



**2024-2025**

**Annual Report and**

**Comprehensive**

**Achievement and Civic**

**Readiness Report**

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## **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 2024-2025**

- Maintained steady enrollment around 275 students
- Continued Carolyn Foundation grant for student and staff mental health/wellbeing; awarded a third year of funding for 2025-2026
- Despite statewide teacher shortage, NECP remained fully staffed
- Completed strategic planning process utilizing support from Bellwether and GMS
- Transitioned to new leadership team from founding school leadership
- MCA test scores in reading remained relatively steady rather than declining
- Processed 128 applications for new students in 2024-2025

- Continued partnership with ACES after school programming
- Reintroduced MN Reading Corps programming to NECP
- Transitioned to new transportation company saving approximately \$200,000 in proposed transportation costs
- Began policy revision process updating 23 policies so far
- Raised \$12,863 through the Give to the Max Day fundraiser
- Hired a new principal for the 2025-2026 school year
- Retained 80.3% of our students from October 1, 2024 to October 1, 2025
- Retained 81% of teachers offered positions for 2025-2026.
- Kindergarten and 1st grade students met their goal of being at least 50% in the low risk category on their early reading assessments
- Tested new Neighbors activity to build community across classrooms
- Most hiring for 2025-2026 completed by June 2025

### **III. Student Enrollment, Attendance and Demographics**

#### **Student Enrollment:**

After a period of five years of declining enrollment, NECP's enrollment held steady at approximately 275 students for the 2024-2025 school year. At the end of the school year, 83% of families indicated that they planned to return with less than 2% listed as undecided.

In the first full school year utilizing the new online application system, NECP collected 190 applications from prospective students. Of those students, 128 students enrolled and attended NECP for at least part of the school year, for a total enrollment rate of 67%.

Grade	Applicants	Enrolled	% Enrolled
K	55	39	71%
1st	19	14	74%
2nd	12	8	67%
3rd	14	8	57%
4th	19	14	74%
5th	15	9	60%
6th	20	14	70%
7th	18	9	50%
8th	18	13	72%

The budget approved for the 2025-2026 school year has enrollment listed at 275 students. While many schools budget for growth, NECP chose to project flat enrollment for one more year as we continue to stabilize.

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
2024-2025	275

#### **Student Attendance:**

The goal with our authorizer, Student Achievement Minnesota (SAM) for daily student attendance is 90%. For the 2024-2025 school year, our attendance rate was 91.5%. We continue to see the highest attendance rates in grades 6-8 and the lowest rates in K-2.

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%
2024-2025	91.5%

Starting in December of 2024, NECP began collecting data around chronic absenteeism in addition to calculating the overall attendance rate. This data indicates the percentage of students who are considered chronically absent, that is, they have missed 10% or more of their registered school days. This includes absences for any reason and helps our team identify students who would have previously been overlooked because they may not have enough unexcused absences to qualify for truancy reporting.

School Year	% Chronically Absent
2024-2025	27.2%
2023-2024	37.3%
2022-2023	56.8%
2021-2022	71.4%

Chronic absenteeism numbers were quite high in 2021-2022, which is expected as schools were still feeling direct impact from the pandemic. The numbers have improved since then, but still show over one third of our student body misses more than 10% of the school year. Beginning in 2024-2025, NECP will track chronically absent students and provide follow up support as needed. As a part of the strategic plan adopted in spring of 2025, NECP will strive to have less than 25% of our students fall into the chronically absent category.

### **Student Demographics:**

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

Enrollment by Race/Ethnicity	
Black/African American	57.1%
Hispanic/Latino	35.8%
White	4.6%

Other Race or Multiple Races	2.5%
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<b>Enrollment by Other Criteria</b>	
Free/Reduced Meals	90+%
English Learners	50.4%
Special Education	15.2%
Homeless	13.5%

<b>Primary Home Language</b>	
Somali	24.2%
Spanish	34.8%
English	32.0%
Arabic	3.6%
Other	5.3%

#### **Student Attrition**

- 2025-2026 attrition rate: 19.7%
- 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 two parents, two teachers, and 7 community members as of July 2025.

