



Know Yourself. Know The World.

NOVA CLASSICAL ACADEMY™

2022-2023 Annual Report



Table of Contents

Introduction	2
School Enrollment.....	4
Governance & Management	5
Staffing & Retention.....	7
Equitable Access to Excellent and Diverse Educators.....	10
Finances	10
Academic Performance	10
2022-2023 World's Best Workforce Report	11
2023-2024 World's Best Workforce Goals	12
Operational Performance.....	13
Innovative Practices & Future Plans.....	13
School Demographics.....	14
Dissemination of Information to the Community.....	14
Strategic Plan 2023-2028.....	16
Annual Report Review and Approval Process.....	17
APPENDIX I.....	18

Introduction

Nova Classical Academy delivers classical education in a small K-12 public charter school that is ideally suited for personalizing learning and building developmental relationships. Nova Classical Academy is Minnesota’s leader in classical education. We empower students to be intellectually curious, to identify their personal strengths — and gain the knowledge, understanding and wisdom to make their world a better place. Classical education is a rigorous and formal method that teaches thought and expression of the mind and heart.

Nova Classical Academy ranks as #1 Best School District in Ramsey County (Niche).

Nova Classical’s Lower School ranks as #4 of 101 in Best Charter Elementary Schools in Minnesota (Niche), #23 of 879 in the Best Public Elementary Schools in Minnesota (Niche), #4 of 792 in Best Public School Elementary Teachers in Minnesota (Niche), #4 in Minnesota Charter Elementary Schools, #27 in Minnesota Elementary Schools (U.S. News and World Report), and #35 of 843 in Minnesota Elementary Schools (SchoolDigger).

Nova Classical’s Upper School ranks as #1 of 478 in Minnesota High Schools (SchoolDigger), #1 of 382 Best Public Middle Schools in Minnesota (Niche), #1 of 90 Best Charter Middle Schools in Minnesota (Niche), #1 of 63 Best Charter High Schools in Minnesota (Niche), #1 in Minnesota Middle Schools (U.S. News and World Report), #1 in Minnesota Charter Middle Schools (U.S. News and World Report), #2 in Minnesota High Schools (U.S. News and World Report), #2 in Minneapolis, MN Metro Area High Schools (U.S. News and World Report), #37 in Charter High Schools (U.S. News and World Report), and #152 in National Rankings (U.S. News and World Report). Nova Classical’s Upper School academic programming includes additional Advanced Placement (AP) and College in the Schools (CIS) courses.

Accolades



Mission Statement

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



Educational Philosophy

Classical education rests on the concept of the Trivium — grammar, logic, and rhetoric — not as subjects, although these subjects are studied, but as the structure of every subject and discipline.

- Grammar is the foundation of a subject—the collection of its parts and the mechanics of how they work.
- Logic is the organization of these parts into a whole and an understanding of the relationships among the parts.
- Rhetoric is the ability to apply the foundational knowledge and logical understanding of a subject purposefully and creatively to solve a problem, express an opinion with clarity or create something new.

As they learn how to gain knowledge, Nova Classical Academy students gain exemplary study habits and time management skills that translate to self-discipline and accountability in academics and life. Nova Classical Academy students learn five virtues: justice, temperance, fortitude, wisdom, and prudence. The classical search for Truth, Beauty, and Goodness and participation in the Great Conversation requires virtues, as well as the desire to serve and help humanity. Classical education develops confident, compassionate and articulate graduates who are poised to engage as thoughtful global citizens.

History

Nova Classical opened in Saint Paul in the fall of 2003 with grades K-6 and has added grades yearly toward the goal of providing a complete K-12 education, beginning with the first ninth-grade class in the autumn of 2009. Nova Classical's first class of seniors graduated in the spring of 2013. In 2012, after renting spaces for nine years, Nova Classical united the lower and upper schools in a new building in Victoria Park which houses a full K-12 program. Nova Classical was the first public school in Minnesota to engage a classical education structure where students learn to think and reason from a solid foundation of knowledge and skills, and where parents, staff, and students all share a unity of purpose.

Nova Classical believes that an effective education must be systematic, comprehensive, and must have continuity from year to year. It is Nova Classical's job to equip each student with everything needed — knowledge, skills, and growth mindset — to become life-long learners.

Authorizer Information



Friends of Education
 1405 Xenium Lane | Plymouth, MN 55441
 Contact: Beth Topoluk, Executive Director
 Duration: Expires June 30, 2027



School Enrollment

Nova Classical began in the fall of 2003 with 166 students enrolled in Kindergarten through grade six. Continued growth of the Lower School supported the growth and development of grades seven through twelve. As of October 1, 2022, Kindergarten through grade twelve had an enrollment of 1,030 students.

