



Know Yourself. Know The World.

NOVA CLASSICAL
ACADEMY™

School Performance Analysis/Evaluation

Friends of Education Academic & Non-Academic Outcomes/Goals for Nova Classical Academy

Goal 1: State Assessment Tests (MCAs) (50% weight)

Sub Goal 1.1: Absolute Proficiency

World's Best Workforce Charter Contract Target: All third-graders can read at grade level.

At the conclusion of FY2021, the School's third-grade reading proficiency rates for the most recent four years will average no less than 23 points higher than the state average in reading.

Result: Goal Not Made. See Appendix A for detail.

Sub Goal 1.2: Comparative Proficiency--District

Each year, the School will demonstrate higher school-wide proficiency rates than each of the St. Paul and Edina school districts for each reading, math, and science.

Result: Goal Made. See Appendix A for detail.

Sub Goal 1.3: Growth

- As published by the Minnesota Department of Education, each year the Upper and Lower School's average growth z-scores will each exceed 0 in math and reading.
- As published by the Minnesota Department of Education, each year the School's combined weighted average growth z-score will exceed 0 in each reading and math.

Result: Goal Partially Made. See Appendix A for detail.

Sub Goal 1.4: Achievement Gap Reduction

World's Best Workforce Charter Contract Target: All racial and economic achievement gaps between students are closed.

At the conclusion of FY2021, the School's proficiency rates for the most recent four years for each subgroup will average no less than:

MATH

- English Learners – 28 points higher than the state average for this subgroup
- Special Education – 24 points higher than the state average for this subgroup
- Hispanic – 32 points higher than the state average for this subgroup
- Asian – 28 points higher than the state average for this subgroup
- Black – 34 points higher than the state average for this subgroup
- Free/Reduced Priced Lunch – 29 points higher than the state average for this subgroup

READING

- English Learners – 16 points higher than the state average for this subgroup
- Special Education – 34 points higher than the state average for this subgroup
- Hispanic – 35 points higher than the state average for this subgroup
- Asian – 28 points higher than the state average for this subgroup
- Black – 31 points higher than the state average for this subgroup
- Free/Reduced Priced Lunch – 29 points higher than the state average for this subgroup

Result: **Goal Partially Made.** See Appendix A for detail.

Goal 2: Nationally-Normed Assessment (20% weight)

Sub Goal 2.1: Elementary.

The School will administer a nationally-normed assessment in at least grades 4 and 8.

For FY2020 and FY2021, for 4th grade students who remain in the School through 8th grade:

- If their 4th grade national percentile ranking was less or equal to 25%, 50% of the students will increase their national percentile ranking by a minimum of ten percentage points, and
- If their 4th grade national percentile ranking was between 26-40%, 50% of the students will increase their national percentile ranking by a minimum of five percentage points, and
- If their 4th grade national percentile ranking was over 40% and less than 65%, 50% of the students will increase their national percentile ranking.

Result: **Goal Partially Made.** See Appendix B for detail.

Sub Goal 2.2: Secondary.

World's Best Workforce Charter Contract Target: All students are ready for career and college.

- Each year, a minimum of 90% of 12th grade students will have taken the ACT, and a minimum of 50% of those students will exceed the state average composite by at least 5 percentage points.
- Each year, a minimum of 50% of 12th graders who have taken the ACT will meet all five College-Readiness Benchmarks.

Result: **Goal Made.** See Appendix B for detail.

Goal 3: High School Graduation (15% Weight)

World's Best Workforce Charter Contract Target: All students graduate from high school.

Each year, a minimum of 90% of 12th grade students will graduate on time.

Result: **Goal Partially Made.** See Appendix B for detail.

Goal 4: School Culture Goal (15% Weight)

Sub Goal 4.1: Kindergarten Readiness

World's Best Workforce Charter Contract Target: All students ready for Kindergarten.

Each year, 100% of incoming kindergarten students will be screened with a Kindergarten readiness assessment.

Result: **Goal Made.** See table below.

	2017	2018	2019	2020
Percentile of students who took part in pre-kindergarten readiness	100.0	100.0	100.0	100.0

Sub Goal 4.2: Data Driven Instruction

The Upper and Lower Schools will each create and implement DDI summative assessments on a quarterly basis in all grades for both reading and math. The staff will review results with the director or their DDI leaders within three to five days following the assessment and will re-teach necessary components the week following the assessment. The School will invite Friends to attend all quarterly meetings to review results.