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	Term Start	Committee(s)
Richard Nazarian	Board Chair Community Member	Sept 2021	Governance Finance Academic
Josh Crossan	Community Member	June 2019	Governance 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
Mike Sachs	Teacher Member	July 2025	Academic
Danielle Thompson	Parent Member	July 2025	

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.

### **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. Newly elected board members all complete the Board Basics series prior to being added to the board. All other board members complete self-selected training modules from those provided by Charter Source.

### **Strategic Plan**

With the support of the Bellwether organization, NECP has adopted a strategic plan that will guide our work through 2027. The four main strategic priorities are:

- Define Program Vision and Design
- Develop Instructional Practices to Actively Engage Students
- Codify a Talent Strategy to Support Recruitment and Retention
- Refine Practices to Achieve School Sustainability

Several measures will help indicate if we have been successful:

- Academics
  - MCA school-wide proficiency:  $\geq 41\%$  in ELA;  $\geq 26\%$  in math;  $\geq 22\%$  in science
  - 75% of students are meeting growth goals on NWEA Reading and Math
  - Variance between school-wide proficiency and subgroup proficiency (ELL) is  $<10\%$  in ELA and  $<5\%$  in math
- Culture
  - Student attrition is below 15%
  - Daily attendance rate  $\geq 90\%$
  - Chronic absenteeism is below 25%
- Family/Community Engagement
  - 85% of families responding to annual satisfaction survey indicate satisfaction
- Talent
  - 75% staff retention

### **School Leadership Team**

The leadership team for the 2024-2025 school year consisted of mostly returning team members. The team met weekly to plan and lead the school effectively throughout the year. The team will be downsized in 2025-2026 due to budget constraints.

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

**V. Staffing**

	2021-2022	2022-2023	2023-2024	2024-2025
Kindergarten	2	2	2	2
1st grade	2	2	2	1.5
2nd grade	2	2	1	1.5 (mixed 1-2 class in 2024-2025)
3rd grade	2	2	2	1
4th grade	2	3.25 for 4th/5th (mid-year shift)	2	2
5th grade	2		1	2
6th grade	3	3	2	1
7th/8th grade	3	2	3	2
Physical Education	1	1	1	1
Spanish	1	.5 (split w/Art, left mid-year)	.5 (split w/Art, left mid-year)	1
Art	1	.5 (split w/Spanish, left mid-year)	.5 (split w/Spanish, left mid-year)	0
Music	1	1	0	0
Arabic	1	1	1	1
ESL	3	2.5	2.5	1.5
Academic Intervention	2	2.1 (3.7 mid-year drop to 1.6)	.6 (grew to 1.6 mid year)	.6
SpEd Teachers	5.5	6	4	4
SpEd Paras	13	11.83	12	12
SpEd Coordinator	1	1	1	1
Due Process				1

Coordinator				
Office Manager	1	1	1	1 (now titled Operations Manager)
Director	1	1	1	1
Assistant Director	1	1 (Director of School Culture)	0	0
Academic Intervention Coordinator	0	0	0	0
Dean of Students	.5	0	1	1
Curriculum & Instruction Coordinator	1	1 (DAC/MTSS Coordinator)	1 (Dean of Academics)	1 (Dean of Academics)
Instructional Coach	0	0	0	0
Principal	2	1 (Director of Curriculum & Instruction)	1	1
Office Assistant/Outreach/Kitchen	5	4.08	4	3
Operations Coordinator	1	1	1	1
Social Worker	1	0 (Director of School Culture covered duties)	1	1
Building Substitute	1.2	1.2 (started with 2, mid-year drop to 1.2)	1	1
Custodial	1	1	1	(moved to

				contracted)
Behavior Support				3
Total FTE	63.2	55.46	51.1	47

*Equitable Access to Excellent Teachers:*

All of our classroom teachers, specialists and supporting teachers in 2024-2025 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 FY25 is complete and the school has received 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 2024-2025 school year:

- Average Daily Membership (ADM) Overview –
  - Original Budget: 275 ADM
  - Revised Budget: 276 ADM
  - Actual: 275
- The School's revised budget deficit for the year is \$80,096. A projected cumulative fund balance of \$1,492,318 or 23% of fund expenditures at fiscal year-end is expected based on this budget.
- Preliminary financial reports for 2024-2025 show 98.6% of projected revenue, 99.8% of projected expenditures, and a food service transfer of \$9,241 (below original projected amount of \$44,625).