Membership															
School Year	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	Attrition Rate
2012-13	60	72	72	78	78	78	54	54	53	42	37	15	0	693	5%
2013-14	80	78	78	78	78	78	81	81	81	50	36	32	15	846	3%
2014-15	80	78	78	78	78	78	79	80	77	65	48	36	28	883	9%
2015-16	80	78	77	78	79	76	80	78	78	69	52	41	32	898	19%
2016-17	78	78	78	78	78	78	80	78	79	76	64	66	42	953	9%
2017-18	80	78	78	78	78	78	78	80	75	77	65	60	62	966	4%
2018-19	80	78	80	78	79	79	82	80	81	78	77	64	58	994	7%
2019-20	80	81	81	81	81	81	82	85	84	74	74	74	63	1,020	6%
2020-21	80	81	80	81	81	81	82	84	83	72	73	67	66	1,011	10%
2021-22	76	78	80	80	81	81	81	78	78	71	69	64	67	984	11%
2022-23	79	81	80	81	81	81	88	82	80	83	79	69	66	1,030	4%

Demographic and Subgroup Information								
School Year	American Indian	Asian & Pacific Islander	Hispanic	Black	White	Free & Reduced Meals	SPED	ELL
2013-14	.01%	8.2%	3.6%	5.3%	72.1%	13.3%	7.2%	2.0%
2014-15	.2%	9%	3%	6%	82%	12%	6.5%	1.9%
2015-16	.4%	9.1%	3.5%	6%	81%	13%	6.8%	3%
2016-17	.1%	9.4%	4.5%	5.9%	79.7%	11.9%	6.7%	3.8%
2017-18	.3%	9.6%	5.7%	6.0%	72.2%	12.3%	4.4%	5.6%
2018-19	.3%	10.3%	7.2%	6.2%	69.2%	11.9%	3.4%	4.1%
2019-20	.3%	9.9%	8%	6.7%	67.2%	10.8%	7.1%	3.7%
2020-21	.3%	10.8%	8.1%	8.0%	65.3%	4.5%	7.8%	3.8%
2021-22	.4%	11.7%	7.3%	9.1%	63.3%	8.4%	7.0%	3.9%
2022-23	.4%	12.7%	7.4%	11.2%	60.5%	20.3%	8.5%	4.6%

Governance & Management

Nova Classical Academy has a parent-majority board. It consists of five parents, three teachers, and one community member. The election in May 2023 resulted in the election of Jeremy Hubbell (teacher), Todd Sample (parent), Bavi Weston (parent), and Nneka Constantino (community member) for three-year terms beginning on July 1, 2023. In an effort to better balance the number of seats up for election each year, Theresa Nelson (parent) was elected to a one-year term also beginning on July 1, 2023.

The board met in-person at Nova Classical, but continued to utilize Zoom throughout the 2022-2023 school year. In addition to some directors attending via Zoom at times, we regularly had about 5-10 members of the public (employees, parents, and advisors) attend each meeting via Zoom as well.

2021-2022 School Year – Public Charter School Board

Name	Board Position	Group (teacher FFN)	Date Seated	Term End	Phone Number	Board Member Training	Meeting Attendance %
Claudia Gumbiner-Hungs	Director	Parent	7/2014	Resigned 7/2022	562.208.8422	12.06.2014	N/A
Melissa deJesus Hernandez	Director	Parent	7/2020	6/2023	651.532.0919	7.28.2020	93%
Colleen Hansen	Director	Parent	7/2022	6/2025	270.270.6084	10.5.2022	87%
Nicholas LaRusso	Director, Vice Chair	Community Member	7/2020	6/2023	507.284.1006	7.28.2020	60%
Becky Lund	Director, Secretary	Teacher 389883	7/2016	6/2025	651.295.2570	12.11.2009	100%
Suzanne McInroy	Director	Parent	7/2022	6/2025	612.562.3180	8.8.2023	100%
Sasha Ross	Director, Treasurer	Teacher 482825	7/2021	6/2024	651.238.6642	1.22.2022	87%
Diane Ruday	Director	Teacher 446587	7/2020	6/2023	651.285.1381	7.28.2020	93%
Jennie Winter	Director, Chair	Parent	7/2017	6/2023	651.398.2006	8.8.2017	73%
Bavi Weston	Director	Parent	Appointed 9/26/2022	6/2023	651.226.0118	8.8.2023	85%

During the 2022-2023 school year, the board had training regarding governance best practices, classical education, strategic financial oversight, and strategic plan progress monitoring. In addition to the trainings listed below, the board participated in the development of a new strategic plan along with approximately twenty other members of the Nova Classical Community under the guidance of Gail Gilman from the Minnesota School Board Association.

