

SCHOOL AUTHORIZER CONTRACT

between
Novation Education Opportunities
3432 Denmark Avenue Suite #130 Eagan, MN 55123
Star of the North Academy
1562 Viking Blvd NE East Bethel, MN 55011
1313 Coon Rapids Blvd NW, Coon Rapids, MN 55433

This Agreement is between the Novation Education Opportunities and Star of the North Academy.

SECTION 1. TERMS OF AGREEMENT.

- 1.1 Effective date: July 1, 2024
- 1.2 Expiration date: June 30, 2027
- 1.3 Survival of Terms. The following clauses survive the expiration or cancellation of this Agreement: 1. Liability; 2. State and Federal Audits; 3. Government Data Practices and Intellectual Property; 4. Publicity and Endorsement; 5. Governing Law, Jurisdiction, and Venue; 6. Data Disclosure; and 7. Dissolution.
- 1.4 The Addendum to this Agreement is incorporated into and made part of this Agreement. This Agreement has the following Addendum items:
 - 1.4.1 A declaration that the charter school will carry out the primary purpose in Minn. Stat. § 124E.01, subdivision 1 and indicate how the school will report its implementation of the primary purpose to its authorizer, per Minn. Stat. § 124E.10, subdivision 1(a)(1).
 - a. The primary purpose of mission driven charter schools is to improve the learning, achievement, and success of all students.
 - b. How the school will report its implementation of the primary purpose must be explicitly stated in the charter contract.
 - 1.4.2 A declaration of the additional purpose or purposes in Minn. Stat. § 124E.01, subdivision 1 that the school intends to carry out and indicate how the school will report its implementation of those purposes to its authorizer per Minn. Stat. § 124E.10, subdivision 1(a)(2).
 - 1.4.3 A description of the school program and the specific academic and nonacademic outcomes that pupils must achieve, per Minn. Stat. § 124E.10, subdivision 1(a)(3).
 - 1.4.4 A statement of the school's admission policies and procedures per Minn. Stat. § 124E.10, subdivision 1(a)(4).
 - 1.4.5 A school governance, management, and administration plan per Minn. Stat. § 124E.10, subdivision 1(a)(5).
 - 1.4.6 Signed agreements from charter school board members to comply with the federal and state laws governing organizational, programmatic, and financial requirements applicable to charter schools, per Minn. Stat. § 124E.10, subdivision 1(a)(6).
 - 1.4.7 The criteria, processes, and procedures the authorizer will use to monitor and evaluate the fiscal, operational, and academic performance, consistent with subdivision 3, paragraphs (a) and (b), per Minn. Stat. § 124E.10, subdivision 1(a)(7).
 - 1.4.8 For contract renewal, the formal written performance evaluation that is a prerequisite for reviewing a charter contract under subdivision 3, per Minn. Stat. § 124E.10, subdivision 1(a)(8). This element does not apply to new school or change in authorizer contracts.

- 1.4.9 Types and amounts of insurance liability coverage the charter school must obtain, consistent with Minn. Stat.124E.03, subdivision 2(d), per Minn. Stat.124E.10, subdivision 1(a)(9). Minn. Stat.§124E.03, subdivision 2(d) notes that a charter school is a district for the purposes of tort liability under chapter 466. Chapter 466.04 details the specific required insurance amounts.
- 1.4.10 Consistent with Minn. Stat.§124E.09, paragraph (d), a provision to indemnify and hold harmless from any suit, claim, or liability arising from any charter school operation: 1) the authorizer and its officers, agents, and employees; and 2) notwithstanding 3.736, the commissioner and department officers, agents, and employees; per Minn. Stat.§124E.10, subdivision 1(a)(10).
- 1.4.11 The term of the contract, which for an initial contract may be up to five years plus a preoperational planning period, or for a renewed contract or a contract with a new authorizer after a transfer of authorizers, may be up to five years, if warranted by the school's academic, financial, and operational performance per Minn. Stat.§124E.10, subdivision 1(a)(11).
- 1.4.12 How the charter school board of directors or the charter school operators will provide special instruction and services for children with a disability under Minn. Stat.§§125A.03 to 125A.24, and 125A.65, and a description of the financial parameters within which the charter school will provide the special instruction and services to children with a disability, per Minn. Stat.§124E.10, subdivision 1(a)(12).
- 1.4.13 The specific conditions for contract renewal that identify performance of all students under the primary purpose of Minn. Stat.§124E.01, subdivision 1, as the most important factor in determining whether to renew the contract, per Minn. Stat.§124E.10, subdivision 1(a)(13).
- 1.4.14 The additional purposes under Minn. Stat.§124E.01, subdivision 1, and related performance obligations under clause (7) contained in the charter contract as additional factors in determining whether to renew the contract, per Minn. Stat.§124E.10, subdivision 1(a)(14).
- 1.4.15 Per Minn. Stat.§124E.10, subdivision 1(b), the plan for an orderly closing of the school under chapter 317A, that establishes the responsibilities of the school board of directors and the authorizer, whether the closure is a termination for cause, a voluntary termination, or a nonrenewal of the contract. The plan must establish who is responsible for: (1) notifying the commissioner, school district in which the charter school is located, and parents of enrolled students about the closure; (2) providing parents of enrolled students information and assistance to enable the student to re-enroll in another school; (3) transferring student records under Minn. Stat.§124E.03, subdivision 5, paragraph (b), to the student's resident school district; and (4) closing financial operation.
- 1.4.16 The agreed-upon fee structure the authorizer will annually assess the school, per Minn. Stat.§124E.10, subdivision 3(b).
- 1.4.17 The plan to address any outstanding obligations from the previous contract.
- 1.4.18 The charter school board membership roster as of the first day of the contract.
- 1.4.19 Copy of charter school's Certificate of Incorporation or Good Standing issued by the Minnesota Secretary of State's Office.
- 1.4.20 Copy of charter school's Articles of Incorporation that includes stamped date of filing.
- 1.4.21 Copy of the charter school's (signed) bylaws adopted and approved by the charter school's board of directors.
- 1.4.22 NEO Policy for Schools Contracting with a Service Provider (Education Management Organization or Charter Management Organization) if applicable.

SECTION 2. DEFINITIONS. For purposes of this Agreement, and in addition to the terms defined throughout this Agreement, each of the following words or expressions whenever initially capitalized, shall have the meaning set forth in this section:

- 2.1. "Agreement" means this contract between the Authorizer and the School as required by Minnesota Charter School Law, Minn. Stat. §124E.
- 2.2. "Applicable Law" means all state and federal laws and rules applicable to Minnesota Charter Schools and any regulations and guidelines issued pursuant to those laws and rules. This includes changes made to Applicable Law by Congress, Minnesota Legislature and/or appropriate federal and state agencies.
- 2.3. "Affidavit" means the School Affidavit and supporting documentation that was submitted by the Authorizer and the School to and approved by the Minnesota Department of Education ("Department") for the Authorizer to grant the charter to the School. The Affidavit is incorporated by reference into this Agreement.
- 2.4. "Approval" means the approval by the Education Commissioner for the Authorizer to grant a charter to the School (includes charter contract renewals).
- 2.5. "Charter Law" means the Minn. Stat. §124E *et seq.*, as amended, and any rules or regulations adopted by the Education Commissioner relating to this law.
- 2.6. The "School" refers to the School identified above.
- 2.7. The "Location" means the city or cities identified in the Affidavit in which the School was approved to open or subsequently approved by the Authorizer based on need and demand.
- 2.8. "Charter School Board" means the Board of Directors established to govern the School, as required under Minn. Stat. §124E.
- 2.9. The "Authorizer" refers to the Authorizer listed above.
- 2.10. "Education Commissioner" means the Commissioner of the Minnesota Department of Education or his or her designee.
- 2.11. "Department" means the Minnesota Department of Education.
- 2.12. "State" means the State of Minnesota.
- 2.13. "School Information" includes all educational data, as defined in Minn. Stat. §13.32; any and all data related to employees; any and all complaints filed by the School as required by federal and state law and all complaints filed against the School or any of its employees; any and all investigative files and the results of any investigations; any and all financial information as required to be disclosed under the Minnesota Data Practices Act; and any data or other information that the Authorizer deems reasonably necessary to carry out its role.
- 2.14. "Captions". The captions and headings used in this Agreement are for convenience only and shall not be used in construing the provisions of this Agreement.

SECTION 3. PURPOSE OF SCHOOL; DESCRIPTION OF THE PROGRAM; PERFORMANCE INDICATORS AND EVALUATION.

- 3.1. Purpose of the School and Description of the Program. The School will be organized and operated to achieve the purpose(s) and program of the School as stated in the School's Affidavit based on need and demand in the Location identified, subsequent approved amendments and agreements to the Affidavit, terms of this Agreement, and as provided for in the Minnesota Charter Law. The School's program is described in the Affidavit and subsequent approved amendments and agreements. The School agrees to operate in a manner consistent with the Affidavit and Agreement and amendments and agreements approved by the Authorizer.
- 3.2. Performance Indicators and Evaluation.
 - 3.2.1. Graduation Standards. If applicable, the School will comply with the requirements as defined by Minnesota Statutes and the School will document the levels of student performance on the state assessments developed and administered by the Department.
 - 3.2.2. The School will comply with all responsibilities and obligations and their implementing regulations established by the U.S. Department of Education, including as applicable, but not limited to, participating in statewide assessments, meeting public and parent reporting requirements, and implementing School improvement plans and reporting requirements if the School is identified for improvement. The School will comply with all requirements to the degree it pursues, qualifies for and benefits from Federal funding. This includes programs required for multilingual learners of English language and all other focus populations. The School will fulfill program requirements, financial management, reporting, and accounting for each active Federal program and will comply with all Minnesota Statutes and applicable rules implemented pursuant to Federal programs in Minnesota.
 - 3.2.3. *Individuals with Disabilities Education Act* (IDEA). The School will comply with Minnesota Statutes Chapters 125A and 124E, all applicable rules implemented pursuant to these chapters, and all Federal and State law relating to the education of students with disabilities. Consistent with the provisions of Minn. Stat. Chapter 124E, the financial parameters within which the School will operate to provide special education instruction and related services to students with disabilities will be based on the individual needs of the student, as defined by the student's evaluation and by the instruction and related services specified in the student's Individualized Education Program ("IEP").
 - 3.2.4. Identifying Goals and Performance Indicators. The School and the Authorizer agree that the School's operation under the Agreement shall be measured by the School performance indicators set forth in this Agreement including academic outcomes for individual students and for the School as a whole, and standards for governance, financial management, and School operation. Academic outcomes will be assessed using multiple indicators as defined in the School's Performance Framework.

- 3.2.4.1. The School will measure the students' academic levels of performance and the School will provide the Authorizer this information as baseline data for the purpose of defining academic and nonacademic outcomes to measure School performance as described in the Agreement. Program goals must meet requirements for teacher evaluation and peer review and address staff development efforts, student attendance, student retention, and graduation rates (in the high schools). The School program and specific academic and nonacademic outcomes that pupils must achieve will be clearly defined by the Performance Indicators in the School's Performance Framework and Implementation Guide and will be used as the basis for contract renewal decisions.
- 3.2.5. Annual Report(s). The School will file an Annual Report with the Authorizer per Minn. Stat. §124E that contains all information required by the Authorizer and the Education Commissioner. The Annual Report will be filed by due dates identified in Charter Law. The Authorizer will review the Annual Report and may provide written comment to the School as necessary to support the School with compliance. The School will publish and/or submit all other reports, including but not limited to the Comprehensive Achievement and Civic Readiness Report, Plan, and Summary as required by the Education Commissioner.
- 3.2.6. Annual Report Dissemination. The School will disseminate the Annual Report to the families of students attending the School and post the report on the School's website.
- 3.2.7. If the state requires the School to develop and implement an educational improvement plan that could be a School Improvement Plan for example, the School will provide NEO a copy of its educational improvement plan not later than October 1st of each School year. The Authorizer may review and comment on the educational improvement plan. The School will provide the Authorizer with the Education Commissioner's review and comment, if any is received.

