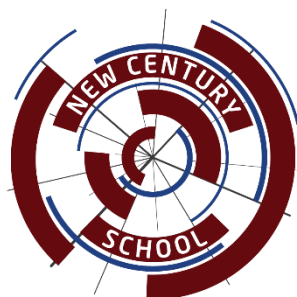


New Century School



Annual Report 2022-2023

I. Table of Content:

	Page
Report Introduction	1
Authorizer	2
Board Governance	4
School Management	6
Staffing and professional development	7
School Enrollment	12
Academic Performance	12
School Finance	13
Innovative Practices and Implementation	14
Service Learning	14
Future Plans	15

II. Report Introduction

New Century School met most of the Minn. Stat 124E.statutory purposes. However, the school focused on the following statutory purposes: improve student learning and student achievement, increase learning opportunities for pupils and close the achievement gap. The school’s operation has been guided by its mission and vision.

New Century School (NCS) implements various quality programs that provide a foundation for our students to thrive and prepare them for college and careers. NCS creates instructional plans, policies, practices, and structures that support quality teaching and learning. Some of our programs include the following: Rigorous Academic Programs, Science, Technology, Engineering and Math (STEM) Programs, College & Career Preparation, English Language Learning (ELL), Service Learning, and Extended day programs.

NCS is stable and growing. Student retention is high (89%) with daily attendance above 95%. Teacher retention is high at 87%. For the past years, academic proficiency gains and growth indicate promising and positive developments. NCS has been fiscally disciplined and currently has a 25.3% general fund balance.

After VOA approved grade expansion for a high school, we started with 9th and 10th grades during the 2022-23 academic year. In addition, the number of students in the Early Learning Program (ELP) increased, thereby increasing the opportunity for underserved students and families. NCS is committed to continue to fulfill the Statutory Purpose: improve all pupil learning and all student achievement (Minnesota Statutes §124E.01).

Awards/Recognitions

As summary of some Achievements and Accomplishments are outlined below:

- Engineering Machine Design Contest Regional Contest 2nd Place (Minnesota State University), (March2023)
- High Quality Charter School – MDE (February 2022)
- Engineering Machine Design Contest Champions (Minnesota State University), (May 2021)
- Finance Award – VOA School Network (June 2021)
- School Sparrow’s Top 9 Elementary Schools in St. Paul (July 2020)
- Beating the Odds School (Star Tribune, 2019)
- Engineering Awards (Engineering Machine Design Contest, Minnesota State University, 2019): 3rd Place, 5th Place, and Above & Beyond Award
- Authorizer Award (2018): Most improved school in Reading, Math, and overall Academic Work
- Innovative Design Award (Minnesota Regional Tournament, FIRST LEGO League, 2019-2020)
- Judges Award (Minnesota Regional Tournament, FIRST LEGO League, 2019-2020)
- PBIS Cohort Award (State of Minnesota and Minnesota Department of Education, 2018-2020)
- School Finance Award (2017, 2018, 2019, 2020): MN Department of Education
- Bush Foundation Grant Award (2019)
- North Star Report: Recognized for being in the top 5% of schools on one of the multiple measures of success (2018)

Enrichment Opportunities and Learning Experience

During the 2022-2023 academic year, the following enrichment opportunities and learning experiences were provided:

- Student academic recognition assemblies
- School wide spelling bee for grades
-
- Black-History month celebration
- Scholastic Book Fair
- STARBASE Program
- Ned’s Mindset Mission Assembly
- Math Masters
- 3rd grade - MN Dot Bridge Building activity National DEAR Day Family Reading initiative

