



Nova Classical Academy

Annual Report
2018-2019

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INTRODUCTION

Nova Classical Academy was started by a small group of parents who wanted access to a high quality education often found in private schools; an academically rigorous curriculum with value placed on scholarship and individual excellence as well as self-discipline and virtues. Nova was the first public school to engage a classical education structure where students learn to think and reason from a solid foundation of knowledge and skills, and where parents, staff, and students all shared a unity of purpose.

Mission Statement

In a supportive community and through a systematic, accelerated college-preparatory education in the classical tradition, Nova Classical Academy challenges its students to develop intellect, to attain the habits of learning and mastery, and to live a virtuous life of duty and ideals.

Educational Philosophy

Nova Classical Academy seeks to form young adults who possess the moral virtues of *prudence, justice, fortitude, and temperance* and the intellectual virtues of *wisdom, understanding, and science* as articulated in the western tradition in order that they may readily take up the responsibilities of adulthood.

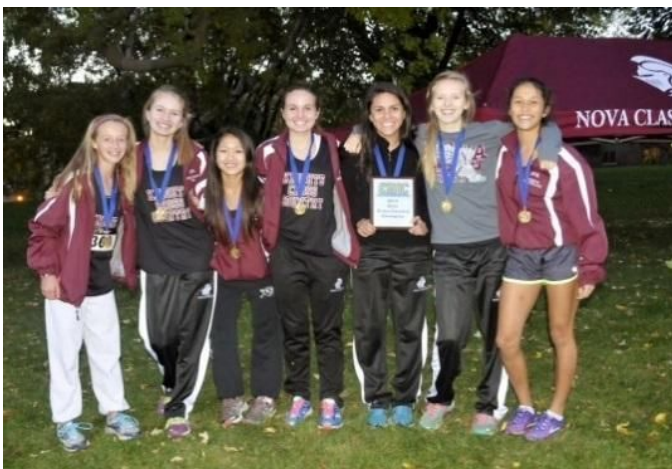
Authorizer Information

Authorizer: Friends of Education

Authorizer Contact: Beth Topoluk, Executive Director

Authorizer Address: 200 East Lake Street, Wayzata, MN 55391

Authorizer Contact Duration: Expires June 30, 2022.



SCHOOL ENROLLMENT

Nova began in the fall of 2003 with 166 students enrolled in kindergarten through grade six. Continued growth of the lower school supported the growth and development of grades seven through twelve. During 2018-2019 school year, kindergarten through grade twelve had an enrollment of approximately 994 students.

Nova Classical Academy continues to enhance the Upper School's academic program including additional Advanced Placement (AP) and College in the Schools (CIS) courses. In the spring of 2019 Nova's Upper School was ranked second by U.S News and World Report on the list of top high school in Minnesota.

Membership															Attrition Rate
School Year	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	
2008-09	40	44	44	48	48	24	42	33	33	0	0	0	0	356	4%
2009-10	40	44	44	48	48	48	52	51	32	0	0	0	0	407	8%
2010-11	60	72	72	78	52	53	54	54	48	28	0	0	0	571	9%
2011-12	60	72	72	78	78	52	54	54	53	37	21	0	0	631	11%
2012-13	60	72	72	78	78	78	54	54	53	42	37	15	0	693	5%
2013-14	80	78	78	78	78	78	81	81	81	50	36	32	15	846	3%
2014-15	80	78	78	78	78	78	79	80	77	65	48	36	28	883	9%
2015-16	80	78	77	78	79	76	80	78	78	69	52	41	32	898	19%
2016-17	78	78	78	78	78	78	80	78	79	76	64	66	42	953	9%
2017-18	80	78	78	78	78	78	78	80	75	77	65	60	62	966	4%
2018-19	80	78	80*	78	79*	79*	82	80	81	78	77	64	58	994	

*Asterisks reflect over enrollment due Long Term Leave. $2^{nd}/4^{th}/5^{th}-78=994-4=990$

Demographic and Sub Group Information

	American Indian	Asian /Pacific	Hispanic	Black	White	Free/Reduced Meals	SPED	LEP
2013-14	.01%	8.2%	3.6%	5.3%	72.1%	13.3%	7.2%	2.0%
2014-15	.2%	9%	3%	6%	82%	12%	6.5%	1.9%
2015-16	.4%	9.1%	3.5%	6%	81%	13%	6.8%	3%
2016-17	.1%	9.4%	4.5%	5.9%	79.7%	11.9%	6.7%	3.8%
2017-18	.3%	9.6%	5.7%	6.0%	72.2%	12.3%	4.4%	5.6%
2018-19	.3%	10.3%	7.2%	6.2%	69.2%	11.9%	3.4%	4.1%

GOVERNANCE AND MANAGEMENT

Nova Classical Academy has a parent majority board. During the 2018-2019 School year Nova Classical Academy had 11 members on the Board of Directors – six parent members, three faculty members, and two community members. Although Adam Flood resigned at the end of April, his seat was not filled during the school year. The election in May 2019 resulted in the reelection of Becky Lund. Due to a lack of parents running for a board seat, Frank Ross and Divya Karan were appointed to 1-year parent seats for the 2019-2020 school year in June 2019. Due to a lack of community members running, Michele Pipitone was appointed to a 1-year community member seat for the 2019-2020 school year in June 2019. During the 2018-2019 school year, the board received training on Nova’s whole product, the board’s role in mission, development, fiduciary and financial responsibilities, and did a review of the strategic plan and goal development.

