



2023-2024

**Annual Report and
World's Best Workforce
Report**

Table of Contents

I. Mission, Vision, and Core Convictions	2
II. Major Accomplishments for 2023-2024	2
III. Student Enrollment, Attendance and Demographics	3
IV. Governance and Management/Administration	6
V. Staffing	9
VI. Finances	11
VII. Operational Performance	12
VIII. Academic Performance	12
IX. Professional Development	19
X. Parent Satisfaction	20
XI. Innovative Practices and Future Plans	22
XII. Northeast College Prep: Continuous Improvement Plan 2023-2024	23
XIII. World's Best Workforce Report	24
XIV. World's Best Workforce Goals 2024-2025	26
XV. Dissemination of Information	27
XVI. Annual Report Review	27
XVII. Authorizer Contact Information	27

I. Mission, Vision, and Core Convictions

Our Mission:

Northeast College Prep will ensure strong academic, social-emotional, and talent development in every member of its diverse student body, thereby positioning each student for college graduation, career success, and positive community impact.

Our Vision:

1. **Northeast College Prep students will be empowered** with strong academic skills and knowledge, social and emotional intelligence, deeply-developed personal talents, commitment to the common good, on-going support from the NECP community, and a deep love of learning.
2. **Northeast College Prep graduates will thrive** in the local, national, and international community in a wide range of professional fields.
3. **Northeast College Prep's success will serve as a proof-point** that all students, regardless of background, flourish when a school's entire staff deeply believes in the potential and fully commits to the success of each and every one.

Our Core Convictions:

1. All children have the potential for greatness within them.
2. Healthy childhood development requires strong academic, social-emotional, and personal talent development.
3. Strong academic development must be demonstrable through objective measures.
4. In all areas of childhood development, not everything that matters can be measured objectively.
5. Diversity enriches our experience and makes us better prepared for an increasingly complex world.
6. A long-term commitment between staff members to develop and support one another deepens a school's positive impact on its students and its community.
7. A child's education occurs amidst a partnership between the school and the family; a strong partnership increases the odds of a child's long-term success.
8. The clearest path to becoming a great school is to learn from great models.

II. Major Accomplishments for 2023-2024

The 2023-2024 school year brought several changes to NECP, but also many causes for celebration:

- Transitioned to new leadership team from founding school leadership
- New organizational structure moving to one principal and two deans (Dean of Academics and Dean of Students)
- Transitioned from a potential enrollment deficit of 60 students to ending the year with a nearly \$200,000 surplus without eliminating positions midyear
- Added a new lower level tenant to increase affiliated building company revenue

- Maintained steady enrollment throughout the 2023-2024 school year
- Trimmed anticipated food service deficit by nearly \$30,000
- All MDE and SAM reporting deadlines met on time
- Continued partnership with ACES while moving to in person programming for students in grades K-8
- Despite statewide teacher shortage, NECP remained fully staffed
- Awarded Carolyn Foundation grant for student and staff mental health/wellbeing; awarded a second year of grant funding for 2024-2025
- Signed three year contract with Student Achievement Minnesota
- Successful partnership with CEL marketing to improve enrollment and recruitment efforts; secured funding from GMS to cover roughly half of the marketing project
- Secured higher interest rate with current banking provider to increase interest income to \$33,000 for the year
- Moved to online platform for enrollment and new website design, both of which allow translation into multiple languages
- Made connection with PICA Headstart program in Minneapolis; attended multiple events at their invitation
- Made adjustments to health insurance to a roughly 8% increase rather than the initial proposal of 19%; switched dental insurance providers which led to a 15% savings
- Made several improvements to enhance the appearance of the building, including painting and new signage in the building
- New volunteering partnership with Target in our neighborhood
- Raised approximately \$3000 with Give to the Max fundraising

III. Student Enrollment, Attendance and Demographics

Student Enrollment:

Enrollment was a major focal point for the 2023-2024 school year. Since the COVID-19 pandemic, NECP's enrollment has declined each year. The original budgeted enrollment for the 2023-2024 school year was 346 students. While an intent to return survey had been conducted in the spring of 2023, several families were still marked as "undecided" at the end of the 2022-2023 school year. In addition, technical issues with the enrollment application meant that many students who applied in the early spring/summer were not contacted and therefore didn't enroll.

The leadership team spent time in August calling every family to determine whether or not they were enrolling and inviting them to a summer event we hosted. Based on that information, a working budget of 275 students was quickly created with our financial management team at Creative Planning, formerly known as BerganKDV. Though enrollment fluctuated somewhat throughout the year, NECP ended the school year with 275 students until families began leaving for summer travel (final last day enrollment was 270).

We also significantly changed our application and enrollment process by moving the entire process online using a platform called Finalsite. Moving online meant families could enroll from anywhere and we can provide the application in multiple languages to meet the needs of our community. The online platform meant some parts of the process could also be automated, such as screening applications for students who are too young to enroll for kindergarten. By the end of the 2023-2024 school year, we had already received 20 applications for kindergarten with the expectation that more would apply over the summer.

Another key development in enrollment was engaging with CEL Marketing to help our school tell its story and get our name out there. This involved a redesign of the NECP website, the creation of new promotional materials, new signage around the building, and the addition of advertisements on both Google Search and social media. The partnership with CEL was key as they were able to help the school with the technical side of these projects, which allowed the school to spend advertising dollars as efficiently as possible.

The budget approved for the 2024-2025 school year has enrollment listed at 275 students. While many schools budget for growth, NECP chose to project flat enrollment as it has not maintained current enrollment for the past several years.

While NECP does still have hopes of adding a Pre-K program, which would benefit the school in both enrollment and academics, those efforts have been paused to focus on more pressing current issues.

School Year	Student Enrollment
2014-2015	146
2015-2016	187
2016-2017	259
2017-2018	282
2018-2019	329
2019-2020	375
2020-2021	374
2021-2022	342
2022-2023	330
2023-2024	275

Student Attendance:

The goal with our authorizer, Student Achievement Minnesota (SAM) for daily student attendance is 95%. For the 2023-2024 school year, our attendance rate was 90.5%. Our middle school students (7-8) generally had the highest attendance rates, while our primary students (K-1) had the lowest attendance rates.

