

NOVA CLASSICAL ACADEMY

Know Yourself. Know The World.

STRATEGIC PLAN

2023-2028



OUR PROMISE

Nova Classical Academy promises to be an inclusive community with a shared commitment to an exceptional, foundational education that teaches thought and expression of the mind and heart, resulting in compassionate and articulate graduates poised to engage as thoughtful global citizens.

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.

BELIEF STATEMENTS

We believe:

- We believe we learn not for school but for life.
- We believe in the core virtues: justice, fortitude, prudence, temperance, and wisdom.
- We believe students learn how to learn in Nova Classical Academy's classical education model.
- We believe supportive relationships between students, staff, and families are necessary for students to reach their full potential.
- We believe in fostering a diverse, equitable, and inclusive environment.
- We believe ethical and prudent financial decision-making ensures the continued existence of our model.

STRATEGIC PLAN FOCUS AREAS

**Classical
Education**

**Academic and
Student
Support**

**Inclusive
Community**

Facilities

Staff Support

FOCUS AREAS	GOALS	OBJECTIVES
Classical Education	<p>Goal 1: Provide all Nova Classical students guaranteed access to Minnesota’s leading classical education.</p>	<p>Objective 1.1: Nova Classical will define the core components of our classical education model.</p> <p>Objective 1.2: Nova Classical staff will receive regular training on the core components of our classical education model.</p> <p>Objective 1.3: Nova Classical staff will implement core components of our classical education model with fidelity in the classroom.</p> <p>Objective 1.4: Nova Classical will provide exposure to the core components of the classical education model to all students who are new to Nova Classical.</p> <p>Objective 1.5: Nova Classical will ensure all students receive consistent and explicit virtue education.</p>
Academic and Student Support	<p>Goal 2: Achieve the student performance goals contained in the charter contract with Friends of Education.</p>	<p>Objective 2.1: Nova Classical will annually evaluate progress toward our authorizer contract goals and take action when progress is not on track.</p>
	<p>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.</p>	<p>Objective 3.1: Nova Classical will promote conduct aligned with our classical academic culture in order to create connections in the learning community.</p> <p>Objective 3.2: Nova Classical will draw on student voices to influence improvements to the school.</p> <p>Objective 3.3: Students in all grades will have access to a variety of extracurricular offerings.</p> <p>Objective 3.4: Nova Classical will recognize students regularly for their achievements.</p> <p>Objective 3.5: Nova Classical will review its class sizes.</p>
	<p>Goal 4: Support students in all areas of their education and well-being.</p>	<p>Objective 4.1: Nova Classical will position Multiple-Tiered Systems of Support (MTSS) in place to meet students' academic, behavioral, and social-emotional needs.</p>
Inclusive Community	<p>Goal 5: Ensure every student has a sense of belonging within the school community.</p>	<p>Objective 5.1: Nova Classical will document its position on fairness and belonging.</p> <p>Objective 5.2: Nova Classical will respect and celebrate the cultural and ethnic traditions of the members of its school community.</p>
	<p>Goal 6: Identify and transform systems that contribute to inequities.</p>	<p>Objective 6.1: Nova Classical will evaluate the fairness of its policies, programs, and practices.</p> <p>Objective 6.2: Nova Classical will take research-based action to create a more inclusive school community.</p> <p>Objective 6.3: Staff will engage in training to create a sense of belonging in the school community and respond to and reform systems that contribute to inequality.</p>
	<p>Goal 7: Provide clear, consistent and accessible communication to members of the school community.</p>	<p>Objective 7.1: Nova Classical will fully implement the Communication Plan adopted by the Board of Directors in 2022.</p>

FOCUS AREAS	GOALS	OBJECTIVES
Facilities	<p>Goal 8: Provide classroom and extracurricular facilities which support our mission.</p>	<p>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.</p> <p>Objective 8.2: Nova Classical will leverage the findings of the facilities review to identify the scope and model for financing a potential facilities expansion.</p> <p>Objective 8.3: Nova Classical will enact a plan for its vacant property.</p>
Staff Support	<p>Goal 9: Recruit, develop and retain highly skilled staff who exemplify the virtues of Nova Classical.</p>	<p>Objective 9.1: All staff will receive personalized support and professional development to help them thrive and succeed.</p> <p>Objective 9.2: Staff will be recognized by the school community for their commitment, achievements, and actions that encourage and inspire the school to thrive and students to succeed.</p> <p>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.</p> <p>Objective 9.4: 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.</p>

