

Executive Director's Report to the Board

Date of the Report: April 18, 2023

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Strategic Plan Updates

Having developed the action plan that will be implemented to reach the goals and objectives of our strategic plan, we are now at a point that we can start to share progress.

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.

Strategy: Select between equity policy, statement, commitment and/or vision.

Stage: Complete

Update: A decision has been made to bring an equity policy to the Board for consideration. If outside consultants determine during the review of our policies and practices that the goals of the strategic plan do not properly provide a vision in this area, we can reopen this strategy and look at opportunities to remedy.

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.

Strategy: Research and select vendor for equity analysis.

Stage: Planning

Update: We have connected with multiple consultants who provide these services and have quotes in hand from those who use models that we feel mesh with the product we are needing. We anticipate reviewing these over the next month and bringing this to the Board for action in May.

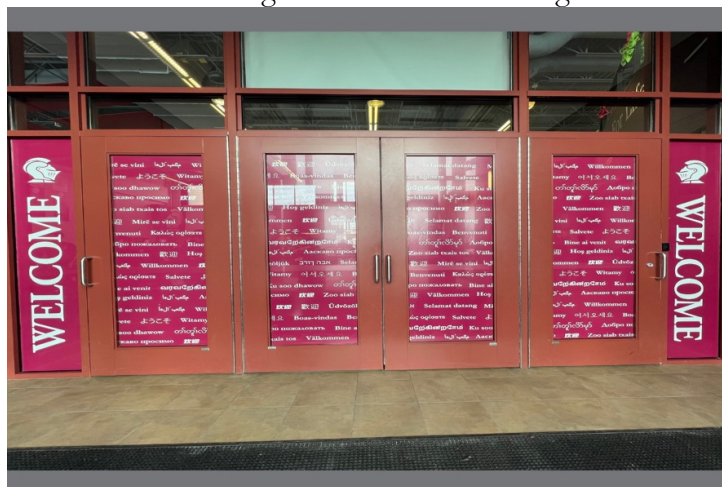
Goal 5: Ensure every student has a sense of belonging within the school community.

Objective 5.2: Nova Classical will respect and celebrate the cultural and ethnic traditions of the members of its school community.

Strategy: Create welcome signage or other visual representations of the diverse cultures and languages that make up our school and broader community.

Stage: In Implementation

Update: This past winter, Nova Classical conducted a survey to determine which languages are spoken by members of our community. Based on this, welcome signage was produced containing a greeting in each of these languages. This signage has been installed on the interior set of doors at the main entrance. Our Facilities Manager is also working with a vendor on the design of collages made up of images of members of our student body. These will be located throughout the academic wings of the building.



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

Objective 5.2: 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.

Strategy: Research and select vendor for facilities needs analysis.

Stage: Research/Exploration

Update: Early conversations with architects and other vendors indicate that there are multiple paths that can be used for conducting a facility needs analysis. We need to be aware that choices we make in how we conduct a needs analysis could have ongoing impacts should the needs analysis grow into an expansion project. At the April Board meeting, a business item will be presented to discuss and take action on a process for determining the best method to conduct a facility needs analysis.

Upper School Principal Hired

Nova Classical Academy is pleased to announce the hiring of Tamra Paschall who will serve as our next Upper School Principal. Ms. Paschall comes to us from FIT Academy, a charter school in Apple Valley. She held multiple leadership positions at FIT Academy over the past six years including Principal, Assistant Director, and Dean of Students. Prior to FIT, she worked as a Science and Physical Education teacher in multiple Minnesota schools, as well as an Activities Director at Faithful Shepherd Catholic School in Eagan and Athletic Trainer for the New Prague and Belle Plaine school districts. She holds a Principal license from St. Mary's University, teaching licenses in 5th-8th grade science and 9th-12th grade life sciences, a Master of Science in Physical Education/Athletic Training from Indiana State, and a Bachelor of Arts from DePauw University.

Athletic Conference

Last week, Nova Classical received an official invitation to join the Minnesota Classical Athletic Association (MCAA). That means that between now and the end of May Nova will need to decide whether to remain in our current athletic conference the Skyline Conference for athletics or move to the MCAA. This move would take place beginning in the 2024-2025 school year. The makeup of the two athletic conferences is currently:

Skyline Conference	MCAA
Concordia Academy	Eagle Ridge Academy
Cristo Rey Jesuit	Heritage Christian
Maranatha Christian Academy	Legacy Christian
New Life Academy	North Lakes Academy
Nova Classical Academy	PACT
Saint Agnes School	Spectrum
St. Croix Lutheran Academy	United Christian Academy
St. Croix Preparatory Academy	West Lutheran
Trinity School at River Ridge	

The Skyline has many established schools with 50+ year histories who compete at very high levels athletically. The Skyline is made up of 7 private schools and 2 charter schools. Some of our young programs have struggled to compete at the level of competition in the Skyline. An example of this would be that one of our programs has only won 1 conference game during the 4 years we have been a part of the Skyline Conference. There is some concern that the disparity in competitive levels could have an impact on the participation levels and ability to offer these programs at multiple levels. Besides it being our current conference, the major advantages of the Skyline are that the average distance to schools in the Skyline is 13 miles (20 minutes not factoring traffic) and that it has teams in

every sport that are among the best in the state which is good for our three programs that are at that level.

The MCAA is currently made up of 4 charter schools and 4 private schools. They have invited 2 charter schools and 1 private school to join their conference. The biggest overall advantage of the MCAA is that for most of our programs, the contests would be at a level in which they could be competitive. In general, the athletics programs of the schools in this conference are young and developing, which is similar to where Nova's athletics department is as a whole. The biggest disadvantage of the Skyline is that the average distance to schools in the MCAA is 28 miles (32 minutes not factoring traffic).

We will be looking into this further and bringing a recommendation to the Board for action in May.