The school regularly contacted families with absences to help determine the root cause of absences and provided support whenever possible. Such support included modifying transportation plans and contacting families often to remind them to attend school.

School Year	Student Attendance Rate
2014-2015	93.3%
2015-2016	95.0%
2016-2017	95.0%
2017-2018	95.3%
2018-2019	94.8%
2019-2020	95.1%
2020-2021	95.8%
2021-2022	88.9%
2022-2023	90.0%
2023-2024	90.5%

Student Demographics:

Northeast College Prep is a diverse school by design. Fourteen primary languages are spoken by students and their families and our staff speak English, Somali, Arabic and Somali.

Enrollment by Race/Ethnicity	
Black/African American	53.6%
Hispanic/Latino	36.5%
White	8.0%
Other Race or Multiple Races	1.8%

Enrollment by Other Criteria	

Free/Reduced Meals	97.0%
English Learners	56.6%
Special Education	15.0%
Homeless	8.4%

Primary Home Language	
Somali	37.5%
Spanish	37.5%
English	21.2%
Other	3.8%

Student Attrition

- 2024-2025 attrition rate: 33.5%
- 2023-2024 attrition rate: 28%
- 2022-23 attrition rate: 18.0%
- 2021-22 attrition rate: 16.0%
- 2020-21 attrition rate: 13.3%
- 2019-20 attrition rate: 24.3%
- 2018-19 attrition rate: 14.7%
- 2017-18 attrition rate: 15.0%
- 2016-17 attrition rate: 16.8%
- 2015-16 attrition rate: 22.8%

IV. Governance and Management/Administration

NECP has a community member majority board. It consists of one parent, one teacher, and 8 community members (7 community members in spring of 2024).

The board has three committees that meet regularly: governance, finance and academic. The finance and governance committees meet monthly to review financials and policies, respectively; the academic committee meets four times per year after each testing benchmark window.

Name	Position	Start Date	Committee(s)
Richard Nazarian	Board Chair Community Member	Sept 2021	Governance Finance Academic

Josh Crossan	Community Member	June 2019	Governance Chair
Erica Ahlgren	Community Member	June 2021	Academic Chair
Hadijatou Sanyang	Parent Member	October 2023	
Tyler Burkhardt	Community Member	June 2022	Finance Chair
Meghna Sohoni	Community Member	July 2023	Academic
Laura Pastor	Teacher Member	July 2023	Academic
Jinah Chernivec	Community Member	July 2023	Governance
John Brakke	Community Member	July 2023	Governance
Phil Galligan	Community Member	July 2023	Finance

The Northeast College Prep board members collectively bring a myriad of skills and experiences including fundraising, marketing, financial management, teaching, school leadership and previous charter school board experience.

Jessica Intermill (Parent Member) stepped off the board in fall of 2024 as her child was no longer attending NECP. Hadijatou Sanyang, a longtime NECP parent, was appointed to Jessica Intermill's seat in October. In the spring of 2024, Erica Ahlgren's term expired and she chose not to run again. There were no community member candidates who committed to run, so no election was held in 2024.

The governance chair is currently being handed from Josh Crossan to John Brakke as Josh's term will be expiring on the board in 2025.

Board Member Training

Northeast College Prep Board members attend training throughout the year to best prepare for the vast duties required of board members on a high quality charter school board. During the 2023 - 2024 school year, board members completed these training sessions utilizing asynchronous courses prepared by CharterSource:

Training Title	Board Members Participating
Overview of Student Expulsion Process in MN	Ahlgren, Sanyang
Charter Funding Obstacles	Ahlgren, Sanyang
Enhanced Data Privacy Practices	Ahlgren, Sanyang
Minnesota Case Study: Eminent Domain	Ahlgren, Sanyang
Managing Grievances Effectively and Efficiently	Ahlgren, Chernivec, Sanyang
Charter School Facilities Part I and II	Ahlgren, Nazarian, Chernivec, Sanyang
Creating an Affiliated Building Company	Ahlgren, Nazarian, Chernivec, Sanyang
Federal Reserve: Racism and the Economy: Focus on Education	Nazarian, Brakke, Crossan, Sanyang
Cruz-Guzman	Nazarian, Brakke, Crossan, Sanyang
Immigration Education and Equity-Focused Governance	Nazarian, Brakke, Crossan, Sanyang
Open Meeting Law Deep Dive	Pastor, Brakke, Chernivec, Sanyang
Understanding Charter School Financial Statements	Pastor, Brakke, Chernivec, Sanyang
Charter School Budget Basics	Pastor, Brakke, Chernivec, Sanyang
Charter School Employment Law	Pastor, Brakke, Chernivec, Sanyang
Top Pitfalls of Open Meeting Law	Pastor, Brakke, Chernivec, Sanyang
Best Practices of High Performing Boards	Pastor, Brakke, Chernivec, Sanyang
New Board Member Basics	Pastor, Brakke, Chernivec, Sanyang

School Leadership Team:

The leadership team for the 2023-2024 school year consisted of almost entirely staff members new to their roles, including three who were new to NECP. The team met weekly to plan and lead the school effectively throughout the year. All but one member of the team returned for the 2024-2025 school year.