2018-2019 School Year Charter Public School Board

Name	Board Position	Group (if teacher, FF#)	Date Seated	Term Ends/ Ended	Phone Number	Board Member Training	Meeting Attend. %
Jason Belter	Director	Teacher, 432080	7/2013	6/2021	651.428.5185	12.14.2013	93%
Adi Bharadwaj	Director Chair	Community Member	7/2016	6/2021	847.219.7736	8.09.2016	100%
Joan Costello	Director	Community Member	7/2016	6/2019	651.690.9649	12.07.2016	80%
Adam Flood	Director Treasurer	Parent	7/2016	Resigned 4/26/19	612.234.2321	12.14.2013	100% (pre-resignation)
Josh Garvin	Director	Teacher 433596	7/2017	6/2020	651.209.6320	1.10.2018	87%
Claudia Gumbiner Hungs	Director	Parent	7/2014	6/2021	562.208.8422	12.06.2014	87%
Becky Lund	Director Secretary	Teacher 389883	7/2016	6/2019	651.295.2570	12.11.2009	100%
Paul Mason	Director	Parent	7/2012	6/2020	612.851.7740	12.6.2014	80%
Theresa Nelson	Director	Parent	7/2018	6/2021	621.695.8426	10.13.2018	93%
Jeff Timmerman	Director Chair Elect	Parent	7/2017	6/2019	952.237.8346	8.8.2017	93%
Jennie Winter	Director	Parent	7/2017	6/2020	651.398.2006	8.8.2017	80%

STAFFING

Administrators

Name	File Folder Number	Assignment	Years Employed by the School	New in 2019	Left During 2019	Not Returning 2020
Mari Bergerson	234341	Upper School Principal	5	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jon Gutierrez	n/a	Executive Director	2	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
John Larson	483396	Student Services Director	5	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Michael Pelosfske	436269	Assistant Principal	6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brooke Tousignant	397890	Lower School Principal	4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Faculty

Name	File Folder Number	Assignment/ Subject	New in 2019	Left During 2019	Not Returning 2020
Heather Albrecht	503034	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jeanie Anderson	437857	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ann Antus	232120	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jason Belter	432080	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Luke Brekke	393327	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anthony Brossart	493433	Mathematics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nancy Broen	397048	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Brown	504509	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Laura Buri	441724	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don Burrows	481868	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clare Byakweli	494863	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mark Conkle	450234	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicholas Conlin	476701	Spanish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emily Cranberg	509549	School Counselor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lauren Davidson	468215	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Kyle Earnest	507900	Physical Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Natalie Ferguson	481866	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brandon Foat	408188	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Joshua Garvin	433596	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patricia Gilbert	450003	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kristin Hankwitz	503301	Special Education	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Morgan Hanlon	487978	Kindergarten	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Duane Heideman	399230	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicole Hoiland	367504	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jeremy Hubbell	496473	History	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alexandra Hunter	495341	English Language Learner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Diana Johnson	374011	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Melissa Johnson	462224	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Matthew Kimble	423854	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dana Klinkner	475499	Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Connie Knowles	398867	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sara Knudsen	397730	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nelly Konkin	454587	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Elizabeth Krohn	484157	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Madeline Larsen	483397	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chad Long	410502	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Andrew Lyman-Buttler	443170	Science	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rebecca Lund	389883	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maria Marchand	411039	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Martin	446476	Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Margaret McCarney	456216	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kathleen McLarn	412625	Fifth Grade	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

John Miller	405201	Language Arts & History	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jamie Nelson	492840	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brendan O'Hara	473851	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kelly O'Rourke	321838	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heidi Reynolds	442587	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Rogers-Tanner	476412	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Rogge	467769	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alexandra Ross	482825	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diane Ruday	446587	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Katherine Sandsmark	481498	English Language Learner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sara Seal	440531	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Shepard	466387	History	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jo Shultz	445885	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
David Shuman	447264	School Counselor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Megan Smith	494377	Language Arts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regina Smith	410775	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Yaritzy Sorenson	437340	Special Education	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kimberly Strand	425938	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gary Stueck	485267	Science	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Taylor	421853	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traci Taylor	398736	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Katelyn Tschida	482458	English Language Learner	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kathleen Tuma	290613	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rebecca Urbrock	408803	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alex Weninger	499481	Fifth Grade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maura Williams	479227	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rena Williams	396488	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rachel Zinter	406160	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

In addition to the licensed teachers listed above, Nova Classical Academy also employed 34 Educational Assistants in addition to its administrative and support personnel (Activities Director, Human Resources Director, Facilities Director, Business Office Manager, Technology, Assessment & Transportation Manager, Communications Manager, District Receptionist, Food Service Director, two Office Managers, Special Education Coordinator, and numerous in-house substitute short-call teachers or educational assistants).

