

Star of the North Academy

Independent Charter School District #4224

2021-2022
Annual Report on
Curriculum, Instruction and Student Achievement
December 2022

SNA Mission Statement:

Star of the North Academy provides a caring, inclusive and nurturing environment, whereby qualified educators are dedicated to the success of all students. They are skilled in best teaching practices to maintain high expectations for students and to motivate and engage them in a safe learning environment.

INTRODUCTION

This annual report is presented to Novations Educational Opportunities (NEO), Star of the North Academy's authorizer, in fulfillment of the requirement of public charter schools set forth by the Minnesota Department of Education. It is also intended to provide information to the staff and families of Star of the North Academy, the Minnesota Department of Education, and the general public. Star of the North Academy is committed to providing a quality, student-focused educational program for all students. The staff collaboratively works to ensure that students receive a balanced education that includes academic achievement, physical growth, and social emotional learning. Individual student progress is measured and documented through formal and informal classroom assessments and used as a tool to develop instructional strategies. Achievement is reported in a variety of ways to parents and stakeholders. Star of the North Academy uses NWEA-Measures of Academic progress, the FAST Bridge aReading and aMath standardized tests, end of the term comprehensive exams and Minnesota Comprehensive Assessments (MCAs).

SPONSOR/AUTHORIZER INFORMATION

Star of the North Academy is pleased to have the opportunity to function under the authorization of NEO. We look forward to many years of successful operation under their guidance and support. We have been a charter school since the 2014-2015 school year. We recognize the strong support we have received from the community that had the original vision to create our school and the many who are still with us today. We are excited to welcome all of the new families who have joined us this year and look forward to continuing to emerge as the premiere charter school of the northern suburbs. We submit this Annual Report to NEO with gratefulness and in

anticipation of many productive years to come. In the winter of the 2019-2020 school year, our contract with NEO was extended for another three years through the 2022 school year. Due to the disruption of the school year and the data collected, in September of 2021, NEO extended our charter agreement with them until June of 2023.

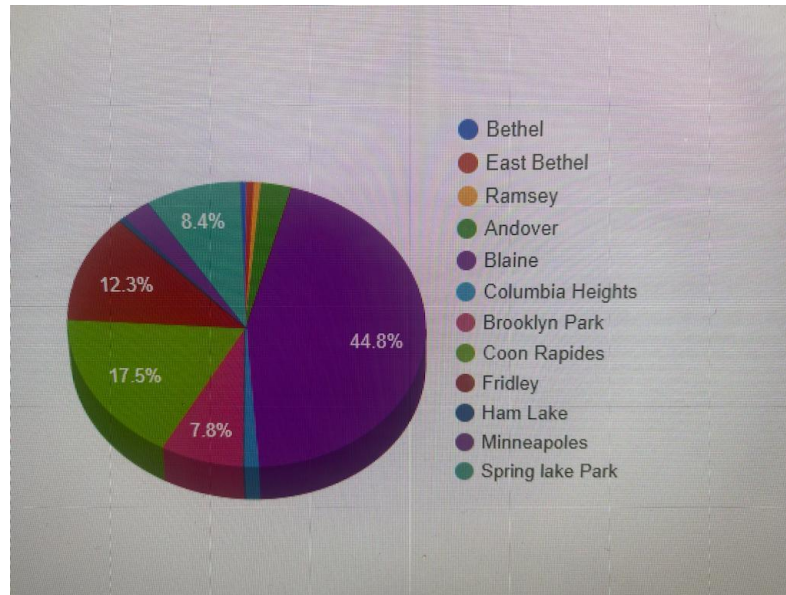
SCHOOL ENROLLMENT

In 2021-2022 there were 157 students enrolled at Star of the North Academy at the end of the school year. Students were distributed into grade level classes as follows:

Grade Level Enrollment

Grade Level	Number of students	Number of boys	Number of girls
Kindergarten	24	8	16
First Grade	13	8	5
Second Grade	16	4	12
Third Grade	22	10	12
Fourth Grade	18	10	8
Fifth Grade	20	13	7
Sixth Grade	19	7	12
Seventh Grade	16	7	9
Eighth Grade	9	5	4
Total	157	72	85

As the graph indicates, our students reside in many different communities in the North Metro.



The following table provides demographic trends at the end of each year at Star of the North Academy.