Name	Position	New in Role:	New to NECP:
Andrea Halverson	Executive Director	x	x
Cassie Smith	Principal	x	
Renee Schley	Dean of Academics	x	x
Joanna Schneider	Dean of Students	x	
Alexandra Gobell	Social Worker		
Jessica Faust	Special Education Coordinator	x	x
Mayra Barrera	Office Manager		
Jocelyne Calle	Operations Coordinator	x	

V. Staffing

	2021-2022	2022-2023	2023-2024
Kindergarten	2	2	2
1st grade	2	2	2
2nd grade	2	2	1
3rd grade	2	2	2
4th grade	2	3.25 for 4th/5th (mid-year shift)	2
5th grade	2		1
6th grade	3	3	2
7th/8th grade	3	2	3
Physical Education	1	1	1
Spanish	1	.5 (split w/Art, left mid-year)	.5 (split w/Art, left mid-year)
Art	1	.5 (split w/Spanish, left mid-year)	.5 (split w/Spanish, left mid-year)
Music	1	1	0

Arabic	1	1	1
ESL	3	2.5	2.5
Academic Intervention	2	2.1 (3.7 mid-year drop to 1.6)	.6 (grew to 1.6 mid year)
SpEd Teachers	5.5	6	4
SpEd Paras	13	11.83	12
SpEd Coordinator	1	1	1
Office Manager	1	1	1
Director	1	1	1
Assistant Director	1	1 (Director of School Culture)	0
Academic Intervention Coordinator	0	0	0
Dean of Students	.5	0	1
Curriculum & Instruction Coordinator	1	1 (DAC/MTSS Coordinator)	1 (Dean of Academics)
Instructional Coach	0	0	0
Principal	2	1 (Director of Curriculum & Instruction)	1
Office Assistant/ Outreach/ Kitchen	5	4.08	4
Operations Coordinator	1	1	1
Social Worker	1	0 (Director of School Culture covered duties)	1
Building Substitute	1.2	1.2 (started with 2,	1

		mid-year drop to 1.2)	
Custodial	1	1	1
Total FTE	63.2	55.46	51.1

Equitable Access to Excellent Teachers:

All of our classroom teachers, specialists and supporting teachers in 2023-2024 had the appropriate licensure in the area for their teaching assignment, except for a few cases in which we applied for and were granted a Tier 1 or Tier 2 license.

All grade level teams have common planning for all subject areas and all planning is aligned to state standards.

VI. Finances

Northeast College Prep contracts with Creative Planning, formerly known as BergankDV, to services related to its accounting, payroll, financial statements, and compliance reporting. NECP also contracts with Abdo for performance of its annual financial audit. The audit of FY24 is currently underway and the school expects to receive a clean audit with no material findings.

Each month, the board's finance committee reviews financial reports, reviews any variances between budgeted and actual revenue and expenditures. The committee reports this review to the board at its regular monthly meetings.

The following is a summary of key financial indicators for Northeast College Prep, as of the end of 2023-2024 school year:

- Average Daily Membership (ADM) Overview –
 - Original Budget: 346 ADM
 - Revised Budget: 270 ADM
 - Actual: 270
- The School's revised budget surplus for the year is \$296,429. A projected cumulative fund balance of \$1,550,856 or 23.7% of fund expenditures at fiscal year-end is expected based on this budget.
- Projected Days Cash on Hand was consistently above or well above the required 30 days.
- Projected Debt Service Coverage Ratio at fiscal year-end is 1.33. Above 1.10x meets minimum bond covenants.

- Preliminary financial reports for 2023-2024 show 98% of projected revenue, 95.1% of projected expenditures, and a food service transfer of \$47,356.19 (below original projected amount of \$73,685).
- NECP received approximately \$350,000 in Employee Retention Credit dollars stemming from the COVID-19 pandemic.

NECP again utilized the support of Kelly Gutierrez, a consultant engaged through Charter Source, to advise NECP on financial matters through the executive director transition. Ms. Gutierrez's support was particularly helpful in reducing our food service costs.

Changes in food service initiated 2023-2024 as well as a change in transportation vendor for 2024-2025 are expected to save the school money that can be reinvested in the classroom. The budget for the 2024-2025 school year was approved at 275 students and the staffing model was adjusted to "right size" to that student population.

The board also voted in the spring of 2024 to spend approximately \$50,000 of its projected budget surplus to make improvements to the building, including repainting the hallways and common areas, replacing seating in the cafeteria, installing a new door access system, replacing grass on the playing field, resealing the back parking lot, and implementing a new online platform for staff recruiting and hiring.

NECP's financial audit was conducted by Abdo with no audit findings.

VII. Operational Performance

Reporting Requirements

NECP submitted all required compliance reporting documents to both MDE and SAM as requested and in a timely manner.

Legal Issues

Currently, NECP has no outstanding legal issues.

VIII. Academic Performance

Students at NECP complete iReady Math and Reading assessments three times per year. Students in grades K-3 also complete FastBridge testing for reading during those same benchmarking windows. Students in grades 3-8 complete the MCA reading, math, and science assessments (grades 5 and 8 only). Students identified as English Language Learners also take the ACCESS or Alternate ACCESS assessment.

Standardized test scores continue to be problematic at NECP. Overall MCA proficiency in reading and math have declined since a school high performance in 2022. Science, while still measuring quite low, has increased since 2021. NECP does outperform its comparative district Minneapolis Public Schools, and in many cases the statewide performance, for its identified subgroups: Black/African-American students, students with free/reduced priced meals, and students who are identified English language learners.

NECP will be moving to the NWEA Map Growth assessment and the IXL platform in the fall of 2024. The NWEA platform will provide more useful information for teachers, including predictive information about the MCA. It also allows us to add science as a benchmark assessment to better prepare students for the science MCA. The NWEA assessment also eliminates the language of “below grade level” and instead refers to student scores as a percentile for that grade level. The IXL practice platform allows for seamless integration with NWEA data to better align student practice with needed areas of support.