Staff Retention Percentages

	2013	2014	2015	2016	2017	2018	2019
Faculty	90.7%	87.1%	94%	86%	88%	86.6%	82.2%
Educational Support	100%	47.8%	63.2%	71%	79%	85.2%	67.7%
Program Support	100%	87.5%	77.8%	100%	92%	83.4%	76%
Administration	100%	75%	54.5%	50%	60%	100%	100%
Total	94.5%	78%	71.9%	71.9%	79.75%	88.8%	81.6%



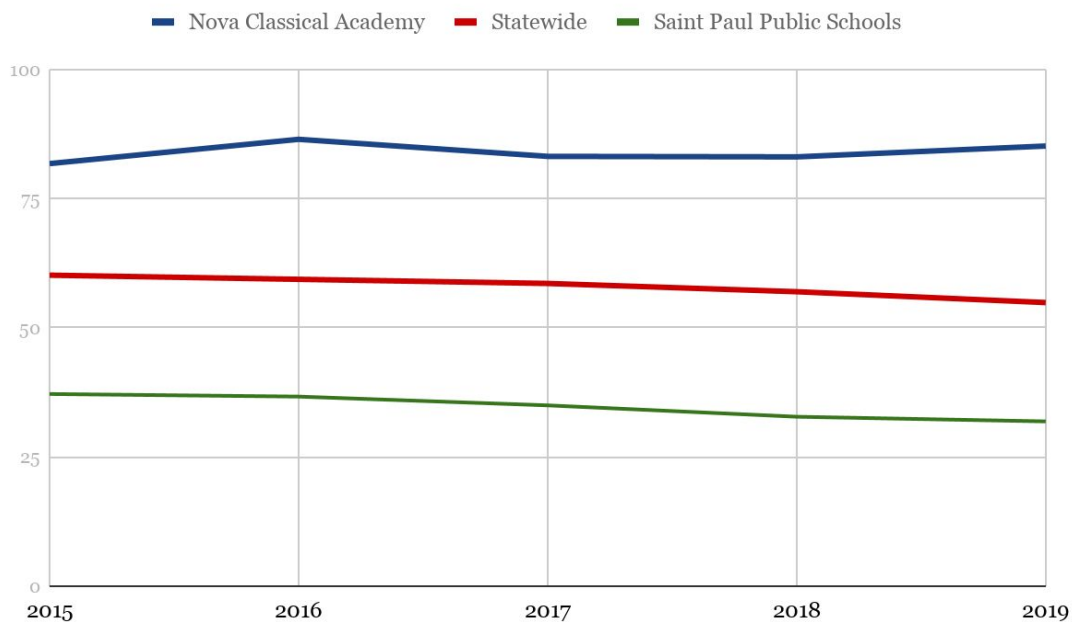
FINANCES

Nova ended FY19 with an unaudited fund balance of 23.9%. Nova anticipates that it will meet the goal of maintaining a fund balance of at least 20% for years to come.

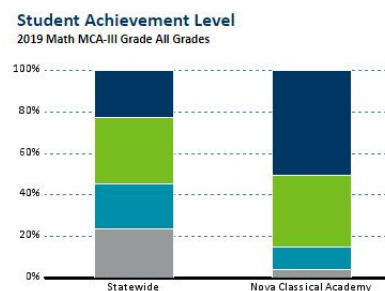
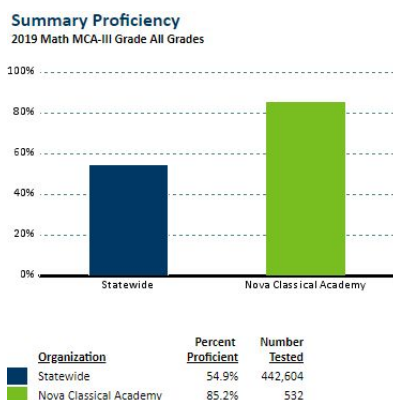
ACADEMIC PERFORMANCE

Nova Classical Academy administers the MCA examinations to all students in grades 3–8 and relevant high school students to measure math, reading, and science proficiency relative to Minnesota State Academic Standards over time.