Result: **Goal Partially Made.** Nova invited Friends for the first two years to review results.

From our Evaluation Handbook in 2017-18, 2018-19, 2019-20, 2020-21, and 2021-22:

a. Completed (Interim #1-4)	DDI Best Practice Component
<input type="checkbox"/>	Test given to all eligible students, list students who did not take and require makeup within 48 hours.
<input type="checkbox"/>	Test within DDI window or approved by DDI Lead.
<input type="checkbox"/>	DDI meeting will be held within 5 instructional days of the interim assessment.
<input type="checkbox"/>	Analysis Form Completed <input type="checkbox"/> Whole class strengths and weaknesses <input type="checkbox"/> Individual student concerns <input type="checkbox"/> 6-Week plan for entire class <input type="checkbox"/> 6-Week plan for individual student concerns <input type="checkbox"/> % of individual questions missed <input type="checkbox"/> % for each student on entire assessment
<input type="checkbox"/>	Attend data meeting with DDI Lead and principal.

Sub Goal 4.3: Professional Development

At least 100% of all staff employed for at least one academic year shall receive professional development each year, as demonstrated by School records.

Result: **Goal Made.** The following table outlines the training 100% of Nova Classical Academy staff received each year.

2017-2018	2018-2019	2019-2020	2020-2021
EL Best Practices (2 hours)	ALiCE training (1 hour)	ALiCE training (1 hour)	Mandated Reporting (.5 hours)
Pedagogy (14 hours)	Pedagogy (9 hours)	Reading Preparation (4 hours)	Google Classroom (5 hours)
Phonemes Training (2 hours)	Mandated Reporting (0.5 hours)	Cultural Competency (8 hours)	Pedagogy (10 hours)
Racial Justice (2 hours)	PBIS (3 hours)	Suicide Prevention (1 hour)	Bloodborne Pathogens & Hazard Communication, MDE /MCA security training (1.5 hours)
Literacy Training (2 hours)	NAMI Recognizing Early Warning Signs of Mental Illness in Children and Adolescents (2.5 hours)	Pedagogy (8 hours)	Cultural Competency (5 hours)
OSHA (1 hour)	OSHA (1 hour)	OSHA (1 hour)	Accommodations and Modifications (1 hour)
PBIS (1 hour)	LS seminar/US curriculum (2 hours)	Mandated Reporting (0.5 hours)	EL Instruction through Safe Schools (1 hour)
		Distance Learning (25 hours)	
TOTAL: 24 hours	TOTAL: 19 hours	TOTAL: 48.5 hours	TOTAL: 24 hours

Sub Goal 4.4: Academic Governance

The School will implement an Academic Governance Plan & Calendar to critically evaluate and strategically lead the School's academic performance and improvement. The School shall include a summary of its findings in the School's board minutes no less than twice annually.

- 2017-2018 Academic Excellence Committee Reports
 - [September 2017](#)
 - [November 2017](#)
 - [January 2018](#)
 - [April 2018](#)
- 2018-2019 Academic Excellence Committee Reports
 - [November 2018](#)
 - [January 2019](#)
 - [February 2019 report](#)
 - [February 2019 data](#)
- 2019-2020 Academic Excellence Committee Reports
 - [September review of 18-19](#)
 - [September 2019](#)

- [November 2019](#)
 - [December 2019](#)
 - [January 2020](#)
 - [February 2020](#)
- 2020-2021 Academic Excellence Committee Reports
 - [October 2020](#)
 - [November 2020](#)
 - [Winter 2021 Report](#)
 - [February 2021](#)

Fiscal Review

Enrollment

Nova has grown its enrollment over the life of this contract from 966 students in 2017-2018 to 1001 students in 2020-2021. It is anticipated that Nova’s enrollment will stay within a range of 995-1005 until a long-term decision is made regarding any potential physical expansion to the school.

Historically, Nova has had a very strong waitlist, and this continues to be the case. In the past year, we have seen an increase in overall waitlist size as well as an increase to the number of students on the waitlist for grades 7-11.