The board received the following training:

Date	Training Title(s)	Members Present
8.2022	Robert's Rules of Order, including their purpose, how to make a motion, and areas of the Rules that Nova Classical is most likely to utilize. (Presented by Becky Lund)	Hansen, deJesus Hernandez, LaRusso, Lund, McInroy, Ross, Ruday, & Winter
9.2022	The ideals of Truth, Beauty and Goodness in Classical Education and Nova Classical's faculty training program, "Classical Education Certification". (Presented by Becky Lund and Sara Seal)	Hansen, deJesus Hernandez, Lund, McInroy, Ross, Ruday, & Weston
2.2023	Finance training, specifically doing a deep dive into Nova's financial situation and some discussion of the charter school "growth trap", federal grants, and how these pieces relate to the development of Nova's strategic plan. (Presented by Joe Aliperto of Dieci School Finance)	Hansen, deJesus Hernandez, LaRusso, Lund, McInroy, Ruday, Weston, & Winter
3.2023	Reviewing the strategic plan process and how to move into a governance perspective of overseeing the work being done by the administration with their action plan. (Presented by Gail Gilman of the MSBA)	All
5.2023	Governance training reviewing and diving deeper into Open Meeting Law, data privacy, and board responsibilities. (Presented by Dr. Mike Lovett and Jim Martin)	Hansen, deJesus Hernandez, Lund, McInroy, Ross, Ruday, & Weston
8.2022	Robert's Rules of Order, including their purpose, how to make a motion, and areas of the Rules that Nova Classical is most likely to utilize. (Presented by Becky Lund)	Hansen, deJesus Hernandez, LaRusso, Lund, McInroy, Ross, Ruday, & Winter



Thank You

Ava Jane

**Student Representative to
the Board 2022-2023**

Staffing & Retention

ADMINISTRATION & SCHOOL LEADERSHIP					
Name	File Folder Number	Assignment	New in FY23	Left During FY23	Not Returning FY24
Melissa Johnson	0462224	Academic Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Abby Kelley-Hands	0481993	Special Education Coordinator	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Pelofske	0436269	Upper School Principal	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Kriscel Perez Estrella	N/A	Human Resources Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christian Rovn	0372404	Activities Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brooke Tousignant	0397890	Lower School Principal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brett Wedlund	0419684	Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LICENSED INSTRUCTIONAL STAFF					
Name	File Folder Number	Assignment/Subject	New in FY23	Left During FY23	Not Returning FY24
Evan Aho	1020870	Latin	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jeanie Anderson	0437857	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ann Antus	0232120	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jason Belter	0432080	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jane Benacquista	1018751	Language Arts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Luke Brekke	0393327	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Brown	0504509	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Laura Buri	0441724	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don Burrows	0481868	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bryan Butts	0403645	Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Micah Chibana	1002614	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicholas Conlin	0476701	Spanish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emily Cranberg	0509549	School Counselor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adam Eberhardt	1010986	Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Facendola	0510699	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Brandon Foat	0408188	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicole Frost	0481483	English Language Learner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Joshua Garvin	0433596	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mary Pat German	0319062	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amy Gleason	0492300	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chatham Hedges	1000351	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Duane Heidemann	0399230	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kjell Hinkel	1001188	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicole Hoiland	0367504	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shannon Hooge	0510576	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jeremy Hubbell	0496473	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Derek Johnson	0367417	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kimberly Johnson	0421358	English Language Learner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephanie Johnson	1003795	Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meaghan Juedes	0486890	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Camille Khaldi	1013335	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Matthew Kimble	0423854	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Connie Knowles	0398867	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sara Knudsen	0397730	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caitlin Koehler	1011396	Kindergarten	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Madeline Larsen	0483397	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jacob Larson	1015919	Special Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Naomi Lehrer	0494667	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chad Long	0410502	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rebecca Lund	0389883	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maria Marchand	0411039	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Martin	0446476	Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Margaret McCarney	0456216	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regina McDonald	0366494	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tonopah Nee	0500361	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brendan O'Hara	0473851	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kelly O'Rourke	0321838	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Meghan Peach	0484099	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peter Pepowski	0502411	Special Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jacqueline Radford	0517611	Special Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emily Rau	1017297	Language Arts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicholas Ritz	0506885	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Rogers-Tanner	0476412	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alexandra Ross	0482825	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diane Ruday	0446587	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sara Seal	0440531	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Shepard	0466387	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
David Shuman	0447264	School Counselor	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Madeline Smoot	1017615	Music	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Karianne Stohr	0480143	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kimberly Strand	0425938	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gary Stueck	0485267	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traci Taylor	398736	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rebecca Urbrock	408803	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kelly VanMoorlehem	512963	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alex Weninger	499481	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Melissa Weninger	499481	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maura Williams	479227	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In addition to the licensed teachers listed above, Nova Classical Academy employed an average of 16 Paraprofessionals, 13 General Education Assistants, an in-house substitute short-call teacher for special education, and two in-house substitute short-call teachers for general education. Nova Classical Academy also employed the following program support staff: Activities Administrative Assistant, Behavior Intervention Specialist, Building Attendant, Business Office Manager, Community Engagement Manager, District Office Coordinator, Facilities Manager, Food Services Coordinator, Food Service Director, Health Office Manager, Lower School Program Coordinator & Scholar Zone Director, Operations Manager, and Upper School Office Manager.

