

Star of the North Academy
Independent Charter School District #4224
Comprehensive Achievement and Civic Readiness Report 2024-2025

SNA Mission:

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.

SNA Vision:

Star of the North Academy's vision is to provide an effective learning environment for the world's future leaders, where all students learn, achieve and graduate with the ability to communicate and work successfully in a pluralistic society.

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 the 2024-2025 school year, Star of the North Academy opened the Second Campus in Coon Rapids also in Grades K-8 and one section per each grade. There were **189** students enrolled at Coon Rapids Star of the North Academy at the end of the school year and **159** Students enrolled in East Bethel Campus. Students were distributed into grade level classes as follows:

Grade Level Enrollment

Grade Level	Number of students	Number of boys	Number of girls
Kindergarten CR	26	15	11
Kindergarten EB	15	4	11
First Grade CR	21	9	12
First Grade EB	12	5	7
Second Grade CR	25	13	12
Second Grade EB	17	7	10
Third Grade CR	17	9	8
Third Grade EB	23	7	16
Fourth Grade CR	21	13	8
Fourth Grade EB	16	11	5

Fifth Grade CR	26	12	14
Fifth Grade EB	16	5	11
Sixth Grade CR	20	8	12
Sixth Grade EB	16	8	8
Seventh Grade CR	21	11	10
Seventh Grade EB	13	8	5
Eighth Grade CR	11	4	7
Eighth Grade EB	20	11	9
Total CR	188	94	94
Total EB	148	66	82

STUDENT DEMOGRAPHICS

Our students reside in many different communities in the North Metro: The Majority of students reside in Blaine, Coon Rapids, and the rest are in Andover, Fridley, Spring Lake Park, Anoka, Brooklyn Park, Minneapolis, and other surrounding cities.

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	2023- 2024	2024- 2025
Male	82	86	74	74	63	62	72	82	98	160
Female	66	75	69	79	79	66	85	109	86	176
African American	69	75	67	79	57	64	97	97	93	214
Hispanic	0	0	1	1	0	1	3	1	0	0
Asian	26	24	26	24	29	22	28	33	34	50
White	53	62	49	49	40	39	47	60	59	72
American Indian	0	0	0	0	0	0	0	0	0	0
Free & Reduced Meals	94	120	94	122	100	98	115	134	F: 169 R: 15	F: 304 R: 15

Multilingual Learners	40	51	48	49	45	43	48	56	80	120
Special Education	1	4	11	16	11	7	13	20	18	29
End of Year Total Enrollment	148	161	143	153	142	128	157	191	184	336

STUDENT ATTRITION

The year ended with 336 active students and 17 waitlisted. We were unable to accommodate the students who were on the waiting list because the school reached its capacity.

GOVERNANCE AND MANAGEMENT

School Management

The Administrative Team in 2024 -2025 includes the Executive Director, Operations Manager, Dean of Students, and Administrative Assistants. A system of checks and balances has been established for the financial accountability of the school. The school was in a good financial status for the school year 2024-2025.

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 total voting members**

The members of the Board of Directors serve 5 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.

2024- 2025 Board of Directors

Javed Mohammad	jmohammad@snacharterschool.org	Board Chair	Community	6/30/23 - 06/30/27
Abdul Khadeer	Akhadeer@snacharterschool.org	Member	Community	6/30/23 06/30/27
Natoli Umer	naatumer@gmail.com	Member	Community	6/30/23- 6/30/27
Fikret Ajdinovic	fiko75@msn.com	Member	Parent	11/21/23 - 6/30/27

Zeenat Ahmed	zeenat22@snacharterschool.org	Member	Licensed Teacher	11/21/23- 6/30/27
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STAFFING

CERTIFIED Teaching STAFF, Posutitions, and Grade Level for East Bethel and Coon Rapids

Grade Level	File/Folder #	Position	Years of experience
Kindergarten	STAR Report	KG teacher	STAR Report
First Grade	STAR Report	1 st grade teacher	STAR Report
Second Grade	STAR Report	2 rd grade teacher	STAR Report
Third Grade	STAR Report	3 rd grade teacher	STAR Report
Fourth Grade	STAR Report	4 th grade teacher	STAR Report
Math Teacher	STAR Report	MS (5 -8 th) Math	STAR Report
Science Teacher	STAR Report	MS (5 th -8 th) Science	STAR Report
ELA Teacher	STAR Report	MS (5 th -8 th) ELA	STAR Report
Social Studies Teacher	STAR Report	MS (5 th -8 th) Social Studies	STAR Report

ELL Teacher	STAR Report	Multiple Language Learner	STAR Report
PE Teacher	STAR Report	PE	STAR Report
World Language Teacher	STAR Report	World Language	STAR Report
Special Education Teacher	STAR Report	Special Education	STAR Report
Dean of Students	STAR Report	Dean of Students	STAR Report
Special Education	STAR Report	Special Education	STAR Report
Building Substitute	STAR Report	Short Term Sub	STAR Report

NON-CERTIFIED STAFF for East Bethel and Coon Rapids

Department	Position	Year of Experience
Administration	Executive Director	3
Administration	Operations Manager	2
Administration Team	Admin Assistants	1
First Grade	General Ed. Para	4

SpEd Dep.	SPED Para	3
SpEd Dep.	SPED Para	5
SpEd Dep.	SPED Para	3
Support Team	General Ed. Para	2
Support Team	General Ed. Para	2
Intervention	General Ed. Para	2

Staff In-Service Training and Ongoing Development

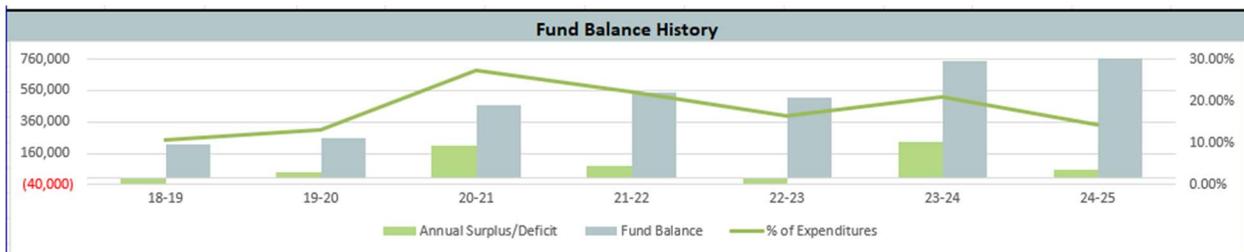
This framework created the structure for in-service PD training and the on-going PD training offered throughout the school year. During the August in-service weeks, we focused on building a strong school community, analyzing data, and the implementation of best instructional practice to move our academic 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

Creative Planning provided financial services for Star of the North Academy during 2024-2025 school year.

Star of the North was able to secure several new grants in FY25, including Come Teach MN, REAP, The University of St. Thomas Teacher grant, food service equipment grants and several grants that will stretch into FY26. They approved a positive net income on the Original and Revised budgets for FY25. Revenues and expenditures were both over budgeted amounts and we ended the year with a profit of \$54,776, which resulted in a fund balance of \$801,083 as of June 30, 2024. This brought our fund balance percentage of expenditures to 14.42%, a 6.55% decrease from the prior year: 20.97%



BOARD TRAINING

The SNA school board received the following board training during the 2024-2025 school year

Date	Topic
November, 2024	Conflict of Interest Board training
March, 2025	Board Training: Conduct Financial Oversight of Cash Flow

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:

MDE sessions for schools on MEGS and Title Funding

MDE Session about Assessment and MAP Reports

Family Engagement Series Session

Academic Performance, including Student Achievement Goals and Success in Realizing the Goals and Related Benchmarks, and Local Assessment Outcomes:

Star of the North Academic Performance

Executive Summary

Star of the North Academy is demonstrating **strong academic growth, improving proficiency trends, and exemplary performance in climate and operations** under its authorizer, Novation Education Opportunities (NEO). Despite serving a high-needs student population ($\geq 90\%$ FRP, 44.2% EL), the school is producing meaningful gains in math and reading and strong multi-year growth on NWEA MAP—particularly for students below grade level, who consistently exceed national expectations.

In FY25, Star of the North earned **63.56% of total framework points**, placing the school above the threshold for a three-year renewal recommendation. Academic performance, while still below state averages in MCA proficiency, is showing upward movement in both math and reading, supported by strong student attendance, high satisfaction, and effective interventions. Climate and Operations performance remain major organizational strengths, with the school earning **100%** of points in both areas.

Key Highlights:

- **Strong NWEA Growth:** 56.54% of students met math growth targets and 69.03% met reading targets—both above national norms, with students achieving 171.6% of expected math growth and 284.9% of expected reading growth.
- **Improving MCA Performance:** Math “partially met/met/exceeded” rose from 47.8% in 2024 to 52.3% in 2025 and reading rose from 56.5% 2024 to 59.3% in 2025; reading proficiency increased from 28.2% in 2023 to 35.2% in 2025.
- **Subgroup Gains:** FRP, EL, Black/African American, and SPED students outperform Minneapolis and often exceed statewide results in both math and reading, with EL math rising from 0% (2021) to 15.8% (2025).
- **Exemplary Climate & Operations:** Attendance (98.75%), parent satisfaction (97–98%), and mobility (6.12%) all score in the Exemplary band; Operations earns 100% of points.
- **On Track for Renewal:** The school earns 63.56% of total NEO framework points, exceeding the renewal threshold and demonstrating strong organizational and academic stability.