In addition to challenges posed by the aftermath of the COVID-19 pandemic, NECP's student and staff attrition also contributes to standardized test score performance. NECP sees its strongest student performance in cases where both student and teacher have been at NECP for a longer tenure. Math also continues to be a struggle at NECP. New curriculum was adopted a few years prior, but math scores are still

NECP's main focus for PLC teams in 2023-2024 was the pillars of Responsive Classroom. The focus for 2024-2025 will be data-driven instruction using formative assessments.

iReady Math Diagnostic Data

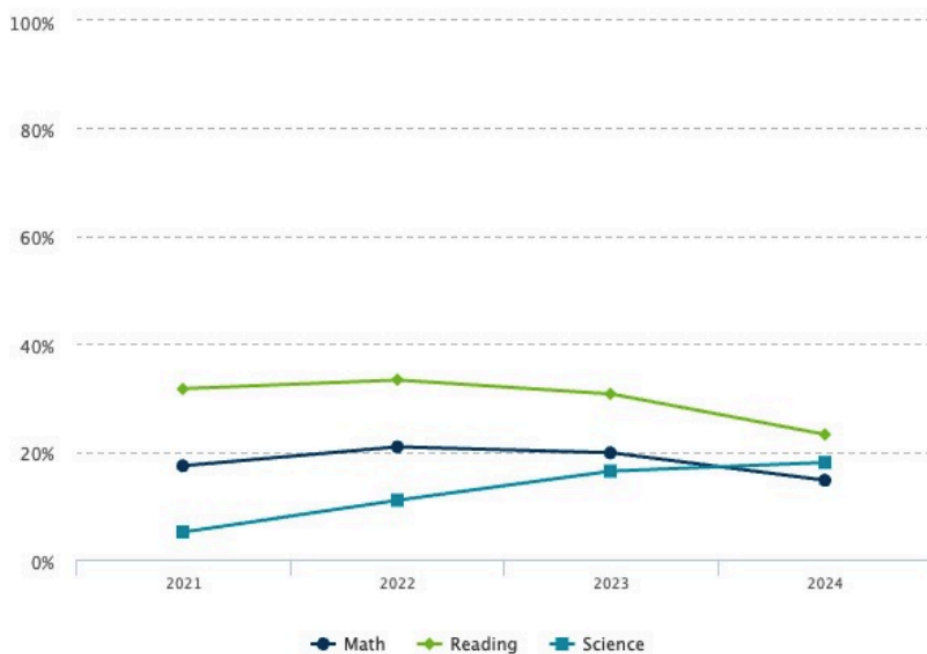
	On Grade or Above Grade Level	One Grade Level Below	Two or More Grade Levels Below	Met Typical Growth	Met Stretch Growth
Beginning of Year	7%	38%	55%	n/a	n/a
End of Year	21%	44%	35%	41%	17%

iReady Reading Diagnostic Data

	On Grade or Above Grade Level	One Grade Level Below	Two or More Grade Levels Below	Met Typical Growth	Met Stretch Growth
Beginning of Year	16%	16%	68%	n/a	n/a

End of Year	23%	22%	55%	46%	19%
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NECP MCA Scores (2021-2024)

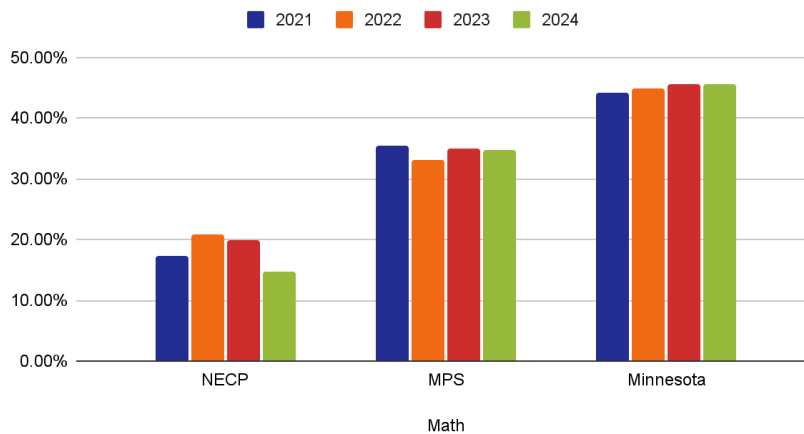


Subject	2021	2022	2023	2024
Math	17.4% (34)	20.9% (47)	19.8% (42)	14.7% (27)
Reading	31.7% (63)	33.3% (75)	30.7% (65)	23.2% (43)
Science	5.1% (3)	11.0% (8)	16.4% (11)	18.0% (9)

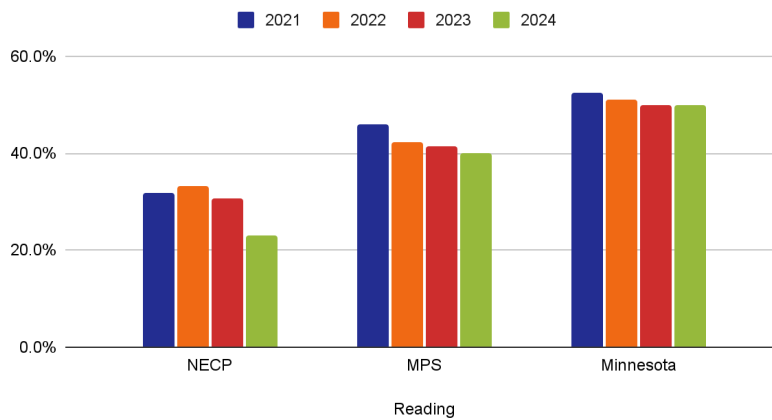
MCA Scores 2021-2024

One of the overall goals of chartered public schools in Minnesota is to provide a better alternative for students than their resident district. The state overall has received criticism for its low proficiency levels in all three tested subjects. In the years since the start of the pandemic, both the state and Minneapolis Public Schools have seen a general decline in their tested proficiency. NECP has also seen declines in math and reading, but science proficiency has increased steadily since 2021.