Waitlist by Grade Level

Grades	2018-2019	2019-2020	2020-2021	2021-2022*
K	150	152	181	138
1 st	101	76	94	92
2 nd	64	87	61	64
3 rd	95	74	88	69
4 th	74	66	77	80
5 th	101	69	63	58
6 th	114	130	130	117
7 th	72	44	44	61
8 th	35	39	39	73
9 th	0	30	30	77
10 th	3	0	0	4
11 th	0	0	0	11
12 th	0	0	0	0
Totals	809	767	807	844

Source: Charter School internal records. * As of July 21, 2021.

Demographics

Nova has seen slow changes to the demographics of its student body. When this contract was signed in 2017, Nova reported that 79.7% of its students were white and 20.3% of the students were identified as representing other race groups. On October 1, 2020, the breakdown had changed to 65.3% of students being white and 34.7% representing other racial groups.

During the same time, the school's population of students receiving special education services increased by 4%. The populations of English Learners remained substantially similar during the time frame. The population of students receiving free/reduced lunches during this time decreased by 7.4%. However, we believe this decrease is because lunches being free during the pandemic decreased the number of families who completed the forms for aid. If we compare this population from FY17-FY19 it remained substantially similar.

Financial Audits

Nova Classical Academy has had an external financial audit completed each of the past five years. There have not been any MDE audits conducted during this time period. A summary of the audit findings include:

2017 – 1 Finding

2018 – 0 Findings

2019 – 1 Finding

2020 – 1 Finding

2021 – In Progress

Financial Governance

The Board approves an initial budget each spring for the following year. It monitors and revises that budget as is deemed necessary. Nova's Budget and Finance Committee meets monthly throughout the school year to review the adherence to or deviation from the approved budget. The Committee Report and monthly financial statements are approved monthly at the Board of Directors meeting. All members of Nova's Board of Directors receive training in financial governance within six months of being seated on the Board.

Financial Position

Nova finished FY20 with expenditures that were 2.1% under budget. It had a total general revenue fund of \$11,142,834 compared to \$10,707,805 of expenditures. These savings in addition to Nova receiving the PPP grant contributed to Nova's general fund balance increasing by \$1,639,530 to \$4,118,613 representing 38.5% of Nova's annual expenditures.

Operations & Legal Compliance Review

Compliance with Applicable Law

Nova adopts and follows policies aligned with applicable state and federal laws including Minnesota's statutes regulating areas including, but not limited to [enrollment](#), [public and private data](#), [data retention](#), [disability nondiscrimination](#), drug free schools, [student discipline](#), [bullying prohibition](#), [Title IX](#), [the Pledge of Allegiance](#), [religion](#), and [wellness](#).

Nova's executive leadership team and Board of Directors are not aware of any areas in which Nova is out of compliance with any applicable laws or regulations.

Charter Contract Reporting Obligations

Over the term of the current charter, Nova believes it has completed all required reporting obligations to Friends of Education including submitting reports on Teacher Licensure, Enrollment, Professional Development, Board, Financial and Annual Reports. Nova acknowledges that over the life of the contract there have been reports that were submitted after the deadline including finance and Board reports. Nova will work to correct this through various means including looking at the cadence of its meetings in relation to the reporting deadlines set by Friends of Education.

Governance Review

Nova Classical Academy has a parent majority board. During the life of this charter, the number of members on the Board has been reduced from 11 to 9. Members of the Board participate in the required Board training during the first six months that they serve on the Board. In addition, Nova works to provide ongoing Board Development. This often occurs during the Board's annual retreat or during a regularly scheduled Board meeting. Areas where additional Board development has occurred during the life of this contract included, but are not limited to:

- Nova's model of classical education
- Strategic planning and goal setting
- The relationship between governance and management
- Nova's financial systems and documents
- Equity processes at Nova

APPENDIX A

Goal 1: State Assessment Tests (MCAs) (50% weight)

Sub Goal 1.1: Absolute Proficiency

At the conclusion of FY2021, NCA's third-grade reading proficiency rates for the most recent four years will average no less than 23 points higher than the state average in reading.