These outcomes confirm that Star of The North’s academic systems and teacher collaboration structures are successfully advancing learning for historically underserved students while maintaining a rigorous focus on foundational skill development.

Section 1: Meeting Contractual Goals in Detail***Star of the North/NEO Contract***

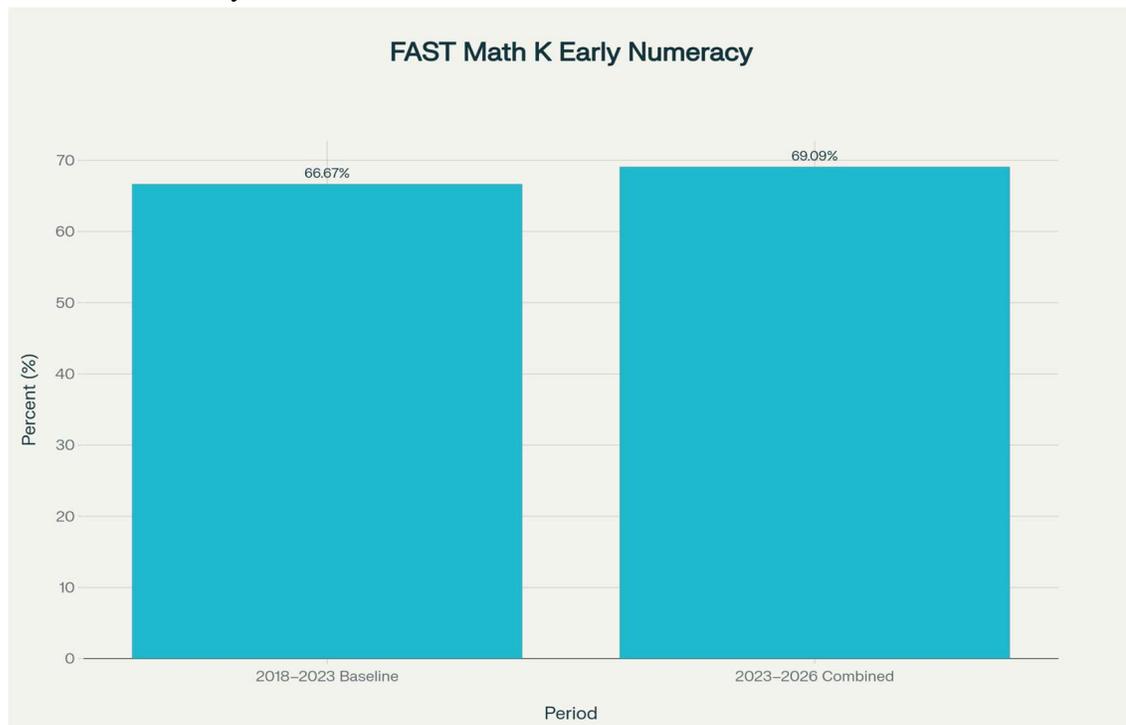
Star of the North Academy’s current performance contract with Novation Education Opportunities (NEO) runs from July 1, 2024 through June 30, 2027, making it a three-year contract; the school just completed the first year of this 2024–2027 contract. The Performance Framework attached to this contract weights Academic Performance at 61.02% of the total framework points, with Climate, Operations, and Finance making up the remaining 38.98%, and the framework specifies that schools earning at least 50% of total points overall and in each area are automatically recommended for a three-year renewal, while those reaching 70% overall are automatically recommended for a five-year renewal.

How the contract works

The NEO/Star of the North Performance Framework sets clear, measurable indicators across four areas—Academic, Climate, Operations, and Finance—and assigns points for each indicator based on a three-tier rating system (Exemplary, Satisfactory, Not Satisfactory). NEO aggregates points earned in each section and determines renewal eligibility based on whether Star of the North meets or exceeds the minimum point thresholds overall and by area, with academic results driving more than 60% of the total decision weight.

Early learning outcomes

- In early numeracy (FAST Math, Kindergarten), the combined baseline rate from 2018–2023 was 66.67% of students scoring at or above the 60th percentile, compared to a combined 69.09% for 2023–2026, earning 2 of 4 possible points (Satisfactory) in the current contract cycle.



- In early literacy (FAST Reading, Kindergarten), the baseline combined rate was 53.45%, while the 2023–2026 combined rate was 45.35%, reflecting a decrease and resulting in 0 of 4 points (Not Satisfactory) for that indicator under the new framework.



MCA proficiency and gap-closing

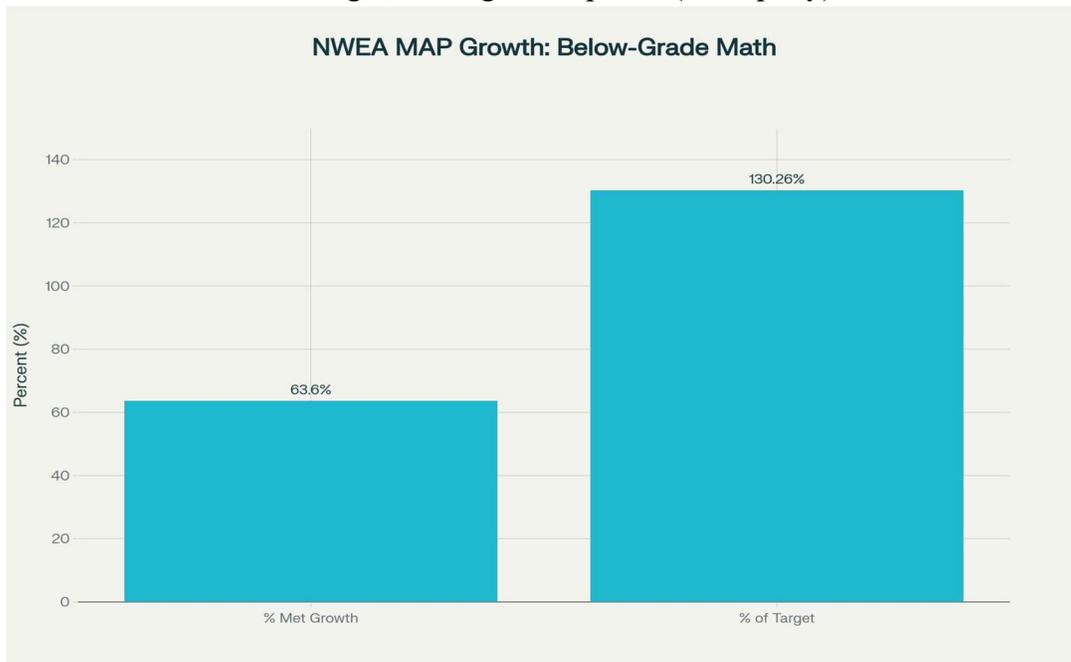
For MCA Math (grades 3–8), Star of the North’s combined proficiency rate was 33.69% versus the state’s 50.42% in the prior term, and in the current contract baseline (2018–2023) the school’s 33.69% compares to a 24.61% combined rate for 2023–2026 against a state rate of 47.46%, leaving the school more than 20 percentage points below state proficiency and in the Not Satisfactory band. MCA Reading shows similar patterns: the school’s combined proficiency of 34.29% compares to 53.76% statewide, with recent years reflecting declines from a baseline of 45.21% to 28.85%, again placing the school below state and district performance levels.

When compared to its resident district (Anoka-Hennepin), Star of the North’s combined MCA proficiency rates in math and reading remain lower, with gaps of over 20 percentage points for all students and persistent gaps for FRP and EL focus groups, although in some FRP and EL state comparisons the school performs close to or slightly above the state rates in specific subjects (e.g., EL math). The framework credits the school with more favorable results where combined focus-group proficiency narrows the difference with state averages, but these indicators also generally fall in the Not Satisfactory band when compared with the resident district.

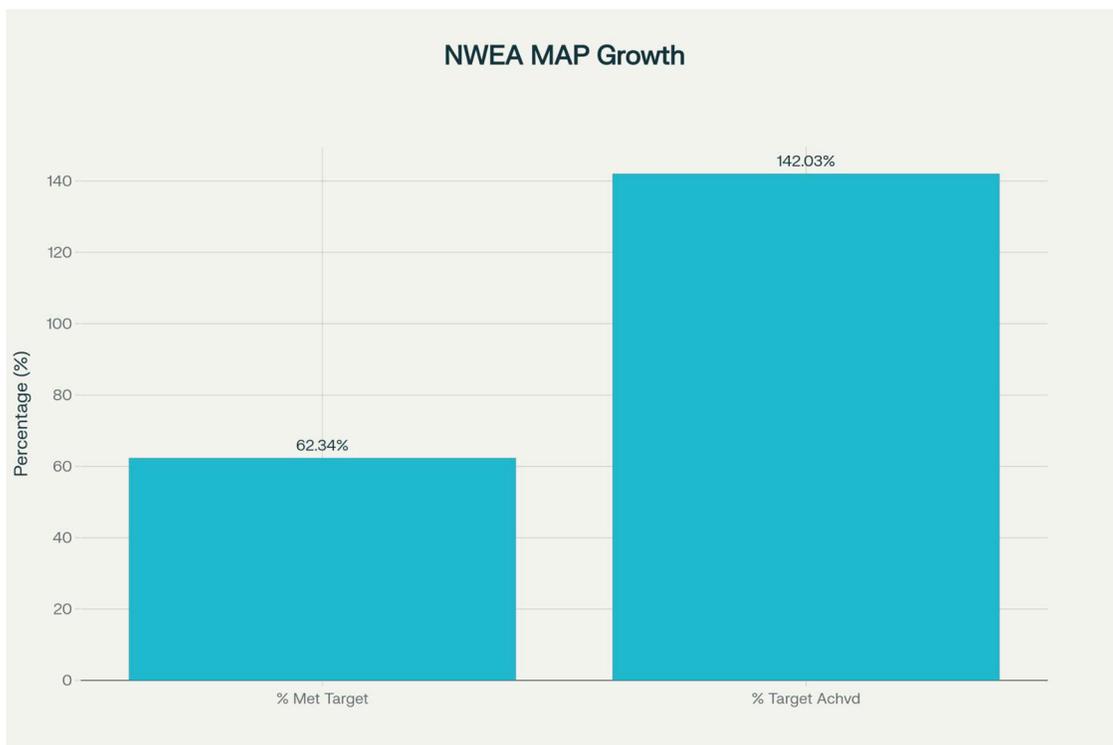
NWEA/MAP growth and longitudinal progress