NECP's financial audit was conducted by Abdo and completed by December 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.

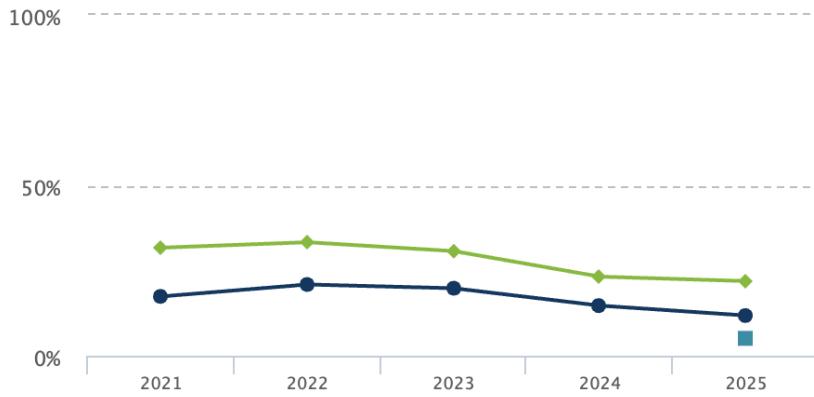
## **VIII. Academic Performance**

Students at NECP complete NWEA 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 MCA Scores (2021-2025)**

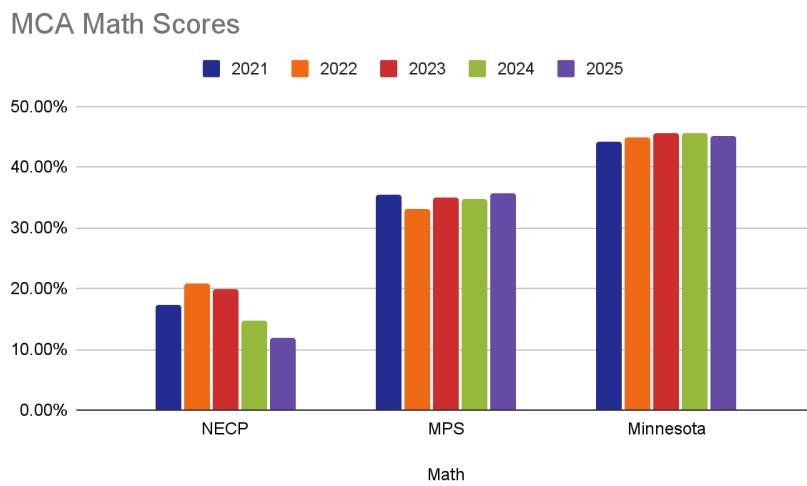
One of the overall goals of chartered public schools in Minnesota is to provide a better alternative for students than their resident district. The state overall has received criticism for its low proficiency levels in all three tested subjects. In the years since the start of the pandemic, both the 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. The science MCA changed format in 2025 so it is recommended to no longer make comparisons to past versions of the test.

