

# **Star of the North Academy**

## **Independent Charter School District #4224**

**2022-2023**  
**Annual Report on**  
**Curriculum, Instruction and Student Achievement**  
**December 2023**

### **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 Novation 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), WIDA Access Testing for ELL Students, 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.

## **SCHOOL ENROLLMENT**

In 2022-2023 there were 191 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**

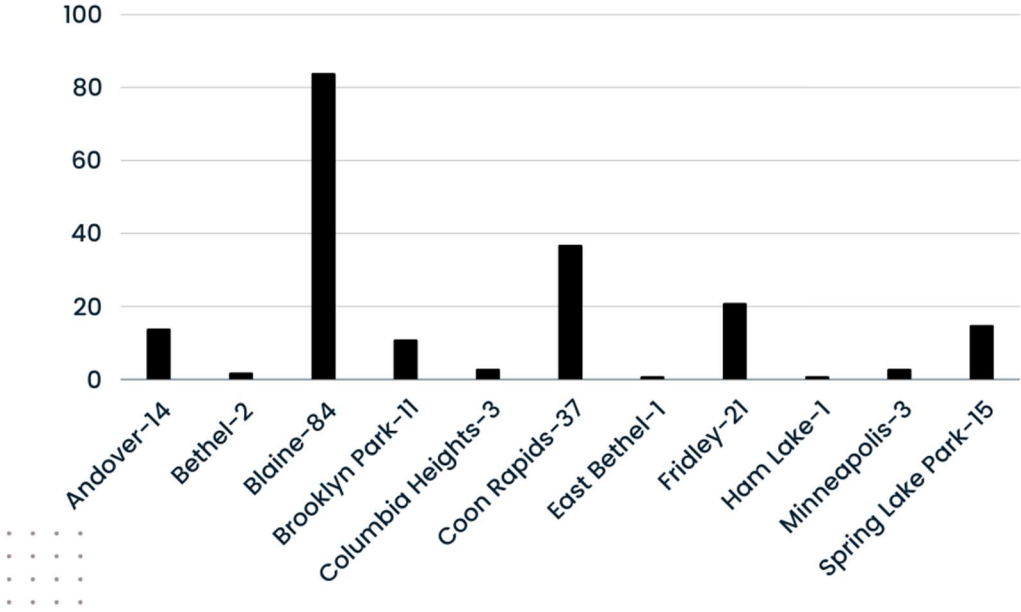
<b>Grade Level</b>	<b>Number of students</b>	<b>Number of boys</b>	<b>Number of girls</b>
<b>Kindergarten</b>	33	15	18
<b>First Grade</b>	28	10	18
<b>Second Grade</b>	18	10	8
<b>Third Grade</b>	24	8	16
<b>Fourth Grade</b>	22	9	13
<b>Fifth Grade</b>	16	8	8

<b>Sixth Grade</b>	19	13	6
<b>Seventh Grade</b>	18	4	14
<b>Eighth Grade</b>	13	5	8
<b>Total</b>	191	82	109

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



**STAR OF THE NORTH ACADEMY  
STUDENT DEMOGRAPHICS  
SCHOOL YEAR 2022-23**



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	2022- 2023
Male	82	86	74	74	63	62	72	82
Female	66	75	69	79	79	66	85	109
African American	69	75	67	79	57	64	97	97
Hispanic	0	0	1	1	0	1	3	1
Asian	26	24	26	24	29	22	28	33
White	53	62	49	49	40	39	47	60
American Indian	0	0	0	0	0	0	0	0
Free & Reduced Meals	94	120	94	122	100	98	115	134

Multilingual Learners	40	51	48	49	45	43	48	56
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Special Education	1	4	11	16	11	7	13	20
End of Year Total Enrollment	148	161	143	153	142	128	157	191

**STUDENT ATTRITION**

We began the school year with an enrollment of 153 students. The year ended with 191 students. In the 6 years of operation, our student enrollment has fluctuated between 153 and 200 students.