SECTION 4. LEGAL STRUCTURE.

4.1. Legal Structure

- 4.1.1. Nonprofit Status. The School is organized and operated as a nonprofit corporation under Minnesota Statutes Chapter 317A, as amended.
- 4.1.2. Articles of Incorporation. The School's Articles of Incorporation are an implied part of this Agreement. The School represents that, as of the date of this Agreement, the Articles of Incorporation of the School set forth in the Agreement Addendum are accurate and have not been otherwise altered or amended.
- 4.1.3. Bylaws. The School's bylaws are an implied part of this Agreement. The School will notify the Authorizer within thirty (30) calendar days of any amendments to the bylaws. The School represents that, as of the date of this Agreement, the bylaws of the School set forth in the Agreement Addendum are accurate and have not been otherwise altered or amended.
- 4.1.4. The School is subject to Minn. Stat. §124E and any other statutes and rules that derive from or pertain to the operation of this entity.
- 4.1.5. The Authorizer documents and respects any autonomy conferred on the School by statute or law as exemptions from regulations or requirements.
- 4.1.6. Learning Environments and Leased Space. The School may lease space from any organization as it deems necessary in the Location identified in the Affidavit or subsequently approved by the Authorizer based on need and demand, within provisions of Minn. Stat. §124E. The School will submit a lease-aid application to the Department for approval prior to opening the School and each subsequent year. The School will provide a copy of that application when submitted to the Department, as well as the Department's decision, to the Authorizer. The School will provide to the Authorizer any notice of lease termination within five (5) calendar days of receipt.
- 4.1.7. Occupancy and Safety Certificates. The School Board shall: (a) ensure that the School's physical facilities comply with all fire, health, and safety state standards and regulations applicable to Schools; (b) meet federal American with Disabilities Act (ADA) requirements; and (c) possess the necessary occupancy and safety certificates for the School's physical facilities. The School Board shall not conduct classes until the School has complied with this section. Copies of such certificates shall be provided to the Authorizer before the first day of classes, if requested by the Authorizer.
- 4.1.8. Authorized Grades. The School is authorized to serve grades K-12, **currently serving grades K-8.**
- 4.1.9. Enrollment and Grade Level Expansion. The School will not expand to a new site or new grade levels beyond the grade levels identified in the Agreement without application to and approval by the Authorizer and the Education Commissioner, consistent with Minn. Stat. §124E.

SECTION 5. AUTHORIZER FEES

- 5.1 Authorizer Fee. The Authorizer shall charge the School a fee for performing the services listed in this contract.
- 5.2 Authorizer Fee Amount. The fee charged by the Authorizer to the School shall be the maximum allowable under Minn. Stat. §124E.

SECTION 6. OPERATING REQUIREMENTS

6.1. Governance

- 6.1.1. Board of Directors. A Board of Directors whose membership is described in the School's bylaws and defined by state statute will govern the School. The School will file changes in the membership of the Charter School Board in the form of an updated board roster with the Authorizer within one week of a change occurring. Prior to the time such persons are seated as members of the Charter School Board, the School will conduct a criminal background check, identical to those required for School volunteers by Minn. Stat. §123B.03, subdivision 1. The Charter School Board will certify to the Authorizer that background checks have been completed. Consistent with data practices law, the Charter School Board will provide to the Authorizer any adverse information that is revealed as part of the background checks and will evaluate, on a case-by-case basis, membership on the Charter School Board where the background check revealed adverse information. Charter School Board members must complete required training and board development required by Charter Law. Performance in Operations including governance and compliance will be evaluated according to the Performance Indicators as described in the School's Performance Framework.
- 6.1.2. Powers. The Charter School Board will provide governance and policy leadership including, but not limited to, approval of contracts and agreements consistent with the School's policy, long range planning, goal-setting and policy development and implementation for the School consistent with the School's approved mission, operations and results; holding the School accountable for meeting its goals; overseeing and approving an annual budget; and annually evaluating the performance of the School Director. The Board and School will satisfy Minn. Stat. 124E in this regard. All Board members will receive training and board development required by Charter Law. Board members and the School will annually submit statements that there are no conflicts of interest, in compliance with Minn. Stat. §124E.
- 6.1.3. Ownership of assets. The School's assets may be subject to prior commitments through Federal and State laws and rules regarding public funding of the School. Therefore, certain conditions may prevent access to these assets by creditors and liens. Such conditions will be a factor in the School's status and the Authorizer's assessment of the School and viability of this Agreement.
- 6.1.4. Charter School Board Election. Charter School Board elections will be conducted as provided in the School's bylaws and Minn. Stat. §124E.
- 6.1.5. Open Meeting Law. All meetings and business of the Charter School Board will comply with the Minnesota Open Meeting Law, Minnesota Statutes Chapter 13D.
- 6.1.6. Frequency of Meetings. The Charter School Board will meet as provided in the bylaws. A copy of the agenda, minutes and all related documents will be provided to the Authorizer prior to and for each public meeting. At the request of the Authorizer, the Charter School Board will provide the Authorizer an opportunity to address the Charter School Board regarding matters determined by the Authorizer.

- 6.1.7. Authorization of Employment. The Charter School Board will employ and contract with necessary teachers, as defined by Minn. Stat. §122A.06, who hold valid teaching licenses issued by the State to perform the particular service for which they are employed at the School.
- 6.1.8. Non-Licensed Personnel. The Charter School Board or its delegate may employ necessary employees who are not required to hold teaching licenses to perform duties other than teaching, and may contract for other services.
- 6.1.9. Collective Bargaining. If employees of the School choose to engage in collective bargaining, the School will comply with Minnesota Statutes Chapter 179A, the Public Employment Labor Relations Act (“PELRA”).
- 6.1.10. Charter School Board Training. The Charter School Board will participate in training regarding board governance, finance and operations consistent with Minn. Stat. §124E. The Charter School Board will submit its plan for training to the Authorizer, if requested, and attend training reasonably required by the Authorizer. The School shall report in its School’s annual report the training attended by each board member the previous year.
- 6.2. School Calendar. School Calendar is established by April 30 each year and shows an adequate number of instructional hours in compliance with Minn. Stat. §120A.41.
- 6.3. Non-Sectarian Operation. The School will be non-sectarian in its program, admission policies, and employment practices, and for all other purposes.
- 6.4. Tuition and Fees. The School will not charge residents of Minnesota tuition for admission to the School. The School may impose fees and require payment of expenses for activities of the School where such fees and payments are not prohibited by applicable law. The School will comply with the Minnesota Public School Fee Law in this regard, Minn. Stat. §§123B.34 to 123.39.
- 6.5. Home School Students. The School will not be used as a method of generating revenue for students who are being home Schooled pursuant to Minn. Stat. §120A.22.
- 6.6. Admissions
 - 6.6.1. Limits. The School may not limit admission to pupils on the basis of intellectual ability, measures of achievement or aptitude, or athletic ability, nor may it condition admission on criteria or take any action that would violate the Minnesota Human Rights Act, Minnesota Statutes Chapter 363A.
 - 6.6.2. Applications. The School will enroll an eligible pupil who submits a timely application, unless the number of applicants exceeds the capacity of the program, class, or grade level. In such cases, selection shall be by lottery pursuant to the Charter Law, Minn. Stat. §124E. A student continuing for the next year will remain enrolled for the next year without re- application.
- 6.7. Reporting to the Authorizer.
 - 6.7.1. Reports. The School will file reports with the Authorizer regarding enrollment, the program, and financial status of the School. The financial reports must contain budget and actual revenue and expenses (by year-to-date), as well as cash-flow statements, check register, gifts and donations, and fiscal year-end fund balance projections. The financial reports will also include the total dollar amount of unpaid accounts payable more than thirty days past due with an explanatory note for the total amount of any such past due amounts disputed by the School, if applicable; and the current average daily membership of the School. The School will file copies of inspections or findings with the Authorizer that can materially impact the operation of the School.

- 6.7.2. Access to Information. The School will provide the Authorizer with, and permit prompt and reasonable access to, any School information requested by the Authorizer, including education data on individuals, in compliance with Minnesota Statutes Chapter 13 and any other applicable state or federal law. The School agrees to allow the Authorizer access to the School site for site visits, scheduled and unscheduled. For purposes of such data disclosure, the parties agree that they will be governed by Minnesota Statutes Chapter 13 and the Family Educational Rights and Privacy Act (FERPA). The School will provide the Authorizer access to the full set of approved policies and updates as created.
- 6.7.3. Other Reports. The School and the Authorizer will file reports with the Education Commissioner consistent with the procedures established by the Department.
- 6.7.4. Violations of Law. The School will promptly notify the Authorizer of complaints that allege that violations of state or federal law or regulation have been committed by the School or its employees or agents, unless such reporting would be in non-compliance with a state or federal law.
- 6.8. Financial Management
- 6.8.1. Financial Reports. The School will provide the Authorizer a copy of the annual budget for review and comment prior to its approval by the Charter School Board, if requested by the Authorizer. The School will provide the Authorizer periodic reports directly from the individual who prepares the reports of the financial status of the School. Such reports must have a format that directly corresponds to balances in the School accounting system. The School will provide to the Authorizer the annual financial audit and any other audits by any agency. Financial Performance will be evaluated according to the Finance Performance Indicators as described in the School's Performance Framework.
- 6.8.2. UFARS and MARSS. The School will utilize generally accepted accounting procedures and practices for interacting with the UFARS financial accounting system, MARSS student accounting requirements, and any other State mandated accounting systems.
- 6.8.3. Audits. The School will comply with the same financial audits, audit procedures, and audit requirements of School districts required in Minn. Stat. §§123B.75-83. The School will be audited annually by a public accounting firm hired by the Charter School Board and the annual audit will be submitted to the Department no later than December 31 of each year or as provided by statute or the commissioner. The School will make available for review by the Authorizer all financial records at such times as requested by the Authorizer. An electronic copy of the audit report and auditor's management letter will be submitted to the Authorizer within 2 weeks of receiving such documents from the auditor, no later than December 31.
- 6.8.4. Significant Agreements. Terms of Agreements with Third-party Educational or operational Management Organizations (education management organization or charter management organization) and any other contracts or agreements that create significant relationships or effect on the School will be shared with Authorizer and comply with NEO's policy for authorizing schools contracting with a service provider (education management organization or charter management organization).