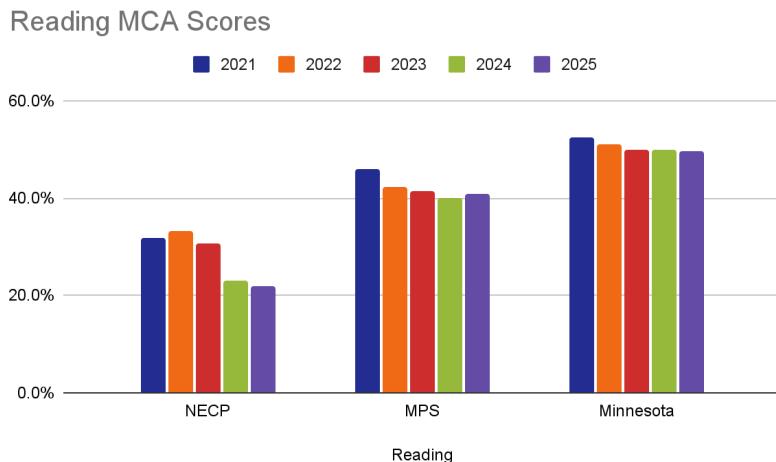


Subject	2021	2022	2023	2024	2025
<b>Math</b>	<b>17.4%</b> (34)	<b>20.9%</b> (47)	<b>19.8%</b> (42)	<b>14.7%</b> (27)	<b>11.8%</b> (20)
<b>Reading</b>	<b>31.7%</b> (63)	<b>33.3%</b> (75)	<b>30.7%</b> (65)	<b>23.2%</b> (43)	<b>21.9%</b> (37)
<b>Science</b>	<b>N/A</b> (N/A)	<b>N/A</b> (N/A)	<b>N/A</b> (N/A)	<b>N/A</b> (N/A)	<b>5.1%</b> (3)

\*Note that the science test underwent revisions in 2025 so comparisons will not be made to prior years.

### Comparative MCA Data



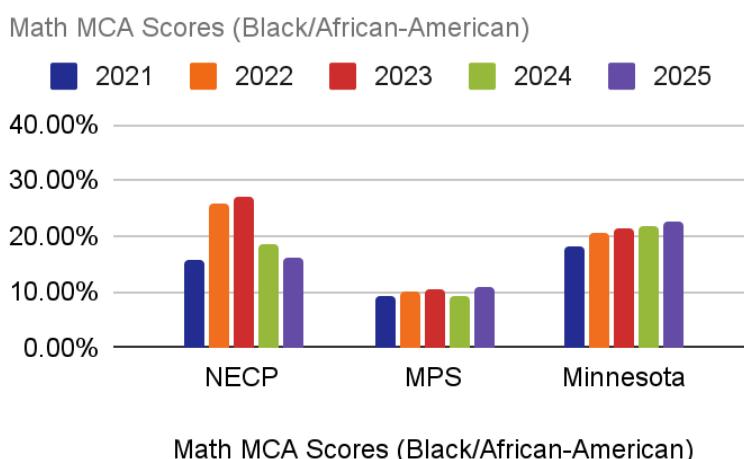


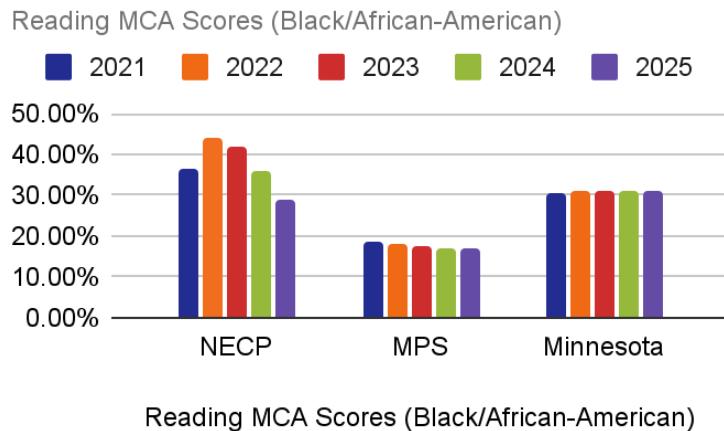
### MCA Sub Group Scores 2021-2025

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:

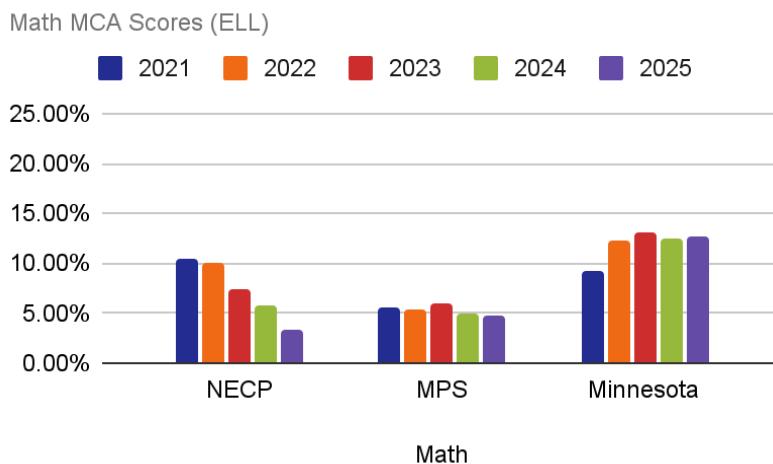
NECP's Black and African-American students outperform their Minneapolis peers in all three subject areas. NECP has also surpassed the state proficiency level for both reading and science.