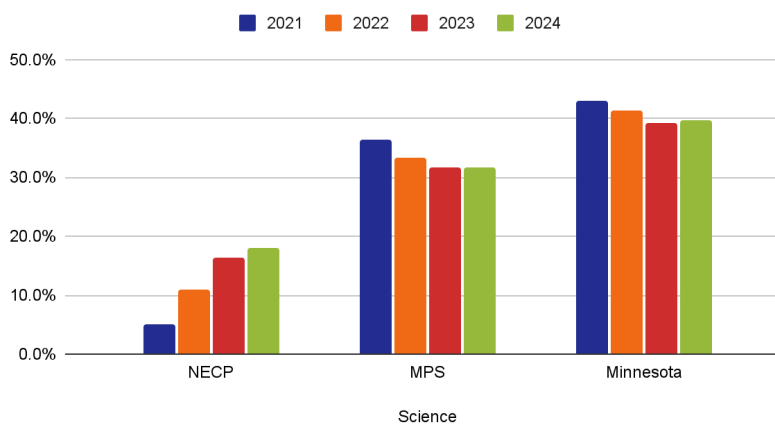
MCA Math Scores



Reading MCA Scores



Science MCA Scores

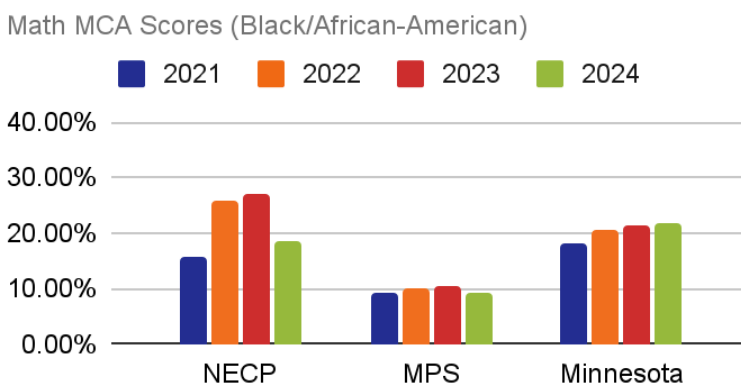


MCA Sub Group Scores 2021-2024

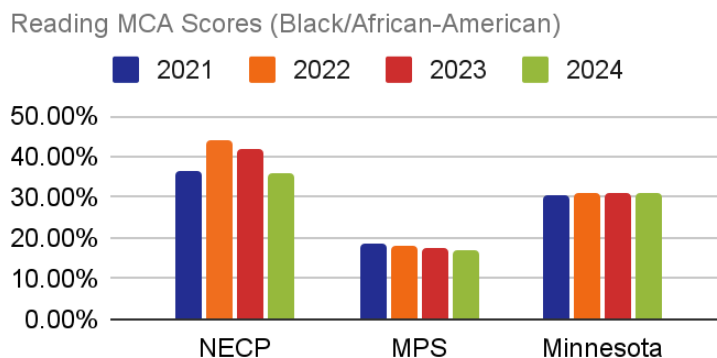
Though NECP regularly compares its performance to Minneapolis Public School, there are stark differences between the population of MPS and NECP. Narrowing the focus to particular subgroups allows a more similar comparison between the two districts. Subgroups that are regularly monitored by NECP include Black/African-American students, students qualifying for Free/Reduced Price Meals, and English Language Learners. The analysis of the subgroups shows a more flattering picture of NECP and shows areas of strength.

Sub Group Comparison - Black/African American Students:

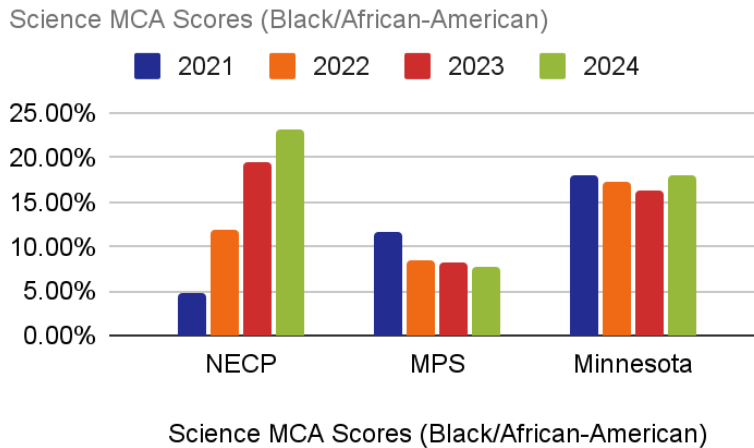
NECP's Black and African-American students outperform their Minneapolis peers in all three subject areas. NECP has also surpassed the state proficiency level for both reading and science.



Math MCA Scores (Black/African-American)

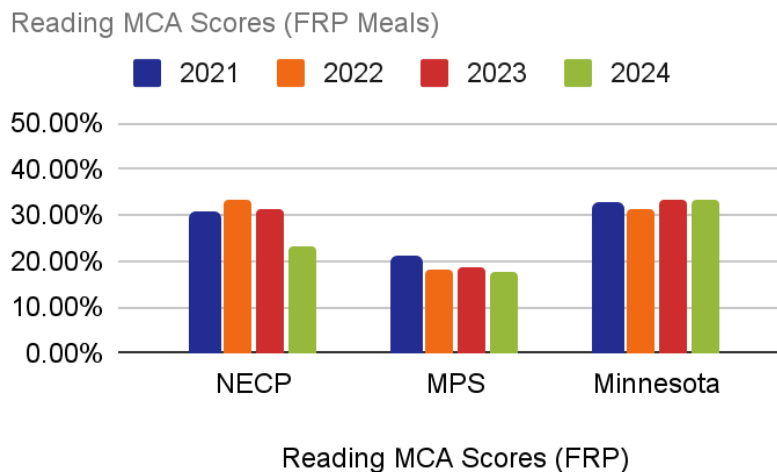
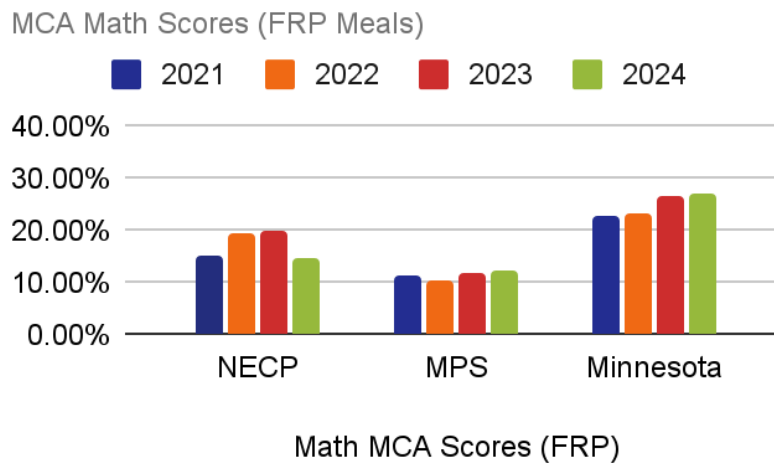


