

Executive Director's Report to the Board

Date of the Report: October 25, 2023

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Strategic Plan Updates

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: Complete an equity audit.

Stage: In Progress

Update: The Equity Literacy Institute team visited our location this month conduct focus groups with students, staff, and community members. Concurrently, surveys were disseminated to these stakeholder groups. We expect to receive the report from the equity audit before the calendar year concludes.

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

Objective 9.5: 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.

Strategy: A thorough review of the current practices in each touchpoint area will be conducted. This review will assess the existing practices and also identify the desired long-term state for each touchpoint.

Stage: In Progress

Update: In July, we presented the Board with the key [components that define an employer of choice](#), which we refer to as "touchpoints." Our supervisors are currently in the process of evaluating our practices within each of these touchpoint areas. Our initial focus was on the onboarding touchpoint, and we recently completed a comprehensive review of our processes in this area. This evaluation prompted discussions on best practices for integrating individuals into the culture and technical aspects of Nova Classical Academy. As a result, we have developed a formal [Onboarding Timeline](#), collaboratively created and endorsed by our team of supervisors, to ensure a consistent process for welcoming and training our new staff members. With the onboarding component addressed, our team is now shifting its attention to the next touchpoint area: Engagement and Recognition.

7th Annual Minnesota Classical Education Conference Recap

Nova Classical Academy had the privilege of co-hosting the [7th Annual Minnesota Classical Education Conference](#) last week. The conference, held under the theme "Illuminating Classical Pedagogy: Putting Philosophy into Practice," provided a platform for meaningful discussions and enriching experiences. The keynote address was delivered by none other than Susan Wise Bauer, a renowned figure in classical education. Additionally, Ms. Bauer led a captivating presentation during the Parent Night event, intriguingly titled "Why Choose Classical Education?"

Several of our dedicated Nova staff members attended the conference, making significant contributions to its overall success. Notably, our own staff members took center stage with presentations that showcased their expertise and dedication:

- **Cole Conlin** enlightened the audience with his presentation on "Classical Education in the Modern Language Classroom."
- **Becky Lund** engaged the audience with her presentation titled "Yes, and..."
- **Kriscel Estrella** and **Dr. Missy Johnson** teamed up for an enlightening session on "Fulfilling the Promise of Human Relations."

- **Sarah Brown** offered valuable insights into "Aristotle's Table of Means: A Virtue Primer" and "Capturing Beauty in Motion: An Epic Simile Workshop."

Nova Classical Academy, in collaboration with three other schools, has previously received the prestigious [Minnesota Association of Charter Schools Innovation Award for our collective efforts in developing and hosting this outstanding conference.](#)

Meeting with State Representative

On Monday September 25, State Representative [Dave Pinto](#) visited Nova Classical, which is situated within his District 64B. During our meeting, we discussed Nova's history, our community, the implementation of our strategic plan, and the wider educational environment.