- 6.8.5. Creditors. The School will pay all creditors within 35 days of receipt on an outstanding invoice if the board meets once a month and within 45 days of receipt if the board meets less often or regularly, pursuant to the State's prompt payment law, Minn. Stat. §471.425. If the School has any payments to creditors for which there is an outstanding liability of over 90 days, the School will provide the Authorizer a written statement explaining the reasons for the delay and a proposal for payment of the outstanding liability.
- 6.9. Transportation. Transportation for students enrolled at the School will be provided in accordance with Charter Law and all other applicable State and Federal Law.
- 6.10. Health and Safety
- 6.10.1. The School will comply with the same health and safety requirements as a public school district.
- 6.10.2. Immunization. The School will comply with Minn. Stat. §121A.15, requiring proof of student immunization, including immunization against measles, rubella, diphtheria, tetanus, pertussis, polio, mumps, and haemophilus influenza type B and hepatitis B.
- 6.10.3. Other Safety Requirements: The School will comply with applicable requirements directed by OSHA, FLSA, other Minnesota Agencies and State Departments and local government bodies. The School will prepare and implement School safety plans and drills according to State and Local Government requirements.
- 6.11. Human Rights. The School will comply with the Fair Labor Standards Act (FLSA) (Pub.L. 75-718) and the Minnesota Human Rights Act, Minnesota Statutes Chapter 363A, which prohibits unfair discriminatory practices in employment, public accommodations, public services, and education. The School will comply with Minn. Stat. §121A.04, which requires equal opportunity for members of both sexes to participate in School athletic programs.
- 6.12. Data Practices. The School will comply with Minnesota Statutes Chapter 13; Minn. Stat. §120A.22, Subdivision 7; Minn. Stat. §121A.75; and Minn. Stat. §260B.171, Subdivisions 3 and 5; Federal Family Educational Rights and Privacy Act (FERPA) and Health Insurance Portability and Accountability Act of 1996 (HIPAA) as applied to School practices for all records and data under the control of the School.
- 6.13. Student Dismissal. Student Discipline Policy and Procedures will be consistent with Minnesota Pupil Fair Dismissal Act (Minn. Stat. §§121A.40 - 121A.56) and adopted by the Charter School Board prior to enrolling students.
- 6.14. Insurance. Notwithstanding anything to the contrary in this Agreement, the School will be considered a School district for the purposes of tort liability under Minnesota Statutes Chapter 466.04. The board of directors shall obtain at least the amount of and types of insurance up to the applicable tort liability limits under chapter 466. The charter school board must submit a copy of the insurance policy to its authorizer before starting operations. The charter school board must submit changes in its insurance carrier or policy to its authorizer within 20 business days of the change.

- 6.14.1. The School will comply with Minn. Stat. §124E and obtain tort liability insurance and provide the Authorizer with appropriate insurance documentation on an annual basis: (a) worker's compensation insurance to include coverage A; (b) insurance covering all of the School's real and personal property, whether owned or leased; (c) a minimum of commercial general liability insurance in comprehensive form, bodily injury and property damage combined of one and a half million dollars (\$1,500,000) per occurrence and personal injury of one and a half million dollar (\$1,500,000) per occurrence; and up to three million dollars (\$3,000,000) per occurrence for the release or threatened release of a hazardous substance; and if not included under its general liability coverage, additional coverages as follows: minimum automobile liability insurance coverage, bodily injury and property damage of one million dollars (\$1,000,000) per occurrence if the School owns or operates motor vehicles; officer and employee errors and omissions/professional liability of one and a half million dollars (\$1,500,000) per occurrence; and employee dishonesty insurance of five hundred thousand dollars (\$500,000). The insurance must be obtained from a financially responsible licensed mutual, stock, or other responsible company licensed to do business in the State of Minnesota. The School may join with other charter schools to obtain insurance if the School Board finds that such an association provides economic advantages to the School, provided that each School maintains its identity as first named insured. The School shall have a provision included in all policies requiring notice to the Authorizer, at least thirty (30) days in advance, upon termination or non-renewal of the policy. In addition, the School shall provide the Authorizer or its designees copies of all insurance policies required by this Agreement, if requested by the Authorizer. The Authorizer may periodically review the types and amounts of insurance coverages that the School secures. The above-stated coverage limits shall be issued and maintained as indemnity limits and shall not be reduced by any applicable insurer defense obligations. The Department may suggest or Applicable Law may determine alternative amounts and terms of any deductible or insurance provisions, which shall supersede the foregoing requirements. The School may expend funds for payment of the cost of participation in an accident or medical insurance program to insure protection for students while attending School or participating in a School program or activity.
- 6.15. Assumption of Liability. The School will assume full liability for its activities and indemnifies and holds harmless the Authorizer, its officers, board members, representatives, agents and employees from any suits, claims, or liability and the Education Commissioner and department officers, agents, and employees arising out of or in any manner connected with the School's operations or which are incurred as a result of the reliance of the Authorizer upon information supplied by the School, or School Board and its agents or employees, or which arise out of the failure of the School to perform its obligations under this Contract or which arise out of the Authorizer's exercise of its obligation under Applicable Law or enforcement of this Agreement. The School and Authorizer acknowledge and agree that the Authorizer, the Authorizer's Board members and employees, are immune from civil and criminal liability with respect to all activities related to the School, pursuant to the Charter Law, Minn. Stat. §124E, and nothing in this Agreement is intended to affect such immunity.

6.16. Location of School. The School shall have a single site at the address in the Location(s) noted in this Agreement unless otherwise approved by the Authorizer and MDE in compliance with the Charter Law. The School shall notify the Authorizer of any plans to change Location of the school prior to Board approval of the change of Location and submit documentation of the need and demand for the proposed Location to the Authorizer for approval, prior to changing the Location. The School and Authorizer will revise the Contract after approval of the change in location according to the process described in Section 10.1 of this Agreement, Revisions and Amendments.

Star of the North Academy has been approved for two sites.

SECTION 7. AUTHORIZER'S DUTIES.

- 7.1 Oversight and Evaluation Plan. The Authorizer will implement a plan to provide ongoing oversight and to evaluate the performance of the School to determine whether the School is complying with the terms of this Agreement and to meet its responsibilities under the law regarding Authorizers.
- 7.2 Agreement Renewal Performance Evaluation. The Authorizer will conduct evaluation of School Performance Indicators in the following areas: Educational Performance, School Climate Performance, and Operational Performance including Governance, Compliance and Financial Performance to determine contract renewal and length of contract term. The Authorizer will determine the term of the contract based on each performance area evaluated as identified in the School's Performance Framework. The criteria for terms of contract renewal are further defined in the School's Performance Framework.
- 7.3 Liaison. The Authorizer will designate a liaison for the School and will inform the School if the liaison changes. The School will notify staff, parents and stakeholders that the liaison is accessible for communication of concerns or commendations. The Authorizer will communicate how it will respond to communications from the School and its stakeholders and handle potentially negative reports. The liaison will have freedom to communicate with designated individuals and enter the School with reasonable warning and request.

SECTION 8. TERMINATION BY AUTHORIZER FOR CAUSE.

- 8.1. Authorizer Termination. The Authorizer may elect not to renew this Agreement at the end of the contract term, for cause, as defined in the Charter Law, Minn. Stat. §124E. The Authorizer also may unilaterally terminate this Agreement during the term of the Agreement, for cause, pursuant to Minn. Stat. §124E.
- 8.1.1. Grounds. The grounds for non-renewal or termination for cause under the Charter Law include:
- Failure to demonstrate satisfactory academic achievement for all students, including the requirements for pupil performance contained in this Agreement;
 - Failure to meet generally accepted standards of fiscal management;
 - Violations of law; or
 - Other good cause shown.
- 8.2. Authorizer Processes and Charter School Board's Response.
- 8.2.1. Notice to School. At least 120 days before not renewing or terminating a contract, the Authorizer shall notify the Charter School's Board of Directors of the proposed action, in writing. The notice shall state the grounds for the proposed action in reasonable detail. The notice shall state that the Charter School Board may request, in writing, an informal hearing before the Authorizer within fifteen (15) business days of receiving notice of non-renewal or termination of this Agreement.
- 8.2.2. Board's Response. Within fifteen (15) business days of receipt of the notice of termination or non-renewal, the Charter School Board may request an informal hearing before the Authorizer. Failure by the Charter School Board to make a written request for a hearing within the 15-day period shall be treated as acquiescence to the proposed non-renewal or termination.
- 8.2.3. Schedule for Hearing. Upon receiving a timely written request for a hearing, the Authorizer shall give ten (10) business days' notice to the Charter School Board of Directors of the hearing date. The Authorizer shall conduct an informal hearing before taking final action.

- 8.2.4. Authorizer Decision. The Authorizer shall take final action to renew or not renew the contract no later than 20 business days before the proposed date for terminating the contract or the end date of the contract. A copy will be filed with the Education Commissioner.
- 8.2.5. Dissolution. If this Agreement is terminated or not renewed based on the criteria in paragraph 8.1 above, the School will be dissolved according to the applicable provisions of Minnesota Statutes Chapter 317A and Minn. Stat. §124E, except when the Education Commissioner approves the decision of a different eligible Authorizer to authorize the School. See Section 9.1 below.
- 8.2.6. Distribution of Property upon Dissolution. In the event of dissolution of the School, all property that has been leased, borrowed or contracted for use will be promptly returned to those organizations or individuals from which the School has obtained the materials.
- 8.2.7. Property Owned By School. In the event of dissolution of the School, property purchased with federal funds must be handled according to applicable state and/or federal guidance. After all financial obligations are met the remaining property will be distributed consistent with applicable Charter School and non-profit Law.
- 8.2.8. Property Owned By Teachers or Staff. All property personally and/or individually owned by licensed teachers or staff employed by the School will be exempt from distribution of property and will remain the property of the individual teachers or staff.

SECTION 9. NON-RENEWAL AND VOLUNTARY TERMINATION.

- 9.1. Non-Renewal and Voluntary Termination. If the Authorizer and the Charter School Board mutually agree not to renew the contract, a change in Authorizers is allowed. The Authorizer and the School board must jointly submit a written and signed letter of their intent to the commissioner to mutually not renew the contract. The charter contract between the proposed Authorizer and the School must identify and provide a plan to address any outstanding obligations from the previous contract. The proposed contract must be submitted at least 105 business days before the end of the existing charter contract. The commissioner shall have 30 business days to review and make a determination. The proposed Authorizer and the School shall have 15 business days to respond to the determination and address any issues identified by the commissioner. A final determination by the commissioner shall be made no later than 45 business days before the end of the current charter contract.
- 9.2. Information to New Authorizer. The Authorizer that is a party to the existing contract must inform the proposed Authorizer about the fiscal, operational, and student performance status of the School, as well as any outstanding contractual obligations that exist.
- 9.3. Not for Cause. The voluntary transfer of Authorizership under Section 9 of this Agreement is not considered to be a termination or non-renewal for cause as defined in Section 8 of this Agreement.
- 9.4. Dissolution. If no change in Authorizer is approved, the School and the current Authorizer may withdraw their letter of nonrenewal and enter into a new contract. If the transfer of Authorizers is not approved and the current Authorizer and the School do not withdraw their letter and enter into a new agreement, the School must be dissolved according to applicable law and the terms of this Agreement.

