students should feel loved and welcomed at school.	Health (mental and physical) should both be more important than homework.

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Caring Relationships	Fairness	Small class sizes
small class sizes	integrity	honesty
excellent education	good usage of money for students benefit	good athletic program
I like that all the classes have small numbers of students.	I like that I have a safe space in sped room.	
small class sizes	honesty	integrity
honesty	environmental responsibility	excellent education
Unique classes (Latin, Greek).	Excellent teachers.	Help is easily accessible.
Education	Small Class Sizes	Positivity
the education is good		
understanding that students are kids and can't always function like mature adults	understanding that kids learn in different ways including sensory/auditory...	having space for both discussion and quiet because some kids really need one or both of those and often discussion is excluded or labeled as misbehaving
small class sizes	honesty	diverse perspectives
excellent education	integrity	small class sizes
I value the excellent education.	I value the community partnerships.	I value the teachers.
time between classes	more tutoring for students	excellent education
the volleyball program is amazing		
summer break starts early	lots of teacher work days (no school)	(name) and (name) are really cool
polite teachers	good class lengths	really nice students
kindness	environmental responsibility (which needs more focus)	diverse perspectives
environmental responsibility	social responsibility	athletics
honesty	caring relationships	good academics
excellent education	integrity	honesty
excellent education	honesty	social responsibility
Good academics.	Great school facility quality.	Good extracurricular activities.
respect	responsibility	safety
excellent education	social responsibility	diverse perspectives
Student activism	Tight-knit community	safe environment
Social responsibility	Environmental Responsibility	Community Partnerships
small class sizes	excellent education	honesty
diverse perspectives	caring relationship	excellent education
accepting	fair	small class sizes
Education	Safety	Creativity
small class sizes	honesty	excellent education
small class size		
small class sizes	integrity	partnerships
Excellent Education	Strong Athletics	Community

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Social Equality	Diverse Perspectives	Scholarship Opportunities
small class sizes	environmental responsibility	diverse perspectives
drives excellence		
environmental responsibility	diversity	inclusivity
Caring relationships	Diverse	Equal education
Small class sizes	non-athletic extracurricular activities	Seminar based learning
Small Class Sizes	Student-Administration Communication	Diversity
Opportunity	science, technology, engineering and math	Extracurriculars
Excellent Education	Safe Environment for Discussion/Debate (Diverse perspectives)	
Diversity and inclusion	High-quality education	Caring relationships (student to student, staff to students, family to staff)
Integrity	Caring relationships	Excellent education
Environmental responsibility	Social responsibility	Excellent education
Learning how to learn	Flexible problem-solving	Critical thinking
community- strong relationships	Remaining true to classical education & virtues	Excellency in education
Excellent education	Integrity	Communication
Diverse perspectives	Uncomfortable conversations in a safe environment	Developing the mind, body, and soul.
Academic excellence	Providing foundational tools for scholars to contribute to society meaningfully	Inclusive community
Integrity	Traditional education	Do not go woke
Social responsibility	Diverse perspectives	Creativity
excellent education	academic rigor	highly motivated teachers
needs better sports	needs more social opportunities	needs larger high school - so many kids leave
Commitment to critical thinking	Inclusive and affirming	High expectations, high support
Excellent education	Diverse perspectives	Integrity
Small class sizes	Integrity	Excellent education
Superior education	Social Justice insights	Character development
Small class sizes	Hiring, retaining, and compensating experienced teachers	Incorporate student-focused teaching practices to meet needs of diverse learners
Excellent Education	Emotional Intelligence	Phycological Trust
Academic Rigor	Integrity	Community
Excellent Education	Learning Personal Responsibility (living by virtues)	Caring, Trusted Relationships
Excellent education	Caring relationships/Family involvement	Extracurricular opportunities
Excellent Education	Community Partnerships	Student Growth and Development
Small class size	Caring relationships	Diverse perspectives
Integrity	Excellent education	Caring and Community
Excellent education	Transparency	Inclusion