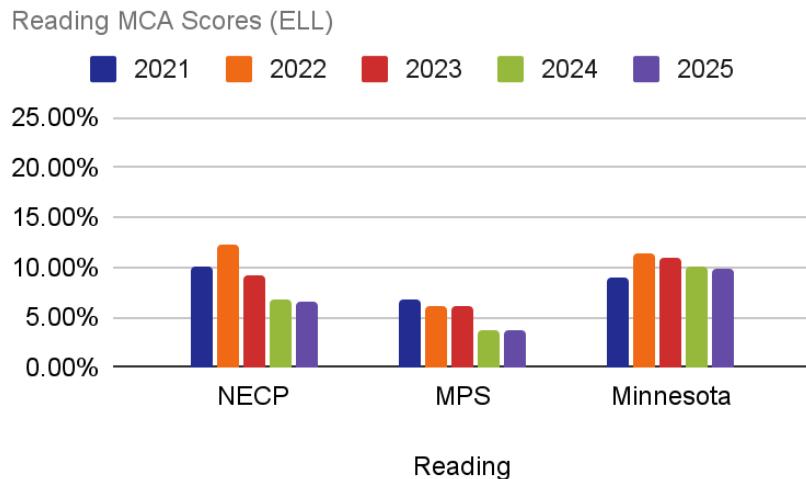




### Sub Group Comparison - English Language Learners:

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 2024-2025 covered a variety of topics based on the needs of the students and staff in the building:

Topics covered during the 2024-2025 school year:

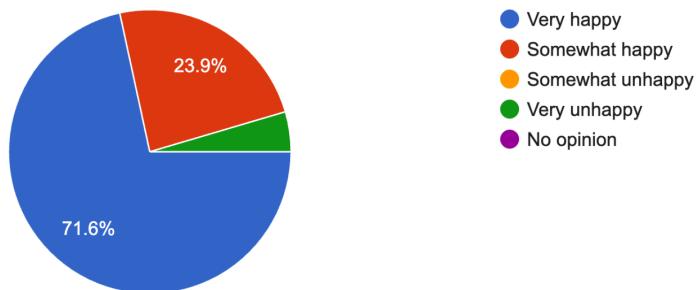
- Ongoing on alternating Wednesdays:
  - Professional Learning Communities for all teachers focused on using data to inform instruction
- Classroom culture
- Data-informed instruction
- Guiding Change
- Neighbors
- Welcoming Schools
- Catalyst training
- Benchmark Data Review
- August Professional Development: Vision & Goals, Responsive Classroom, Core Convictions and Equity, Staff Agreements and Hopes/Dreams, Student Culture and Behavior

## **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.

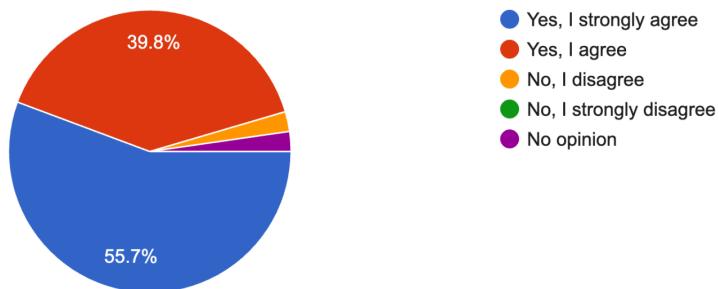
### How happy is your child at Northeast College Prep?

88 responses



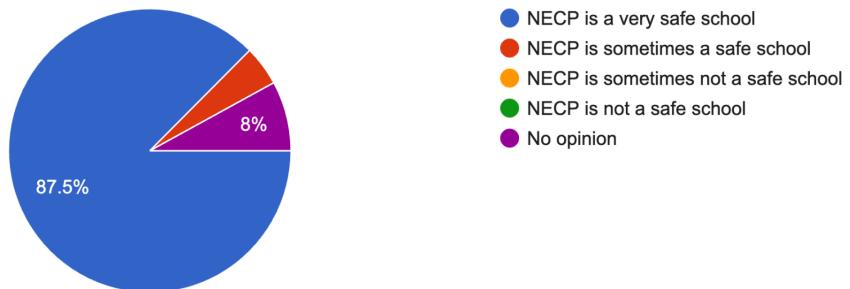
### Do you agree with this statement: "My child is receiving an excellent education at Northeast College Prep?"