- Scholastic Book United States of Readers Program provided students with 10 books of their choosing
- Fall Field trips to Pumpkin Farm, apple orchards
- National DEAR Day Family Reading initiative
- Earth Day/Pie Day Celebrations
- Winter Field trips to Eagle's Nest, Stage's Theater, and Bakken Museum
- Spring Field trips to The Works Museum, Zero Gravity, Vikings Field Day
- Service Learning: Students participated in regular clean-ups of the playground, Feed My Starving Children, and making Cards for Hospitalized Kids
- Science Fair/Science Fair Awards
- Art Fair
- Pen Pals with Elderly
- Spirit week
- Preschool and Kindergarten graduations
- 5th grade graduation party
- Annual Engineering/Rocketry Day
- Elementary Field Day
- Youth in Government
- Student Council
- "Y" Achievers

Family engagement and workshops were also conducted and it included:

- Workshops
 - Understanding Special Education
 - All About Student Success: Understanding High Stakes Testing.
 - Internet Safety,
 - Mental heal and well-being
 -
- All about Student Success
- Four parent teacher conferences
- Cultural Night
- PTO monthly meetings
- Scholastic Book fair
- Annual Meeting

School Mission

The Mission of New Century School is to provide a high quality education to nurture and inspire a community of learners through an innovative, holistic approach to education that embeds science and technology.

School Vision

The vision of NCS is to create a model that provides an education that is vibrant and alive, and acknowledges and maintains our students' backgrounds while preparing them for their lives as successful members of our diverse and technologically advancing society.

Brief History

New Century school has completed five years of operation. After several years of planning, the school founders applied to the Volunteers of America – MN for authorization. The school is authorized to serve students in PreK through twelfth grade. However, NCS served students PreK-8 students during the 2020/21 school year.

III. Authorizer

Our Authorizer has been using the contractual agreement to engage the school, providing oversight and extensive support. For example, the Senior Manager of the VOA-MN’s charter authorizing program, Stephanie Olsen made site visits. Representatives from VOA-MN attended board meetings. The following are Ms. Olsen’s primary contacts:



Volunteers of America of Minnesota

Main Contact: Stephanie Olsen, Senior Manager
VOA Charter School Authorizing Program
VOA-MN Education Center
9220 Bass Lake Rd Ste 255, New Hope, MN 55428
Phone: 612-270-1998
E-Mail: solsen@voamn.org

IV. School Board Governance

The School’s Board of Directors provides governance and general oversight of its management. The board consists of individuals with diverse experience and backgrounds. We had an active board that provided school oversight as well as guidance for the school leadership. The board developed and approved a three-year strategic plan (SY 2023-2025).

All board members received training on various topics. The trainings were provided by various organizations and individual experts in board training. Other members attended individual trainings and education in other relevant fields. The following table list some of the trainings attended by the member.

Date	Activity	Trainer/Training
4/24/2023	HR	308 Collaborative

6/13/23	Finance: Ways to Prepare for Audits	BerganKDV and Charter School Capital
6/13/23	Legal Special Education	Ratwik, Roszak & Maloney
6/14/23	Strategic Planning	MN School Boards Association
6/13/23	Staff Automated Reporting (STAR) and Licensure Compliance	Professional Educator Licensing and Standards Board (PELSB)

The board met at least once a month and meetings of the Board of Directors and all Standing and Ad Hoc Committees complied with the Minnesota Open Meeting Law. The board had four committees that facilitated and supported its work. The board committees and their responsibilities are as shown:

Budget and Finance - The responsibility of the Budget and Finance Committee is to assure a financially sound and stable future for the school.

Governance - The Governance Committee is responsible for supporting the effective performance of the board by designing needed board policies to ensure legal compliance with all applicable statutes. It is also the function of this committee to identify new board members, educate, mentor, and evaluate new and current members. The Committee recommends policies to the board of directors regarding the operation of the school.

Development and Facilities – This Committee is responsible for supporting the school by ensuring strong marketing and recruitment efforts, seeking out extra resources (financial and other), and building strong community partnerships. The Committee is responsible for identifying suitable facility/facilities for the school, researching and recommending building and maintenance contracts, and developing strategies to address future facility needs – short and long term.