Trend in Student Math Proficiency 2015–2019 as Measured by MCA-III

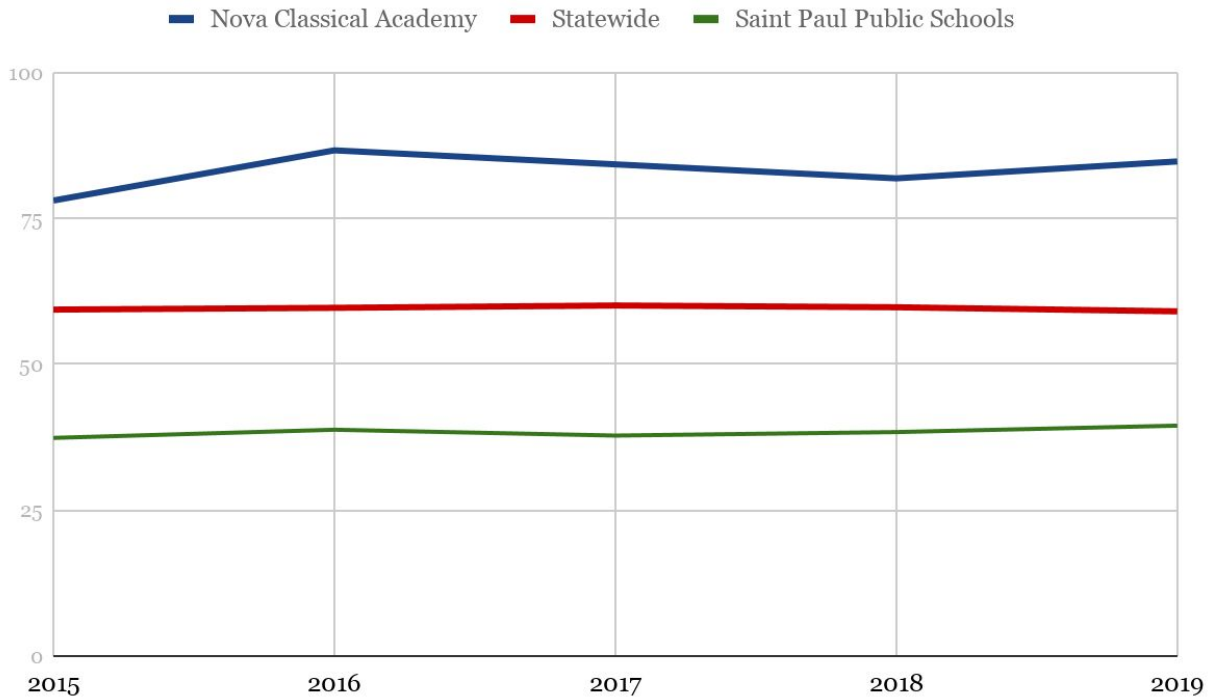


Math proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.



Measure	Exceeds	Meets	Partially Meets	Does Not Meet
Statewide				
Count	99,731	143,377	94,535	104,961
Percent	22.5%	32.4%	21.4%	23.7%
Nova Classical Academy				
Count	270	183	56	23
Percent	50.8%	34.4%	10.5%	4.3%

Trend in Student Reading Proficiency 2013–2019 as Measured by MCA-II/III



Reading proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency

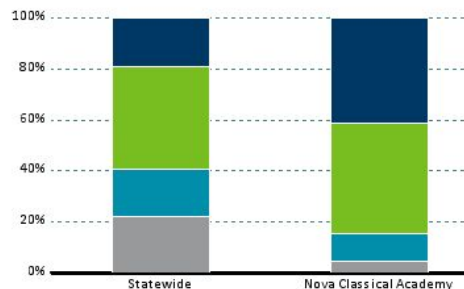
2019 Reading MCA-III Grade All Grades



Organization	Percent Proficient	Number Tested
Statewide	59.1%	448,778
Nova Classical Academy	84.8%	545