	2017	2018	2019	2020	2021	Average
NCA	69.2	67.9	82.1	No Data	76.9	74.0
State of MN	56.8	56.0	54.8	No Data	48.2	54.0
Difference	12.4	11.9	27.3		28.7	20.1

Sub Goal 1.2: Comparative Proficiency--District.

Each year, the School will demonstrate higher school-wide proficiency rates than each of the St. Paul and Edina school districts for each reading, math, and science.

	2017	2018	2019	2020	2021		2017	2018	2019	2020	2021
NCA Reading	84.1	81.9	84.8	No Data due to COVID-19	76.7	NCA Science	88.1	75.2	81.6	No Data due to COVID-19	75.0
Edina Reading	80.2	78.2	77.9	cancellation of MCAs		Edina Science	67.4	67.8	73.7	cancellation of MCAs	
SPPS Reading	38.6	39.1	40.1	MCAs		SPPS Science	31.7	29.8	29.1	MCAs	

	2017	2018	2019	2020	2021
NCA Math	83.2	83.1	85.2	No Data due to COVID-19	70.0
Edina Math	78.9	76.5	76.6	cancellation of MCAs	
SPPS Math	36.1	33.5	32.4	MCAs	

Sub Goal 1.3: Growth

As published by the Minnesota Department of Education, each year the Upper and Lower School's average growth z-scores will each exceed 0 in math and reading.

As published by the Minnesota Department of Education, each year the School's combined weighted average growth z-score will exceed 0 in each reading and math.

	2017				2018				2019				2020	2021
	Lower School Math	Lower School Reading	Upper School Math	Upper School Reading	Lower School Math	Lower School Reading	Upper School Math	Upper School Reading	Lower School Math	Lower School Reading	Upper School Math	Upper School Reading		
Upper and Lower School's average growth z-scores in math and reading.	-0.21	0.12	0.35	0.58	0.219	-0.172	0.472	0.282	0.251	0.286	0.155	0.237	No data available. MDE no longer publishes Z-scores	
Nova's combined weighted average growth z-score in each reading and math	0.291623				0.252813				0.220949					

Sub Goal 1.4: Achievement Gap Reduction

World's Best Workforce Charter Contract Target: All racial and economic achievement gaps between students are closed.

At the conclusion of FY2021, the School's proficiency rates for the most recent four years for each subgroup will average no less than:

MATH:

English Learners – 28 points higher than the state average for this subgroup

Special Education – 24 points higher than the state average for this subgroup

Hispanic – 32 points higher than the state average for this subgroup

Asian – 28 points higher than the state average for this subgroup

Black – 34 points higher than the state average for this subgroup

Free/Reduced Priced Lunch – 29 points higher than the state average for this subgroup

MATH:	2017 NCA	2017 State	2017 Difference	2018 NCA	2018 State	2018 Difference	2019 NCA	2019 State	2019 Difference	3 year average difference (2017-2019)	2021 NCA	2021 State	2021 Difference	4 year average difference (2017-2019, 2021)
EL	36.8	20.0	16.8	35.7	18.9	16.8	18.8	16.8	2.0	11.9	0.0	8.1	-8.1	6.9
SPED	67.9	26.0	41.9	59.3	24.7	34.6	54.3	24.0	30.3	35.6	39.4	18.9	20.5	31.8
Hispanic	57.1	35.2	21.9	64.3	33.4	30.9	72.2	31.3	40.9	31.2	51.6	20.3	31.3	31.3
Asian	80.5	57.0	23.5	82.0	56.1	25.9	79.6	55.0	24.6	24.7	60.9	43.2	17.7	22.9
Black	69.7	28.3	41.4	75.8	27.8	48.0	71.4	26.5	44.9	44.8	36.0	17.2	18.8	38.3
F/RPL	66.7	37.9	28.8	62.5	36.0	26.5	70.8	33.5	37.3	30.9	38.2	21.8	16.4	27.3

READING:

English Learners – 16 points higher than the state average for this subgroup

Special Education – 34 points higher than the state average for this subgroup

Hispanic – 35 points higher than the state average for this subgroup

Asian – 28 points higher than the state average for this subgroup

Black – 31 points higher than the state average for this subgroup

Free/Reduced Priced Lunch – 29 points higher than the state average for this subgroup