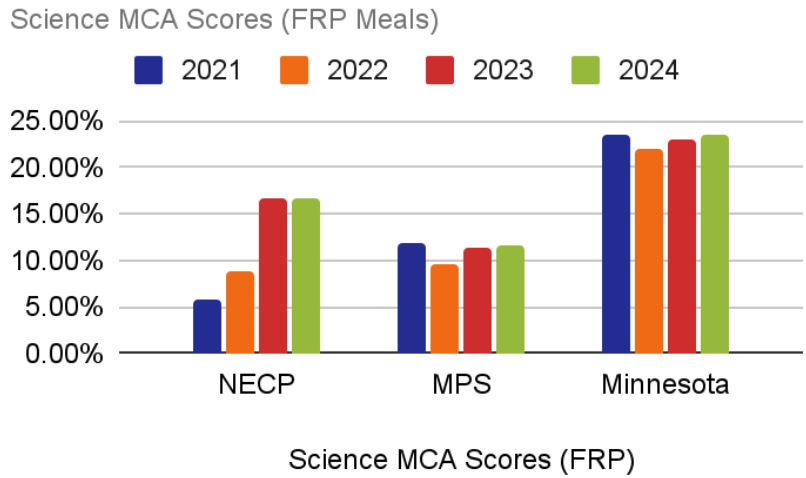
Reading MCA Scores (Black/African-American)



Sub Group Comparison - Free/Reduced Priced Meals Students:

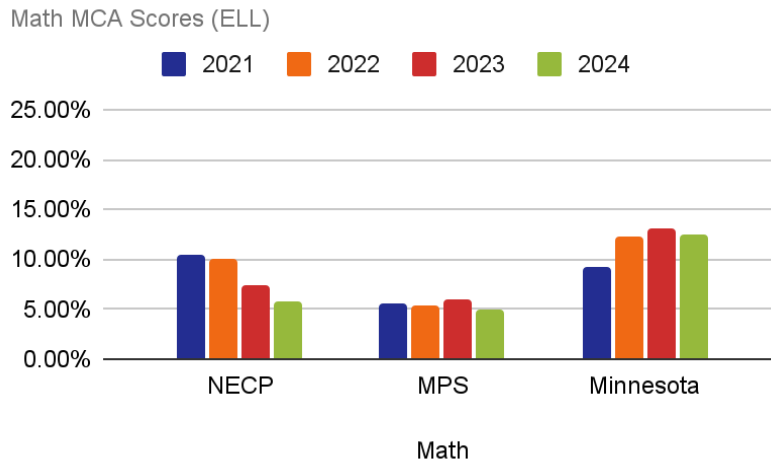
The majority of students at NECP qualify for free or reduced price meals. NECP outperforms their comparison group in Minneapolis, but there is still a gap between NECP and state proficiency level.

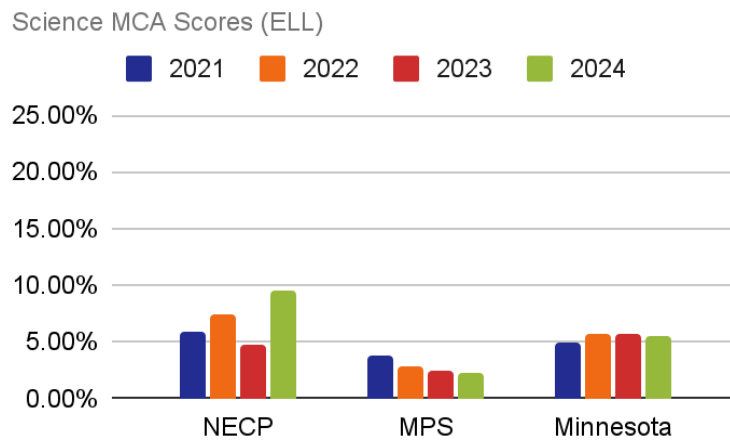
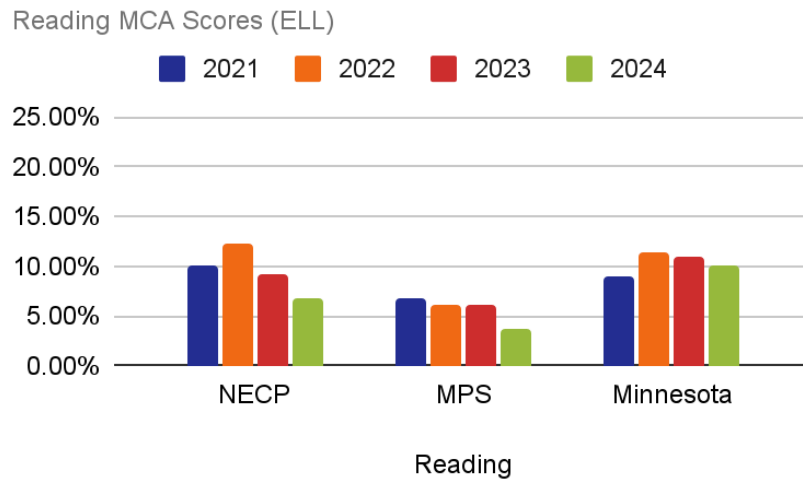




Sub Group Comparison - English Language Learners:

English language learners at NECP consistently outperform similar peers in Minneapolis. While NECP has yet to catch up to the state average in this category, NECP does outperform both Minneapolis and the state average in science.





IX. Professional Development

Professional development at Northeast College Prep for 2023-2024 focused primarily on supporting students' social-emotional needs as well as grounding staff in the practices of Responsive Classroom, Catalyst, and effective behavior management.