SECTION 10. GENERAL TERMS

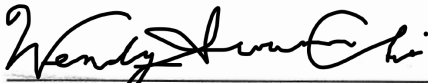
- 10.1. **Amendments and Revisions.** This Agreement may only be revised or amended by written agreement executed by both parties. The School and/or Authorizer will provide the proposed revision or amendment in writing to the other party to the Agreement. The Agreement may be revised or amended in the event of changes to assessments upon which the Agreement goals are based, any material changes such as those to the education program model, change in Location, including site expansions, change in contract term, a change in grade levels served, a significant difference in student baseline data for new Schools, revisions to policies that are incorporated into the Agreement, and any other reason that results in misalignment of the Agreement and the School conditions agreed upon by both the Authorizer and the School. The recipient of the proposed revision or amendment will have at least one month to review and comment in response. The revised or amended contract will be signed by the Authorizer and Charter School Board chair and submitted to MDE within 10 days of the completion of signatures of both parties. Contracts may be revised or amended to align with most current statute or MDE requirement at any time with due notification only.
- 10.2. **Authorizer Authority.** Except as otherwise provided by this Agreement or Applicable Law, the Authorizer has no authority, control, power, or administrative or financial responsibility over the School. This provision does not prohibit the parties from contracting for any services deemed appropriate in the future as provided for in Minnesota Statute 124E. The relationship between the School and the Authorizer is based solely on the applicable provisions of the Charter School Law and the terms of this Contract and other written contracts and written agreements between the Authorizer and the School. Except as otherwise provided in this Agreement, the Authorizer shall have no authority or control, over operational, administrative, or financial responsibility for the School.
- 10.3. **Financial Obligations Are Separate.** Any contract, mortgage, loan or other instrument of indebtedness entered into by the School and a third party shall not in any way constitute an obligation, either general, special, or moral of the Authorizer. The School will never pledge the full faith and credit of the Authorizer for the payment of any School contract, mortgage, loan or other instrument of indebtedness. Any contract, mortgage, loan or other instrument of indebtedness entered into by the Authorizer and a third party shall not in any way constitute an obligation, either general, special, or moral, of the School. The Authorizer will never pledge the full faith and credit of the School for the payment of any Authorizer contract, mortgage, loan or other instrument of indebtedness.
- 10.4. **No Authority to Obligate or Bind Other Party.** The School has no authority whatsoever to enter into any contract or other agreement that would financially obligate the Authorizer, nor does the School have any authority whatsoever to make any representations to lenders or third parties, that the Authorizer in any way guarantees, is financially obligated, or is in any way responsible for any contract, mortgage, loan or other instrument of indebtedness entered into by the School. The Authorizer has no authority whatsoever to enter into any contract or other agreement that would financially obligate the School, nor does the Authorizer have any authority whatsoever to make any representations to lenders or third parties, that the School in any way guarantees, is financially obligated, or is in any way responsible for any contract, mortgage, loan or other instrument of indebtedness entered into by the Authorizer.

- 10.5. The School may not use the Authorizer's name or any assumed name, trademark, division or affiliation of the Authorizer in any of the School's promotional advertising, contracts, or other materials without the Authorizer's prior written consent, except that the School may include the following statement in such materials, "[Name of School] is authorized by [Name of Authorizer]."
- 10.6. The School agrees not to sue the Authorizer or any of its representatives for any disputes that may arise under this Agreement. The School and Authorizer agree to submit any such legal disputes to binding arbitration. If the parties cannot agree to an arbiter, then the American Arbitration Association shall appoint an arbiter.
- 10.7. Agreement Language. In the event that there is an inconsistency or dispute between the provisions in the Affidavit and this Agreement, the provisions of this Agreement shall be followed.
- 10.8. Non-agency. It is understood that the School is not the agent of the Authorizer.
- 10.9. Assignment. This Agreement cannot be assigned to any other party but remains the exclusive agreement between the Authorizer and School under approval by the Department.
- 10.10. Successors. The terms and provisions of this Agreement are binding on and shall inure to the benefit of the parties and their respective successors.
- 10.11. Merger. Upon the condition that a merger between two Schools or two Authorizers is proposed and approved by appropriate State authorities and processes, this agreement must be amended to reflect all material changes and then resubmitted to the appropriate State agency or agencies for appropriate action.
- 10.12. Severability. If any provision in this Agreement is held to be invalid or unenforceable, it will be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the Agreement.
- 10.13. General Compliance and Assurances. The School and the Authorizer agree to comply with all applicable laws including, but not limited to, the Charter Law. In addition, the School and the Authorizer assure that they are eligible entities under the Charter Law.

10.14. Authority of Signatories: The signatories below represent that they have the authority to bind the School to full compliance with this Agreement.

Novation Education Opportunities

By:


Signature

Wendy Swanson Choi

Print Name

Executive Director


Title

June 30, 2024

Date

Star of the North Academy

By:


Signature

JAVED MOHAMMAD

Print Name

BOARD CHAIR

Title

REVISION (If Applicable)

Novation Education Opportunities

By:



Signature

Wendy Swanson Choi

Print Name

Executive Director

Title

June 30, 2025

Date

Star of the North Academy

By:



Signature

Javed Mohammad

Print Name

Board Chair

Title

REVISION (If Applicable)

Novation Education Opportunities

By:

Wendy Swanson Choi
Signature

Wendy Swanson Choi
Print Name

Executive Director
Title

6/25/26
Date

Star of the North Academy
~~[School]~~

By:

Javed Mohammad
Signature

JAVED MOHAMMAD
Print Name

Board Chair 06/25/27
Title

ADDENDUM TO THE CONTRACT

Minnesota Statute 124E, addresses charter contract requirements. A charter contract must be in writing and contain at least the following elements:

Charter contract. The authorization for a charter school must be in the form of a written contract signed by the Authorizer and the board of directors of the charter school. The contract must be completed within forty-five (45) business days of the commissioner's approval of the Authorizer's affidavit. The Authorizer shall submit to the commissioner a copy of the signed charter contract within ten (10) business days of its execution.

- 1. A declaration that the charter school will carry out the primary purpose in Minn. Stat. § 124E.01, subdivision 1 and indicate how the school will report its implementation of the primary purpose to its authorizer, per Minn. Stat. § 124E.10, subdivision 1(a)(1).**

- 1.1. The primary purpose of mission driven charter schools is to improve the learning, achievement, and success of all students.**

The primary purpose of Star of the North Academy is to improve the learning, achievement, and success of all students.

- 1.2. How the school will report its implementation of the primary purpose.**

The School will report its implementation of the primary purpose in the Annual Report and/or combined Comprehensive Achievement and Civic Readiness Report.

- 2. A declaration of the additional purpose or purposes in Minn. Stat. § 124E. 01, subdivision 1 that the school intends to carry out and indicate how the school will report its implementation of those purposes to its authorizer per Minn. Stat. § 124E.10, subdivision 1(a)(2).**

- 2.1. The additional purpose(s) of the School are to**

Star of the North Academy is also designed to meet additional purpose for which the charter school law was created:

Increase quality learning opportunities for all pupils.

- 2.2. How the school will report its implementation of the additional purpose(s).**

The School will report its implementation of the additional purposes in the Annual Report and/or combined Comprehensive Achievement and Civic Readiness Report.

NOTE: NEO evaluates the implementation of the additional purposes at the annual site visit.

NEO also evaluates that all required elements are included in the School's Annual Report and Comprehensive Achievement and Civic Readiness Plan.

3. A description of the school program and the specific academic and nonacademic outcomes that pupils must achieve, per Minn. Stat. §124E.10, subdivision 1(a)(3).

Mission

Star of the North Academy provides a caring, structured, nurturing environment, collaborative instruction from educators skilled in best teaching practices, maintains high expectations of students and staff, and motivates and engages students and staff in a safe environment of continuous learning and celebration of success.

Vision

It is the vision of Star of the North Academy to provide a highly effective learning environment for the world's future leaders where all students learn, achieve, and graduate being able to communicate and work successfully in a pluralistic American society and abroad.

Star of the North Academy helps students reach their potential through a quality K-8 comprehensive language education focused on improving written and written communication and language in all subject areas in a results-oriented, responsive school culture of continuous improvement. The school welcomes all students and is particularly prepared to leverage the strengths and meet the needs of students who have challenges to learning/academic achievement due to poverty and or language proficiency.

Star of the North Academy creates an environment for improving student achievement by emphasizing communication regarding student progress on a frequent basis to both learner and parent alike. This focus on performance data helps inform our results-oriented culture of continuous improvement.

In order to evaluate the effectiveness of the comprehensive language program annually, the school administers the state tests in the spring as the primary summative assessment to students in grades 3-8, and administers the NWEA MAP (Measures of Academic Progress) 3 times a years to students in grades 1-8 to provide growth data. The summative data is compared to neighboring public schools in the targeted serves area and to state and national norms and reported to the community in the annual report in order to provide evidence of student growth and achievement. Students in Kindergarten and those identified as significantly below grade level will take the FASTBridge Assessment to create benchmarks and track growth. Additionally, data from assessments delivered weekly and at the end of each quarter is used to identify student strengths and needs and assist in adjusting instruction in order to reteach or accelerate the content of pacing guides.

See the following pages for the specific academic and nonacademic outcomes that pupils must achieve.

Novation Education Opportunities- Star of the North Academy Performance Framework	
Star of the North Academy	
Date of Last Update/Review: 5/4/2026	
Contract Term: July 1, 2024- June 30, 2027	
Baseline Year Results: 2018-2023, 2024-2025	
District Number: 4224	
Initial Year of Operation: 2014	

These are the Academic Performance Indicators. They are 61.02% of the points possible.

I. All Children are Ready for School					
I.A Early Literacy and Early Numeracy Goals					
Performance Rating	FAST- Math Targets (Grade K)			Point Value	Points Earned
Exemplary	More than 80 percent of kindergarten students will score at or above the 60th growth percentile AND/OR the school improves from the baseline years by more than 20 percentage points.			4	
Satisfactory	60-80 percent of kindergarten students will score at or above the 60th growth percentile AND/OR the school improves from the baseline years by 10 - 20 percentage points.			2	
Not Satisfactory	Less than 60 percent of kindergarten students score at or above the 60th growth percentile and do not improve by at least 10 percentage points from the baseline year.			0	
Results	Year	Students Scoring at or above the 60th Percentile	Total Students Tested	Math Percent	
	Baseline 2018-2023	38	57	66.67%	
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					
Performance Rating	FAST- Reading Targets (Grade K)			Point Value	Points Earned
Exemplary	More than 80 percent of kindergarten students will score at or above the 60th growth percentile AND/OR the school improves from the baseline years by more than 20 percentage points.			4	
Satisfactory	60-80 percent of kindergarten students will score at or above the 60th growth percentile AND/OR the school improves from the baseline years by 10 - 20 percentage points.			2	
Not Satisfactory	Less than 60 percent of kindergarten students score at or above the 60th growth percentile and do not improve by at least 10 percentage points from the baseline year.			0	
Results	Year	Students Scoring at or above the 60th Percentile	Total Students Tested	Percent Proficient Students	
	Baseline 2018-2023	31	58	53.45%	
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					

II. All Students are Ready for Career and College

II.A Attain Grade-level Proficiency- All Students State Comparison

Performance Rating	MCA-Math Goals (Grades 3-8)	Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.	2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.	1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.	0	

Results	Year	Proficient Students	Total Students Tested	Star of the North Percent Proficient	State Percent Proficient
	Baseline 2018-2023	95	282	33.69%	
2023-2024					
2024-2025					
2025-2026					
2023-2026					

Analysis

Performance Rating	MCA-Reading Goals (Grades 3-8)	Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.	2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.	1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.	0	

Results	Year	Proficient Students	Total Students Tested	Star of the North Percent Proficient	State Percent Proficient
	Baseline 2018-2023	96	280	34.29%	
2023-2024					
2024-2025					
2025-2026					
2023-2026					

Analysis

Performance Rating	MCA-Science Goals (Grades 5 and 8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2024-2025	7	73	9.59%	
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis	Baseline was reset to 2024-2025 because MCA-IV Science scores cannot be compared to previous years.				
II.B Attain Grade-level Proficiency- All Students Resident District (Anoka Hennepin) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					

Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					
Performance Rating	MCA-Science Goals (Grades 5 and 8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					

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

III.A Attain Grade-level Proficiency- FRP Focus Group State Comparison

Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2018-2023	57	192	29.69%	
	2023-2024				
	2024-2025				
	2025-2026				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2018-2023	58	190	30.53%	
	2023-2024				
	2024-2025				
	2025-2026				
Analysis					

III.B Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	2023-2024				
	2024-2025				
	2025-2026				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	2023-2024				
	2024-2025				
	2025-2026				
Analysis					

III.C Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2018-2023	18	95	18.95%	
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2018-2023	11	99	11.11%	
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					

III.D Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	2023-2024				
	2024-2025				
	2025-2026				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	2023-2024				
	2024-2025				
	2025-2026				
Analysis					

IV. All Students are Ready for Career and College (as Measured by Growth)					
IV.A Meet or Exceed National Growth Norms- Students Below Grade Level Making High Growth					
Performance Rating	NWEA MAP Fall-Spring Math Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 60 percent of students below grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by more than 20 percentage points.			4	
Satisfactory	50-60 percent of students below grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by 10-20 percentage points.			2	
Not Satisfactory	Less than 50 percent of students below grade level make their NWEA expected growth target and the percent of students making their growth target does not improve by 10 percentage points.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students Below Grade Level Tested	Percent of Students	
	Baseline 2018-2023	152	239	63.60%	
	2023-2024				
	2024-2025				
	2025-2026				
Analysis	Improvement is being incorporated to better capture how the school is accelerating student growth over the course of the contract.				
Performance Rating	NWEA MAP Fall-Spring Reading Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 60 percent of students below grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by more than 20 percentage points.			4	
Satisfactory	50-60 percent of students below grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by 10-20 percentage points.			2	
Not Satisfactory	Less than 50 percent of students below grade level make their NWEA expected growth target and the percent of students making their growth target does not improve by 10 percentage points.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students Below Grade Level Tested	Percent of Students	
	Baseline 2018-2023	149	239	62.34%	
	2023-2024				
	2024-2025				
	2025-2026				
Analysis	Improvement is being incorporated to better capture how the school is accelerating student growth over the course of the contract.				

