



## 2015-2016 Annual and World's Best Work Force Report

**SNA Mission:** Star of the North Academy provides a caring, structured, nurturing environment; collaborative instruction from educators skilled in best teaching practices, maintains high expectations of students and staff, and motivates and engages students and staff in a safe environment of continuous learning and celebration of success.

Approved by the SNA board on November 16, 2016

## School Enrollment

In 2015-16 the school demographics were 46.36% Black, 34.4% White, 19.21 % Asian, American Indian 0%, Hispanic 0%. SNA was 68% free and reduced price lunch and 35% English Language Learner. The table below describes the number of students budgeted versus actually enrolled:

<b>Grade</b>	<b>Budgeted Enrollment</b>	<b>Actual Enrollment</b>	<b>Number of students on the waiting list</b>
K	24	23	0
1	24	24	0
2	24	22	0
3	22	21	0
4	22	22	0
5	22	17	0
6	22	22	0

## Student Attrition

Of the 136 students who were enrolled on June of 2016, ninety-six percent (96%) of them intended to return in the fall of 2016.

## Governance and Management

The school was in its second year of operations and did not conduct any board elections in the 2015-2016 school year. The 2015-2016 board consists of founding members with a wide range of expertise in school leadership, finance, governance, and instruction. There were two board members who resigned through out of the year and the seats were replaced by new board members. Please see the list of the 2015-2016 SNA Board Members on the next page.

<b>Name</b>	<b>Email Address</b>	<b>Board Position</b>	<b>Board Seat</b>	<b>Term</b>
Mary Hunn	mhunn@snacharterschool.org	Board Chair	Community	2/25/14 ó 2/25/2017
Ahmed Abuatieh	aabatieh@snacharterschool.org	Parent	Community	12/16/15 ó 12/16/2018
Javed Mohammed	jmohammed@snacharterschool.org	Treasurer	Parent	3/15/14 ó 3/15/2017
Abdul Khadeer	akhadeer@snacharterschool.org	Member	Community	3/15/14 ó 3/15/2017
Caryn Chalstrom	cchalstrom@snacharterschool.org	Member	Teacher	10/17/15 ó 10/17/2018

### **Board Member Training**

All of the board members had participated in their initial Board Member Training. This year, the board focused its training topics on board governance, the state's academic evaluation plan, and budgeting.

Star of the North Academy is a data driven and standard based school and expects its Executive Director to manage all day to day staffing, instruction, compliance, bussing, and building maintenance. Below are some of the SNA's goals with the authorizer; its World's Best Work Force goals; and how the school performed against the goals.

### **State Assessments**

#### **All Students in Third Grade Achieving Grade-Level Literacy:**

The Third grade students at SNA scored 56.3 proficient in Reading MCA's (9 out of 16 students were proficient) and 68.8 proficient in Math MCA's (11 out of 16 students were proficient). The state average for 3<sup>rd</sup> grade reading was 57.5% and for 3<sup>rd</sup> grade math was 69.6%.

#### **Close the Achievement Gap(s) Among All Groups:**

SNA exceeded the state in proficiency and Anoka Hennepin district in Closing Proficiency Gaps in Reading and in Mathematics. Star of the North Academy scored 57% proficiency in MCA Reading test, 37 out of 65 SNA students scored proficient. Star of the North Academy scored 75.38% proficiency in MCA Math test by outperforming the state proficiency average in Math, 49 out of 65 SNA students scored proficient. The Minnesota state average proficiency in Math for year 2015-2016 was 60%.

## **NWEA Measures' of Academic Progress**

Students at Star of the North Academy were tested in NWEA online Reading, Math, Language usage and Science tests. This was the first year that students were tested during the Fall and Spring of 2015-2016 school year. Star of the North Academy made an average of one year of growth on the NWEA MAP tests administered during the Fall of 2015 and Spring of 2016. NWEA reports show that some classes performed better than others. There were a few students who scored in the 99<sup>th</sup> percentile which is the highest score possible in NWEA tests that the student can score.

## **Attendance**

The school will maintain at least a 95% student attendance rate. The attendance for the 2015-2016 school year was 98.31%

## **Satisfaction Survey**

Parent satisfaction: 91% of all parents who returned the surveys indicated overall satisfaction with the school.

## **Professional Development**

100% of all staff will receive professional development each year in areas such as best practices, core knowledge, effective LEP/ELL techniques and classroom effectiveness.

100% of teaching staff attended the August 2014 training, which included Executive Director, Director of Instruction. Teachers attended professional development training in weekly basis with the Director of instruction and Lead Teacher.

## **Staffing**

During the 2015-2016 school year, the school had twelve licensed teachers, one office staff, an executive director, a director of instruction and a lead teacher. All teachers held a valid Minnesota license in the area(s) for which they taught.

## **Finances**

BerganKDV audited the school in August of 2016 after its second year of operation. According to the auditor's report, there were no control deficiencies, no audit findings, and no material weaknesses. The audit reports are submitted to the state as required.