Topics covered during the 2023-2024 school year:

- Ongoing on alternating Wednesdays:
 - Professional Learning Communities for all teachers focused on the four pillars of Responsive Classroom
- 8/21/23 New staff training (NECP Overview, Equity, Community Cultures at NECP)
- 8/22/23 Minute by Minute planning, Curriculum Overview, Instructional Basics
- 8/23/23 Hopes and Dreams, School Vision and Goals
- 8/24/23 Social Work, Technology, Family Engagement
- 8/28/23 Catalyst Training, CPI Training

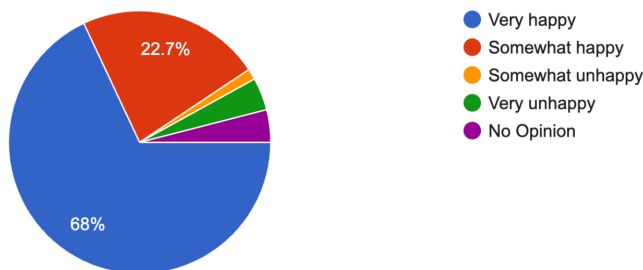
- 8/30/23 Student Culture and Behavior Management
- 8/31/23 Science of Reading Intro, School Security and Emergency Procedures, Operations Updates
- 9/29/23 Behavior Scenarios, Trauma-Informed Support for Refugees and Immigrant Families
- 10/23/23 Welcoming Schools (Supporting Transgender and Nonbinary Students)
- 1/2/24 Intro to Trauma-Informed Practices, Supporting At-Risk Students
- 3/15/24 MCA Training
- 5/17/24 Curriculum Inventory and Reflection, Spring Data Review

X. Parent Satisfaction

Families completed our annual satisfaction survey at a family event in February. The survey was translated into multiple languages and families were asked to complete one survey per family rather than one per student. In a year of transition to a new leadership team and moving away from founding leadership, the overwhelmingly positive feedback from families was well-received.

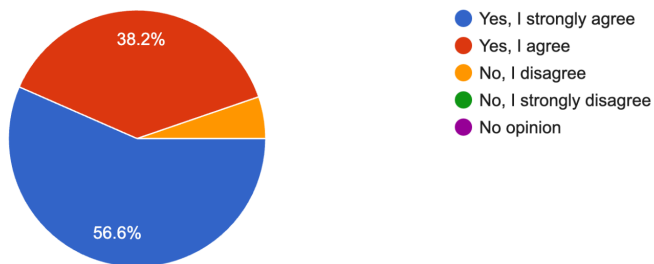
1. How happy is your child at Northeast College Prep?

75 responses



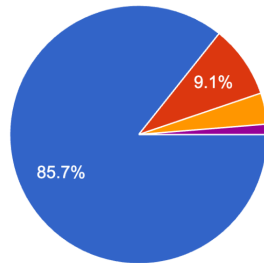
2. Do you agree with this statement: "My child is receiving an excellent education at Northeast College Prep"?

76 responses



3. How safe is you child at Northeast College Prep?

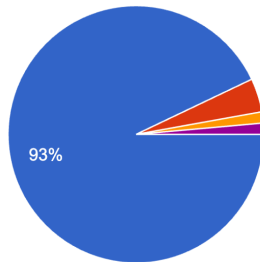
77 responses



- NECP is a very safe school
- NECP is sometimes a safe school
- NECP is sometimes not a safe school
- NECP is not a safe school
- No opinion

4. How welcome do you feel at Northeast College Prep?

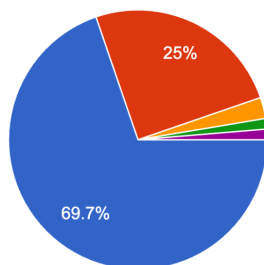
71 responses



- I always feel welcome when I come to NECP
- I sometimes feel welcome when I come to NECP
- I sometimes feel unwelcome at NECP
- I feel unwelcome at NECP
- No opinion

5. Overall, how satisfied are you with Northeast College Prep?

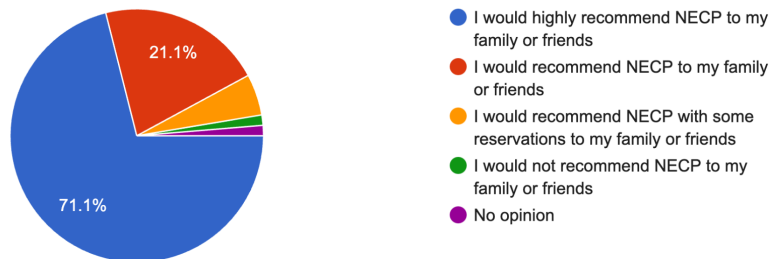
76 responses



- Very satisfied
- Somewhat satisfied
- Somewhat unsatisfied
- Very dissatisfied
- No opinion

6. Would you recommend Northeast College Prep to your family or friends?

76 responses



XI. Innovative Practices and Future Plans

Innovative Practices

Charter schools were designed to be flexible and innovative to meet the needs of their students. Northeast College Prep has done this in several ways during the 2023-2024 school year:

- Focus on social emotional learning using both the Responsive Classroom and Catalyst approaches
- Language instruction in both Arabic and Spanish for all students
- Hiring teachers of color and using the Come Teach in MN grant to attract new educators to the state
- Welcoming Schools certified school
- Ongoing, regular teacher coaching and support
- Common CARES language for social emotional learning
- Provided BetterHelp counseling access to all staff through Carolyn Foundation grant
- Administered the Emotional Culture Index survey to staff twice to measure staff satisfaction, stress, and other factors relating to staff well-being
- Ongoing staff activities to bring staff together in positive ways

Future Plans:

During the 2024-2025 school year, NECP has arranged to work with Bellwether to draft a new strategic plan. The previous strategic plan, also developed with Bellwether, was written prior to the pandemic, making many of the goals irrelevant. GMS has graciously agreed to finance the cost of the strategic planning process.