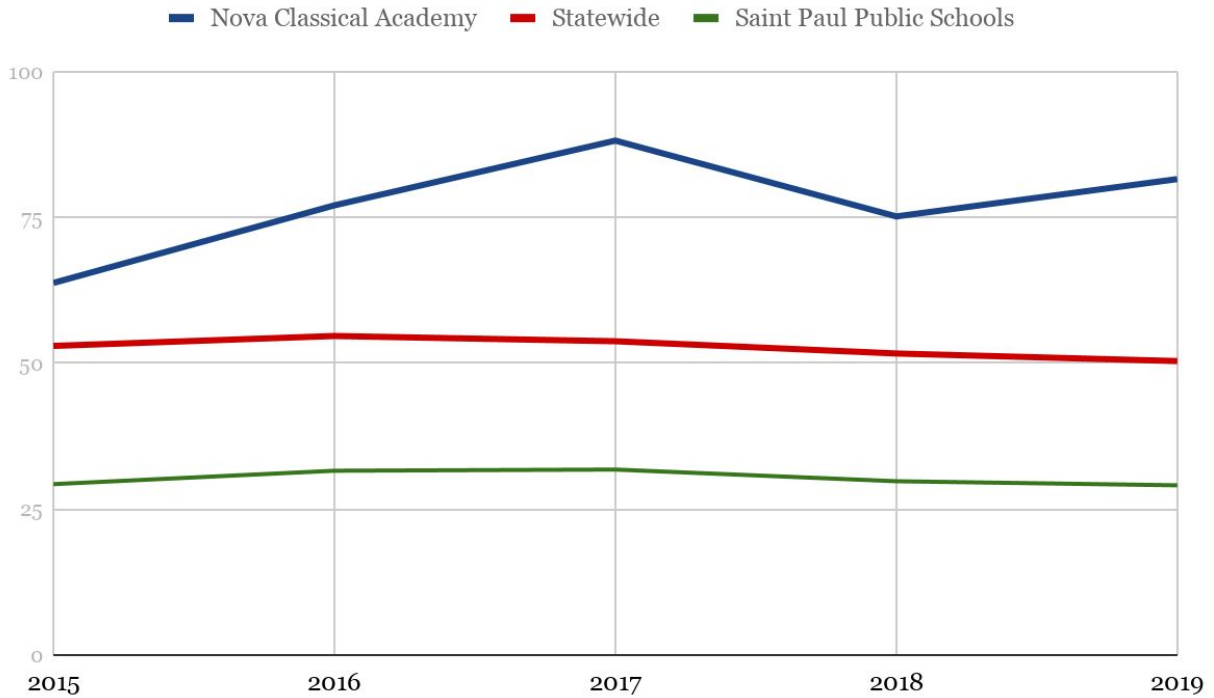
Student Achievement Level

2019 Reading MCA-III Grade All Grades



Measure	Exceeds	Meets	Partially Meets	Does Not Meet
Statewide				
Count	85,534	179,731	84,883	98,630
Percent	19.1%	40.0%	18.9%	22.0%
Nova Classical Academy				
Count	225	237	59	24
Percent	41.3%	43.5%	10.8%	4.4%

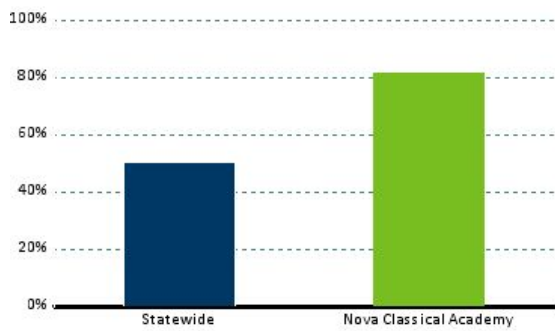
Trend in Student Science Proficiency 2013–2019 as Measured by MCA-II/III



Science proficiency at Nova Classical Academy exceeds state proficiency averages and has since 2006.

Summary Proficiency

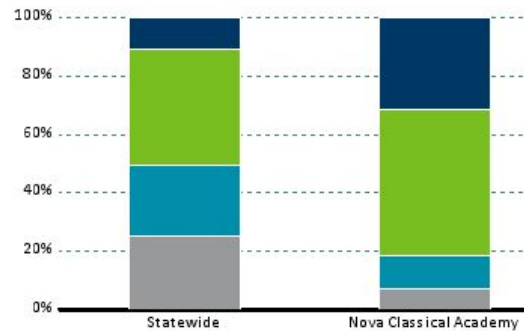
2019 Science MCA-III Grade All Grades



Organization	Percent Proficient	Number Tested
Statewide	50.4%	186,765
Nova Classical Academy	81.6%	234

Student Achievement Level

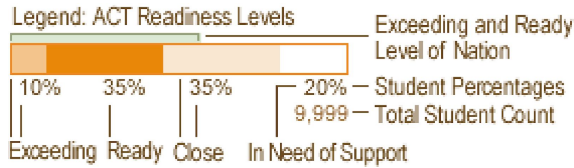
2019 Science MCA-III Grade All Grades



Measure	Exceeds	Meets	Partially Meets	Does Not Meet
Statewide				
Count	20,647	73,443	45,584	47,091
Percent	11.1%	39.3%	24.4%	25.2%
Nova Classical Academy				
Count	74	117	26	17
Percent	31.6%	50.0%	11.1%	7.3%

ACT Aspire Data

Each spring Nova tests and benchmarks students in grades 3–10 using the ACT Aspire suite of assessments. This includes tests in English, Reading, Writing, Mathematics, and Science. Data is used to track individual student growth and target grade-level program initiatives. The ACT Aspire tests were first used in the Spring of 2017.





Reading Well By Third Grade

AIMS Web CBM				
Grade	Assessment Norms (WRC/M)	At or above grade level	Tested	%
K	6	74	80	92.5%
1	40	77	78	98.7%
2	82	70	77	91.9%
3	98	71	78	91.0%

AIMS Web LSF				
Grade	Assessment Norms (grade/month equivalent)	At or above grade level	Tested	%
K	29	77	80	96.3%

STAR Reading				
Grade	Assessment Norms (grade/month equivalent)	At or above grade level	Tested	%
1	1.9	72	78	92.3%
2	2.9	66	77	85.7%
3	3.9	68	78	87.4%

MCA Reading				
Grade	Assessment Norms (grade/month equivalent)	At or above grade level	Tested	%
3	350	64	78	82.2%

OPERATIONAL PERFORMANCE

Reporting Requirements

Nova Classical Academy submitted all reporting documents (MARSS, EDRS, Compliance) in a timely manner to MDE.

Legal Issues

Currently, the School has no legal issues outstanding.

INNOVATIVE PRACTICES & IMPLEMENTATION

Charter schools were created to develop innovative educational practices, stabilize them, and pass those learnings on to mainstream schools for improvement. Nova continues in this tradition by building competence in our classical mission. In 2017 this mission was advanced in two ways:

- Promote and support implementation of Data Driven Instruction in both the upper and lower school.
- Classical 101 training for all faculty during professional in-service time throughout the year. This year's theme is Rhetoric practice at the Grammar, Logic and Rhetoric Schools.
- Classical Education Certification: This program, created at Nova, trains new teachers in the strategies and philosophy of classical education. Nova's new teachers (for whom the full-year course is a requirement) attended a revised program which emphasized both technical elements of classical education as well as research-based components. The program meets twice per month all year for two-hour sessions at night.