## **Academic Performance**

SNA was named a Reward School from Minnesota Department of Education on the first year and during the second year 2015-2016 SNA was ranked the 2<sup>nd</sup> in the state on Beating the Odds Schools in the Star Tribune article. It states in the article that these metro-area schools had proficiency scores - on math or reading standardized tests -- far exceeding their expected scores based on their poverty rate, despite having a high percentage of children living in poverty. Below find the link to the Star Tribune Article.

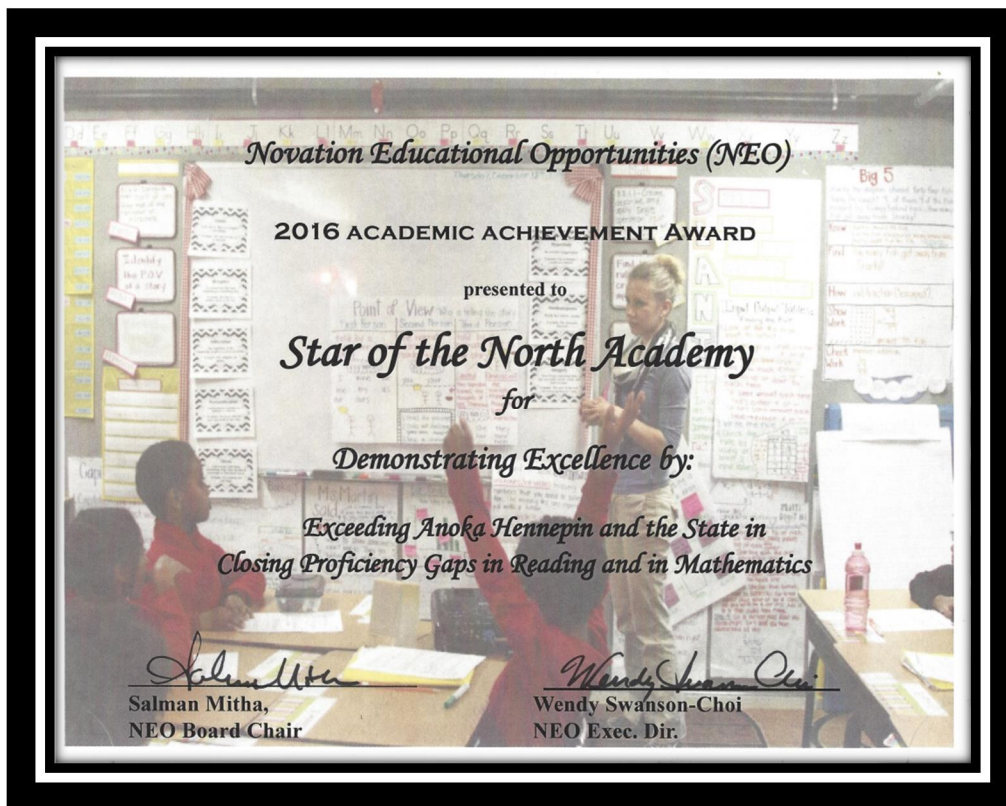
<http://www.startribune.com/minnesota-test-scores-remain-flat-achievement-gap-stays-open/388494981/>

***SNA Received Awards from Authorizer:***

**NEO 2015 Proficiency Award** ó Demonstrating excellence by: Exceeding the State in Proficiency for All students groups in Reading and Mathematics.

**NEO 2015 Accelerated Growth Award** - Demonstrating excellence by: Exceeding the State in Accelerating Growth for All students groups in Reading and Mathematics.

**NEO 2016 Academic Achievement Award** ó Demonstrating excellence by: Exceeding Anoka Hennepin and the State in Closing Proficiency Gaps in Reading and Mathematics.



## **Innovative Practices and Implementation**

SNA's innovative practice is to stay mission focused and driven to implement what was agreed to in the school's contract with its authorizer. That consists of school safety, providing all students with strong academic standard based program, and teaching good manners to students. SNA has developed a strong school culture by implementing the following components:

- A schoolwide set of routines and rituals
- A common schoolwide discipline plan
- Student uniforms
- Behavior and academic awards for students
- Monthly school assemblies

## **Future Plans**

SNA is chartered as K-12 and due to the limited classroom space in its current facility we were K-6 for the first two years. SNA expanded to K-7 by adding 7<sup>th</sup> grade and switching to a middle school model for grades 5-7 for 2016-2017 school year. SNA also plans to expand to K-8 by adding the 8<sup>th</sup> grade for 2017-2018 school year. Parents and families played an important role to SNA expansion as they were involved for the 7<sup>th</sup> grade and middle school expansion. SNA will continue to develop a high quality school environment for English language learners, families and all students.

## **Authorizer Contact Information**

If you would like to contact SNA School's authorizer directly, you may contact Wendy Swanson-Choi at:

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