- On NWEA MAP, Star of the North demonstrates strong longitudinal growth, particularly for students below grade level: An average, in math, 63.60% of below-grade-level

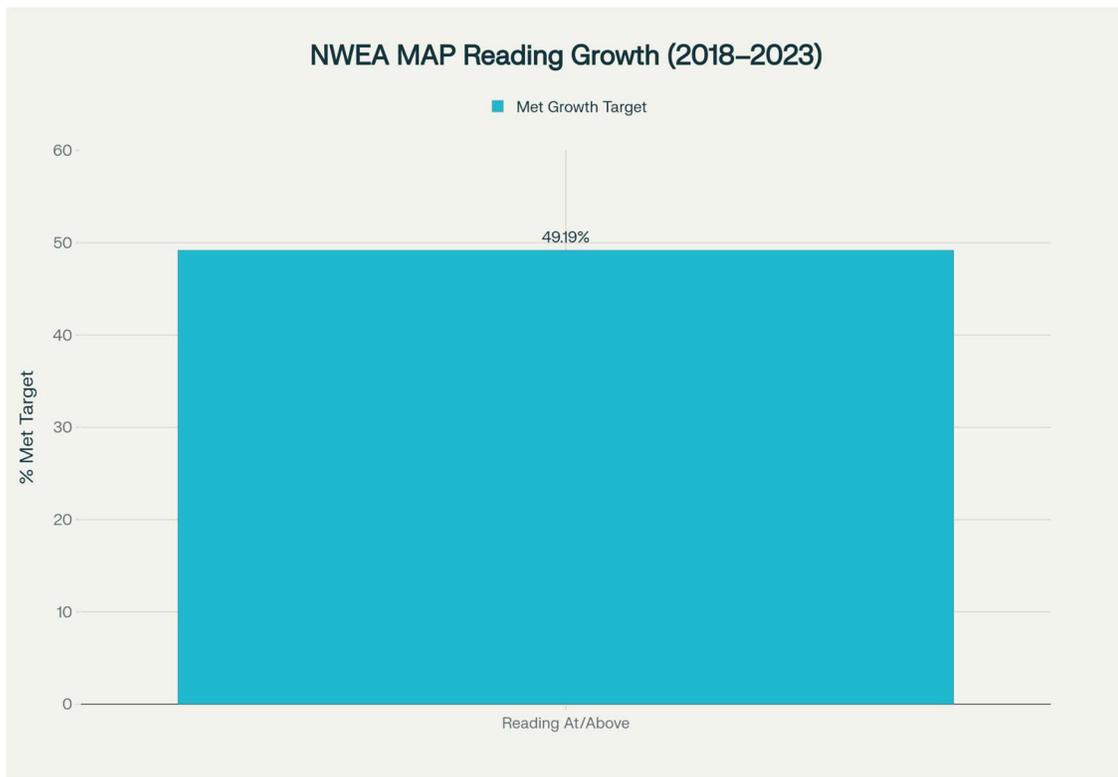
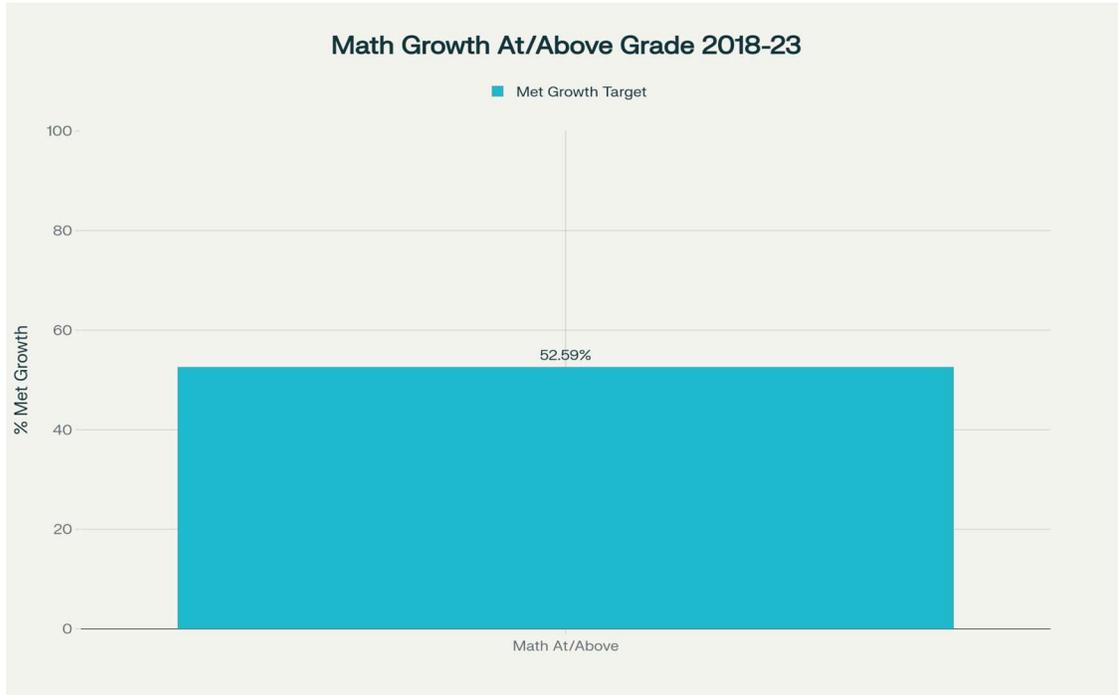
students met their expected growth target from 2019–2023 with combined growth of 130.26% of the NWEA target, earning 4 of 4 points (Exemplary).



- In reading, 62.34% of below-grade-level students met their growth targets with combined growth of 142.03% of the target, and in science, 64.52% met their targets with combined growth of 161.63%, also qualifying for Exemplary ratings.



- For students at or above grade level, the combined 2018–2023 data show that 52.59% (math) met their growth targets earning an exemplary rating, and 49.19% (reading) met their growth targets earning a satisfactory rating.



Taken together, these NWEA results highlight that, although overall MCA proficiency remains below state and district averages, the school is producing substantial academic growth for both below-grade-level and on/above-grade-level students across multiple years.

Other contract areas: attendance, satisfaction, mobility

In Climate, Star of the North earns 12 of 12 possible points (100%), driven by exemplary attendance, satisfaction, and mobility results. The combined 2017–2023 attendance rate is 98.75% (Exemplary), parent satisfaction averages about 97–98% agreement or strong agreement in 2019–2023 (Exemplary), and student mobility averages 6.12% of students transferring out after October 1, also in the Exemplary band.

Operations performance is 100%, with the school resolving all infractions by the assigned deadlines and earning 20 of 20 points in the compliance indicators. Finance stands at 50% of points possible, with the school receiving the MDE School Finance Award, maintaining reserves sufficient to cover at least one payroll (about 12.38% fund balance), and having no material weaknesses in its audit, though one nonmaterial deficiency was cited.

Overall contract status

Across all areas, Star of the North currently earns 75 of 118 possible framework points (63.56%), which puts the school on track to earn a three-year renewal recommendation under the prior cycle and provides a solid foundation for success in the 2024–2027 contract term.

Section 2: Multi-year Trends

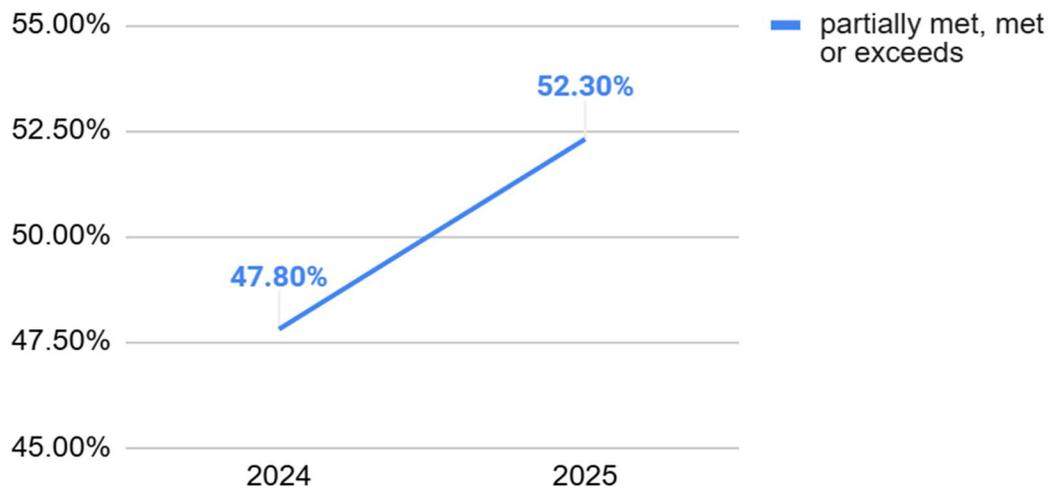
Overall performance and longitudinal growth

Star of the North’s MCA results show a strong academic story: solid overall performance for a high-needs student population, clear improvement over time, and subgroup outcomes that often match or beat Minneapolis, Anoka-Hennepin, and the state, especially for EL and FRP students. Star of the North serves a very high-need population ($\geq 90\%$ FRP, 44.2% EL) while maintaining an 89.9% consistent attendance rate, which is a critical foundation for learning.