Academic Goals for 2019-20

Lower School

The proficiency gap between the Non-English Language Learners and the English Language Learners enrolled October 1 in grades 3-5 at Nova Classical Academy Lower School using all state **Math** accountability tests (MCA and MTAS) will decrease from 67.9% in 2019 to 55.4% in 2020 by increasing the proficiency rate of the groups as follows:

- A. Non-English Language Learners from 84.6% in 2019 to 85.4% in 2020, representing 7 students moving from Partially/Does Not Meet to Meets/Exceeds and
- B. English Language Learners from 16.7% in 2019 to 30.0% in 2020, representing 2 students moving from Partially/Does Not Meet to Meets/Exceeds.

The proficiency gap between the Non-English Language Learners and the English Language Learners enrolled October 1 in grades 3-5 at Nova Classical Academy Lower School using all state **Reading** accountability tests (MCA and MTAS) will decrease from

49.2% in 2019 to 43.3% in 2020 by increasing the proficiency rate of the groups as follows:

- A. Non-English Language Learners from 82.5% in 2019 to 83.3% in 2020, representing 6 students moving from Partially/Does Not Meet to Meets/Exceeds and
- B. English Language Learners from 33.3% in 2019 to 40% in 2020, representing 2 students moving from Partially/Does Not Meet to Meets/Exceeds.

Upper School

The proficiency gap between the Non-English Language Learners and the English Language Learners enrolled October 1 in grades 6-8, 11 at Nova Classical Academy Upper School using all state **Math** accountability tests (MCA and MTAS) will decrease from 69.2% in 2019 to 46.3% in 2020 by increasing the proficiency rate of the groups as follows:

- A. Non-English Language Learners maintaining 89.2% in 2019 to 89.2% in 2020, representing 34 students moving from Partially/Does Not Meet to Meets/Exceeds. and
- B. English Language Learners from 20.0% in 2019 to 42.9% in 2020, representing 1 student moving from Partially/Does Not Meet to Meets/Exceeds.

The proficiency gap between the Non-English Language Learners and the English Language Learners enrolled October 1 in grades 6-8, 10 at Nova Classical Academy Upper School using all state **Reading** accountability tests (MCA and MTAS) will decrease from 59.4% in 2019 to 22.4% in 2020 by increasing the proficiency rate of the groups as follows:

- A. Non-English Language Learners maintaining 89.4% in 2019 to 89.4% in 2020, representing 24 students moving from Partially/Does Not Meet to Meets/Exceeds and
- B. English Language Learners from 30.0% in 2019 to 66.7% in 2020, representing 1 student moving from Partially/Does Not Meet to Meets/Exceeds.

FUTURE PLANS

Nova Classical Academy's goals for the 2019-20 school year included increasing MCA scores in reading and math as outlined in this report; maintaining enrollment capacity in all grades; increasing workplace staff satisfaction and continual review mandatory, legal, and recommended policies to improve organizational structure and efficiency.

1. Nova Classical Academy is in the process of evaluating its strategic direction as it relates to enrollment and facilities. In addition, the School is evaluating faculty compensation models to ensure long term stability and viability.
2. Work at the Upper School will be to continue adding College in the Schools (CIS) course offerings, AP-approved courses, and improving school-life balance for students, and working to grow the student population to capacity.

DOCUMENTATION OF IMPLEMENTATION OF PROFESSIONAL DEVELOPMENT PLANS FOR UNLICENSED ADMINISTRATORS

In 2018-2019, Nova Classical Academy employed one unlicensed Administrator, Jon Gutierrez.

J. Gutierrez Professional Development Plan 2018-2019

Month	Category	Title	Description
July 2018	Book – Literature	<i>Bird by Bird</i> , by Anne Lamott. Some Instructions on Writing and Life	Proposed Nova curriculum
	Book – Literature	<i>The Sorcerer's Apprentice, Tales and Conjurations</i> , by Charles Johnson	Proposed Nova curriculum
	Book – Literature	<i>A Good Time for the Truth, Race in Minnesota</i> . Edited by Sun Yung Shin	Proposed Nova curriculum
	Book – Play, Literature	<i>Angels in America, A Gay Fantasia on National Themes</i> , by Tony Kushner	Proposed Nova curriculum
	Book	<i>Oliver Twist</i> , by Charles Dickens – Chapters 1-20	
	Video – 22 minutes	Jaron Lanier (computer philosophy writer, computer scientist, Microsoft researcher) Video – How Social Media Ruins Your Life	
	Book – Play	<i>Fences</i> , by August Wilson	Proposed Nova curriculum
	Book – Play	<i>A Doll's House</i> , by Henrik Ibsen	Proposed Nova curriculum
	Book – Play	<i>The Cherry Orchard</i> , by Anton Chekhov	Proposed Nova curriculum
August 2018	Book – Literature	<i>Oliver Twist</i> , by Charles Dickens – Chapters 21-47	
	Training	ALICE Training – Security/Active Shooter Training conducted by ALICE (Alert, Lockdown, Inform, Counter, Evacuate) – 2 days.	Will be implemented at over the next three years.
	Book – Literature	<i>Oliver Twist</i> , by Charles Dickens - Completed	
	Book – Poetry	<i>Erratic Fire, Erratic Passion: The Poetry of Sportstalk</i> , by Pasha Malla & Jeff Parker	Proposed Nova curriculum
September 2018	Book – Literature	<i>Maus: A Survivor's Tale. My Father Bleeds History</i> , by Art Spiegelman	Graphic novel by American cartoonist, Spiegelman, interviewing his father, a Polish Jew and Holocaust survivor. 1992 Pulitzer prize winner.
	Book – Literature	<i>Maus II: A Survivor's Tale. And Here My Troubles Began</i> , by Art Spiegelman	
October 2018	School Law Seminar	Annual School Law Conference – Rupp, Anderson, Squires & Waldspurger	All day conference on latest and emerging legal issues in schools
	School Safety	ALICE Training – on site completed in August 2018	