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Excellent Education	Prep for future (whether it be college or career after high school)	Small class sizes
Excellent education	Excellence of Character	Caring Relationships
Inclusion for all learning abilities	Caring relationships	Honesty
Excellent education	Integrity	Honesty
Caring Relationships	Excellent Education	
Excellent education	Diverse perspectives	Social responsibility
Excellent education	Honesty	Integrity
Excellent Education	Small Class Sizes	Environmental Responsibility
Excellent education	Class size	Extracurricular activities
Character-Based Incentives and Consequences	Excellence and Rigor Academically	Stronger Arts and Music Focus
Diversity	Social/emotional education	Class size
Diverse Perspectives	Environmental Responsibility	Social Responsibility
Educational Excellence	Small Class Sizes	Global Perspective
Small class size	Exceptional level education	Extracurricular
Academic excellence	Cultural diversity	Feminism
social responsibility	environmental responsibility	diverse perspectives
high standards	civic responsibility	future leaders
Excellent education	Diversity of students and staff including race, ethnicity, gender	Social responsibility
excellent curriculum	Value-based education Wisdom, Fortitude, Justice, Prudence, Temperance,	small class sizes to facilitate relationship-building and whole-child growth
Inclusion	Education	Not bending for every needy parent
Inclusivity	Environmental stewardship	Community leaders
Excellent education	Small class sizes	Safe classrooms
excellent education	social responsibility	caring relationships
Excellent education	Caring relationships	
Integrity	Social responsibility	Excellent education
Integrity	Excellent education	Small class sizes
equity and inclusion	excellence in education	diverse perspectives
small class sizes	sense of community	
Excellent education	Diverse perspectives	Caring relationships
integrity	caring relationships	excellent education
Communication/Transparency/Honesty	Education	Community partnership
Excellent education	Integrity	Honesty
Accelerated	Inclusive	Compassionate
Excellent education	Supportive work environment	Academic support for diverse abilities
Integrity	Excellence/Accountability	Goodwill
Priority for non-digital learning in elementary school	Pedagogical approach	Academic rigor

<i>Student, Parent/Guardian, and Alumni respondents</i>		
Value 1	Value 2	Value 3
Excellent education	Community partnerships	Environmental responsibility
Small classes sizes	Availability for 1:1 if needed	Values
Excellent education	Integrity	Small class size
Civic competence	Diverse opportunities (co-curricular, academic)	Integrity
Excellent education	Integrity	Uniqueness - we don't want to be like the other schools, which we are becoming
Self-reliance	Challenging work	Integrity

Perception Survey of the Nova Classical Academy – Teachers, Staff, Administrators, Board of Directors

Additional comments: Teacher, staff, administrator, and board of director respondents were given the opportunity to answer an open-ended question in the survey.

CONTENT OF SURVEY: The survey consisted of the following question with its respective responses:

1. During the Strategic Planning process Belief Statements (also known as Value Statements) will be developed for Nova Classical Academy. Please share up to 3 values that you hold for the school. Values might include: honesty, integrity, caring relationships, small class sizes, social responsibility, environmental responsibility, excellent education, diverse perspectives, community partnerships, etc.

<i>Teacher, Staff, Administrator, and Board of Director respondents</i>		
Value 1	Value 2	Value 3
Accessibility	Inclusion	Diversity
Equity	Communication	Recognition of all co-curriculars.
Equity & Access	Excellence & Support	Connection & Respect
Integrity	Community partnerships	Excellent education
Increase teacher pay to match area schools and teacher within our building.	Same expectation for ALL staff!	Equity of time/prep for all educators.
excellent education which includes diverse perspectives	caring relationships based upon honesty and integrity	both social and environmental responsibility for our world and age-appropriate ways to practice that responsibility
Accessible and excellent educational and extracurricular opportunities	Warm, open, caring, and supportive environment	Thoughtful, innovative, research-based decision-making
Citizenship/Civilities	Rigorous, Systematic Training of the Mind	Meaningful Education in Virtues
Accessible Academic Achievement (want to see)	Celebrate Success (academic and otherwise)	