Math

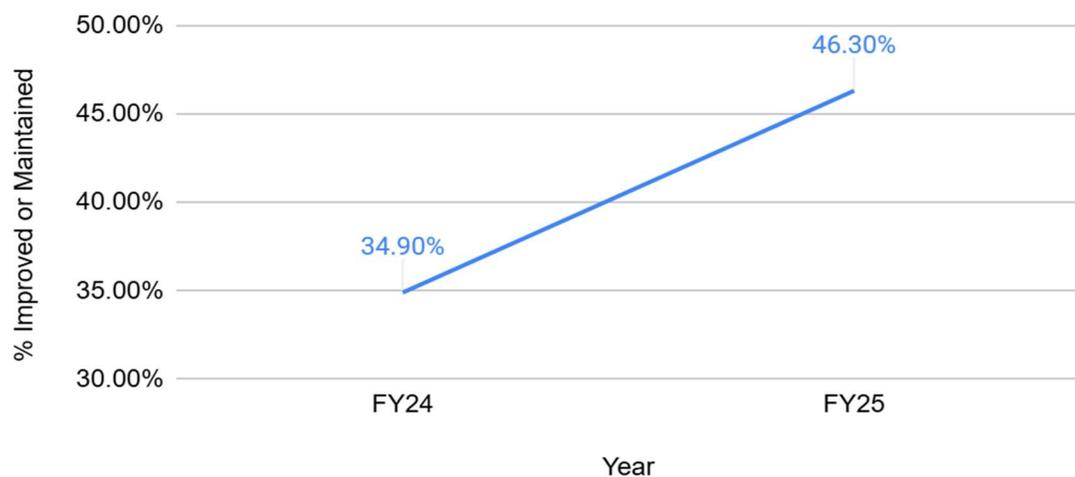
- In math, the percentage of students “partially met, met, or exceeded” standards increased 4.5 percentage points from 47.8% in 2024 to 52.3% in 2025.

Percent of Star of The North Students Partially Met, Met, or Exceed on MCA Math Increased



- In addition, the percent of students improving or maintaining achievement levels in math increased 11.4 percentage points from FY24 to FY25.

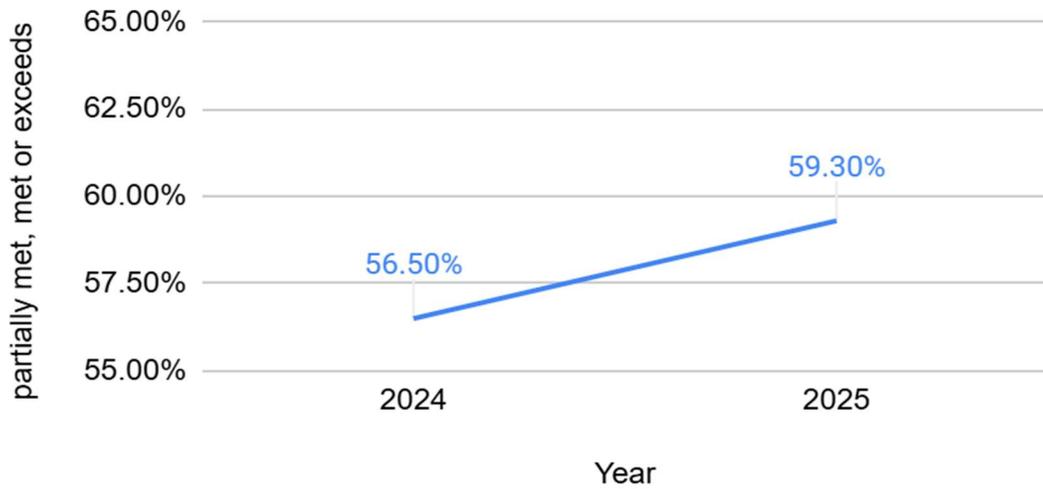
% of Star of The North Students Improved or Maintained on MCA Math Increased from FY24 to FY25



Reading

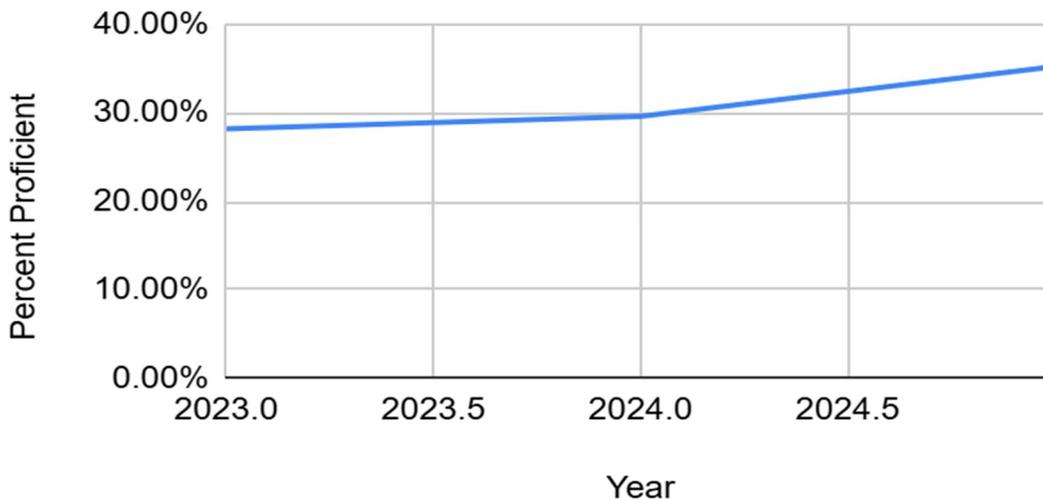
- In reading, the percentage of students “partially met, met, or exceeded” increased from 56.5% in 2024 to 59.3% in 2025.

Percent of Star of The North Students Partially Met, Met, or Exceed on MCA Read...



- Proficiency in Reading rose from 28.2% to 35.2%, marking a second consecutive year of improvement from 2023.

Percent of Students Proficient in Reading



Section 3: Closing the Achievement Gap

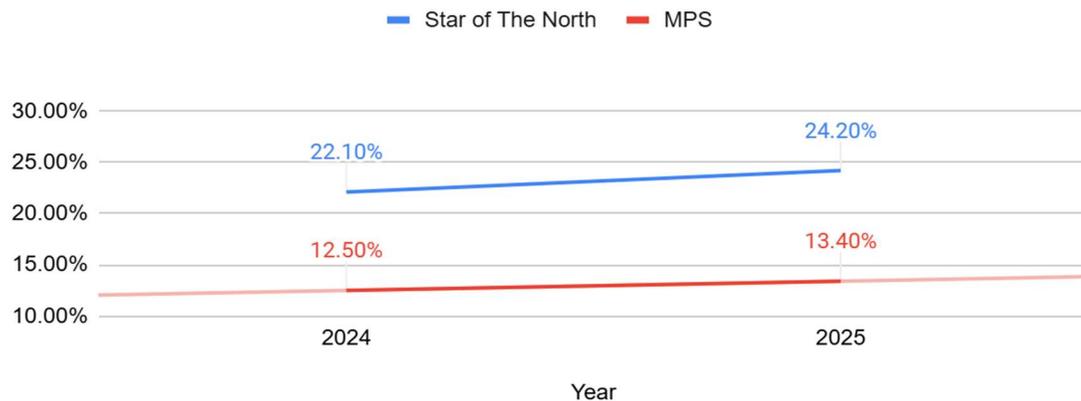
Star of the North Academy’s achievement-gap data show a **consistent pattern of improvement and gap-closing** across multiple student groups, particularly among FRP, EL, Black/African American, and SPED students. In both math and reading, these subgroups increasingly match or

outperform comparison groups in Minneapolis, Anoka-Hennepin, and the state. For example, EL math proficiency has risen from 0% in 2021 to 15.8% in 2025—surpassing both statewide and Minneapolis EL proficiency—while FRP reading proficiency and Black/African American reading proficiency exceed district and state benchmarks. These trends indicate that **Star of the North is accelerating growth for historically underserved students**, narrowing gaps while improving overall schoolwide performance.

