

Executive Director's Report to the Board

Date of the Report: March 18, 2024

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Strategic Plan Updates

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

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

Strategy: Complete a comparison of the arts, athletic and extracurricular offerings of the Upper School and Lower School and similarly sized and structured schools.

Stage: Complete

Update: Included in the Board packet is a comparison of Nova's offerings with those of five other school systems, as outlined in the ED Report. We consider this strategy to be fulfilled. Our next steps toward this objective entail conducting a community survey on extracurricular offerings later this spring. This survey will enable us to spend the following year reviewing whether there are areas requiring additions or changes in our offerings.

Goal 4: Support students in all areas of their education and well-being.

Objective 9.5: Nova Classical will position Multiple-Tiered Systems of Support (MTSS) in place to meet students' academic, behavioral, and social-emotional needs.

Strategy: Create a new MTSS framework for Nova which is aligned with research based best practice.

Stage: Complete

Update: Throughout the 2023-2024 academic year, the MTSS team has dedicated efforts to crafting a comprehensive framework for MTSS at Nova Classical. This framework will be unveiled during tonight's Board meeting, marking the completion of this particular strategy. Over the next three years, we will gradually implement this framework into practice. The upcoming year will primarily concentrate on Tier 1 interventions.

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

Objective 8.1: 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: Conduct facilities need analysis.

Stage: Complete

Update: In the autumn of 2023, Nova Classical engaged Hay Dobbs Architecture to conduct a comprehensive facility needs analysis. The written report resulting from this analysis has been successfully delivered and was formally presented to the Board during a special meeting held on March 18, 2024. We deem this strategy to be fully complete.

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

Objective 9.3: Nova Classical will implement strategies to maximize employee morale and wellbeing which result in staff retention at or above the national average.

Strategy: Develop a method for recognizing key milestones in employee's tenure at Nova Classical (completion of 1st year, 5th year, birth of a child, marriage, etc.).

Stage: In progress.

Update: Throughout this year, supervisors at Nova Classical have met to evaluate our work in various components of becoming an employer of choice. A significant aspect of this endeavor has been exploring

employee recognition and engagement. As part of this initiative, a survey was disseminated to staff in the winter, soliciting feedback on preferred methods of recognition. In March, during a staff workday, two focus groups of staff convened to delve deeper into the gathered information, pinpointing preferred times and methods for recognition. We anticipate leveraging this feedback to finalize a formal recognition plan by the conclusion of the fiscal year.

Charter School at the Capital Day

Wednesday March 13th marked the Minnesota Association of Charter School Day at the Capital, where Suzanne McInroy, Tamra Paschall, and three upper school students played an active role. They engaged with three representatives throughout the day, contributing to the dialogue on charter school issues. Their participation was part of a larger effort, with over 30 schools represented and meetings held with over 70 legislators.

Importantly, the collective efforts on this day resulted in securing a senate author for a bill pertaining to safe school funding for charter schools, along with garnering support from several co-authors. This demonstrates the impact and effectiveness of charter school advocacy in the legislative process.