Staff Retention Percentages										
	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Licensed Instructional Staff	87.1%	94%	86%	88%	86.6%	82.2%	89.23%	82.09%	92.19%	88.24%
Educational Support	47.8%	63.2%	71%	79%	85.2%	67.7%	70.37%	85.71%	89.29%	69.57%
Program Support	87.5%	77.8%	100%	92%	83.4%	76%	72.6%	100%	82.35%	84.62%
Administration & School Leadership	75%	54.5%	50%	60%	100%	100%	100%	100%	100%	85.71%
Total	78%	71.90%	71.90%	79.75%	88.80%	81.60%	83.05%	87.69%	90.96%	86.82%

Equitable Access to Excellent and Diverse Educators

Students at Nova Classical have access to high quality teachers. Our hiring process prioritizes identifying teachers who are licensed in their content areas. The root causes contributing to a lack of student access to teachers of color and American Indian teachers are:

1. A nationwide teacher shortage in multiple licensure areas, many of which are considered difficult to fill regardless of race/ethnicity considerations
2. A lack of qualified (properly licensed and/or experienced) candidates who represent these demographics

Nova Classical's goal is to attract the best-qualified candidates from the widest and most diverse candidate pool for all job openings in the district. Nova Classical also offers annual cultural competency training beyond what is required for relicensure for all staff.

Finances

Nova Classical Academy has long-term financial stability. Nova Classical contracts with Dieci School Finance for services related to its accounting, payroll, generation of financial statements, and compliance reporting. Nova Classical also contracts with CliftonLarsonAllen, LLP, for performance of its annual independent financial audit. The audit of FY23 is currently underway and the school expects to receive a clean audit with no material findings.

Nova Classical Academy's Budget & Finance Committee and administration completes an extensive budget development process for recommendation and discussion with the board. Each month the finance committee reviews any variances between actual and budget along with alignment to the financial goals. The committee reports this review/discussion to the board monthly.

Nova Classical Academy ended FY23 with an unaudited fund balance of 51.3%. Nova Classical anticipates that it will meet the goal of maintaining a fund balance of at least 25% for years to come.

Academic Performance

Nova Classical Academy administers the Minnesota Comprehensive Assessments (MCAs) to all students in grades 3-11 to measure math, reading, and science proficiency relative to Minnesota State Academic Standards over time. Nova Classical also administers the Minnesota Test of Academic Skills (MTAS) to qualifying students. Beginning in the fall of 2021, Nova Classical moved to the nationally-normed FastBridge aMath and aReading assessments in order to measure K-12 Math and Reading growth.

98.1% of eligible Nova Classical Academy students (grades 3-11) participated in the state assessments (MCAs and MTAS) in April 2023. Three FastBridge nationally-normed Math and Reading assessments were administered in 2022-2023.



2022-2023 World's Best Workforce Report

All Students Ready for School

Goal

By June 1st of FY2023, 90% of all Nova Classical's kindergarten students enrolled since the first day of school will be able to, based on school records:

- Generate all sounds of the first 26 phonograms (letters a-z),
- Count to 32, and
- Identify all 26 upper and lower case letters

Result: Goal Met

78 out of 80 students made all three goals, equaling 97.5%

All Students in Third Grade Can Read at Grade Level

Goal

At the conclusion of FY2023, Nova Classical's third-grade reading proficiency rate will be no fewer than 22 points higher than the state average in reading.

Result: Goal Not Met

Nova Classical's goal for the third grade reading proficiency rate was 15.2% higher than the state average in reading, as measured by the MCAs.

All Racial & Economic Achievement Gaps Between Students Are Closed

Goals

Math Goals:

At the conclusion of FY2023, the number of progress points generated by Nova Classical students based on changes in their achievement levels (as published by the Minnesota Department of Education North Star Academic Progress), will be no less than:

Results: Goal Partially Met

Math Results: Goal Partially Met

Math:	English Learners	Special Education	Hispanic or Latino	Asian	Black/African American	Free and Reduced Price Lunch
Goal 22-23	2.89	3.02	3.01	2.89	2.85	2.20
Actual 22-23	2.85	1.89	1.90	2.71	2.44	2.44

Reading Goals:

At the conclusion of FY2023, the number of progress points generated by Nova Classical students based on changes in their achievement levels (as published by the Minnesota Department of Education North Star Academic Progress), will be no less than:

Reading Results: Goal Partially Met

Reading:	English Learners	Special Education	Hispanic or Latino	Asian	Black/African American	Free and Reduced Price Lunch
Goal 22-23	3.26	3.42	3.06	3.00	2.85	2.55
Actual 22-23	2.04	1.62	2.06	2.20	2.41	2.63

All Students Are Ready for Career and College by Graduation

Goal
In 2022-2023, 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.