**GOVERNANCE AND MANAGEMENT**

**School Management**

The Administrative Team in 2022-2023 includes the Executive Director, Operations Manager, Dean of Students, 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 executive director 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. Finances & Budget
4. Curriculum and Instructional Direction
5. Staffing
6. Strategic 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 licensed teacher representative
2. 1 parent representative
3. 3 community representatives (Community Members Majority)
4. One Ex-Officio member: school executive director
5. **5 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 2023, the school board held its election for the upcoming term. The 3 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.

**2022-2023 Board of Directors**

Javed Mohammad	<a href="mailto:jmohammad@snacharterschool.org">jmohammad@snacharterschool.org</a>	President	Community	6/30/20- 6/30/23
Abdul Khadeer	<a href="mailto:Akhadeer@snacharterschool.org">Akhadeer@snacharterschool.org</a>	Vice President	Community	6/30/20- 6/30/23
Natoli Umer	<a href="mailto:naatumer@gmail.com">naatumer@gmail.com</a>	Member	Community	6/30/20- 6/30/23
Ahmed Adam	<a href="mailto:ahmedadam2007@hotmail.com">ahmedadam2007@hotmail.com</a>	Member	Parent	6/30/20- 6/30/23
Mackenzie Mayers	<a href="mailto:mackenzie1@snacharterschool.org">mackenzie1@snacharterschool.org</a>	Member	Teacher	6/30/22- 6/30/23

## STAFFING

### CERTIFIED STAFF

Name	File/Folder #	Position	Years at SNA
Laura Montray	416593	KG teacher	5
Suzan Harklua	341453	Licensed Teacher	1
Mackenzie Mayers	1007059	1 <sup>st</sup> grade teacher	1
Sehrish Iftikhar	1022309	2 <sup>rd</sup> grade teacher	1
Tammy Hoffmann	449125	3 <sup>rd</sup> grade teacher	6
Lubna Moon	394398	4 <sup>th</sup> grade teacher	1
Julie Rydberg	326967	MS (5 <sup>th</sup> -8 <sup>th</sup> ) Math	1
Baian Abu-Atieh	1020890	MS (5 <sup>th</sup> -8 <sup>th</sup> ) Science	1
Menna Rageh	1021131	MS (5 <sup>th</sup> -8 <sup>th</sup> ) ELA & Social Studies	1
Mary Beck	514759	Multiple Language Learner	2
Shavkat Metkov	514759	PE	1

Laila AbuHassoun	1002546	Arabic Teacher	4
Loubna Hamadi	1012809	Short Term Sub	2
Leslie Nichols	1019545	Special Education Teacher	1

NON-CERTIFIED STAFF

Eman Ibrahim	Executive Director	1
Walid Kandil	Operations Manager	9
Walaa Hamada	Dean of Students	1
Susan Wong	Admin Assistant	3
Rasha Eldawy	General Ed Para	2
Ibtissam Moubad	SPED Para	1
Muna Ibrahim	SPED Para	3
Ashley Rossmann	SPED Para	2
Kadra Farah	SPED Para	1



Kulsum Mst	General Ed. Para	3
Hanan Salem	General Ed. Para	1
Sultan Alhalafi	General Ed. Para	1
Zeenat Ahmed	Resident Teacher	1

**Staff In-Service Training and Ongoing Development**

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 in-service weeks, 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:

- Wonders Reading Curriculum Training
- Pacing Guide & Curriculum Mapping
- Lesson Planning & Gradual Release of Responsibility
- Guided Reading
- Benchmark ELA & Math Expressions training,
- Team Building
- Social and Emotional Learning,
- Special Education Modifications
- Engaging with families and students

## **FINANCES**

Since BerganKDV provides financial services since February of 2023, the school has been looking to find another auditor for the 2022-2023 school year.

SNA has been receiving the MDE Finance award consistently. The fund balance at the end of June 30th, 2023 was \$597,105.

## **BOARD TRAINING**

The SNA school board received the following board training during the 2022-2023 school year.