<i>School Year</i>	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Male	82	86	74	74	63	62	72
Female	66	75	69	79	79	66	85
African American	69	75	67	79	57	64	97
Hispanic	0	0	1	1	0	1	3

Asian	26	24	26	24	29	22	28
White	53	62	49	49	40	39	47
American Indian	0	0	0	0	0	0	0
Free & Reduced Meals	94	120	94	122	100	98	115

Multilingual Learners	40	51	48	49	45	43	48
Special Education	1	4	11	16	11	7	13
End of Year Total Enrollment	148	161	143	153	142	128	157

STUDENT ATTRITION

We began the school year with an enrollment of 153 students. The year ended 157 with students. In the 6 years of operation, our student enrollment has fluctuated between 128 and 161.

GOVERNANCE AND MANAGEMENT

School Management

The Administrative Team in 2021-2022 includes the Principal, Operations Manager and Administrative Assistant. A system of checks and balances has been established for the financial accountability of the school. The School has received clean audits and exemplary operational management scores.

The Board of Directors' primary responsibility is to provide supervision of the school's principal and their decisions focus on all dimensions of the school's operation, including, but not limited to:

1. School philosophy, goals and objectives
2. School policy
3. Budget
4. Curriculum and instructional direction
5. Staffing
6. Long term planning
7. Communication (home, community, authorizer)
8. School enrollment and organization

The Star of the North Academy's Board of Directors consists of the following voting members:

1. 1 teacher representative
2. 1 parent representative
3. 4 community representatives
4. One Ex-Officio member: school principal
5. 6 voting members total

The members of the Board of Directors serve 3 year renewable terms, with board elections taking place in May. In May of 2020, the school board held its election for the upcoming term. The 4 incumbent members were re-elected.

The Board of Directors meets on the third Thursday of the month. Special meeting days and times, as determined by the Board of Directors, are publicly posted and announced to parents, staff, and community.

2021-2022 Board of Directors

Javed Mohammad	j mohammad@snacharterschool.org	President	Parent	6/30/20 - 6/30/23
Ahmed Abuatieh	a abuatieh@snacharterschool.org	Member	Community	6/30/20 - 6/30/23
Abdul Khadeer	Akhadeer@snacharterschool.org	Vice President	Community	6/30/20 - 6/30/23
Mohamed Omar	momar@snacharterschool.org	Member	Community	6/30/20 - 6/30/23
Keely Dutcher	kshephard@snacharterschool.org	Member	Teacher	6/30/20 - 6/30/23

STAFFING

CERTIFIED STAFF

Name	File/Folder #	Position	Years at SNA
Laura Montray	416593	KG teacher	4
Miranda Crocket	491440	1 st grade teacher	7
Crystal King	495932	2 nd grade teacher	6

Victoria Carrier	1007046	3 rd grade teacher	1
Rachel Paulsen	489898	4 th grade teacher	4
Keely Dutcher	502282	5 th grade teacher	5
Sarah Storla	1012773	MS Math	1
Lauren Emerson	1011829	MS Science	1
Michelle Larson	501557	MS ELA	5
Rachel Huttle	1001306	School Counselor	2
Katie Hunt	416593	MS Social Studies	4
Tammy Hoffmann	449125	SPED	5
Mary Beck	514759	ESL	1
James Harnett	466911	PE	7
Laila AbuHassoun	1002546	Arabic Teacher	3
Loubna Hamadi	1012809	Short Term Sub	1

Dawn Madland	346539	Principal	4
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NON-CERTIFIED STAFF

Walid Kandil	Operations Manager	8
Rasha Eldawy	General Ed Para	1
Tammy Mohr	SPED Para	1
Muna Ibrahim	SPED Para	2
Susan Wong	Admin Assistant	2
Zeenat Ahmed	General Ed.Para	1

Licensed teacher turnover rate:

2021-2022 = *Most of the licensed staff returned from the previous year.*

Staff Development

The theme for staff professional development of 2021-2022 school year was GROW “Grateful, Resilient, Optimistic, Willing”

This framework created the structure for in-service training, PLC meetings and personal professional development plans that all staff created as a means to grow professionally. During the August preservice, we focused on analyzing data, building a strong school community and the implementation of best instructional practice to move our academic performance forward. Staff Professional Development training included; Benchmark ELA & Math Expressions training, social and emotional learning, Special Education Modifications, Engaging with Somali American families and students, and working with Gifted and Talented Students.