Result: Goal Met
96.8% of 12th grade students took the ACT, minimum of 62.9% exceeded state average by at least 5%.

In 2022-2023, a minimum of 50% of 12th graders who have taken the ACT will meet all five College-Readiness Benchmarks.

53.7% met all five College-Readiness Benchmarks.

All Students Graduate

Goal
In 2022-2023, a minimum of 91% of 12th grade students will graduate on time.

Result: Data Not Available
Nova Classical Academy's graduation rate trend is:

2019	2020	2021	2022	2023
87.9%	93.7%	92.5%	95.5%	

2023-2024 World's Best Workforce Goals

All Students Ready for School

By June 1 of FY2024, 90% of all Nova Classical's kindergarten students enrolled since the first day of school will be able to, based on school records:

- Generate all sounds of the first 26 phonograms (letters a-z),
- Count to 32, and
- Identify all 26 upper and lower case letters

All Students in Third Grade Can Read at Grade Level

At the conclusion of FY2024, Nova Classical's third-grade reading proficiency rate will be no fewer than 22 points higher than the state average in reading.

All Racial & Economic Achievement Gaps Between Students Are Closed

At the conclusion of FY2024, the number of progress points generated by Nova Classical students based on changes in their achievement levels (as published by the Minnesota Department of Education North Star Academic Progress), will be no less than:

Math:	English Learners	Special Education	Hispanic or Latino	Asian	Black/African American	Free and Reduced Price Lunch
Goal 23-24	2.89	3.02	3.01	2.89	2.85	2.20
Actual 23-24						

Reading:	English Learners	Special Education	Hispanic or Latino	Asian	Black/African American	Free and Reduced Price Lunch
Goal 23-24	3.26	3.42	3.06	3.00	2.85	2.55
Actual 23-24						

All Students Are Ready for Career and College by Graduation

In 2023-2024, 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.

In 2023-2024, a minimum of 50% of 12th graders who have taken the ACT will meet all five College-Readiness Benchmarks.

All Students Graduate

In 2023-2024, a minimum of 91% of 12th-grade students will graduate on time.

Operational Performance

Reporting Requirements

Nova Classical Academy submitted all reporting documents: Minnesota Automated Reporting Student System (MARSS), Staff Automated Reports (STAR), Electronic Data Reporting System (EDRS), EEO-5, Compliance, etc., in a timely manner to the Minnesota Department of Education (MDE) and/or other governing bodies.

Legal Issues

Currently, Nova Classical has no legal issues outstanding.

Innovative Practices & Future Plans

Charter schools were created to develop innovative educational practices, stabilize them, and pass those learnings on to mainstream schools for improvement. Nova Classical continues in this tradition by building competence in our classical mission. In 2022-2023 this mission was advanced in several ways:

- Nova Classical implemented a "Retain the Best" program during the 2021-2022 school year which continued during the 2022-2023 school year. The program provided staff with retention bonuses, additional professional development opportunities, additional opportunities for connections with colleagues, financial reward for participating in wellness activities, and other enhancements to school culture.
- Faculty and Administration supported and promoted the implementation of Data-Driven Instruction in both the Lower and Upper Schools.
- Classical Pedagogy Leads provided training for all faculty during professional in-services throughout the year.

The Nova Classical Academy Board's goals for the 2022-23 school year included the development of a comprehensive five-year strategic plan, the establishment of a robust executive director review process, the subsequent utilization of this process to evaluate the executive director this year, the creation and execution of strategies to both recruit and sustain active membership within Nova Classical's Board and Committees, the unwavering commitment to upholding Nova's financial stability, and continually enhancing the quality of educational opportunities provided to Nova Classical students.



School Demographics

As of October 1, 2022, Kindergarten through grade twelve had an enrollment of 1030 students, with the following demographics:

Demographic and Subgroup Information								
School Year	American Indian	Asian & Pacific Islander	Hispanic	Black	White	Free & Reduced Meals	SPED	ELL
2022-23	.4%	12.7%	7.4%	11.2%	60.5%	20.3%	8.5%	4.6%