<b>Date</b>	<b>Topic</b>
July 21, 2022	MN Legislative (Update & Finance)
November 17, 2023	Conflict of Interest Board training

## **EXECUTIVE DIRECTOR'S PROFESSIONAL DEVELOPMENT PLAN**

Ms. Eman Ibrahim, the executive director, has worked in different charter and public schools and in different capacities 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 executive director professional development plan included the following:

Weekly meetings with SPS executive director who provides intensive training and support

Novation Education Opportunities Learning & Leading Events

## **MDE Sessions:**

Special Education Fiscal Monitoring Training: Time and Effort

MDE sessions for schools on MEGS and Title Funding

MDE Session about Assessment and NWEA

School Leader Questions and Answers with PELSB

Family Engagement Series Session

## **Academic Performance:**

### **Goals and Results:**

#### ***I. All Children are Ready for School***

More than 80 percent of kindergarten students will score at or above the 60th growth percentile AND/OR the school improves from the baseline year of FY 2020 by more than 20 percentage points.

The school's combined average FAST reading rate is 53.45%.

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 10 - 20 percentage points.

The school's combined average FAST math rate is 66.67%.

#### ***II. All Students in Third Grade Achieving Grade-Level Literacy***

The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.

The school's combined proficiency rate of 18.95% is 3.49 percentage points higher than the state's combined proficiency rate of 15.46%.

From the baseline year rate of 0.00% the school's proficiency increased to 20.59%, an increase of 20.59 percentage points.

***III. All Racial and Economic Achievement Gaps Between Students are Closed (As Measured by Grade Level Focus Proficiency)***

The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.

The school's combined proficiency rate of 29.69% is 0.21 percentage points higher than the state's combined proficiency rate of 29.48%.

From the baseline year rate of 27.54% the school's proficiency decreased to 26.88%, a decrease of 0.65 percentage points.

***IV. All Students are Ready for Career and College (as Measured by Growth)***

More than 60 percent of students below grade level will make their NWEA expected growth target.

The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring math target is 63.60%.

More than 60 percent of students below grade level will make their NWEA expected growth target.

The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring reading target is 62.34%.

More than 60 percent of students below grade level will make their NWEA expected growth target.

The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring science target is 64.52%.

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.

The 2019-2023 combined average growth for NWEA MAP Fall-Spring for math is 130.26% and the percentage of students below grade level who made expected growth is 63.60%.

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.

The 2019-2023 combined average growth for NWEA MAP Fall-Spring for reading is 142.03% and the percentage of students below grade level who made expected growth is 62.34%.

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 at least 150 percent of the NWEA target growth.

The 2019-2023 combined average growth for NWEA MAP Fall-Spring for science is 161.63% and the percent of students below grade level who made expected growth is 64.52%.

More than 50 percent of students at or above grade level will make their NWEA expected growth target.

The 2019-2023 combined average growth for students above grade level on NWEA MAP for math is 52.59%.

40 - 50 percent of students at or above grade level will make their NWEA expected growth target.

The 2019-2023 combined average growth for students above grade level on NWEA MAP for reading is 49.19%.

40 - 50 percent of students at or above grade level will make their NWEA expected growth target.

The 2019-2023 combined average growth for students above grade level on NWEA MAP for science is 46.99%.

***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 – Fastbridge assessments - Summer School & Kindergarten Welcome Week.

### **Standard-Based Lessons and Data-Driven Instruction:**

**Walk to Read K-4** provides intensive practice and instruction with letter sound fluency, reading fluency/ comprehension, and phoneme awareness.

**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 School** offered for all students to bridge the achievement gap

**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 ELL teacher, support staff, and special education. 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. The 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 support from the classroom/homeroom teachers and support staff do a thorough analysis of each round of NWEA testing, have access to the MCA scores, and participate in weekly focused staff 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-4th classrooms implemented a Walk to Read (WTR), an approach to help bridge the achievement gap that exists. In addition, we implemented the book bag program as part of the 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. 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.