Curriculum - The Curriculum Committee is responsible for ensuring that overall curricular policy remains faithful to the Corporation’s mission, for reviewing specific curriculum choices on a regular basis and making recommendations to the Board of Directors on adoption of curriculum materials, and such other duties as are deemed appropriate and necessary by the Board of Directors.

The following were members of the Board of Directors during the 2022/2023 year:

Board Member	Role	Term End
Ellie Holte	Board Chair/ Community Member	2024
Jessica Tallman	Secretary / Teacher	2023
Ahmed Anshur	Treasurer / Community Member	2024
Isse Abdi	Board Member/Community	2025
Abdalla Nuno	Board Member/Parent	2023
Ahmed Ali	Executive Director/Ex-officio	School Admin

V. **School Management**

The school management consisted of a team with extensive and diverse professional experience and expertise. The following were the individuals involved in providing leadership and administrative services and support.

Executive Director	Ahmed Ali	Overall school leadership
Director	Tammy Maida	Instructional leadership and daily school management
Director of Teaching and Learning	Maria Houck	Assist the director and provide overall curriculum coordination and teacher support
Dean of Students	Abdullahi Muhumed	Coordinate student behavior, PBIS, & related services
Multilingual Program Coordinator	Ann Bullard	Lead the English language learners program
SPED Director	Saido Abdirashid	Provide oversight of the Special Education services and programs
IT Manager	Leonel Leon	Provide IT services and support
Office Manager	Irene Gallegos	Manage office

The role and responsibilities of the Executive Director included overall school leadership and supervision, organizational management/planning & oversight, fiscal management (development, implementation & oversight of approved school budget), human resources and personnel management, and Board of Directors governance relations. The Director provided instructional leadership for the school. Some of the duties included curriculum development, assessment, professional development, teaching staff supervision, and instructional planning.

The executive director was reviewed through the following process. The Board’s governance committee had a mid-year meeting with the Director in December to discuss school and Director progress. The Board administered a survey of the Director by the admin staff in May. The board shared a copy of the staff survey with the Director and had a meeting with the director to review the survey results. The board also reviewed the overall school report and the survey.

VI. School Staffing Information and Professional Development.

The school recruited qualified and experienced staff despite the statewide teacher shortage. We hired licensed teachers with different experiences and qualifications. Our teaching faculty numbers increased this year due to increased enrollment and the ability of the school to provide more coursework for students. We are pleased to report that over 90% of our teachers were retained and also chose to remain with the school. The following table has a list of the teachers.

2022/23 Teaching faculty

Staff	Grade Assignment	MN License Folder
Hayat Osman	PreK	517713
Suleko Mohamed	PreK	1013329
Roda Osman	K	513910
Naimo Mohamed	K	1016821
Rubio Yesenia	1st	518612
Alexandra Butler	1st	507294
Jessica Tallman	2nd	482243
Laura Zeiher	2nd	513288
Michelle Denney	3rd	1003127
Karen Roussell	3rd	1014573
Kevin Railsback	4th	508745
Eli Dill	4th	180100
Ashley Perez	5th	492573
Bashir Adeed	5th	1012680
Patricia Ross	6-8 ELA	335626
Amin Borji	6-8 Math	500226
Charles Wheeler	6-8 Social Studies	1011486
Raphael Lucas	MS/HS Science	361119

Salah Borji	MS/HS Math	517824
Raphael Lucas	MS/HS Science	361119
Jennifer Tillman	MS/HS Social Studies	473153
Devin Malone	HS ELA	444835
Adam Nirmaier	Art Teacher	1018911
Juan Murcia	Spanish	509714
Stephen Loveland	K-6 Elementary	1020071
Patrick Reistma	K-12 PE/Health	1011979
Bradley Blue	MS/HS Earth/Space Science	347477
Oswaldo Gallegos	MS/HS	1020291
Luul Ahmed	K-12 SPED	512397
Timiro Adan	K-12 SPED	482292
Nelson Anderson	k-12 SPED	487699
Lindsay Forslin	K-5	1003934
Ali Ali	K-12 ELL	502598
Tianhui Liu	K-12 ELL	1020622
Hamda Mohamed	K-12 ELL	500918
Amanda Cummings	K-12 ELL	1005373
Anna Bullard	K-5 ELA	498683
Mikayla Voekler	School Counselor	1017128

Professional Development

We provided year-round professional development opportunities for our staff. Staff participated in a two-week intensive training before the students arrived for the new year. Ongoing professional development was provided throughout the year. The following table contains an outline of some of the training and workshops provided for our staff.