Demographics of Counties Served

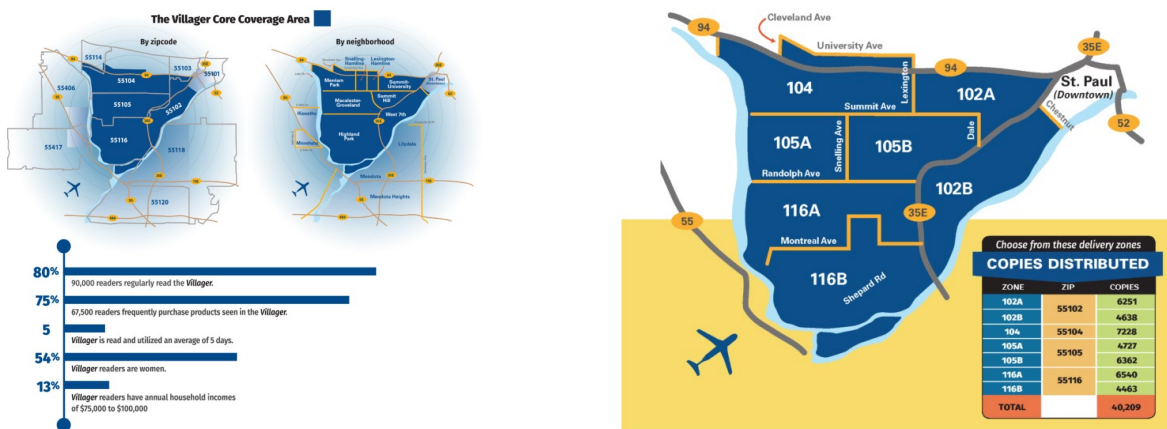
Of the counties served by Nova Classical, 97.8% of the School's enrollment comes from the following, core counties: Dakota, Hennepin, Ramsey, and Washington.



Dissemination of Information to the Community

Nova Classical disseminates information to the community via its website, social media channels, and ad placement in the Villager newspaper, known for its comprehensive local news coverage since 1953.

The Villager serves the Highland Park, Lexington-Hamline, Macalester-Groveland, Merriam Park, Snelling-Hamline, Summit Hill, Summit-University and West 7th neighborhoods of St. Paul, the Longfellow and Nokomis neighborhoods of Minneapolis, Lilydale, Mendota, and Mendota Heights. Its circulation is 57,500 and report 106,000 regular readers, with 80% engagement and an average shelf life of 5 days.