Math

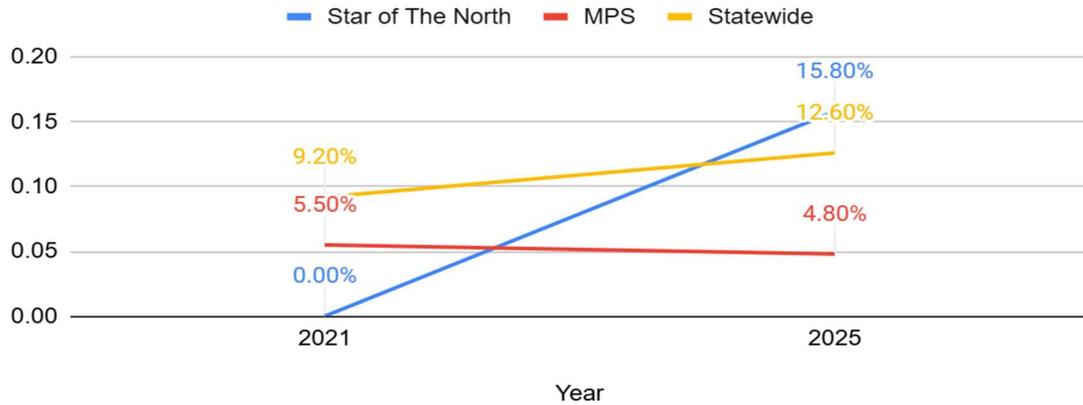
- For students eligible for free/reduced-price lunch (FRP), Star of the North’s math proficiency increased from 22.1% in 2024 to 24.2% in 2025, remaining well above Minneapolis FRP math proficiency (13.4%) and close to or above statewide benchmarks in several years.

Star of The North FRP Students MCA Math Proficiency Increased and Consistently Outperform MPS from FY24 to FY25



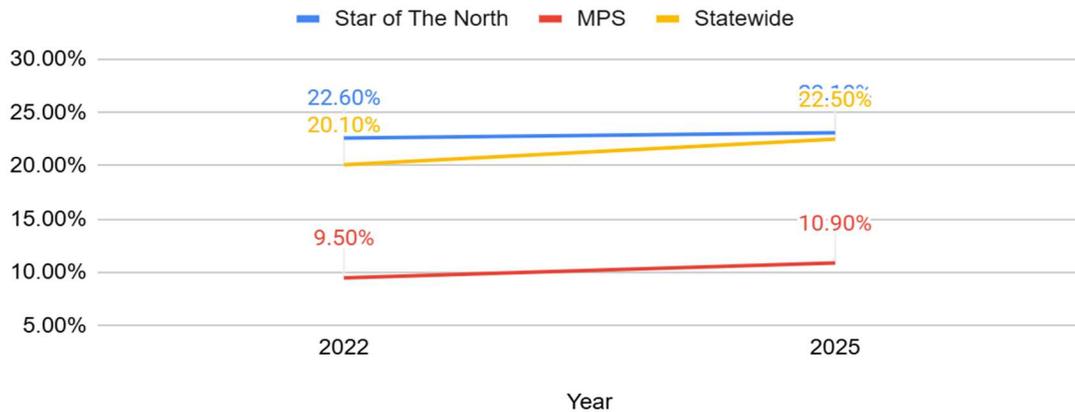
- For EL students, math proficiency at Star of the North rose from 0% in 2021 to 15.8% in 2025, now exceeding Minneapolis EL math proficiency (4.8%) and surpassing the statewide EL math rate (12.6%) in 2025.

Star of The North EL Students MCA Math Proficiency Increased and then Outperform MPS and Statewide in FY25



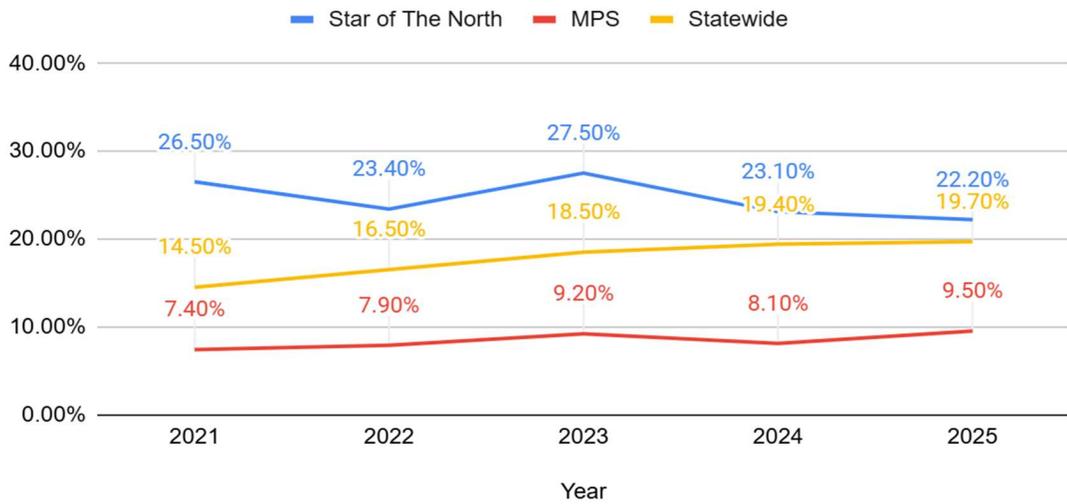
- For Black/African American students in math, Star of the North’s proficiency in 2025 (23.1%) exceeds Minneapolis (10.9%) and edges past the statewide rate (22.5%), showing that the school’s majority demographic is performing comparably or better than the state and much higher than Minneapolis.

Star of The North Black/AA Students MCA Math Proficiency Increased and Consistently Outperform MPS and Statewide f...



- For the combined group of Black/African American + FRP students, Star of the North’s math proficiency has consistently outperformed Minneapolis and the state since 2021,

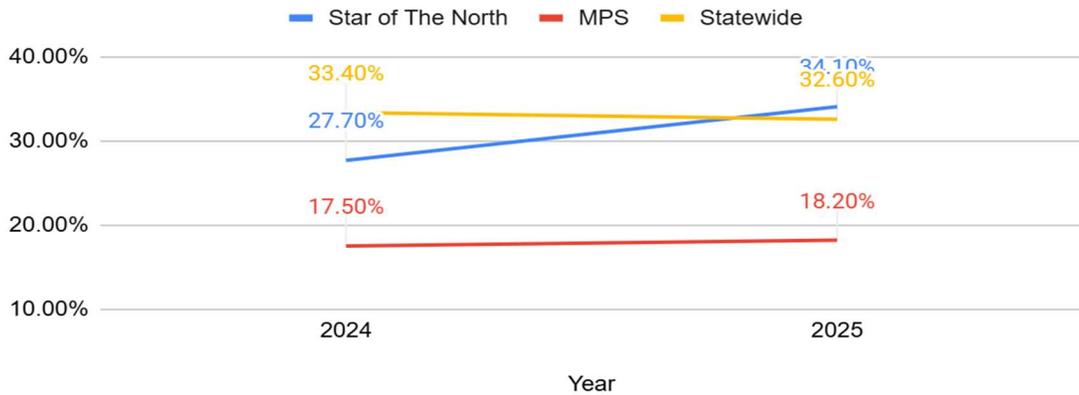
Star of The North Black/AA +FRP Students MCA Math Proficiency Consistently Outperform MPS and Statewide fro...



Reading

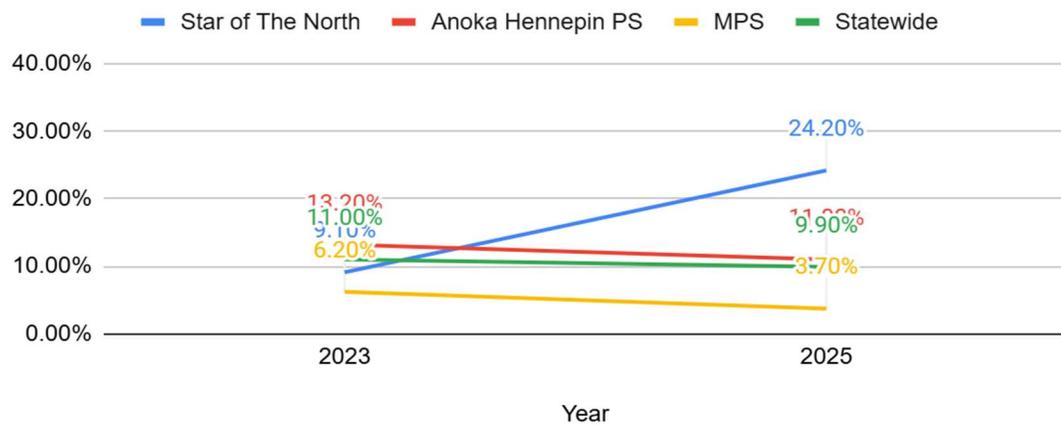
- In reading, FRP proficiency at Star of the North increased from 27.7% in 2024 to 34.1% in 2025, outperforming Minneapolis FRP students (18.2%) and slightly exceeding the statewide FRP reading rate (32.6%) in 2025.

Star of The North FRP Students MCA Reading Proficiency Increased and then Outperform MPS and Statewide in FY 25



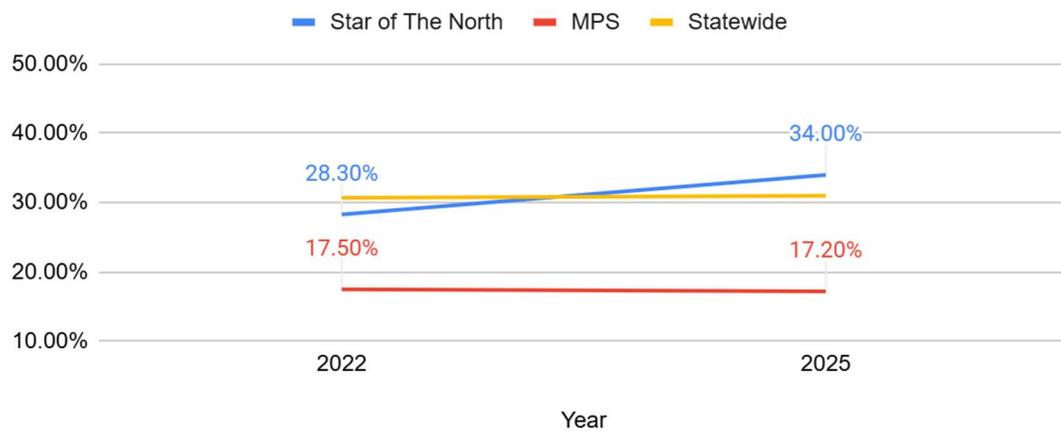
- In reading, EL proficiency at Star of the North increased from 9.1% in 2023 to 24.2% in 2025, more than double Anoka-Hennepin’s EL proficiency (11.0%), far above Minneapolis EL proficiency (3.7%), and significantly higher than the statewide EL reading rate of 9.9% in 2025.