NEW CENTURY SCHOOL Professional Development 22022/23

This plan describes the efforts of New Century School to improve student achievement of Minnesota standards in all areas of the curriculum including areas of regular academic, applied, and experiential learning through the high-quality professional development of all educators.

Values:

1. Our mission drives our work of “providing a high-quality education to nurture and inspire a community of learners through an innovative, holistic approach to education that embeds science and technology”.
2. We strive to effectively meet the diverse needs of our student population, including students at-risk, children with disabilities, English learners, and gifted children.
3. We seek to provide an inclusive curriculum for racially, ethnically, linguistically, and culturally diverse student population, consistent with the state education diversity rule.
4. With this plan, we will improve staff collaboration and develop mentoring and peer coaching programs for teachers new to the school.
5. The Danielson Framework for Teaching is what we use as a basis for analyzing data for growth and development of teachers.

Plan/Dates for PD

1. **Inservice Week Aug 15-22**
 - a. Amplify:
 - i.6-8th: ½ day remote - Trainer
 - ii.K-5th: 1 day onsite - Trainer
 - b. Writing A-Z and Savvas - Maria, online training modules avail for Savvas
 - c. Meet the Masters Art - training video
 - d. Sondag System
 - e. Wee Engineer - preK - Trainer
 - f. Zaner Blosser - online resources
 - g. HMH - online resources
 - h. Adios Textbooks - 2 hour virtual PD
2. **Ongoing support throughout year**
 - a. Teachers helping teachers navigate
 - b. Maria supporting teachers using Savvas contact
 - c. Lindsay - systems admin for Amplify
 - d. Second step training sessions
3. **Friday, Jan 6 2:00-4:00 pm in Zoom**
 - a. HMH Science curriculum training
4. **Tue/Thur, Dec 6 & 8 - Adios Textbooks Guest Teaching and Observation - 4 hrs**

1. **Inservice Week Aug 15-22**
 - a. K-8 Savvas/Envision - Online training modules and learn from NCS veterans
2. **Sept - First 2 weeks of school** - Maria will meet with new teachers during prep to provide curriculum/platform support
3. **Ongoing support throughout the year -**
 - a. Lexia and IXL - Maria systems admin/set up and support
 - b. Savvas - Lindsay - systems admin/set up, Maria - support as needed
4. **Friday PD Day - Oct 14 -**
 - a. Lexia data coaching 1.5 hour virtual training for K-5 teachers
 - b. Powerup coaching 1.5 hour virtual training for secondary intervention team
5. **Friday afternoon - October 28**
 - a. MyView - 2 hr
 - b. MyPerspectives - 2 hr
 - c. Envision 6-8 - 2 hr
6. **Friday afternoon - Nov 4**
 - a. Envision Math Elementary - 2 hr
7. **Friday afternoon - Nov 18, 2:00-3:30**
 - a. IXL - 1.5 hour virtual
8. **Tuesday, Dec 13 - IXL Analytics training session (Zoom)**

1. **Inservice Week Aug 15-22**
 - a. Translating NCS Curriculum Maps into Lesson Plans
2. **Ongoing**
 - a. Feedback to teachers on their lesson plans with regards to teaching of standards will be provided by the Director of Teaching and Learning

