

Executive Director's Report to the Board
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Strategic Plan Update

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

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

Strategy: Gather comprehensive stakeholder feedback about current, and desired, extracurricular offerings.

Stage: Completed

Update: A total of 192 individuals provided feedback on the extracurricular survey. Overall, most respondents believe that extracurricular offerings are very important for their children's development. This sentiment increased with age, with 87.3% of respondents in the School of Rhetoric rating extracurriculars as somewhat or very important for their child's development. In the Lower School, the most common barrier to participation was that the activities were full, while in the Upper School, the main issues were the time and location of the activities. The next steps include reviewing the survey findings and comparing Nova's offerings with the study of offerings of similar schools to make recommendations for future offerings and programming.

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

Strategy: Document current practices being used across K-12 to recognize virtue and scholarship within the classroom and school.

Stage: Completed

Update: The principals have collaborated with their staff to document the current practices being used to recognize virtue. The next steps will involve identifying any areas where the recognition of virtue is lacking in our current practices.

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

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

Strategy: Research best practice on engaging student voice including finding exemplar schools which can be used as a model.

Stage: Completed

Update: Members of our instructional team have researched best practices for engaging student voice and summarized their findings in a brief written report. The next steps will involve working with students to identify the most suitable methods for engaging student voice at Nova.

Review of First Year of the Strategic Plan

We are now reaching the end of the first year operating under our current strategic action plan. During this year, we have completed 23 specific strategies. Our work has been guided by the form of the Trivium, with much of what was done classified as Grammar level work or "getting the facts." Throughout the past year, we conducted numerous surveys, audits, reports, and other actions to gain better information about our current and desired states.

As we move into year two of implementing the strategic plan, you will likely notice a shift to more of a Logic focus. We will work with the gathered data and information to organize it in a way that creates meaning for us. This upcoming year will work with much of the data from the first year to make recommendations for implementation, such as identifying priority action areas from the equity audit, defining the scope of a potential expansion project based on the facilities needs analysis, and making recommendations about changes needed in extracurricular programming. The pace of the work will also begin to slow as we do the deep work of understanding and planning next steps.

During the 2023-2024 school year, there were 21 strategies in the strategic action plan. In the upcoming fiscal year, that number will increase to 24, the highest number of strategies in any year of the strategic plan. Our hope is that by the end of the 2024-2025 school year, we will have completed 45 of the strategies in the action plan, leaving 29 actions to complete and implement over the final three years of the strategic plan.

Leadership Team Retreat

On June 13th and 14th, the Nova Classical Leadership Team participated in a retreat facilitated by the [Intevation Group](#). This retreat will focus on [Everything DiSC](#) and [Working Genius](#). While Everything DiSC provides a common language for teams to understand the individuals that make it up, Working Genius provides individuals with a greater understanding of the type of work that help them thrive and it also provides teams with a better way to think about their dynamics, projects, meetings and even hiring. The retreat stemmed from the challenges observed within our leadership team due to recent adjustments in roles, committee structure, and work processes aligned with the 2023-2028 strategic plan.

The retreat aims to achieve the following goals:

- Increase leadership team solidarity, trust, and effectiveness in executing the school's strategic plan and its 74 key strategic actions.
- Develop a shared framework for leaders to better understand personalities, communication styles, and how to foster greater trust and effectiveness.
- Enhance understanding of work processes and roles, clarify each leader's natural preferences, and improve work allocation, energy, and execution of the strategic plan.
- Foster increased levels of team trust, productive conflict, commitment, accountability, and results orientation, utilizing tools for both team and individual development.

The retreat was well received by members of the leadership team and is likely the first step in an ongoing partnership with the Intevation Group, aimed at strengthening our leadership capabilities.