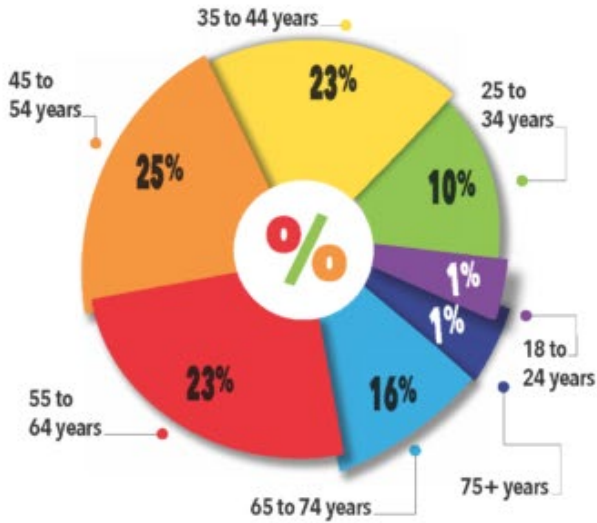


READER DEMOGRAPHICS*

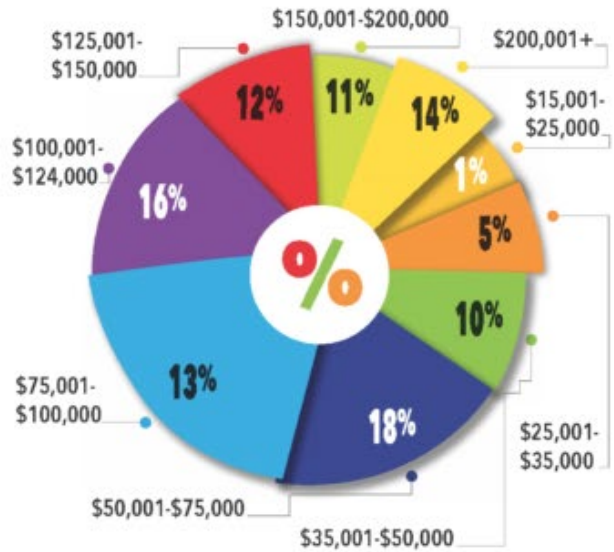
READERSHIP: 90,000



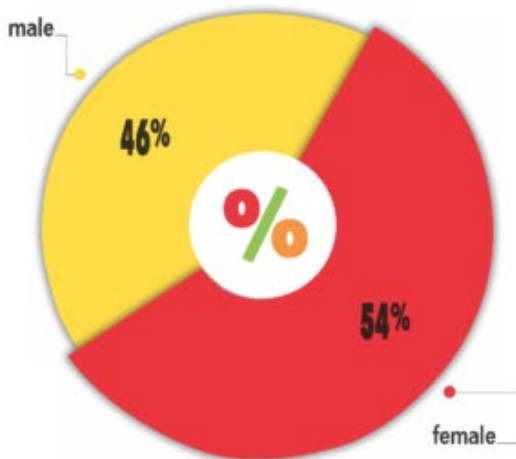
AGE



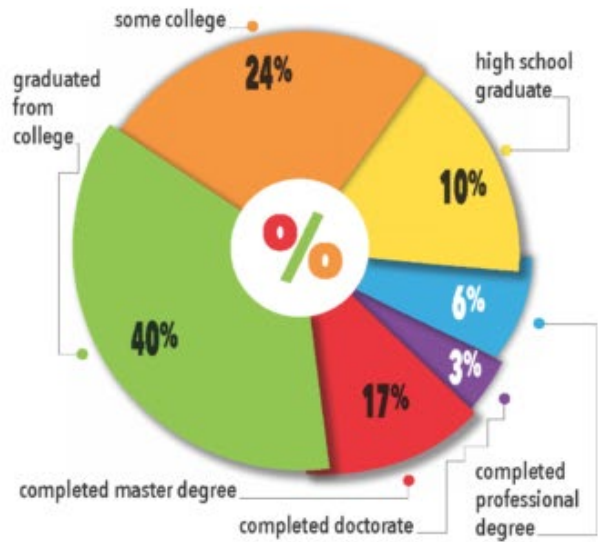
HOUSEHOLD INCOME



GENDER



EDUCATION



*2020 Survey by the Circulation Verification Council

Strategic Plan 2023-2028

A Strategic Plan is a deliberate effort to establish a holistic guide for a school to focus its attention and resources for the future. Nova Classical Academy's Board of Directors adopted a new strategic plan in January of 2023.

The strategic planning process began in October 2022 with community listening sessions and surveys that provided invaluable insight into how to strengthen our classical model, support our students, and prioritize focus through the next five years. In total, over 600 individuals provided feedback and input into the process. Following the listening sessions and surveys, a 35-person Strategic Planning Committee — consisting of parents, students, teachers, board members, and community stakeholders — convened for three planning meetings to set goals and objectives for the future.

The strategic plan consists of five focus areas:

- Classical Education
- Academic and Student Support
- Inclusive Community
- Facilities
- Support Staff

Each of the five focus areas is accompanied by specific goals and objectives, which are detailed in Appendix I.

The board assigned Nova Classical's Executive Director the responsibility of developing a Strategic Action Plan that outlines the approach for achieving these goals and objectives. In the spring of 2023, the board was presented with a Strategic Action Plan consisting of 74 specific strategies that will be implemented over the next five years to ensure the attainment of these goals and objectives. The Strategic Action Plan also includes a timeline, identifies the responsible party, and specifies the associated deliverables for each strategy. Work has commenced on the implementation of the Strategic Action Plan.

Academic Excellence for FY22 – FY26

We will set high academic standards and cultivate ongoing growth in all students.

- At the conclusion of each school year, Nova Classical's third grade reading proficiency rate as measured by the MCAs will be no less than 22 points higher than the state average in reading.
- Each year, Nova Classical Academy will demonstrate higher school-wide proficiency rates than each of the St. Paul and Edina school districts for each reading, math, and science.
- At the conclusion of FY2026, the average number of progress points generated by all students based on changes in their achievement levels, for the three highest of the immediately preceding four years, will average no less than 2.75 combined reading and math, as published by the Minnesota Department of Education NorthStar system.
- At the conclusion of FY2026, the average number of progress points generated by Nova Classical students based on changes in their achievement levels, for the three highest of the immediately preceding four years will average no less than:
 - Black/African American: 2.85 for each reading and math
 - FRP: 2.20, math; 2.55, reading
- For FY2026, for 1st grade students who remain in the School through 5th grade:
 - If their 1st grade national percentile ranking was less or equal to 19%, 50% of the students will increase their national percentile ranking by a minimum of ten percentage points by 5th grade, and
 - If their 1st grade national percentile ranking was between 20-30%, 50% of the students will increase their national percentile ranking by a minimum of five percentage points by 5th grade, and
 - If their 1st grade national percentile ranking was over 30% and less than 85%, 50% of the students will increase their national percentile ranking by 5th grade.
- Each year FY2023 through FY2026, 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 FY2023 through FY2026, a minimum of 50% of 12th graders who have taken the ACT will meet English, Math, Reading, and Science College-Readiness Benchmarks.
- Each year FY2023 through FY2026, a minimum of 91% of 12th grade students will graduate on time.

Annual Report Review and Approval Process

Nova Classical's Board of Directors review the Annual Report and World's Best Workforce Report. The Board reviewed and approved the FY23 reports at their regularly scheduled meeting on 11.27.2023.

At their 10.11.2023 meeting, the Board's Academic Excellence subcommittee reviewed, and revised where appropriate, student achievement goals, local assessment outcomes, plans, strategies, and practices for improving curriculum and instruction and cultural competency, and efforts to equitably distribute diverse, effective, experienced, and in-field teachers, and to review district success in realizing the previously adopted student achievement goals and related benchmarks and the improvement plans leading to the 2023 World's Best Workforce report.