FINANCES

BerganKDV audited the school in September of 2022 after the finish of the 8th year of operation. According to the auditor's report, there were no control deficiencies, clean report in internal controls, and no material weaknesses. The audit reports were presented and approved by SNA Board and are submitted to the Minnesota Department of Education (MDE) and the Office of State Auditor.

SNA has been receiving the MDE Finance award consistently. The fund balance at the end of June 30th, 2022 was \$546,502

BOARD TRAINING

The SNA school board received the following board training during the 2021-2022 school year.

Date	Topic
Oct. 2021	Data Practice Training (Safeguarding Private Data)
July 21,2022	MN Legislative (Update & Finance)

PRINCIPAL'S PROFESSIONAL DEVELOPMENT PLAN

The principal has extensive experience in charter school administration. Ms. Madland has worked in various charter and public alternative schools to create learning environments where the learning needs of each individual child can be met. Through rigorous instruction, the use of data to increase student growth and by developing highly skilled teachers, she has been able to provide families with viable learning options for their children.

This past year, the principal's professional development plan included the following:

Special Education Law and Leadership Conference RATWIK, ROSZAK & MALONEY, P.A.

MDE Sessions:

Special Education Fiscal Monitoring Training: Time and Effort

Title Tuesday- MDE sessions for schools receiving ESSA Title funds

Principal/School Leader Questions and Answers with PELSB

Family Engagement Series Session

Book Study: Coaching for Equity

Academic Performance:

Goals and Results:

All Students Ready for School

60-80 percent of kindergarten students will score at or above the 60th growth percentile in the combined FY 2019-FY 2023 AND/OR the school improves from the baseline year of FY 2020 by at least 10 percentage points. On the FastBrigde assessment for math and reading)

The school's combined average FAST math rate is 68.97%.

The school's combined average FAST reading rate is 47.73%.

All Students in Third Grade Achieving Grade-Level Literacy

The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by at least 10 percentage points from the baseline year.

The school's combined proficiency rate of 37.84% is 14.15% lower than the state's combined proficiency rate of 51.99%. (MCA Reading)

Close the Achievement Gap(s) Between Student Groups

The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by at least 10 percentage points from the baseline year. (For the focus group free/ reduced lunch and ELL students)

The school's proficiency rate exceeds the resident district average by up to 10 percentage points.

The school's combined proficiency rate of 32.32% is 2.22% higher than the state's combined proficiency rate of 30.10%. (MCA Math / free and reduced lunch group)

The school's combined proficiency rate of 32.32% is 3.49% lower than the state's combined proficiency rate of 35.82%. (MCA Reading/ free and reduced lunch group)

The school's combined proficiency rate of 32.32% is 9.69% lower than the resident district's combined proficiency rate of 42.01% for MCA Math / Free Reduced Lunch Group

The school's combined proficiency rate of 32.32% is 11.68% lower than the resident district's combined proficiency rate of 44.01% for MCA Reading / Free Reduced Lunch Group

The school's combined proficiency rate of 18.03% is 1.95% higher than the state's combined proficiency rate of 16.08% for MCA math / ELL students

The school's combined proficiency rate of 10.77% is 2.58% lower than the state's combined proficiency rate of 13.35% for MCA reading / ELL students

The school's combined proficiency rate of 18.03% is 8.17% lower than the resident district's combined proficiency rate of 26.20% for MCA Math / ELL students

The school's combined proficiency rate of 10.77% is 6.95% lower than the resident district's combined proficiency rate of 17.72% for MCA Reading / ELL students

All Students Career and College-Ready by Graduation

50-60 percent of students below grade and above grade level will make their NWEA expected growth target in math, reading and science.

At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve 120-149 percent of the NWEA target growth in math, reading, and science.

The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring math target is 66.86%.

The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring reading target is 64.20%.

The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring science target is 67.69%.

The 2019-2023 combined average growth for NWEA MAP Fall-Spring for math is 145.78% and the percent of students below grade level who made expected growth is 66.86%.

The 2019-2023 combined average growth for NWEA MAP Fall-Spring for reading is 156.73% and the percent of students below grade level who made expected growth is 64.20%.

The 2019-2023 combined average growth for NWEA MAP Fall-Spring for science is 176.95% and the percent of students below grade level who made expected growth is 67.69%.

The 2019-2023 combined average growth for students above grade level on NWEA MAP for math is 55.94%.