88 responses



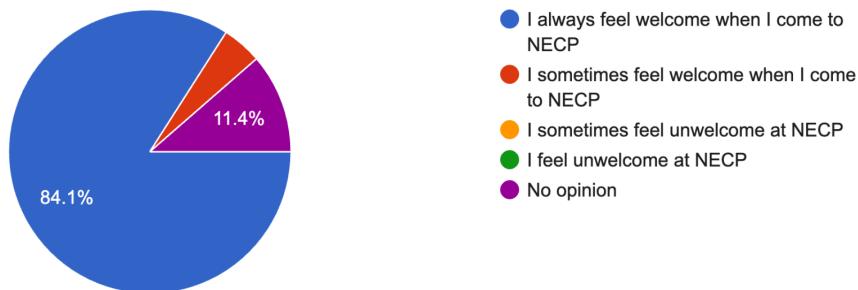
### How safe is your child at Northeast College Prep?

88 responses



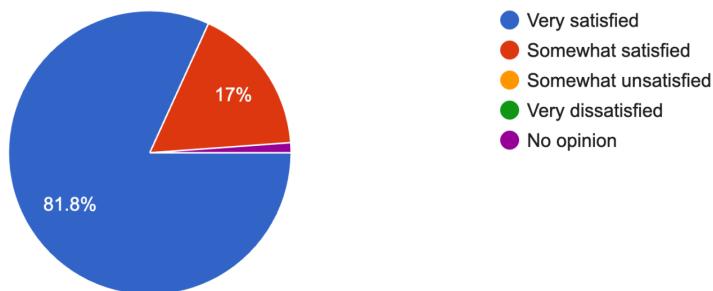
### How welcome do you feel at Northeast College Prep?

88 responses



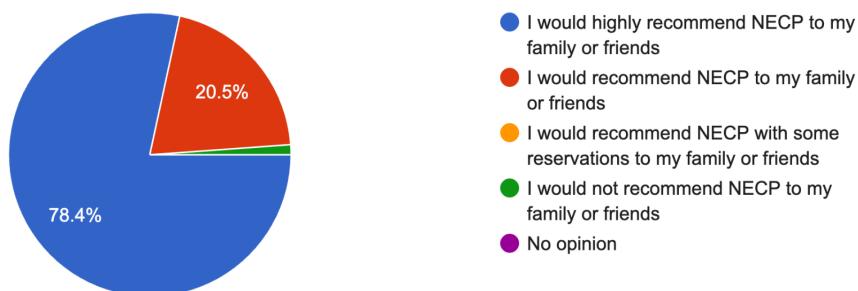
### Overall, how satisfied are you with Northeast College Prep?

88 responses



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

88 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 2024-2025 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
- 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
- Ongoing staff activities to bring staff together in positive ways
- Neighbors (bi-monthly, cross grade level student group community building)

**Future Plans:**

In direct response to student academic trends, NECP looks to 2025-2026 with a renewed focus on teacher support and academic intervention. Restructuring the leadership team and realigning responsibilities will help the incoming principal focus on teacher coaching and support.

Reading will take priority in 2025-2026 as our teaching staff completes its required Read Act training. We will also be adding a grade level intervention time to focus on reading efforts and looking at our current intervention resources to ensure all grades have access to high quality reading intervention materials.

Next year also brings an effort to hire the best staff possible. This involves being competitive with salary and benefits while also streamlining our hiring process to ensure a timely response for our candidates. While NECP always strives for high staff retention numbers, we also recognize that ensuring we have hired the best fit for the role is also important to our overall success.

**XII. Northeast College Prep: Continuous Improvement Plan 2024-2025**

**Focus Area: Reading Improvement**

50% of kindergarten students enrolled during both the fall and spring assessment windows during the 2024-2025 school year will be in the low risk category for the letter sounds portion of the FastBridge Early Reading Assessment.