READING	2017 NCA	2017 State	2017 Difference	2018 NCA	2018 State	2018 Difference	2019 NCA	2019 State	2019 Difference	3 year average difference (2017-2019)	2021 NCA	2021 State	2021 Difference	4 year average difference (2017-2019, 2021)
EL	14.3	13.7	0.6	27.6	13.4	14.2	31.3	12.5	18.8	11.2	18.2	7.9	10.3	11.0
SPED	61.5	26.2	35.3	56.0	26.0	30.0	57.8	26.0	31.8	32.4	43.3	22.1	21.2	29.6
Hispanic	54.5	37.9	16.6	64.5	38.0	26.5	68.4	37.8	30.6	24.6	60.0	30.8	29.2	25.7
Asian	78.0	53.1	24.9	73.6	54.7	18.9	67.4	54.3	13.1	19.0	73.9	49.9	24.0	20.2
Black	75.0	33.3	41.7	62.9	33.6	29.3	75.0	34.1	40.9	37.3	36.4	30.1	6.3	29.6
F/RPL	67.7	40.2	27.5	55.7	40.2	15.5	65.7	39.3	26.4	23.1	43.8	31.7	12.1	22.6

APPENDIX B

Goal 2: Nationally-Normed Assessment (20% weight)

Sub Goal 2.1: Elementary. The School will administer a nationally-normed assessment in at least grades 4 and 8.

For FY2020 and FY2021, for 4th grade students who remain in the School through 8th grade:

If their 4th grade national percentile ranking was less than or equal to 25%, 50% of the students will increase their national percentile ranking by a minimum of ten percentage points, and

If their 4th grade national percentile ranking was between 26-40%, 50% of the students will increase their national percentile ranking by a minimum of five percentage points, and

If their 4th grade national percentile ranking was over 40% and less than 65%, 50% of the students will increase their national percentile ranking.

4th grade national percentile ranking goal	2016-2017 Percent of Students (out of 64 in cohort) in each category	2017-2018 Percent of Students (out of 64 in cohort) in each category	Percentile growth goal progress from 2016- 2017	2018-2019 Percent of Students (out of 64 in cohort) in each category	Percentile growth goal progress from 2016-2017	2019-2020	2020-2021	
Less than or equal to 25% (50% of the students will increase their national percentile ranking by a minimum of ten percentage points)	1.6%	3.1%	100% of students of students in the less than or equal to 25% percentile ranking increased by minimum of 10 percentage points	3.1%	100% of students of students in the less than or equal to 25% percentile ranking increased by minimum of 10 percentage points	no data	no data	This goal is not ultimately calculable due to no data from FY20 and FY21 so unable to see 4th graders at 8th grade level.
Between 26-40% (50% of the students will increase their national percentile ranking by a minimum of five percentage points)	14.1%	6.3%	44.4% of students in the 26-40% percentile ranking increased by minimum of 5 percentage points	9.4%	55.6% of students in the 26-40% percentile ranking increased by minimum of 5 percentage points	no data	no data	
Over 40% and less than 60% (50% of the students will increase their national percentile ranking)	9.40%	18.8%	83.3% of students in the 40-60% percentile ranking increased their national percentile ranking	17.2%	50% of students in the 40-60% percentile ranking increased their national percentile ranking	no data	no data	

Sub Goal 2.2: Secondary:

World's Best Workforce Charter Contract Target: All students are ready for career and college.

Each year, a minimum of 90% of 12th grade students will have taken the ACT, and a minimum of 50% of those students will exceed the state average composite by at least 5 percentage points.

Each year, a minimum of 50% of 12th graders who have taken the ACT will meet all five College-Readiness Benchmarks.

	2019	2020	2021	2022
Percentage of 12th grade students who took the ACT	98.0	98.0	99.0	89.0
Percentage of those students who exceeded state average composite by at least 5 percentage points	81.0	75.0	84.0	78.0
Percentage of 12th graders who met all five College-Readiness Benchmarks	61.0	61.0	64.0	62.0

Goal 3: High School Graduation (15% Weight)

World's Best Workforce Charter Contract Target: All students graduate from high school.

Each year, a minimum of 90% of 12th grade students will graduate on time.

Nova Classical Academy	2017	2018	2019	2020	2021
Percent graduated	93.0	90.8	87.9	93.7	82.0