

# Executive Director's Report to the Board



**Date of Report:** October 23, 2020

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## **Staff Retention Update**

Over the past three months (July 2020-September 2020), 3 of Nova's 136 employees ended their employment with the school. This is a reduction from the same time period in 2019 when we saw 15 employees leave. The positions represented by these departures include:

- Administration (1)
- Teacher (1)
- Coach/Adviser (1)

## **St. Paul Moratorium on Conduit Bonds for Charter Schools**

An issue that charter schools have been monitoring closely the past couple of months is St. Paul's proposal to end Conduit Bonds for charter schools. Should this be put into place, it would have an impact on any future expansion plans for Nova. The Minnesota Association of Charter Schools has taken a leadership role in organizing opposition to this action. As a result, at their most recent meeting, the following items were enacted:

1. No moratorium at this time on guaranteeing bonds for chartered public schools
2. A study to be completed by March 2021

## **End of First Quarter**

This week mark's the end of the first quarter of the 2020-2021 school year. We have learned a lot about the distance learning model during this time frame and have made some small revisions that we feel will enhance the academic experience for our students in the second quarter. The biggest changes are:

- There will be homeroom morning meetings for Grades K-4 on M/T/Th/F. Teachers will communicate the details (time and Zoom links). We are hopeful that having this daily check-in will help build community, allow teachers to relay important information, and successfully kick off the day of learning in a positive way for your scholar. These meetings are highly encouraged, but will be recorded and posted if your child is unable to attend. Please note: These meetings will take the place of their weekly homeroom meetings.
- In the lower school, the weekly and bi-weekly math/reading/literature meetings will begin to include more academic content. They will not include new content, but will be an opportunity to practice concepts that have been introduced in teacher's video instruction. These meetings are highly encouraged, but will be recorded and posted if your child is unable to attend.

Most of the changes in the Upper School are intended to add additional consistency to the layout and format between classes.

- Consistent layout for Classroom "Classwork" tab. Having the top folder as "Course Materials" with the weekly schedule and necessary handouts or resources so it's the first visible option to click.
- Items in Classroom organized and labeled by Unit and Date, so it's easier to go back and find previous items.
- Assignments all posted by 8am and due dates all set for 11:59pm. This will help reduce confusion about items not showing up in the "to-do" list if they were originally given extra time to be completed the next morning.

- Zoom meetings all posted in Google Calendar. Teachers have included these in their weekly schedules and many use a recurring meeting invite link, however having them in Calendar will help students visually keep track of their schedule and class meetings through the week.
- Posting materials needed for an assignment as “assignments” as well. This will help students with being able to find the materials in Classroom and help them organize their day by seeing what’s needed to be able to complete a submitted assignment.
- Using “Stream” for class updates and individual comments on assignments to reduce the number of emails students receive. This will help students be better able to read their inbox to find messages directly from their teachers about their work or progress in the class.