Performance Rating	NWEA MAP Fall-Spring Science Growth Targets (Grades 5 and 8)			Point Value	Points Earned
Exemplary	More than 60 percent of students below grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by more than 20 percentage points.			4	
Satisfactory	50-60 percent of students below grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by 10-20 percentage points.			2	
Not Satisfactory	Less than 50 percent of students below grade level make their NWEA expected growth target and the percent of students making their growth target does not improve by 10 percentage points.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students Below Grade Level Tested	Percent of Students	
	Baseline 2018-2023	60	93	64.52%	
	2023-2024				
	2024-2025				
	2025-2026				
2023-2026					
Analysis	Improvement is being incorporated to better capture how the school is accelerating student growth over the course of the contract.				
Performance Rating	NWEA MAP Fall-Spring Math Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve at least 150 percent of the NWEA target growth.			4	
Satisfactory	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve 120-150 percent of the NWEA target growth.			2	
Not Satisfactory	Less than 50 percent of the students below grade level make their NWEA expected growth target or the students below grade level who meet their NWEA growth target is less than 120 percent of the NWEA target growth.			0	
Results	Year	Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Percent of Students Below Grade Level Who Made Expected Growth
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					

Performance Rating	NWEA MAP Fall-Spring Reading Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve at least 150 percent of the NWEA target growth.			4	
Satisfactory	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve 120-150 percent of the NWEA target growth.			2	
Not Satisfactory	Less than 50 percent of the students below grade level make their NWEA expected growth target or the students below grade level who meet their NWEA growth target is less than 120 percent of the NWEA target growth.			0	
Results	Year	Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Percent of Students Below Grade Level Who Made Expected Growth
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					
Performance Rating	NWEA MAP Fall-Spring Science Growth Targets (Grades 5 and 8)			Point Value	Points Earned
Exemplary	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve at least 150 percent of the NWEA target growth.			4	
Satisfactory	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve 120-150 percent of the NWEA target growth.			2	
Not Satisfactory	Less than 50 percent of the students below grade level make their NWEA expected growth target or the students below grade level who meet their NWEA growth target is less than 120 percent of the NWEA target growth.			0	
Results	Year	Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Percent of Students Below Grade Level Who Made Expected Growth
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					

IV.B Meet or Exceed National Growth Norms- Students at or Above Grade Level Making Medium or High Growth					
Performance Rating	NWEA MAP Fall-Spring Math Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 50 percent of students at or above grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by more than 20 percentage points.			4	
Satisfactory	40 - 50 percent of students at or above grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by 10-20 percentage points.			2	
Not Satisfactory	Less than 40 percent of students at or above grade level make their NWEA expected growth target and the percent of students making their growth target does not improve by 10 percentage points.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students At/Above Grade Level Tested	Percent of Students	
	Baseline 2018-2023	132	251	52.59%	
	2023-2024				
	2024-2025				
	2025-2026				
Analysis	Improvement is being incorporated to better capture how the school is accelerating student growth over the course of the contract.				
Performance Rating	NWEA MAP Fall-Spring Reading Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 50 percent of students at or above grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by more than 20 percentage points.			4	
Satisfactory	40 - 50 percent of students at or above grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by 10-20 percentage points.			2	
Not Satisfactory	Less than 40 percent of students at or above grade level make their NWEA expected growth target and the percent of students making their growth target does not improve by 10 percentage points.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students At/Above Grade Level Tested	Percent of Students	
	Baseline 2018-2023	122	248	49.19%	
	2023-2024				
	2024-2025				
	2025-2026				
Analysis	Improvement is being incorporated to better capture how the school is accelerating student growth over the course of the contract.				

Performance Rating	NWEA MAP Fall-Spring Science Growth Targets (Grades 5 and 8)			Point Value	Points Earned
Exemplary	More than 50 percent of students at or above grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by more than 20 percentage points.			4	
Satisfactory	40 - 50 percent of students at or above grade level will make their NWEA expected growth target AND/OR the percent of students making their growth target improves by 10-20 percentage points.			2	
Not Satisfactory	Less than 40 percent of students at or above grade level make their NWEA expected growth target and the percent of students making their growth target does not improve by 10 percentage points.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students At/Above Grade Level Tested	Percent of Students	
	Baseline 2018-2023	39	83	46.99%	
	2023-2024				
	2024-2025				
	2025-2026				
Analysis	Improvement is being incorporated to better capture how the school is accelerating student growth over the course of the contract.				

These are the Climate Performance Indicators. They are 10.17% of the points possible.

V. The School Conditions Promote a Climate of Engagement

V.A Attendance Rates

Performance Rating	Consistent Attendance Rate Goals (Grades K-8)	Point Value	Points Earned
Exemplary	More than 95 percent attendance rate AND/OR the school exceeds the average state attendance rate by more than 10 percentage points.	4	
Satisfactory	90-95 percent attendance rate AND/OR the school exceeds the average state attendance rate by 5-10 percentage points.	2	
Not Satisfactory	Below 90 percent attendance rate and the school does not exceed the average state attendance rate by at least 5 percentage points.	0	
Results	Year	School Attendance Rate	Statewide Attendance Rate
	2023-2024		
	2024-2025		
	2025-2026		
	2023-2026		

Analysis A comparison to the state attendance rate is being incorporated to serve as a benchmark to determine the how aligned school attendance is with the state attendance rate.

V.B Parent Satisfaction

Performance Rating	5-Point Parent Satisfaction Survey Goals	Point Value	Points Earned		
Exemplary	More than 80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.	4			
Satisfactory	60-80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.	2			
Not Satisfactory	Less than 60 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.	0			
Results	Year	Number of Parents Agreeing or Strongly Agreeing	Total Number of Parents	Parent Satisfaction Survey Percent	Percent Participation of Parent Respondents
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				

Analysis

V.C Mobility					
Performance Rating	Mobility Goals (Grades K-8)			Point Value	Points Earned
Exemplary	Fewer than 10 percent of students transfer out of school after October 1.			4	
Satisfactory	10 - 15 percent of students transfer out of school after October 1.			2	
Not Satisfactory	More than 15 percent of students transfer out of school after October 1.			0	
Results	Year	Students Transferring Out After October 1	Total Students Enrolled October 1	Percent Transferring Out	
	2023-2024				
	2024-2025				
	2025-2026				
	2023-2026				
Analysis					

These are the Operations Performance Indicators. They are 16.95% of the total Performance Framework points possible.

VI. School is Compliant with Contract and Statute

VI.A Compliance

Performance Rating	Compliance Goals	Point Value	Points Earned
Exemplary	No infractions.	20	
Satisfactory	No more than three infractions AND any infraction is resolved by assigned deadline.	10	
Not Satisfactory	More than three infractions or infractions not resolved by assigned deadline.	0	
Analysis			

These are the Finance Performance Indicators. They are 11.86% of the total Performance Framework points.

VII. School is Financially Solvent/Sustainable

VII.A Finance Awards

Performance Rating	Goals for Awards	Point Value	Points Earned
Exemplary	NEO Stewardship Award in Finance Recipient	2	
Satisfactory	Finance Award Recipient	1	
Not Satisfactory	Not a Finance Award Recipient	0	
Analysis			

VII.B Fund Balance

Performance Rating	Fund Balance Goals	Point Value	Points Earned						
Exemplary	Reserve is at least 20% as measured by end of year reserves.	2							
Satisfactory	Reserve is enough to cover one full payroll as measured by end of year reserves.	1							
Not Satisfactory	Reserve is less than one full payroll as measured by end of year reserves.	0							
Results	<table border="1"> <thead> <tr> <th>Fund Balance</th> <th>Expenditures</th> <th>SOD Calculation</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Fund Balance	Expenditures	SOD Calculation					
Fund Balance	Expenditures	SOD Calculation							
Analysis	Fund Balance goal point values are being reduced of the because existing reserves were used to intentionally to support startup and expansion costs in the absence of Charter School Program startup grant funding. Adjusting the weighting would allow the measure to remain meaningful while recognizing the financial realities of the expansion and avoiding an overly punitive impact for a short-term, mission-aligned investment.								

VII.C Financial Audit

Performance Rating	Financial Audit Goals	Point Value	Points Earned
Exemplary	No findings cited in the audit.	10	
Satisfactory	No more than one finding (nonmaterial) cited in the audit.	5	
Not Satisfactory	More than one finding cited in the audit.	0	
Analysis	Financial Audit goal point values are being increased because the audit captures multiple dimensions of fiscal performance and offers an objective review of the school's financial practices. In doing so, it would better reflect the audit's role as a comprehensive indicator of financial accountability and long-term organizational stability.		

Contract Renewal and Intervention

NEO schools must achieve at least a Satisfactory Rating (50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Compliance, Finance) to be automatically recommended for a three-year contract renewal.

NEO schools must achieve at least an Exemplary Rating (70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

Schools that earn less than 50% of the points possible overall or in any one area are a candidate for a nonrenewal in their final contract year or intervention in the other contract years.

Summary and Analysis

Based on information available to date, Star of the North Academy has earned xx points out of a total of 118 points possible, xx.xx%.