	School Safety	ALICE Instructor Certification Training Completed	Completed certification course to allow for training within the organization
	Documentary	At All Costs – documentary on elite AAU basketball programs – illustrates the role club sports play vs. high school programming; sports specialization vs. multi-sport athletes, etc.	
	Classical Education Conference	Attended MN Classical Education Conference hosted at Nova Classical Academy – October 17-18	
	Articles, Lectures	Various articles, lectures on Plato’s Republic – Book 6, Allegory of the Cave (Book 7), Plato’s Apology, City-States, etc.	
November 2018	Book – Literature	<i>Prince Caspian</i> , by C. S. Lewis	
	Book – Literature	<i>The Magician’s Nephew</i> , by C. S. Lewis	
	Book – Curriculum	<i>Kid\$Vest Project</i> , by Greg Fouks	A book on financial literacy in curriculum – How parents, teachers, communities inspire kids to budget, save, and invest in their dreams.
	Articles, Lectures	Various articles, lectures on Medusa, The Judgement of Paris, Agamemnon/Iphigenia, classical sculpture and the treatment of color, etc.	
	Book – Education, Sociology	<i>The Coddling of the American Mind, How Good Intentions and Bad Ideas are Setting Up a Generation for Failure</i> , by Greg Lukianoff and Jonathan Haidt	
December 2018	Book	<i>The Iliad</i> , by Homer	
	Podcast – 49 minutes	<i>The Apple of Discord</i> , by Jeffrey Wright	
	Podcast – 68 minutes	<i>The Torch</i> , by Jeffrey Wright	
	Podcast – 50 minutes	<i>The Birth of Achilles</i> , by Jeffrey Wright	
	Podcast – 44 minutes	<i>The Judgement of Paris</i> , by Jeffrey Wright	
	Book – Technology	<i>The Filter Bubble: What the Internet is Hiding from You</i> , by Eli Pariser	Personalization of the internet through algorithms so it prevents some content from being delivered/presented.
	Book – Literature	<i>The Odyssey</i> , by Homer	
	Podcast – 44 minutes	<i>Sparta</i> , by Jeffrey Wright	
	Podcast – 47 minutes	<i>Helen of Sparta</i> , by Jeffrey Wright	
	Podcast – 54 minutes	<i>The Mad King</i> , by Jeffrey Wright	
January 2019			
	Podcast – 64 minutes	<i>Finding Achilles</i> , by Jeffrey Wright	

	Book – Sociology	<i>Propoganda</i> , by Edward Bernays (1928)	Propaganda’s use in WWI and its subsequent use in business, media, education in the early 1900’s
	Podcast – 61 minutes	<i>Iphigenia</i> , by Jeffrey Wright	
	TED Talk	<i>The Power of Introverts</i> , Susan Cain	
	Podcast – 84 minutes	<i>Beachhead</i> , by Jeffrey Wright	
	Podcast – 62 minutes	<i>Achilles Dishonored</i> , by Jeffrey Wright	
February 2019	Book	<i>The Fellowship of the Ring</i> , J. R. R. Tolkien	
	Conference	National Classical Education Symposium –Feb 24-26	
	Book	<i>Heart of Darkness</i> , by Joseph Conrad	
	Podcast – 69 minutes	<i>Paris: Prince of Troy</i> , by Jeffrey Wright	
	Friends Meeting	Quarterly Directors’ Meeting: Training and Discussion on teacher development, open meeting law, charter school leader development, board networking event, legal training on harassment in the workplace, upcoming legislation, etc.	
March 2019	Podcast – 74 minutes	<i>Terrible, Glorious War</i> , by Jeffrey Wright	
	Lecture – 32 minutes	<i>Heart of Darkness</i> , Professor Amy Green, University of Nevada	
	Book	<i>iGen: Why Today’s Super-Connected Kids are Growing Up Less Rebellious, More Tolerant, Less Happy – and Completely Unprepared for Adulthood – and What that Means for the Rest of Us</i> , by Jean Twenge	
April 2019	Movie	<i>Apocalypse Now</i> (1979)	Adaptation of Joseph Conrad’s <i>Heart of Darkness</i>
	Podcast	Various introductory lectures on Don Quixote	

STRATEGIC PLAN 2017-2022

The Strategic Plan for 2017-2022 as adopted by the board.