50% of first grade students enrolled during both the fall and spring assessment windows during the 2024-2025 school year will be in the low risk category for the nonsense words portion of the FastBridge Early Reading Assessment.

50% of grade 2-8 students enrolled during both the fall and spring assessment windows during the 2024-2025 school year will be at or above grade level as measured by the NWEA Benchmark Assessment.

25% of students in grades 3-8 will be proficient on the MCA reading assessment.

#### **Focus Area: Math Improvement**

50% of grade K-8 students enrolled during both the fall and spring assessment windows during the 2024-2025 school year will be at or above grade level as measured by the NWEA Benchmark Assessment.

25% of students in grades 3-8 will be proficient on the MCA math assessment.

#### **Focus Area: Science Improvement**

20% of students in grades 5 and 8 will be proficient on the MCA science assessment.

#### **Focus Area: Attendance**

NECP's attendance rate will be 90% 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 NWEA.
- Students in grades 5-8 will complete benchmark assessments in science using the NWEA assessments.
- Students will be identified for tier 1, tier 2, and tier 3 using normed benchmark assessments.
- All staff will participate in data-instruction strategies training throughout the school year. Teachers will complete regular formative assessments with students to identify students needing additional support.
- Teams will identify grade level priority standards and align lessons to prioritize the most important learning in each grade level and content.
- Students will utilize the IXL platform to complete guided practice in needed skill areas as assigned by their teacher.
- Teams will meet at a minimum of three times per year to discuss student benchmark data and adjust instructional groupings/strategies.
- Principal, Dean of Academics, and Dean of Students conducting regular coaching conversations with teachers on student data and improvement strategies.

- The 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 2024-2025**

<b><u>Goal Area</u></b>	<b><u>Goal</u></b>	<b><u>Results</u></b>
<b>All students ready for school</b>	Each school year, 50% of students in each grade K-1 enrolled during both the fall and spring assessment windows will perform in the "low risk" range on their FastBridge assessments (Kindergarten-Letter sounds, 1st Grade - Nonsense/Decodable words).	<b>Met</b> - 59% of Kindergarten and 50% of 1st grade were low risk
<b>All racial and economic achievement gaps between students are closed</b>	At the conclusion of each school year, the school will demonstrate higher grade level and school-wide reading and math proficiency rates for each student group publicly reported than the Minneapolis Public School District and state average for same g	<b>Partially Met</b> -  Reading: MPS students were 15.5% proficient (B/AA) and 16.4% proficient (H/L). NECP students were 31.3% (B/AA) proficient and 13.8% proficient (H/L).  Math: MPS students were 9.4% proficient (B/AA) and 13.2% proficient (H/L). NECP students were 16.5% proficient (B/AA) and 5.2% proficient (H/L).
<b>All students are ready for career and college</b>	For the 2024-2025 school year, 50% of students in grade 8 will be proficient as measured by the MCA Reading and Math assessments.	<b>Not Met</b> - 33.3% of 8th graders were proficient in reading and 4.2% proficient in math.
<b>All students graduate from high school</b>	Not applicable	Not applicable

#### **XIV. Comprehensive Achievement and Civic Readiness Goals 2025-2026**

<b><u>Goal Area</u></b>	<b><u>Goal</u></b>
<b>All children are ready for school.</b>	Each school year, 50% of all kindergarten students enrolled during both the fall and spring benchmark windows will score in the "low risk" category for the letter sounds portion of the FastBridge assessment by the spring assessment window.
<b>All racial and economic achievement gaps between students are closed.</b>	Each school year, NECP will demonstrate higher grade level reading proficiency rates for Black/African-American students and Hispanic/Latino students than the Minneapolis Public School District.
<b>All students are ready for career and college.</b>	Each school year, 30% of students in grade 8 will be proficient as measured by the MCA Reading assessment.
<b>All students graduate from high school.</b>	Not applicable
<b>All students are prepared to be lifelong learners.</b>	Each school year, 30% of students in grade K-8 will be proficient as measured by the NWEA reading assessment.

#### **XV. Dissemination of Information**

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

#### **XVI. Annual Report Review**

The Northeast College Prep Board of Directors reviews the Annual Report and CACR Report. The Board reviewed and approved the FY24 report at their regular scheduled meeting on October 15, 2024.

**XVII. Authorizer Contact Information**

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