A major focus for the 2024-2025 school year is improving instruction and academic performance. PLC teams will be focusing on data-driven instruction using a systematic approach to using formative assessments. Additional time has been built into the master schedule to provide uninterrupted blocks of time for both reading and math instruction, as well as separate blocks of time for science and social-emotional learning. New

teachers will also receive additional support through the implementation of a new teacher cohort and mentor teachers.

One of the biggest goals for NECP is to grow and maintain enrollment to preserve the long term sustainability of the school. Over the next several years, the goal is to increase enrollment to just under 400 students, which would add a significant revenue to the overall budget. As the student enrollment increases, NECP plans to add additional specialist programming as well as additional EL and intervention support.

XII. Northeast College Prep: Continuous Improvement Plan 2023-2024

Focus Area: Reading Improvement (gr. K-1)

40% of kindergarten students enrolled during both the fall and spring assessment windows during the 2023-2024 school year will be in the low risk category for the letter sounds portion of the FastBridge Early Reading Assessment.

40% of first grade students enrolled during both the fall and spring assessment windows during the 2023-2024 school year will be in the low risk category for the nonsense words portion of the FastBridge Early Reading Assessment.

Focus Area: Reading Improvement (gr. 2-8)

40% of students enrolled during both the fall and spring assessment windows during the 2023-2024 school year will be at or above grade level as measured by the iReady Reading Diagnostic Assessment.

Focus Area: Math Improvement (gr. K-8)

40% of students enrolled during both the fall and spring assessment windows during the 2023-2024 school year will be at or above grade level as measured by the iReady Math Diagnostic Assessment.

Focus Area: Safe and Orderly Environment

All NECP teachers will participate in biweekly PLC/Professional Development in the area of Responsive Classroom to build and maintain an environment that is welcoming and conducive to learning.

Focus Area: Attendance

NECP's attendance rate will be 93% or higher throughout the year.

Improvement Plan Action Steps:

- All students will participate in regular benchmark screenings three times per year using FastBridge and/or iReady.
- Regular progress monitoring for students below grade level targets using FastBridge and/or iReady.
- Students will be identified for tier 1, tier 2, and tier 3 using normed benchmark assessments.
- Students will receive tier 1 interventions in the classroom in the areas of reading, math and behavior as needed.
- Grade level WIN (What I Need) time will focus on students needing extra support in academic areas of reading and math.
- Tier 2 and Tier 3 interventions will be evidence-based and provided for students identified by benchmark data.
- Principal, Dean of Academics, and Dean of Students conducting regular coaching conversations with teachers on student data and improvement strategies.
- Teams will meet at a minimum of three times per year to discuss student benchmark data and adjust instructional groupings/strategies.
- Student support team will closely monitor student attendance and communicate proactively with families to address concerns around attendance issues.

XIII. World's Best Workforce Report

<u>Goal Area</u>	<u>Goal</u>	<u>Results</u>
All students ready for school	In each school year, 90% of incoming kindergarten students will be screened with a kindergarten readiness assessment by September 30th.	Met - 100% of NECP students were screened
All Students in Third Grade Achieving Grade-level Literacy	For the 2023-2024 school year, 50% of students in grade 3 will be proficient as measured by the MCA Reading assessment.	Not Met - 9.1% of students were proficient
Close the Achievement Gap(s) Between Student Groups	For the 2023-2024 school year, NECP will demonstrate higher reading proficiency rates for each student group publicly reported than the Minneapolis School District and the state proficiency.	<p>Partially Met - NECP surpassed MPS in all groups; exceeded MN in one group.</p> <p>Black/African-American: NECP: 35.9% MPS: 16.7% MN: 31.1%</p> <p>FRP: NECP: 23.0% MPS: 17.5% MN: 33.4%</p> <p>ELL: NECP: 6.8% MPS: 3.7% MN: 10.2%</p>
	For the 2023-2024 school year, NECP will demonstrate higher math proficiency rates for each student group publicly reported than the Minneapolis School District	<p>Partially Met - NECP surpassed MPS in all groups; did not exceed MN in any group.</p> <p>Black/African-American: NECP: 18.7%</p>

	and the state proficiency.	MPS: 9.4% MN: 21.9% FRP: NECP: 14.9% MPS: 12.5% MN: 27.0% ELL: NECP: 5.8% MPS: 4.9% MN: 12.5%
All Students Career- and College-Ready by Graduation	For the 2023-2024 school year, 50% of students in grade 8 will be proficient as measured by the MCA Reading assessment.	Not Met - 20.0% of 8th grade students were proficient.
	For the 2023-2024 school year, 50% of students in grade 8 will be proficient as measured by the MCA Math assessment.	Not Met - 12.0% of 8th grade students were proficient.
All Students Graduate	Not applicable	

XIV. World's Best Workforce Goals 2024-2025

<u>Goal Area</u>	<u>Goal</u>
All students ready for school	By spring of each school year, 50% of kindergarten students will be considered "low risk" as measured by the FastBridge letter sounds assessment.
All Students in Third Grade Achieving Grade-level Literacy	For the 2024-2025 school year, 50% of students in grade 3 will be proficient as measured by the MCA Reading assessment.

Close the Achievement Gap(s) Between Student Groups	For the 2024-2025 school year, NECP will demonstrate higher reading proficiency rates for each student group publicly reported than the Minneapolis School District and the state proficiency.
	For the 2024-2025 school year, NECP will demonstrate higher math proficiency rates for each student group publicly reported than the Minneapolis School District and the state proficiency.
All Students Career- and College-ready by Graduation	For the 2024-2025 school year, 50% of students in grade 8 will be proficient as measured by the MCA Reading assessment.
	For the 2024-2025 school year, 50% of students in grade 8 will be proficient as measured by the MCA Math assessment.
All Students Graduate	Not applicable

XV. Dissemination of Information

Northeast College Prep disseminates information to the community via its website, social media channels, internal communication platforms, and ad placement in the Northeast newspaper.

XVI. Annual Report Review

The Northeast College Prep Board of Directors reviews the Annual Report and World's Best Workforce Report. The Board reviewed and approved the FY23 report at their regular scheduled meeting on October 17, 2023.

XVII. Authorizer Contact Information

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