The 2019-2023 combined average growth for students above grade level on NWEA MAP for reading is 52.04%.

The 2019-2023 combined average growth for students above grade level on NWEA MAP for science is 50.98%.

Goals and Results: SNA is on track for achieving WBWF goals

Improvement Plans Leading to the World’s Best Workforce

We have implemented the following:

Curriculum Review - Training on Curriculum - Data Meetings - Reading Corps & Math Corps – Fastbridge assessments - Home visits during COVID - Summer School & Kindergarten Welcome Week.

Standard-Based Lessons and Data-Driven Instruction:

Standard/ Subject Area	Percentage of students who show mastery on this standard based on assessments from end of unit/trimester	Is re-teaching necessary? How will you do this	What curricular resource did you use?
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Reading Corps: K-3 individual intensive practice and instruction with letter sound fluency, reading fluency/ comprehension, and phoneme awareness.

Math Corps: K-3 Small group intensive practice and instruction in Number Sense and addition and subtraction autonomy and fluency.

Fastbridge Reading Assessment: Kindergarten only; Assesses letter and sound recognition fluency, onset sounds, phoneme segmentation, nonsense words and sight words (spring only).

Fastbridge Math Assessment: Kindergarten only; counting forward and backward, number recognition fluency, number sense, and decomposing numbers.

Summer Kindergarten program: Pre-Kindergarten assessments during summer school.

Kindergarten Welcome Week: Learning how to be in school confidently! We practice riding the bus safely, learn how to sit and listen during instruction, practice using our classroom tools like scissors, glue, paint and crayons. We listen to stories and talk about what we are hearing, and practice math skills and counting with hands on manipulatives.

Innovative Practices and Implementation:

At SNA, we 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 a 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 and Staff core values · Student uniforms · Behavior and academic awards for students · Monthly school assemblies

Plans, Strategies and Practices for Improving Curriculum and Instruction and Cultural Competency

The students are offered academic intervention support from the Title I, special education, and ESL teachers. The SPED schedule is based on the current caseload and was firmly established at the beginning of the year based on the goals in students' IEPs. It is modified any time a new student is added to the caseload or new goals are added to existing students (on average, every 3-4 months). The ELL caseload was established based on screener data and scores from Access testing in spring. Specific skills are targeted in each of the intervention groups based on the skills identified from Access testing, as well as based on recommendations from the classroom teacher who uses the state standards as the guide for teaching. The ELL caseload will be consistent for the entire year but the skills being targeted may change based on achieving previous goals. Finally, the Title I schedule changes flexibly based on the needs identified through SNA's internal assessments (weekly quizzes and end of term cumulative assessments) and through NWEA reporting periods (September and December). · In addition to the supports from intervention teachers, the classroom/homeroom teachers do a thorough analysis of each round of NWEA testing, had access to the MCA scores, and participate in weekly data meetings to prepare small group lessons that include remediation and enrichment work for struggling and higher achieving students. Another component of support offered is a streamlined behavior system to keep students in class and maximize learning time. If students are sent out of class, they are sent with a problem-solving form to reflect on their missteps and how they can perform better when they reenter class. They are also sent with their class work so they may continue to focus on academics even when outside of the class. Finally, the K-2 classrooms implemented a scripted reading curriculum to teach the students early literacy skills that were identified as a cause of lower reading scores in the upper elementary grades.

Efforts to Equitably Distribute Diverse, Effective, and In-field Teachers

Star of the North Academy (SNA) is a charter school and it has only one site. SNA has one section for each grade level. According to the budget and qualifications of the teachers, SNA strives to hire the most experienced teachers who serve all students in the grade level that the position is available.

Future Plans

SNA is chartered as K-12 and due to the limited classroom space in its current facility, we are K-8 for the past years. Parents and families played an important role to SNA expansion as they were involved in the process of middle school expansion. SNA will continue to develop a high quality school environment for English language learners, families and all students.

We are submitting our Annual Report to our Authorizer, Novation Educational Opportunities (NEO). We are grateful to the trust our families and the SNA community have placed in us to deliver a program of excellence to the students of the Star of the North Academy. We continue to strive to become the premier charter school in the north metro. By creating quality programing, innovative instruction and a commitment to meeting the needs of the whole learner, we fully believe we can achieve this status. We look forward to the opportunities for growth and enhanced success as we continue our partnership with NEO Authorizer.