Academic Performance Points Earned	0
Academic Performance Total Points Possible	72
Academic Performance Percent of Points Earned	0.00%
Academic Performance Percent of Total Framework Points	61.02%
Climate Performance Points Earned	0
Climate Performance Total Points Possible	12
Climate Performance Percent of Points Earned	0.00%
Climate Performance Percent of Total Framework Points	10.17%
Operations Performance Points Earned	0
Operations Performance Total Points Possible	20
Operations Performance Percent of Points Earned	0.00%
Operations Performance Percent of Total Framework Points	16.95%
Finance Performance Points Earned	0
Finance Performance Total Points Possible	14
Finance Performance Percent of Points Earned	0.00%
Finance Performance Percent of Total Framework Points	11.86%
Performance Framework Points Earned	0
Performance Framework Total Points Possible	118
Performance Framework Percent of Total Points	0.00%

4. **A statement of the school's admission policies and procedures per Minn. Stat. §124E.10, subdivision 1(a)(4).**

591 Star of the North Academy (SNA) Enrollment and Lottery Policy

STUDENT ENROLLMENT POLICY

1. Annually, Star of the North Academy will establish the number of sections to be offered at each grade level the following school year, and the maximum number of students to be allowed in each section.
2. The SNA application period will be set each year by the school's board.
3. During the application period, the application deadline and potential lottery date are advertised on the SNA website and during monthly school tours.
4. In the month leading up to the application deadline, SNA will remind parents of current students that per Minnesota Statutes 2024, section 124E.11, enrollment preference must be given to sibling of an enrolled pupil and to a foster child of that pupil's parents.
5. SNA gives enrollment preference to a sibling of an enrolled pupil and to a foster child of that pupil's parents.
6. A staff member eligible for an enrollment preference for their child, including a foster child, must be an individual employed at the school whose employment is stipulated in advance to total at least 480 hours in a school calendar year.
7. Prior to the lottery date, the school registrar and one or more Board Members create a list with the numbers of open seats. Names of siblings of an enrolled pupil and foster children of that pupil's parents are entered first into a lottery to fill open seats if there are more applicants than seats available and the sibling lottery is conducted first.
8. If there are still open seats, the names of all other students for who SNA has received timely applications that are on a waiting list are entered into the lottery.
9. Lotteries are held at SNA in front of an audience of any parents or prospective parents who choose to attend, names are randomly drawn, one at a time, and entered on the list of available seats.
10. When all seats are filled, the remaining names are pulled from the container, one at a time, to create a waiting list in the order of when they were randomly drawn in the event that a seat becomes available.
11. After the enrollment lottery is complete, all seated students are asked to complete an enrollment form.
12. SNA checks all applicants to ensure kindergartners will have turned 5 prior to December 31st of the following year or applying for early admission in accordance with Policies 590 and 591 .
13. As applications continue to come in after the lottery date they are date and time stamped, names are added in order of when they are received to the bottom of the waiting lists previously created at the time of the lottery. Siblings are added to sibling waiting list, and other potential applicants are added to the general waiting list. Waitlists do not carry over from year to year.
14. As any seat becomes available, the prospective student at the top of the sibling waiting list is contacted first and enrolled. If there are no potential applicants on the sibling waiting list, the prospective student at the top of the general waiting is contacted and enrolled.

ADMISSION POLICY

SNA ADMISSION POLICY

Star of the North Academy is a public charter school open to any student in the state of Minnesota. All students have a right to an education, however registration is required. A student application can be found on the school website or when parents do a walk-in. Parents may also call the school to enroll by phone or a representative can be sent to a student's house to describe the benefits of enrolling at Star of the North Academy.

As a public charter school, federal and state laws govern SNA's admission policy. Under Minnesota Statutes 2025, section 124E.11, if the number of applications exceeds the capacity of SNA's program, grade level, or building, students must be accepted by lottery. For any grade level where we have more applicants than spaces available, we will conduct such a lottery to determine admission for that grade. Applicants who do not receive classroom placements in the lottery will be put on a waiting list in the order they were selected in the lottery. They will be notified promptly if a space becomes available. Per state statute, each school year is a separate enrollment period. Those students on a waiting list for one school year will have to submit a separate application the following year. At SNA, enrollment preference will be given to a sibling of an enrolled SNA student. We define siblings as children that share a parent, guardian, and/or caregiver. Children of SNA employees are given preference in this same manner.

Students currently enrolled in the school are automatically enrolled for the following school year.

KINDERGARTEN INFORMATION

It is Star of the North Academy School's policy that children applying to Kindergarten must turn 5 years of age on or before Dec. 31st of the year they will be starting school or apply for early admission in accordance with Policies 590 and 591.

NONDISCRIMINATION POLICY

Star of the North Academy does not discriminate on the basis of sex, religion, color, national and ethnic origin in its admission or educational policies, athletics, and other school administered programs (Minnesota Statutes 2025, section 124E.11, paragraph (e)).

Star of the North Academy will comply with all applicable federal, state, and local laws, rules and regulations, including, without limitation, the constitutional provisions prohibiting discrimination on the basis of disability, age, race, creed, color, gender, national origin, religion or ancestry.

NONSECTARIAN POLICY

Star of the North Academy agrees that it will operate, in all respects, as a non-sectarian, non-religious, non-home-based public school. The school will not be affiliated with any non-public or sectarian school or religious organization.

CLASS SIZE GUIDANCE

The Star of the North Academy Board recognizes that there is a relationship between class size and student achievement and this relationship varies across grade levels, among subjects, and by methods of instruction. Therefore, the recommended class size shall be determined by several variables including grade level, classroom space, and budgetary constraints, in each calendar year. The Executive Director/Principal has the right to increase class size based on need by bringing the proposed increase to the school board for approval.

Higher class sizes will be allowed for the scheduling of special classes such as physical education based on grade level and classroom space.

590 EARLY ENTRANCE AND GRADE ACCELERATION POLICY

I. PURPOSE

The purpose of this policy is to provide procedures for the consideration of early entrance for students in kindergarten and grade acceleration for students in grades 1-6.

II. GENERAL STATEMENT OF POLICY

A. It is Star of the North Academy School's policy that a child applying to Kindergarten must turn 5 years of age on or before December 31st of the year they will be starting school unless the child turns 5 by October 1st and demonstrates readiness through a comprehensive evaluation that uses valid and reliable instrumentation, is aligned with state kindergarten expectations, and includes a parent report and teacher observations of the child's knowledge, skills, and abilities.

B. Grade Acceleration – is allowed and determined on a case-by-case basis. Students who have met the criteria set by Star of the North Academy will be allowed to accelerate one grade level during their K-6 experience. The decision made by the administration shall be final.

III. PROCEDURES

Grade Acceleration

It is the policy of Star of the North Academy to allow grade acceleration providing that the elementary and middle school student meets the following criteria: 1. The parent initiates the request with the Director, Assistant Director, or teacher. All requests should be submitted by April 1 for the following school year. Parents will be notified regarding the dispensation of the request no later than June 15. Requests will not be considered after April 1.

2. The Assistant Director will arrange a meeting with the parent and the student's teacher(s).

3. The purpose of the meeting will be to gather data regarding the student's current achievement and abilities. It may be necessary to request further testing in order to make a decision. If that is the case, the parent is responsible for any costs incurred in this process.

4. After all necessary data has been collected the Director, Assistant Director, and teacher(s), will make a decision as to whether the student shall be accelerated. The Assistant Director is responsible for communicating the decision to the parent. 5. If the student meets the criteria set by Star of the North Academy, additional testing may be necessary to determine correct placement within the new grade level.

Evaluation and Review

Placement decisions made via grade acceleration will be reviewed within six weeks of placement. The administration retains the right to revoke the decision if the student is not successful in the new placement.

Legal Reference: (Minn. Stat. §120B.15)

Legal References: Minn. Stat. §120A.20, subdivision 1 (age limitations; pupils)

5. A school governance, management, and administration plan per Minn. Stat. §124E.10, subdivision 1(a)(5).

The Board of Directors of Star of the North Academy has the overall responsibility for governing and sustaining the mission and vision of the school, with responsibility for day-to-day operations delegated to the Director/Principal and other school staff as appropriate.

The Star of the North Academy Board develops, implements and reviews policies with attorney consultation. The Star of the North Academy's governance structure consists of a Board responsible for leading the school, to which a school Director/Principal reports. The Board is responsible for hiring the Director/Principal. The Director/Principal may be a licensed principal, but this licensure will not be required.

The Star of the North Academy Board and the Director/Principal hold complementary roles requiring effective teamwork. The Director/Principal works with the Board and under their direction to conduct all aspects of the school necessary to fulfill mission and policies.

The Board has fiduciary and strategic responsibility for the school. As such, all requirements of a fiduciary nature are overseen and directed by the Board and implemented by the Director/Principal. The Board conducts an annual evaluation of the Director/Principal. A third-party evaluator may be hired to work with the Board for this task.

All Star of the North Academy Board members receive training on the Board's role and responsibilities, employment policies and practices and financial management. This training addresses key provisions of the charter school law, open meeting law and regulations applying to charter schools in Minnesota.

The Board of Directors is trained in all aspects of charter school management, including the Board's general role and responsibilities, employment policies and practices and finance management standards and practices. Training continues annually as members complete their service and new members join the Board.

The Star of the North Academy Board is responsible for maintaining the vision and mission, fulfilling fiscal compliance and programmatic aspects of the school, developing and approving policies, and ensuring compliance with all charter and applicable public-school laws and codes.

The Board sets direction for school structures, strategy, and programs. The Board is responsible for ensuring effective organizational planning and management of resources, assessing and evaluating performance of the school and of the Board, recruiting new members and enhancing the Star of the North Academy's public image. The Board is constrained by its composition and purpose to govern and lead the school by Board action.

Therefore, the Board delegates authority to implement all principles, policies and strategic intents of the school to the Director, who acts as the lead administrator. Board committees, consisting of both Board members and non-Board members, may be created at the discretion of the Board as need arises to carry out work per the direction of the full Board.

All Board business is conducted in compliance with the Minnesota Open Meeting and data practices laws. The Board's behavior and communication plays a critical role in setting the climate and culture of the school and serves as the starting point of all leadership.

The Board creates policies based on legal requirements and effective practices for charter schools in Minnesota. Adoption of policies require a policy being sent in draft form to Board members in advance of the first meeting at which consideration of the policy appears on the agenda, and for the policy to be considered during at least two meetings before being voted on.

The following categories of positions delineate the roles and responsibilities each area has over the educational program and school operations.

Director/Principal: Hired by the Board to oversee, lead and administrate all aspects of school operations. Responsible for hiring the school's staff and contract service providers based on criteria established and approved by the Board. Minnesota administrative licensure (as a principal) is desired but not mandatory for this position. The Director/Principal provides oversight to both the academic program and the operations of the school. The Director/Principal, Director of Operations and the Office Manager positions form the nucleic team from which all major academic and operational decisions will be administered. This position may be divided into two co-director positions.

Instructional Staff: All instructional staff report to the Director. The Director oversees all instructional staff and ensures that each teacher and group advances in effective teaching practices and implementation of curricula and programs.

Teachers: Each teacher holds the appropriate state licensure; specialty teachers for languages, physical education and other areas will provide proof of licensure for their respective areas. All teachers advance professionally through participation with the school's PLC and PD plans and activities. All teachers contribute to collaboration and cooperation with the mission, vision and values and act as leaders in their respective roles in the school.

Teaching Assistants/Paraprofessionals: Paraprofessionals provide support for the students in close cooperation and under guidance of the respective teachers, based on their specific job, whether educational assistants to the teacher or specialized and dedicated assistants to specific students or groups of students. Paraprofessionals are retained as needed to support special education students.

Administrative Staff: The administrative staff reports to the Director/Principal.

Director of Operations: The Director of Operations assists the Director/Principal with daily operations of the school, including but not limited to: working with the bus company to establish transportation contracts and bus routes, managing accounts receivable and payable, invoices, vendor contracts, payroll, building concerns, IT and other school related infrastructure.

Office Manager: The Office Manager ensures the smooth functioning of the school office, along with providing support to the staff and Director. The Office Manager will be trained or practiced in UFARS, MARSS, STARS, CLICS and other mandatory reporting systems and will assist the school Director with reporting functions. This person will also supervise other office support positions and delegate specific responsibilities to these positions as appropriate.

Custodian: This person may be either hired or contracted (shown as contracted in the current draft budget). The custodian will carry our routine cleaning and maintenance of the school facility, support bus loading and unloading, and other tasks to be defined.