Star of The North EL Students MCA Reading Proficiency Increased and then Outperform Anoka Hennepin PS, MPS...



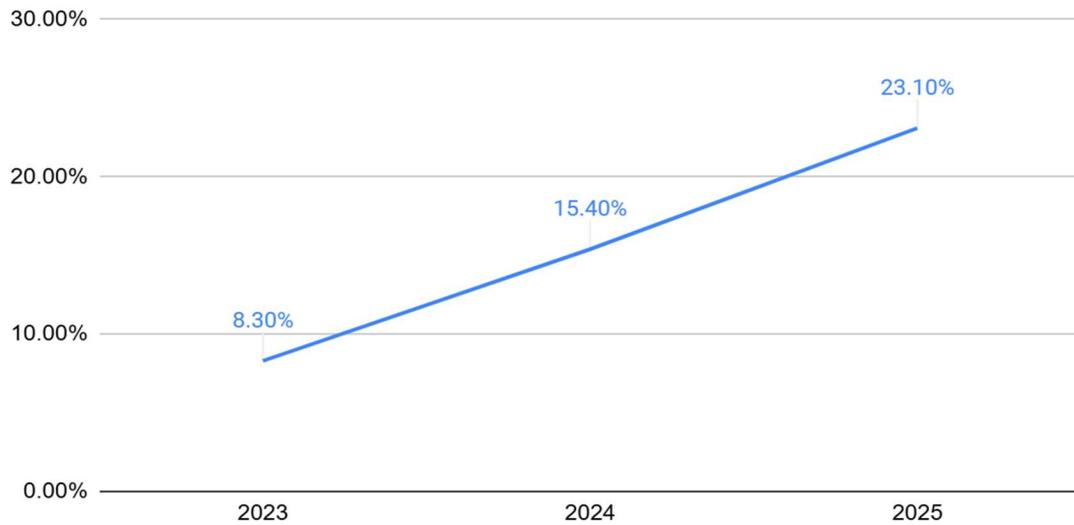
- In reading, Black/African American proficiency at Star of the North increased to 34.0% in 2025, which is nearly double Minneapolis (17.2%) and above the statewide rate of 31.0%.

Star of The North Black/AA Students MCA Reading Proficiency Increased and then Outperform MPS and Statewide in FY 25



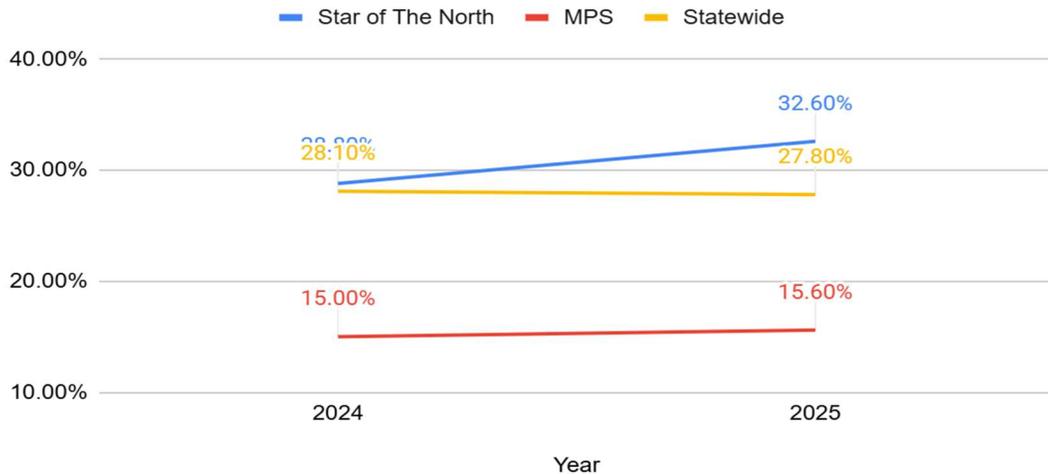
- Special education reading proficiency at Star of the North has climbed from 8.3% in 2023 to 23.1% in 2025, demonstrating substantial gains for students with disabilities over just three years.

Star of The North SPED Students MCA Reading Proficiency Increased from FY23 to FY25



- Furthermore, by 2025, reading proficiency for this group (32.6%) is higher than both Minneapolis (15.6%) and the statewide rate (27.8%), indicating that the school is closing gaps for its highest-need students.

Star of The North Black/AA +FRP Students MCA Reading Proficiency Consistently Outperform MPS and Statewide fr...



Taken together, the MCA data show that Star of the North is delivering strong and improving academic results in both math and reading, particularly for students historically underserved in Minnesota. The school’s EL, FRP, Black/African American, SPED, and Black+FRP subgroups routinely match or outperform peers in Minneapolis, Anoka-Hennepin, and statewide, while

overall growth measures confirm that more students are moving out of “does not meet” and maintaining or improving their performance over time.

Section 4: National and Broader Context (NWEA MAP, Fastbridge and MCA)

NWEA MAP

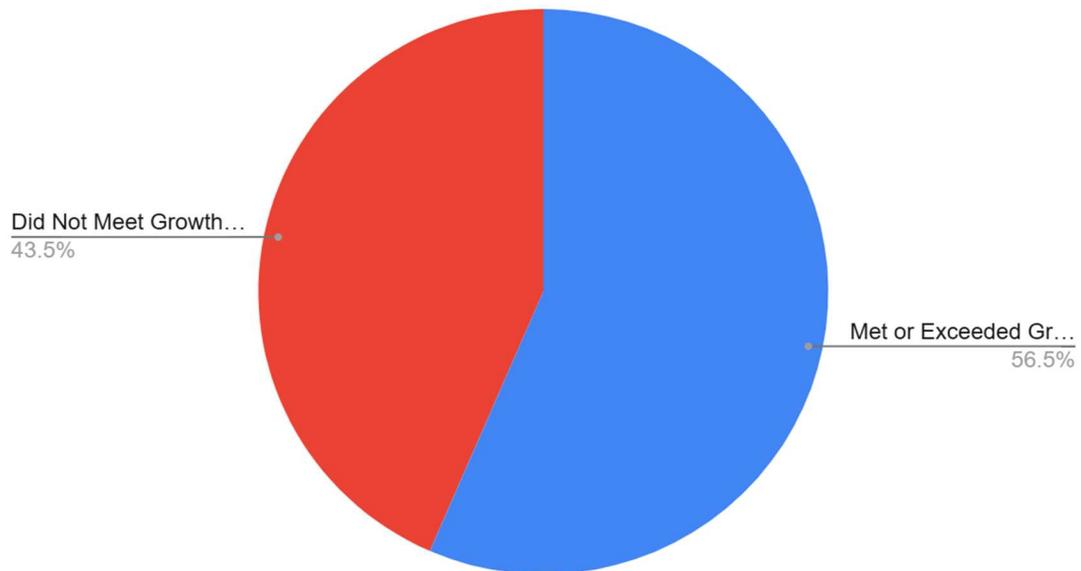
NWEA MAP is a nationally normed assessment that measures what students know in reading and math and how much they grow over time, using a common RIT scale so student growth can be compared across grades, schools, and states. NWEA sets individual growth targets based on each student’s prior score and national norms; when more than 50% of students meet their growth targets, it indicates that a school’s overall growth is better than the national average for similar students. This is especially notable for Star of the North, where at least 90% of students qualify for free or reduced-price meals, 44.2% are English Learners, and 7.8% receive special education services, meaning the school is outperforming typical national growth expectations for a high-needs student population.

NWEA determines growth by comparing each student’s current RIT score to a projected RIT score based on national norm data for students with similar starting points. Schools then calculate the percentage of students who met or exceeded their individual growth targets and can also examine the ratio of actual growth to projected growth (for example, 1.70 would mean students grew 70% more than expected). Because the norms are national, these measures show both how much students grew and how that growth compares to peers across the country.