Nova Classical Academy *Strategic Plan 2017- 2022*

Strategic Vision

In five years, we will have developed, delivered and be recognized for...

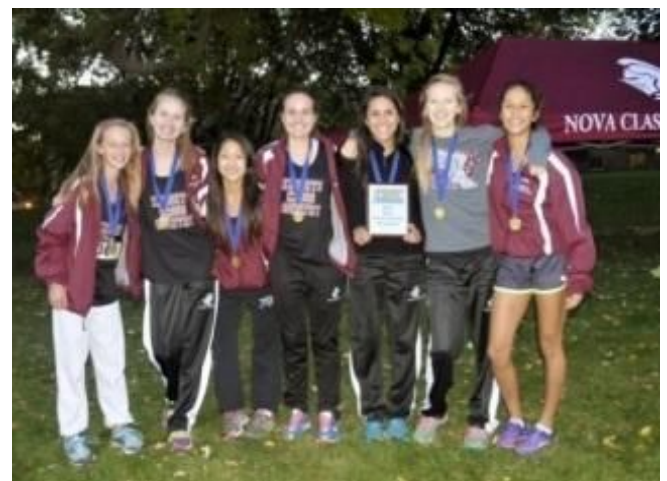
- A classical education achievable for all students across all economic and cultural backgrounds
- A strong college preparatory classical education that educates all students as lifelong learners
- A rigorous educational experience to look back on with joy
- Retention and recruitment of staff and students
- A welcoming, respectful, strong community with meaningful traditions
- A facility that fits our needs and allow us space to thrive
- Financial strength and stability

Strategic Priorities

- Articulate and develop a comprehensive five-year facility needs plan
- Create a professional development plan that aligns with the classical curriculum and pedagogy
- Clearly and consistently align all decisions, programming and activities with Nova's mission
- A classical education that is accessible to all student ability levels
- Successfully engage students in stewardship and community in part by drawing upon the examples set by other top performing schools
- Promote and encourage a joyful learning community for all students, staff and families
- Develop a comprehensive staff retention plan

In addition, the Board has adopted the following strategic initiatives for the 2019-2020 school year:

- Work to clarify the relationship between the Strategic Plan, Whole Produce, and other “founding documents.” (Board)
- Refine the Executive Director Goals and Review Process (Executive Director Review Committee)
- Formalize the budgeting and expense process (Administration & Finance Committee)
- Increase the presence of the Nova Board in the community (Board)



DISSEMINATION OF INFORMATION TO THE COMMUNITY

Community Reporter

We distribute 13,000 papers to every residence in the West End, downtown apartments and condos, businesses in the West End and some downtown and some West Side. [55101, 55102 and 55116.] The website had a live pdf of the current issue and archives for the last 12 years. Access is also available through a Facebook page.

VILLAGER

Newspaper Advertising Rate Card

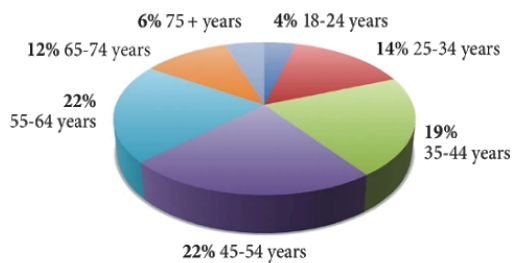
Effective January 1, 2016

Reader Demographics*

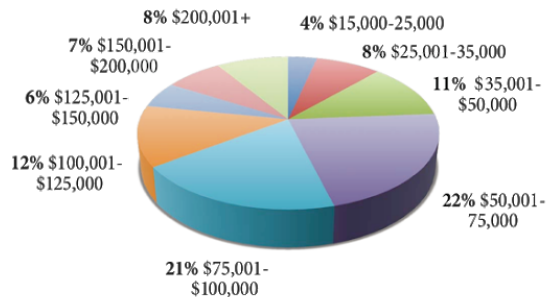
Readership: 104,000

Circulation: 60,000

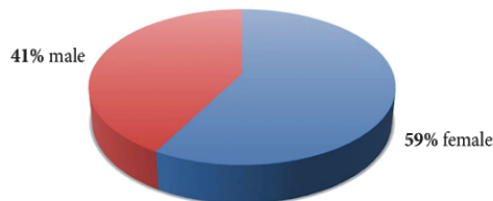
AGE



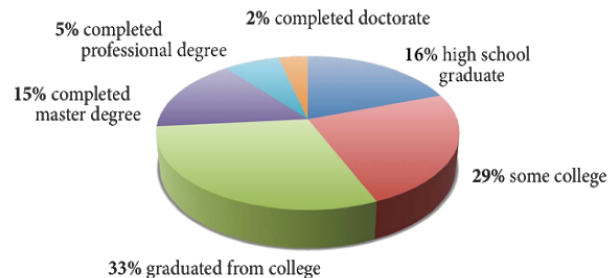
HOUSEHOLD INCOME



GENDER



EDUCATION



*2015 Survey by the Circulation Verification Council

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