<i>Teacher, Staff, Administrator, and Board of Director respondents</i>		
Value 1	Value 2	Value 3
equitable for all students	student relationships	partnership between Lower and Upper Schools
caring relationships	clear, consistent expectations and procedures	academic support and interventions
Protecting work/life balance for teachers and matching teacher pay to area schools	Creating opportunities in the curriculum for more social and emotional learning	Increasing diversity among staff and students
Truth	Small Class Sizes	Integrity
Social Responsibility	Excellent Instruction	Integrity
equal access for all learners	compassionate and caring relationships	smaller class sizes
caring relationships	small class sizes	integrity
caring relationships	inclusion	high standards for behavior & education
striving for thoughtful dialogue	meaningful engagement	arete in learning and character
Honesty	Clear Communication	Social Emotional Learning
Equity	Pedagogical excellence	Classical education
small class sizes	excellent education	caring relationships
College preparatory education	Truth, Goodness, Beauty	Small class size
small class sizes	more EA support for individuals/teachers, including non-Individualized Educational Plan students	keep politics & "woke" ideologies OUT of our school; do the RIGHT thing
Caring Relationships	Parent Involvement	Solid Education
Caring relationships	Thoughtful teaching practices	Engaging curriculum
Procedural Fidelity	Staff knowledge (trainings)	Integrity
Kindness (justice)	Self-Control (self-awareness, managing emotions/Social and Emotional Learning) - our motto is "Know Yourself"	Wisdom (making good choices & applying our learning to real-world situations)
excellent education	caring relationships	small class sizes
small class sizes	transformational education	respectful collaboration
caring relationships	environmental responsibility	diverse perspectives
upholding classical teaching-requiring new teachers to get classical training	upholding the virtues	small class sizes
classical education	diverse perspectives	social responsibility
Integrity	Social responsibility	Bravery
Diverse Perspectives	Excellent Education	Respect for all people at all levels
Strive for excellence	integrity	manageable class sizes
Rigorous education	Small class sizes	Equitable treatment of all stakeholders
Caring Relationships	Excellent Education	Diverse Perspectives
Excellent Academics	Well Rounded Programming	Small School Environment
Integrity	Pride	Relationships
excellent Classical Education	small class sizes	Virtues of Classical Education
Social Responsibility	Diverse Perspectives	Caring Relationships

<i>Teacher, Staff, Administrator, and Board of Director respondents</i>		
Value 1	Value 2	Value 3
Individual Student Success - small classes, teacher autonomy to address issues, access to interventions/resources	Honest communication within Nova community	Equity and Justice
Small class sizes	Excellent education	Caring relationships
Integrity	Equity - providing a space for all enrolled students to learn and achieve their personal best	Diversity and acceptance of diversity in its many forms
Caring relationships between educators and students		Positive, intentional collegiality
honesty	integrity	supporting student activities
Caring Relationships	Excellent Education	Commitment to values and vision
Excellent Education	Social Responsibility	Diverse Perspectives
diverse perspectives	personal responsibility	small classes
Focus on virtue-based education- justice, wisdom, fortitude, prudence, temperance	classical educational curriculum	community building
exceptional education	small class size	continuous improvement
high standards	classical education	supporting all students
Diverse perspectives	small class sizes	academic achievement
Rigorous Classical Education	Equitable opportunities for students	Facilities that support instruction and activities for students
excellent curriculum and education	small class sizes	paying a living wage-exhibiting integrity
Caring relationships	Diverse perspectives	Integrity
Equity for all learners	Caring relationships	Excellent education
Classical Education (dialectics based)	Teacher autonomy	respect for learning (teacher pay increase, class size decrease)
Academic Excellence	Accepting/Inclusive	Developing/Supporting the "Whole" Student
Challenging and supporting students to reach their personal best, regardless of ability	Data-driven, research-based educational practices	Rich and diverse literary and historical curriculum
Positive relationships	High-quality instruction and curriculum	Equitable access to all educational opportunities for all learners
Reaching and helping students of diverse abilities grow.	Producing well-rounded students through academics and extra-curricular opportunities.	Equip students to succeed in worlds besides only the world of college.
Diverse Perspectives	Community Partnerships	Excellent Education
Excellent Education	Caring Relationships	Inclusive of all
Community of Learners	Family involvement	Reasonable rigor in work and assignments
Small class sizes	Teachers are valued	
Integrity	Excellent education	Kindness