APPENDIX I

JUSTICE FORTITUDE PRUDENCE TEMPERANCE

WISDOM TEMPERANCE PRUDENCE FORTITUDE JUSTICE

WISDOM JUSTICE FORTITUDE PRUDENCE TEMPERANCE WISDOM

NOVA CLASSICAL ACADEMY

STRATEGIC PLAN

2023-2028



Know Yourself. Know The World.
NOVA CLASSICAL ACADEMY™

Our Promise

Nova Classical Academy promises to be an inclusive community with a shared commitment to an exceptional, foundational education that teaches thought and expression of the mind and heart, resulting in compassionate and articulate graduates poised to engage as thoughtful global citizens.

Our Mission

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

We Believe...

- We learn not for school but for life.
- In the core virtues: justice, fortitude, prudence, temperance, and wisdom.
- Students learn how to learn in Nova Classical Academy's classical education model.
- Supportive relationships between students, staff, and families are necessary for students to reach their full potential.
- Fostering a diverse, equitable, and inclusive environment.
- Ethical and prudent financial decision-making ensures the continued existence of our model.

Strategic Plan Focus Areas

CLASSICAL EDUCATION

Provide all students guaranteed access to Minnesota's leading classical education.

ACADEMIC AND STUDENT SUPPORT

Achieve student performance goals and support student wellness.

INCLUSIVE COMMUNITY

Ensure every student has a sense of belonging within the school community.

FACILITIES

Provide classroom and extracurricular facilities which support our mission.

STAFF SUPPORT

Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.



Learn more at novaclassical.org/about/welcome/#strategic-plan

JUSTICE FORTITUDE PRUDENCE TEMPERANCE

Classical Education

Goal 1: Provide all Nova Classical students guaranteed access to Minnesota's leading classical education.

Objective 1.1: Nova Classical will define the core components of our classical education model.

Objective 1.2: Nova Classical staff will receive regular training on the core components of our classical education model.

Objective 1.3: Nova Classical staff will implement core components of our classical education model with fidelity in the classroom.

Objective 1.4: Nova Classical will provide exposure to the core components of the classical education model to all students who are new to Nova Classical.

Objective 1.5: Nova Classical will ensure all students receive consistent and explicit virtue education.

Academic and Student Support

Goal 2: Achieve the student performance goals contained in the charter contract with Friends of Education.

Objective 2.1: Nova Classical will annually evaluate progress toward our authorizer contract goals and take action when progress is not on track.

Goal 3: Foster an environment that values structure and classical culture in the classroom as well as joy and connections between members of Nova Classical's learning community in and outside the classroom.

Objective 3.1: Nova Classical will promote conduct aligned with our classical academic culture in order to create connections in the learning community.

Objective 3.2: Nova Classical will draw on student voices to influence improvements to the school.

Objective 3.3: Students in all grades will have access to a variety of extracurricular offerings.

Objective 3.4: Nova Classical will recognize students regularly for their achievements.

Objective 3.5: Nova Classical will review its class sizes.

Goal 4: Support students in all areas of their education and well-being.

Objective 4.1: Nova Classical will position Multiple-Tiered Systems of Support (MTSS) in place to meet students' academic, behavioral, and social-emotional needs.



Learn more at novaclassical.org/about/welcome/#strategic-plan

Inclusive Community

Goal 5: Ensure every student has a sense of belonging within the school community.

Objective 5.1: Nova Classical will document its position on fairness and belonging.

Goal 6: Identify and transform systems that contribute to inequities.

Objective 6.1: Nova Classical will evaluate the fairness of its policies, programs, and practices.

Objective 6.2: Nova Classical will take research-based action to create a more inclusive school community.

Objective 6.3: Staff will engage in training to create a sense of belonging in the school community and respond to and reform systems that contribute to inequality.

Goal 7: Provide clear, consistent and accessible communication to members of the school community.

Objective 7.1: Nova Classical will fully implement the Communication Plan adopted by the Board of Directors in 2022.

Facilities

Goal 8: Provide classroom and extracurricular facilities which support our mission.

Objective 8.1: Nova Classical will complete a comprehensive facilities review analyzing current and projected educational and extracurricular needs as well as identifying scenarios and options to address current and future facility needs.

Objective 8.2: Nova Classical will leverage the findings of the facilities review to identify the scope and model for financing a potential facilities expansion.

Objective 8.3: Nova Classical will enact a plan for its vacant property.

Staff Support

Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.

Objective 9.1: All staff will receive personalized support and professional development to help them thrive and succeed.

Objective 9.2: Staff will be recognized by the school community for their commitment, achievements, and actions that encourage and inspire the school to thrive and students to succeed.

Objective 9.3: Nova Classical will implement strategies to maximize employee morale and wellbeing which result in staff retention at or above the national average.

Objective 9.4: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.