6. **Signed agreements from charter school board members to comply with the federal and state laws governing organizational, programmatic, and financial requirements applicable to charter schools, per Minn. Stat. §124E.10, subdivision 1(a)(6).**

Novation Education Opportunities

3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.



Signature

Mohammed Abdul Khadeer
Print name

Community Member
Seat (Parent, Community Member, Teacher)

6/30/25
Date seated

6/30/27
Date term of seat expires

Reviewer Note: The "Date Seated" field reflects the date this board member was appointed and seated to fill the seat during an existing term. The term for this seat began on 7/1/23 and ends on the term end date listed on this form, consistent with the school's bylaws and board roster.

Novation Education Opportunities

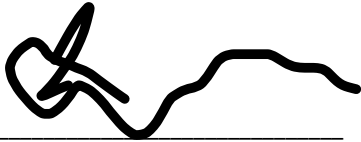
3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

OATH OF OFFICE

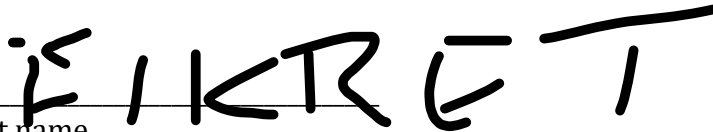
Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.



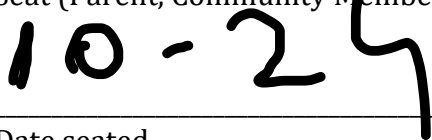
Signature



Print name

Parent

Seat (Parent, Community Member, Teacher)



Date seated

6/30/27

Date term of seat expires

Reviewer Note: The "Date Seated" field reflects the date this board member was appointed and seated to fill the seat during an existing term. The term for this seat began on 7/1/23 and ends on the term end date listed on this form, consistent with the school's bylaws and board roster.

Novation Education Opportunities

3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.



Signature

Javed Mohammad

Print name

Community Member

Seat (Parent, Community Member, Teacher)

7/1/2023

Date seated

6/30/2027

Date term of seat expires

Novation Education Opportunities

3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.

Seid

Signature

SEID IBRAHIM

Print name

Parent

Seat (Parent, Community Member, Teacher)

9/16/2025

Date seated

6/30/2027

Date term of seat expires

Reviewer Note: The "Date Seated" field reflects the date this board member was appointed and seated to fill the seat during an existing term. The term for this seat began on 7/1/23 and ends on the term end date listed on this form, consistent with the school's bylaws and board roster.

Novation Education Opportunities

3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.

ZRehana

Signature

Zeenat Ahmed

Print name

Teacher

Seat (Parent, Community Member, Teacher)

7/1/2023

Date seated

6/30/2027

Date term of seat expires

- 7. The criteria, processes, and procedures the authorizer will use to monitor and evaluate the fiscal, operational, and academic performance, consistent with subdivision 3, paragraphs (a) and (b), per Minn. Stat. §124E.10, subdivision 1(a)(7).**

See the following pages.

NEO Oversight Plan for Operating Schools

The NEO Oversight Plan serves as a template for all charter schools authorized by NEO. If necessary, this plan may be amended and adapted for specific charter schools **and/or due to extenuating circumstances**. NEO's ongoing oversight of authorized schools will include the following activities:

Student/School Academic Performance

- NEO will review the school academic performance with school leader(s) at a formal site visit at each NEO authorized school using the School's Performance Framework.
- NEO will review, summarize, and use the school academic performance data that MDE reports, including LEA level data for Authorizers to monitor and evaluate progress.
- NEO will publish an Annual Report that includes academic performance data of NEO authorized schools, including areas of strength and improvement.
- NEO will facilitate sharing of effective practices by conducting at least one informal site visit, "learning walk", at each NEO authorized school focused on main strategies for improving student learning and indicators of successful implementation.

Climate

- NEO will review the school climate performance with school leader(s) at a formal site visit at each NEO authorized school using the School's Performance Framework and NEO's Annual Report.
- NEO will publish an Annual Report that includes climate performance data of NEO authorized schools, including attendance and mobility.
- NEO will facilitate sharing of effective practices by conducting at least one informal site visit, "learning walk", at each NEO authorized school focused on main strategies for improving student learning and indicators of successful implementation.

Operations/Governance

- NEO will attend at least two charter school board meetings annually and provide feedback to the school on compliance as well as provide observations and questions for the board to consider in their process of continuous improvement using the Board Meeting Observation Form.
- NEO will collect and review official school records including board meeting minutes and policy revisions and verify compliance using the Operations Monitoring and Evaluation Report for the purpose of monitoring and evaluating compliance, and to provide feedback for continuous improvement.

- NEO will conduct an annual site visit to verify compliance with the items identified in the Operations Monitoring and Evaluation Report, which may be revised depending on areas of compliance that must be verified because of complaints or concerns.
- NEO will review school compliance with required state and NEO reporting deadlines and identify any areas where NEO has concerns based on the provisions of the Contract Agreement.

Financial

- NEO will collect and review school financials via Epicenter for the purpose of monitoring and evaluating compliance and providing feedback for continuous improvement.
- NEO will review the annual budget of the school and provide comment as necessary.
- NEO will review the school's Annual Financial Audit and identify any areas where NEO has concerns based on the provisions of the Contract Agreement and applicable law.
- NEO will use the NEO Stewardship Award in Finance and the NEO Finance Award to recognize and identify exemplary school performance to facilitate sharing of effective practices.

Ongoing, Consistent, and Robust Monitoring and Evaluation

Novation Education Opportunities (NEO), as the authorizing entity, will conduct at least two site visits to each NEO authorized school. One site visit will be an informal site visit, a "learning walk", for the purpose of identifying and facilitating sharing of effective practices. The other site visit will be a formal site visit utilizing the Operations Monitoring and Evaluation Report, either for the purpose of reviewing and verifying school performance for contract renewal, or for reviewing and verifying school performance for performance monitoring. NEO staff and/or NEO Advisors who are experts in overseeing, monitoring and evaluating academics, operations, governance, and finance will be conduct the site visits. The formal site visit will include review of previously requested documents that have not been uploaded to Epicenter to verify compliance. NEO will contact school administration at least one month in advance of the site visit to plan for visiting the school with minimal disruption of its operations.

At least two weeks prior to the formal site visit, NEO will update the Performance Framework and provide the Operations Monitoring and Evaluation Report Template to the school leadership and board chair.

School administration will then have two weeks to review the Performance Framework, with the opportunity to comment on each area. NEO will resolve any discrepancies in information with the school at the formal site visit. The review of the status of the Performance Framework will provide the school leadership, board and NEO, feedback on school progress toward meeting the authorizer-school contract terms including the Performance Framework standards and targets. NEO will also complete the Operations Monitoring and Evaluation Report at the formal site visit.

The School's Performance Framework is incorporated into the school's contract with NEO and defines clear, measurable, and attainable academic, operational and financial performance standards, measures, metrics, targets and weightings. The targets in the Performance Framework are finalized using the most updated school performance baseline data available at the beginning of each contract term.

The Performance Framework is designed to achieve at least one outcome that meets or exceeds expectations adopted by the commissioner for public school students (**Comprehensive Achievement and Civic Readiness**) per Minnesota Statutes.

The Performance Framework must include a growth measure and target for students below grade level making high growth and students at or above grade level making medium or high growth. The school may use the state assessment growth data as available or growth data from another assessment such as the NWEA MAP.

Because the purpose of the school is to improve all pupil learning and all student achievement and therefore should provide a better option to students in the area served, the Performance Framework must also include the following standard academic performance measures in English Language Arts and Mathematics:

For a satisfactory rating, the percent of students meeting enrollment criteria who meet or exceed standards (score grade-level proficient) will exceed the state for the All, English Learner, Special Education and Free/Reduced Meal student focus groups where data is available and/or demonstrate at least a ten (10) percentage point increase from the baseline results. The baseline results are determined by the results of the prior term.

For a satisfactory rating, the percent of students meeting enrollment criteria who meet or exceed standards (score grade-level proficient) will exceed the resident district for the All, English Learner, Special Education and Free/Reduced Meal student focus groups where data is available.

The resident district is defined as the district in which the greatest percent of students enrolled reside. The Contract Renewal Framework may also include additional academic performance measures that the school and authorizer mutually agree to include.

Clear Climate, Operations, and Finance Standards

Other measurable performance standards and quantifiable targets for the operational period under the initial charter contract are to be mutually agreed upon between the authorizer and the school and incorporated into the Performance Framework in the areas of Climate, Operations, and Finance.

Ratings

There are three levels of ratings: not satisfactory, satisfactory and exemplary.

The Performance Framework defines performance requirements for each level. The rating scale is 0 - 2 (zero through two).

For each measure, a school earns 2 (two) points for exemplary performance, 1 (one) point for satisfactory performance, and 0 (zero) points if performance is not satisfactory.

Weighting of Performance Measures

The measures of Academic Performance are weighted equally by default. The school may propose that certain measures be weighted more than others. The school must submit a proposal that includes a rationale and any supporting information for changes in weighting to the NEO Executive Director at the time of contract negotiations. For example, a school may request that the NWEA MAP growth results be weighted more than the results of the MN State Assessments because all students take the NWEA MAP and because the NWEA MAP provides more valid, reliable and consistent results over time.

However, the Academic Performance measures must be weighted more than 50% of the total points of all performance areas including Climate, Operations, and Financial Performance because the primary purpose of the **mission driven** school is to **improve the learning, achievement and success of all students**. At the beginning of the contract term the weightings are finalized **and cannot be revised during the contract renewal evaluation year**.

The Executive Director will present the proposal to the NEO Board of Directors and make a recommendation. The NEO Board makes the final decision to enter into or revise contract agreements.

Implementation

NEO and the school will **identify the rules for the calculations in the Performance Framework** with specifications for example, for collecting, calculating, sharing, and reporting all source data used in the Contract Renewal Framework evaluation as well as a process for verification of all school reported data to ensure that the method of data collection remains valid and consistent during the term of the contract.

Combining Data Over the Contract Term

Annual school performance results will be combined each successive year of the contract term wherever possible so that fluctuation due to small group size will be minimized.

Contract Revisions

Once finalized, the terms of the contract can only be revised if a measure is no longer available or changes, and/or if there is another condition which prevents the school from effectively using that measure of performance. The proposed revision must be submitted in writing along with a rationale for the revision and any supporting information to the NEO Executive Director. The Executive Director will present the proposed revision to the NEO Board of Directors and make a recommendation. The NEO Board makes the final decision to revise contract agreements.

NEO and a charter school may revise the contract for the following material contract changes when applicable:

- A change in Location and address of the school
- A change in contract term
- A significant change to the program such as a site and/or grade level expansion
- A significant change to the education program such as incorporating a STEM focus or other area of focus that was not part of the original charter
- A significant difference in student achievement baseline data from initial assumptions a new school use to set academic performance goals
- A significant change in the state testing that makes current academic performance goals irrelevant
- A significant change to the NEO Renewal Framework Performance Indicator(s)

- Revision to any policy included in the contract
- Any other reason that results in misalignment of the contract and the school conditions agreed upon by both authorizer and charter school.

The school must provide a clear justification for the revision as it relates to one of the reasons previously noted.

The NEO Executive Director will present the request for the revision to the NEO board for consideration.

If the NEO Board approves the revision, the revised contract will be signed and dated by both parties, and the revised contract will be submitted to MDE within 10 days.