NWEA Math – Growth Results

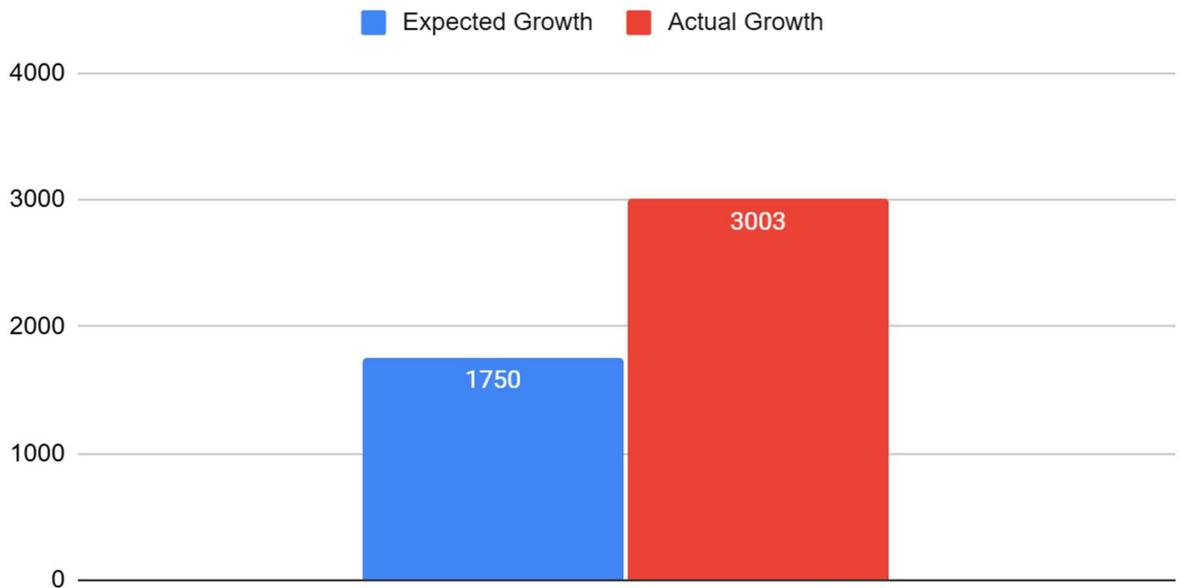
- In math, 260 students were tested in spring FY25, and 147 of them met their NWEA growth targets, meaning 56.54% of students met or exceeded their projected growth. This is above the national expectation of 50%, indicating that Star of the North students, as a group, are growing faster in math than the average U.S. student with a similar starting point, which is particularly impressive given that $\geq 90\%$ of SNA students are FRP, 44.2% are EL, and 7.8% are SPED.

% Met Target



- Math results also show that students did substantially more than the minimum expected growth: across all students who met their targets, projected cumulative growth was 1,750 RIT points and actual cumulative growth was 3,003 RIT points, meaning students achieved about 171.6% of their expected growth (roughly 1.72 times the projection).

Math FY25: All Students That Met Growth Targets Made 171.6% of Expected Growth

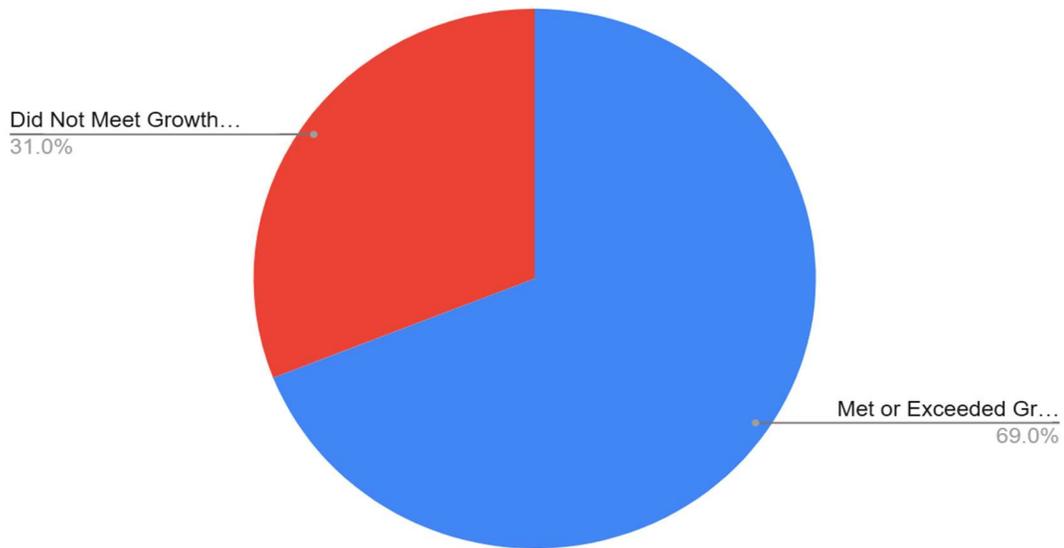


- Grade-level results are similarly strong in several grades where more than 50% of students met their growth targets, such as grades 1 (71.0%), 2 (87.2%), 7(57.1%), and 8 (70.4%).

NWEA Reading (Language Arts) – Growth Results

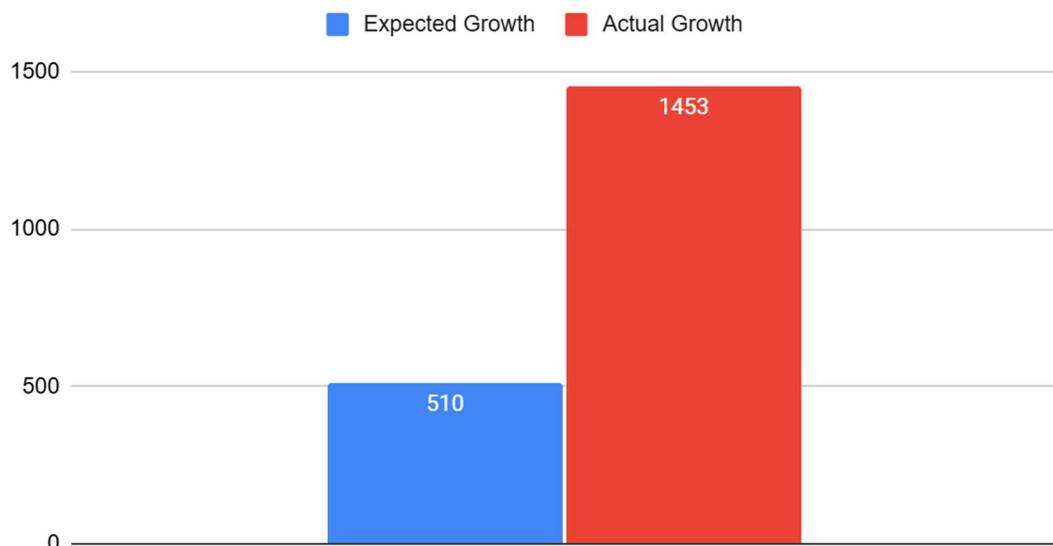
- In reading (Language Arts Summary), 155 students were tested and 107 met their growth targets, so 69.03% of students met or exceeded their NWEA reading growth goals. This is well above the 50% national benchmark, showing that Star of the North’s reading growth is considerably stronger than average, again in the context of a student body with $\geq 90\%$ FRP, 44.2% EL, and 7.8% SPED.

% Met Target (all students)



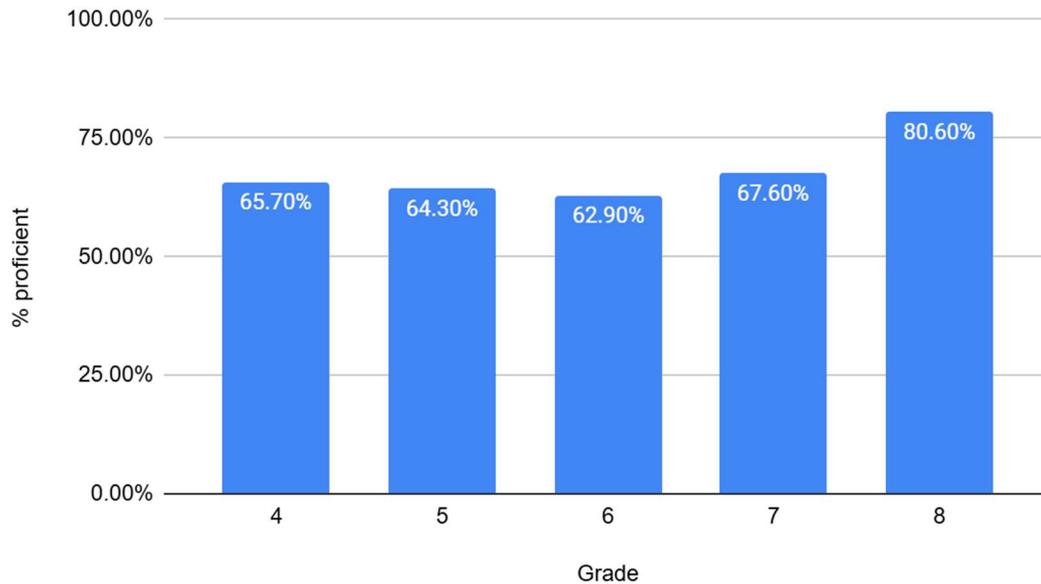
- Reading growth amounts are also high: among students who met their targets, projected cumulative growth was 510 RIT points, and actual cumulative growth was 1,453 RIT points, meaning students achieved approximately 284.9% of their expected growth (almost 2.85 times the projection).

Reading FY25: All Students That Met Growth Targets Made 284.9% of Expected Growth



- In all grade levels more than 50% of students met their growth targets, underscoring that Star of the North is not only helping students catch up but is accelerating reading growth across the school.