Plan/Dates for PD

1. **Inservice Week Aug 15-22**
 - a. Teachers will complete a self-assessment on **Domain 2** - learning environment and use the components to plan for their first weeks of teaching.
2. **Ongoing**
 - a. Informal Feedback to teachers on their teaching will be provided by program leaders and the Director of Teaching and Learning.
3. **Week of Sept 12-26**
 - a. (delayed to Oct 13) Formative Observations and feedback will be provided for teachers from the program leaders and Director of Teaching and Learning to improve teacher performance in **Domain 2**
4. **Week of Oct 10**
 - a. Program leaders will complete Modules 1-3 of the online course “
5. **Oct 18, 9:00-10:00**
 - a. Program leaders and Director of Teaching and Learning will engage with a Danielson trainer on FFT.
6. **Week of Oct 24**
 - a. **Nov 18** - Program leaders and Director of Teaching and Learning will engage with Danielson trainer on FFT.
 - b. Teachers will complete a **Domain 1** - planning and preparation self-assessment and use the components to plan for their first weeks of teaching.
7. **Week of Nov 7**
 - a. Formative Observations and feedback will be provided for teachers from the program leaders and Director of Teaching and Learning to improve teacher performance in **Domain 1**
8. **Week of Dec 5**
 - a. Teachers will complete a self-assessment on **Domain 4** - principled teaching and use the components to plan for their first weeks of teaching.
 - b. Formative Observations and feedback will be provided for teachers from the program leaders and Director of Teaching and Learning to improve teacher performance in **Domain 4**
9. **Week of Jan 16**
 - a. Formative Observations and feedback will be provided for teachers from the program leaders and Director of Teaching and Learning to improve teacher performance in **Domain 3**
10. **Week of Feb 1**
 - a. Formative Observations and feedback will be provided for teachers from the program leaders and Director of Teaching and Learning to improve teacher performance in **Domain 3**
11. **Week of March 6**
 - a. Summative Evaluations and feedback will be provided for teachers from the program leaders and Director of Teaching and Learning to improve teacher performance in **all Domains**

1. **Inservice Week Aug 15-22**
 - a. K-5 - Expectations and Supports for using centers/stations for reading, writing, and math - Maria
2. **Friday, September 23**
 - a. Elementary PLC launch to produce WIN time small group/individual reading and behavior intervention/service plan
3. **Friday PD - Oct 14**
 - b. Elementary instructional practices - Tammy

5. November 11 - PD

<p>c. Elementary Team - PD on starting Mon-Thur vocabulary routine and small group station rotations</p>
<ol style="list-style-type: none"> 1. Inservice Week Aug 15-22 <ol style="list-style-type: none"> a. 3rd-8th grade SCIENCE teachers will participate in Science from Scientists 2-hour virtual workshop 2. Friday, Dec 9, 2:00-3:30 <ol style="list-style-type: none"> a. 3rd-8th grade SCIENCE teachers will participate in Science from Scientists workshop 3. Ongoing Learning Community - 1-semester - started <ol style="list-style-type: none"> a. These same teachers will participate in hybrid learning community with SfS which includes 4 1 hr/virtual-live meetings and 1 hr of “homework” in between (8 hour commitment)
<ol style="list-style-type: none"> 1. Inservice Week Aug 15-22 <ol style="list-style-type: none"> a. Amy Young, MDE EL specialist will provide initial training on teaching multilingual learners. 2. October 4 <ol style="list-style-type: none"> a. Maria will launch secondary co-teachers Amanda and Jennifer as well as Amanda and Charlie with expectations and supports for co-planning and co-teaching. 3. October 6 <ol style="list-style-type: none"> a. Amanda C. will provide EL data to <i>secondary</i> teachers as well as strategies for teaching our newcomers. 4. Week of October 10 <ol style="list-style-type: none"> a. EL data to <i>elementary</i> teachers. 5. Week of October 17 <ol style="list-style-type: none"> a. Maria will launch elementary co-teachers Anna and Tian with the 2nd-5th grade homeroom teachers with expectations and supports for co-planning and co-teaching.
<ol style="list-style-type: none"> 1. Sept 30 <ol style="list-style-type: none"> a. AVID Launch with secondary team
<ol style="list-style-type: none"> 1. Ongoing by request <ol style="list-style-type: none"> a. Individual staff requests for professional development/conferences can be requested using the PD Request Form - https://forms.gle/CmKVyDKvnKPy5Nyp9. 2. Ongoing by recommendation <ol style="list-style-type: none"> a. The Director of Teaching and Learning will make recommendations for individual staff member PD opportunities/professional networks <ol style="list-style-type: none"> i.
<ol style="list-style-type: none"> 1. CPI Training <ol style="list-style-type: none"> a. October 14 - The behavior team including program leaders, deans, and SPED staff

