

Proposed Executive Director Goals for 2015-2016
Submitted 9-28-15

- 1) Ensure that both the upper school and lower school continually exhibit high academic achievement in reading math and science.
 - a) The percentage of all students enrolled October 1 in grades 3-5 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in **reading** on all state accountability tests (MCA, MTAS, MOD) will increase from **79.6% in 2015 to 81.5%** in 2016.
 - b) The percentage of all students enrolled October 1 in grades 3-5 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in **mathematics** on all state accountability tests (MCA, MTAS, MOD) will increase from **85.2% in 2015 to 86.5%** in 2016.
 - c) The percentage of all students enrolled October 1 in grades 6-8 and 10 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in **reading** on all state accountability tests (MCA, MTAS, MOD) will increase from **76.9% in 2015 to 78.9%** in 2016.
 - d) The percentage of all students enrolled October 1 in grades 6-8 and 11 at Nova Classical Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in **mathematics** on all state accountability tests (MCA, MTAS, MOD) will increase from **78.5% in 2015 to 80.5%** in 2016.
 - I. Implement an academic intervention program that targets students who struggle in reading.
 - II. Secure Title dollars to hire a reading teacher.
 - III. Provide additional training for 4th and 5th grade teachers in Reading Mastery-Direct Instruction in order to support fourth and fifth grade students who require additional reading support.
 - IV. Establish a more purposeful Study Skills curriculum in the school of logic.
 - V. Continued development and refinement of classical pedagogy for teachers within lesson structure to will include instructional observations and coaching by pedagogical leads in the School of Grammar, School of Logic and School of Rhetoric.
 - VI. Ensure that faculty in both the lower and upper school aligns the science curriculum with Minnesota science standards.
2. Build a high performing organizational structure that ensures effective and efficient operations at all levels of the organization and enhances job satisfaction.
 - I. Establish clear role and responsibility definitions.
 - II. Re-assess current non-teaching personnel, modify or reallocate roles and responsibilities to maximize organizational efficiency.
 - III. Conduct semi-annual performance reviews of all staff to with an emphasis on continuous growth and development.
 - IV. Using the staff climate survey, determine two to three action steps that will lead to increased staff satisfaction.
3. Develop a long term Facilities and Maintenance Plan that meets the curricular and programmatic needs of all students at both the lower and upper school.
 - I. Convene a facilities team as part of the Budget and Finance committee.
 - II. Conduct a facilities study to educate the community on both school's needs and lead the Nova community through a facilities strategic planning process.
 - III. Examine physical space challenges and opportunities as we consider increasing college credit bearing options (Language Arts, European History, CIS Greek), other curricular (band) and extra curricular opportunities.
4. Improve the school/life balance for students in the School of Logic and the School of Rhetoric as a means to retain students in both schools.
 - I. Work with faculty to create a more reasonable school/life balance for our students. Ongoing monitoring done with upper school principal during the school year.
 - II. Communicate changes to parents during a parent education night session on October 19, 2015.
 - III. Continuous follow up communication with families regarding the changes.
 - IV. Additional articulation regarding honors, CIS and AP class workloads.