NWEA Spring Reading: % Meeting Benchmark 4-8

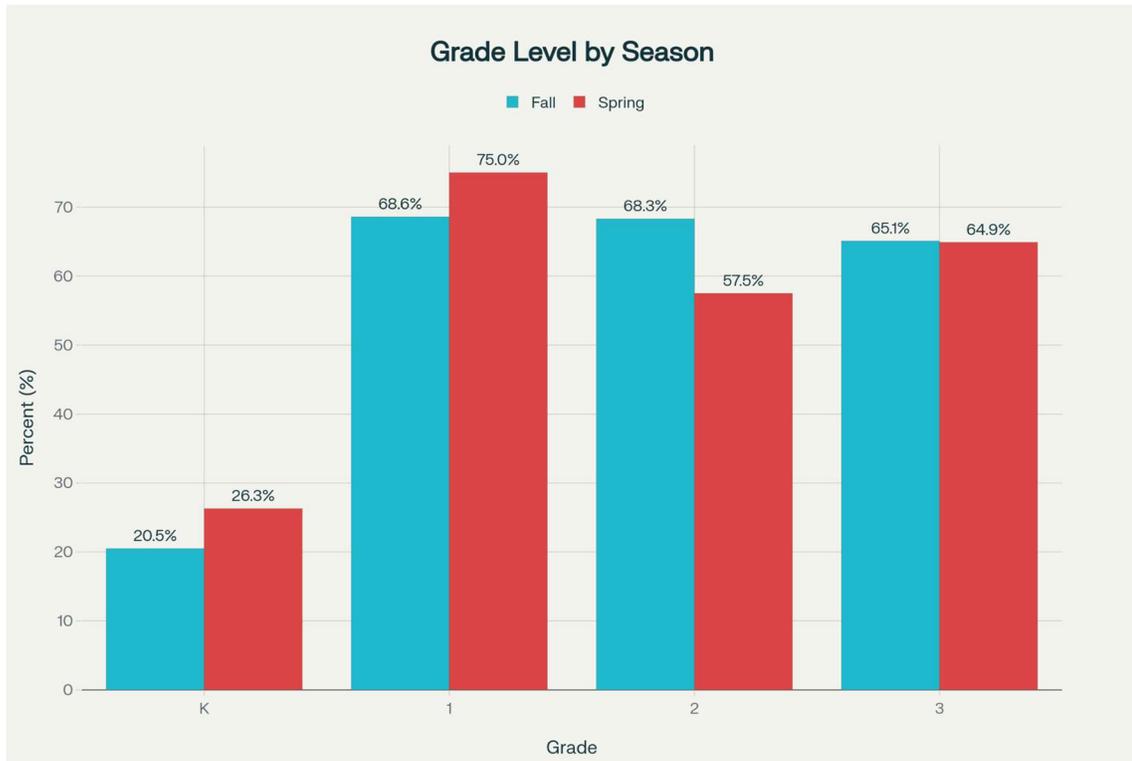


FastBridge

FastBridge is a universal screening and progress monitoring assessment used in reading for students in grades K-3 to show whether students are on track to meet grade-level expectations.

When looking at growth, the most important story is how students move between risk levels over time, not just the number in each band at one point:

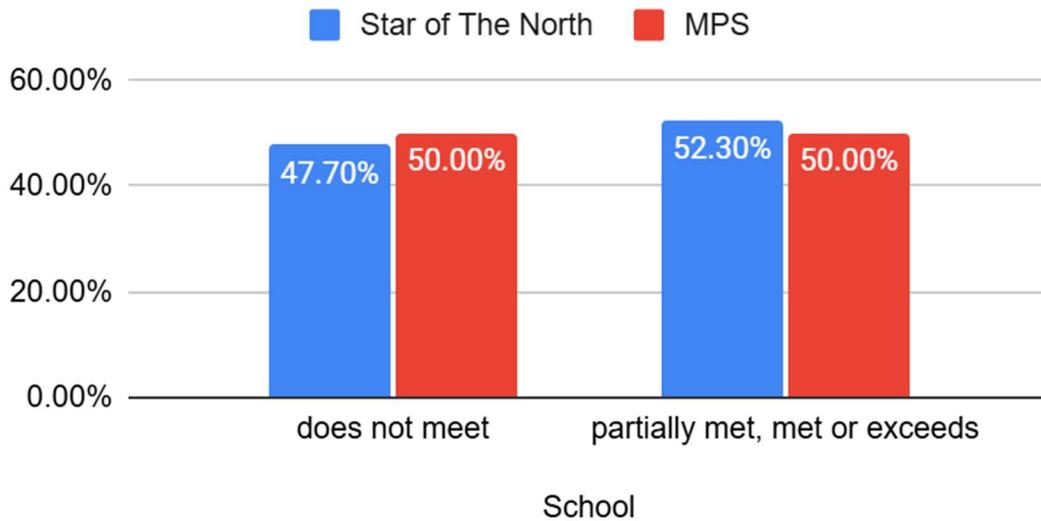
- Overall, the percentage of students scoring at the low risk or college pathway level increased from fall (55.7%) to spring (58.9%), with the most notable growth occurring in grades K and 1.



Comparison of MCA Result to Minneapolis, Anoka-Hennepin, and the state

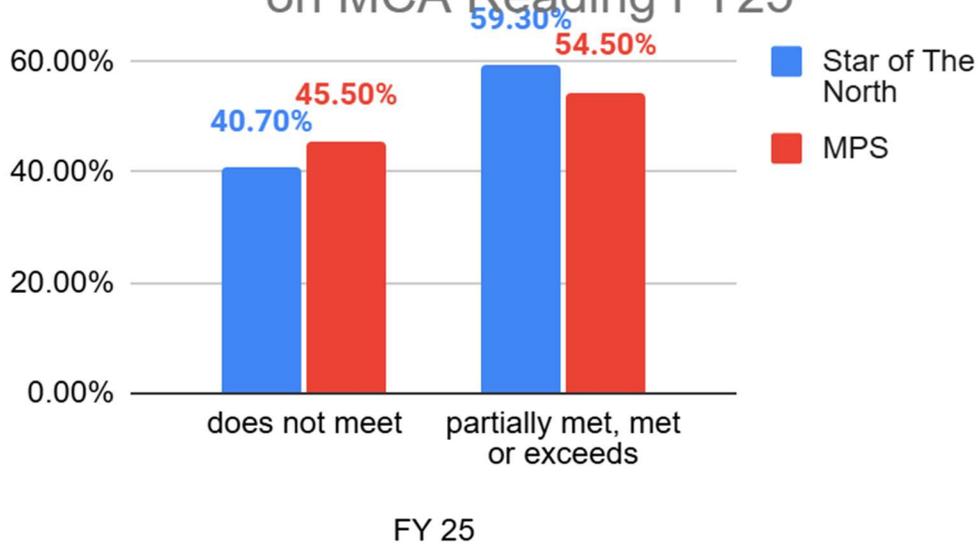
- In FY25 math, 52.3% of Star of the North students partially met, met, or exceeded standards compared to 50% of Minneapolis students, meaning a higher share of Star students are at least approaching grade-level expectations in math.

Star of The North Students Outperform MPS on MCA Math FY25



- In FY25 reading, 59.3% of Star of the North students partially met, met, or exceeded standards, outperforming Minneapolis at 54.5%

Star of The North Students Outperform MPS on MCA Reading FY25



Conclusion

Star of the North Academy’s FY25 results reflect a year of **substantial academic growth and improvement**, driven by strong NWEA MAP growth, improving MCA outcomes, and consistently high performance among key subgroups. The school is outperforming comparable districts and statewide results in several FRP, EL, Black/African American, and SPED categories, while foundational skills—particularly in early numeracy and reading growth—continue to strengthen.

With **exemplary Climate scores, exemplary Operations outcomes, and strong longitudinal growth**, the school is well-positioned to meet NEO’s renewal benchmarks in the 2024–2027 contract cycle. The data show that Star of the North is effectively supporting a high-needs student population through targeted instruction, consistent attendance, and a commitment to sustained academic improvement.

Data Sources: All data in this section are drawn directly and exclusively from the following sources listed in the file:

- NEO/Star of the North Performance Framework, FY2024–FY2027
- Minnesota Department of Education (MDE) Report Card, FY2017–FY2025
- NWEA MAP Growth Reports, FY2018–FY2025
- FastBridge Assessment Data (K–3), FY2024–FY2025
- Internal Star of the North Academy Academic Performance Data, FY2018–FY2025

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

Improvement Plans Leading to the World’s Best Workforce or now CACR

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.

Mobymax: is a standards-aligned K-8 learning platform for math, literacy, science and social studies. It helps students quickly catch up to grade level and close learning gaps for all students. This platform is unique to our needs at Star of the North Academy. MobyMax is tailored to our students' individual needs, and it helps them excel in their academic growth.

MobyMax features include:

- Placement tests that accurately measure where students excel, and where the missing skills are.
- Targeted instruction to “fill in” any missing skills.
- Systematic review sessions that ensure the student retains 100% of what he or she has learned.

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 that reached its capacity. SNA will continue to strive to hire the most experienced teachers who serve all students in the grade level that the position is available.

Future Plans

Star of the North Academy (SNA) is chartered as a K-12 school. However, due to limited classroom space at its current facility, SNA has operated as a K-8 school in recent years, offering one section per grade level. Recognizing the high demand within the community and the 40-50 students consistently on the waitlist, the district applied for and received approval to open a second site.

Academic Goals for the 2024-2025 School Year:

- **Minnesota Comprehensive Assessment (MCA):** Achieve a 15% increase in grade-level proficiency in Reading, Math, and Science.
- **Measure of Academic Progress (MAP):** Ensure that 80% or more of students meet or exceed their RIT Growth Targets on NWEA assessments.
- **School Environment:** Continue fostering a high-quality educational environment that supports 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 programming, 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.