VII. **School Enrollment and Student Attrition.**

The school has an admission policy that complies with charter school policies. Policy 536 ensures that there is fair admission and enrollment process, including the use of lottery. The policy can be found in the office and on the school website.

We served students in Preschool through eighth grade. Majority of our students were in the lower grades. A review of our student demographics shows that our students were mostly from immigrant families around the twin cities although we had students from other nearby cities. 99% of our students qualified for free and reduced lunch and majority needed ELL services.

During the 2022/23 year, 506 students attended NCS and this was more than the projected student enrollment. Over 90% of our students returned. The following table shows the 2022/23 student enrollment by grade

Preschool	KG	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
38	49	49	53	53	49	50
Grade 6	Grade 7	Grade 8	Grade 9	Grade 10		
43	34	45	32	12		

VIII. **School Academic Performance.**

Academic Data

New Century School (NCS) uses various tools and programs to assess and evaluate student academic progress and competency including FastBridge, MCA, WIDA, and Lexia.

New Century School (NCS) implements quality programs that is the foundation for our students to thrive and develop academic proficiency. The 2022-23 FastBridge data shown below indicates that students made considerable growth in one year.

The challenges of COVID-19 and the slow recovery had a major impact on the 2023 MCA results. New Century School like many schools including those with similar demographics had a drop in the outcome of the MCA results. However, we saw a marked improvement from the previous year.

IX. **Finances**

The school has policies and guidelines that guide its budgeting and financial management practices. The board developed the following policies: Policy 701 (Annual Budgeting Principles), Policy 701.5 (Procurement Policy), and Policy 715 (Internal Control). The board’s budget and finance committee met monthly to plan and review the school finances. The board contracted with a reputable and well-known accounting firm, BerganKDV, as the school’s financial management and accounting firm. The school board created a strong foundation for creating sound and prudent financial management

policies and practices with the goal of having a school with healthy financial resources. The school received a clean audit for the year ending June, 2022.

The school implemented effective financial management practices. The school ended the year with a healthy fund balance. The school revised the budget once within the year to align its revenue with its expenses. NCS maintained its enrollment number above the projected student numbers and made great efforts to seek donations and volunteers for some of its programs.

NCS has adopted a sound budgeting and prudent financial management system. The school developed financial plans and practices that allowed for stable revenue generation such as reliable student enrollment and controlled expenditure. The school is compliant with state and federal financial reporting requirements. While investing in quality school programs, facilities and staff, the school also grew a healthy fund balance. NCS exceeded (31%) the VOA recommended fund balance of 20% in FY23.

NCS has sufficient cash flow to meet its regular operations despite MDE's withholdings. NCS is current on all its financial obligations without using a line of credit, loan or other cash borrowings. Moreover, each year, NCS has received the School Finance Award, awarded annually by the Minnesota Department of Education, Division of School Finance, to recognize schools for meeting statutory deadlines for submission of audited fiscal financial data and reporting criteria.

Achieving and maintaining a strong fund balance allows flexibility in financing the proposed expansion. Proper and conservative budgeting along with strategic purchasing decisions allow for proper cash management. NCS will also continue to pursue grants and donations to ease any possibility of strains on cash balances. The school has adequate resources for student learning and its overall operation and has no debts.

NCS has adequate cash flow to pay its payroll, vendors and other financial obligations in a timely manner. The school's cash flow allows for making all financial payments without holdback and loans.

X. Innovative Practices

STEM

New Century School has reputable and innovative STEM programs and is equally committed to closing the achievement gap in Science, a gap that is wider in Minneapolis and St. Paul. All our students received STEM instruction and were provided with off-site STEM opportunities. NCS made significant progress in the efforts to strengthen the STEM and personalized learning

initiatives. All NCS students had access to a device during the 2022/23 academic year as part of a blended and online learning model. Community partnerships were critical to the development of the Lab.

NCS believes in creating unique programs and opportunities for its students. The success of the programs is grounded in the following:

Flexible Learning Space: At New Century School, we believe that learning should be distinct and dynamic, student driven, and equitable. Students have access to unique learning spaces and a Design & Innovation Lab in which the teacher's role has shifted dramatically. Rather than holders and distributors of knowledge, teachers are instructional facilitators. Some students prefer to learn alone; others prefer a peer or group learning experience. The open platform of the lab afforded student voice and choice.

Tech Enabled: New Century School secures and assigns resources so that all students have access to learning, anywhere, anytime. Access is integral to equity. A 1:1 program is important for our students, most of whom are otherwise underserved and most often in low-income communities. All students are given iPads or Chromebooks for individualized and personalized learning. Student are given opportunities to enroll in online and blended learning. Instruction tools used include Smartboards and Smartscreens, and educational and productivity software.

Authentic Learning Experiences: New Century, Robotics is integral to the STEM program. More students have access and the opportunity to explore options, including coding, engineering, and research, bringing individual and collective skills sets to a challenge.

NCS believes in community partnerships. NCS students are provided with opportunities to participate in off-site programs and activities such as Minnesota State University (Mankato) Engineering Center of Excellence, STARBASE Minnesota's STEM learning, Eagle Bluff Environmental Learning Program, Carnegie Mellon University's coding and engineering, University of Minnesota's Talented Youth Math Program (UMTYMP), FIRST LEGO's robotics program, and YMCA's youth leadership and governance program.

XI. Service Learning

New Century School sees its mission as broader than just education. Our goal is to raise responsible citizens who give back as much as they take from society. Therefore, we also focus on service learning, with emphasis on environmental education, particularly on the three "Rs" of reducing, recycling and reusing.

The NCS students, staff and families actively participated in community clean-up activities, volunteerism, academic tutoring, fundraising and donations and community development. The Service Learning Leadership team provided training for staff, students and parents. The school secured a grant from Ramsey County to implement school-wide recycling program. NCS developed partnerships to extend its service learning programs.

XII. Future Plans

New Century School developed various plans such as Strategic plan and School Improvement Plan to guide its future plans. NCS will continue to improve the quality of its programs and expand the grades offered. As the post Covid-19 educational landscape is experiencing transformation, we will align our programs with the changing needs and expectations of our society.

The improved academic performance, high enrollment and expanded facility demonstrates that our school will continue with its plans of implementing a high quality and rigorous academic program including but not limited to STEM education and a strong ELL program. Parent involvement will be strengthened by involving the NCS families in school committees, programs and activities.

Our prek-5 second site was successfully opened this year. We plan to add more classes and grades next year. Due to high demand, NCS will respectively expand the high school and preschool programs by adding more grades and classes. We will expand our SPED program to meet increasing enrollment and serve the needs of our students with special needs.

As an approved online learning provider, we will explore effective ways and various Options for providing online instruction for students in middle and high school. A virtual program will be an added flexible opportunity for students' not able to enroll in our current program due to transportation and space limitation.

The School Board and leadership will work towards developing new programs and opportunities for our students. We will expand existing programs such as AVID, native language and literacy, social emotional learning and health and Wellness. We plan to invest in more extracurricular programs and activities in the form of sports and enrichment. Due to the number of students with English language needs, we will invest in more ELL, afterschool and summer programming.