Contract Renewal Eligibility

NEO schools must achieve at least a Satisfactory Rating (50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Operations, Finance) to be automatically recommended for a three-year contract renewal and at least an Exemplary Rating (70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

All contract renewals will be for either three or five years. Fewer than three years does not provide enough information on which to make a renewal decision.

Intervention and Corrective Action

NEO schools that prior to their year of contract renewal fall below a Satisfactory Rating in the Performance Framework overall and/or in any performance area (Academic, Climate, Operations, Finance) must provide a Continuous Improvement Plan to NEO that addresses the specific standards in the Performance Framework where the school performance is below Satisfactory. This plan may be the same plan required by the state accountability system.

Closure Plan

If the school does not meet the terms of the Improvement Plan and attain a Satisfactory Rating by the end of the contract term, the school is a candidate for nonrenewal. If the school's contract is not renewed, the school must implement the Closure Plan as described in the school's contract with NEO.

- 8. For contract renewal, the formal written performance evaluation that is a prerequisite for reviewing a charter contract under subdivision 3, per Minn. Stat. §124E.10, subdivision 1(a)(8). This element does not apply to new school or change in authorizer contracts.**

Novation Education Opportunities- Star of the North Academy Performance Framework
Star of the North Academy
Date of Last Update/Review: 1/30/2024
Contract Term: July 1, 2019- June 30, 2024
Baseline Year Results: 2020-2021
District Number: 4224
Initial Year of Operation: 2014

These are the Academic Performance Indicators. They are 61.02% of the points possible.

I. All Children are Ready for School

I.A Early Literacy and Early Numeracy Goals

Performance Rating	FAST- Math Targets (Grade K)	Point Value	Points Earned	
Exemplary	More than 80 percent of kindergarten students will score at or above the 60th growth percentile AND/OR the school improves from the baseline year of FY 2020 by more than 20 percentage points.	4	2	
Satisfactory	60-80 percent of kindergarten students will score at or above the 60th growth percentile in the combined FY 2019-FY 2023 AND/OR the school improves from the baseline year of FY 2020 by 10 - 20 percentage points.	2		
Not Satisfactory	Less than 60 percent of kindergarten students score at or above the 60th growth percentile.	0		
Results	Year	Students Scoring at or above the 60th Percentile	Total Students Tested	Math Percent
	Baseline 2020-2021	8	11	72.73%
	2018-2019	NA	NA	NA
	2019-2020	NA	NA	NA
	2020-2021	8	11	72.73%
	2021-2022	12	18	66.67%
	2022-2023	18	28	64.29%
	2018-2023	38	57	66.67%
Analysis	The school's combined average FAST math rate is 66.67%.			
Performance Rating	FAST- Reading Targets (Grade K)	Point Value	Points Earned	
Exemplary	More than 80 percent of kindergarten students will score at or above the 60th growth percentile AND/OR the school improves from the baseline year of FY 2020 by more than 20 percentage points.	4	4	
Satisfactory	60-80 percent of kindergarten students will score at or above the 60th growth percentile in the combined FY 2019-FY 2023 AND/OR the school improves from the baseline year of FY 2020 by 10 - 20 percentage points.	2		
Not Satisfactory	Less than 60 percent of kindergarten students score at or above the 60th growth percentile.	0		
Results	Year	Students Scoring at or above the 60th Percentile	Total Students Tested	Percent Proficient Students
	Baseline 2020-2021	4	12	33.33%
	2018-2019	NA	NA	NA
	2019-2020	NA	NA	NA
	2020-2021	4	12	33.33%
	2021-2022	10	18	55.56%
	2022-2023	17	28	60.71%
	2018-2023	31	58	53.45%
Analysis	The school's combined average FAST reading rate is 53.45%.			

II. All Students are Ready for Career and College					
II.A Attain Grade-level Proficiency- All Students State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	19	69	27.54%	44.53%
	2018-2019	42	87	48.28%	56.90%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	19	69	27.54%	44.53%
	2021-2022	25	89	28.09%	46.49%
	2022-2023	28	106	26.42%	47.27%
2018-2023	95	282	33.69%	50.42%	
Analysis	The school's combined proficiency rate of 33.69% is 16.73 percentage points lower than the state's combined proficiency rate of 50.42%.				
	From the baseline year rate of 27.54% the school's proficiency decreased to 26.42%, a decrease of 1.12 percentage points.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	33	73	45.21%	51.74%
	2018-2019	32	87	36.78%	59.46%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	33	73	45.21%	51.74%
	2021-2022	34	89	38.20%	51.14%
	2022-2023	30	104	28.85%	50.17%
2018-2023	96	280	34.29%	53.76%	
Analysis	The school's combined proficiency rate of 34.29% is 19.48 percentage points lower than the state's combined proficiency rate of 53.76%.				
	From the baseline year rate of 45.21% the school's proficiency decreased to 28.85%, a decrease of 16.36 percentage points.				

Performance Rating	MCA-Science Goals (Grades 5 and 8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	4	22	18.18%	41.23%
	2018-2019	7	22	31.82%	54.90%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	4	22	18.18%	41.23%
	2021-2022	5	28	17.86%	39.51%
	2022-2023	7	25	28.00%	38.06%
	2018-2023	19	75	25.33%	42.41%
Analysis	The school's combined proficiency rate of 25.33% is 17.08 percentage points lower than the state's combined proficiency rate of 42.41%.				
	From the baseline year rate of 18.18% the school's proficiency increased to 28.00%, an increase of 9.82 percentage points.				
II.B Attain Grade-level Proficiency- All Students Resident District (Anoka Hennepin) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	0
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	19	69	27.54%	49.39%
	2018-2019	42	87	48.28%	67.04%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	19	69	27.54%	49.39%
	2021-2022	25	89	28.09%	53.44%
	2022-2023	28	106	26.42%	55.83%
	2018-2023	95	282	33.69%	59.27%
Analysis	The school's combined proficiency rate of 33.69% is 25.59 percentage points lower than the resident district's combined proficiency rate of 59.27%.				

Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	0
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	33	73	45.21%	54.14%
	2018-2019	32	87	36.78%	65.71%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	33	73	45.21%	54.14%
	2021-2022	34	89	38.20%	54.16%
	2022-2023	30	104	28.85%	54.11%
2018-2023	96	280	34.29%	58.41%	
Analysis	The school's combined proficiency rate of 34.29% is 24.12 percentage points lower than the resident district's combined proficiency rate of 58.41%.				
Performance Rating	MCA-Science Goals (Grades 5 and 8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	0
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	4	22	18.18%	45.52%
	2018-2019	7	22	31.82%	59.62%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	4	22	18.18%	45.52%
	2021-2022	5	28	17.86%	41.29%
	2022-2023	7	25	28.00%	39.30%
2018-2023	19	75	25.33%	47.03%	
Analysis	The school's combined proficiency rate of 25.33% is 21.70 percentage points lower than the resident district's combined proficiency rate of 47.03%.				

III. All Racial and Economic Achievement Gaps Between Students are Closed (As Measured by Grade Level Focus Proficiency)					
III.A Attain Grade-level Proficiency- FRP Focus Group State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	19	69	27.54%	22.90%
	2018-2019	13	31	41.94%	35.79%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	19	69	27.54%	22.90%
	2021-2022	19	68	27.94%	24.41%
	2022-2023	25	93	26.88%	28.23%
2018-2023	57	192	29.69%	29.85%	
Analysis	The school's combined proficiency rate of 29.69% is 0.16 percentage points lower than the state's combined proficiency rate of 29.85%.				
	From the baseline year rate of 27.54% the school's proficiency decreased to 26.88%, a decrease of 0.65 percentage points.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	33	73	45.21%	31.76%
	2018-2019	10	31	32.26%	40.36%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	33	73	45.21%	31.76%
	2021-2022	22	68	32.35%	31.27%
	2022-2023	26	91	28.57%	33.40%
2018-2023	58	190	30.53%	35.27%	
Analysis	The school's combined proficiency rate of 30.53% is 4.75 percentage points lower than the state's combined proficiency rate of 35.27%.				
	From the baseline year rate of 45.21% the school's proficiency decreased to 28.57%, a decrease of 16.63 percentage points.				

III.B Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	19	69	27.54%	29.66%
	2018-2019	13	31	41.94%	49.41%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	19	69	27.54%	29.66%
	2021-2022	19	68	27.94%	34.61%
	2022-2023	25	93	26.88%	37.74%
2018-2023	57	192	29.69%	40.77%	
Analysis	The school's combined proficiency rate of 29.69% is 11.08 percentage points lower than the resident district's combined proficiency rate of 40.77%.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	33	73	45.21%	37.74%
	2018-2019	10	31	32.26%	49.58%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	33	73	45.21%	37.74%
	2021-2022	22	68	32.35%	38.43%
	2022-2023	26	91	28.57%	39.02%
2018-2023	58	190	30.53%	42.39%	
Analysis	The school's combined proficiency rate of 30.53% is 11.87 percentage points lower than the resident district's combined proficiency rate of 42.39%.				

III.C Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	2
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	0	20	0.00%	9.55%
	2018-2019	9	32	28.13%	18.98%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	0	20	0.00%	9.55%
	2021-2022	2	29	6.90%	13.19%
	2022-2023	7	34	20.59%	14.21%
2018-2023	18	95	18.95%	15.44%	
Analysis	The school's combined proficiency rate of 18.95% is 3.51 percentage points higher than the state's combined proficiency rate of 15.44%.				
	From the baseline year rate of 0.00% the school's proficiency increased to 20.59%, an increase of 20.59 percentage points.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10 - 20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Star of the North Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	7	22	31.82%	9.24%
	2018-2019	4	36	11.11%	14.54%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	7	22	31.82%	9.24%
	2021-2022	3	29	10.34%	12.17%
	2022-2023	4	34	11.76%	11.98%
2018-2023	11	99	11.11%	12.88%	
Analysis	The school's combined proficiency rate of 11.11% is 1.77 percentage points lower than the state's combined proficiency rate of 12.88%.				
	From the baseline year rate of 31.82% the school's proficiency decreased to 11.76%, a decrease of 20.05 percentage points.				

III.D Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	0
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	0	20	0.00%	14.43%
	2018-2019	9	32	28.13%	29.99%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	0	20	0.00%	14.43%
	2021-2022	2	29	6.90%	22.41%
	2022-2023	7	34	20.59%	22.97%
2018-2023	18	95	18.95%	24.79%	
Analysis	The school's combined proficiency rate of 18.95% is 5.84 percentage points lower than the resident district's combined proficiency rate of 24.79%.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	0
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Star of the North Percent Proficient	Anoka Hennepin Percent Proficient
	Year	Proficient Students	Total Students Tested		
	Baseline 2020-2021	7	22	31.82%	12.80%
	2018-2019	4	36	11.11%	19.87%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	7	22	31.82%	12.80%
	2021-2022	3	29	10.34%	15.58%
	2022-2023	4	34	11.76%	14.80%
2018-2023	11	99	11.11%	16.51%	
Analysis	The school's combined proficiency rate of 11.11% is 5.40 percentage points lower than the resident district's combined proficiency rate of 16.51%.				

IV. All Students are Ready for Career and College (as Measured by Growth)					
IV.A Meet or Exceed National Growth Norms- Students Below Grade Level Making High Growth					
Performance Rating	NWEA MAP Fall- Spring Math Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 60 percent of students below grade level will make their NWEA expected growth target.			4	4
Satisfactory	50-60 percent of students below grade level will make their NWEA expected growth target.			2	
Not Satisfactory	Less than 50 percent of students below grade level make their NWEA expected growth target.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students Below Grade Level Tested	Percent of Students	
	Baseline 2015-2018	60	107	56.07%	
	2018-2019	25	49	51.02%	
	2019-2020	50	62	80.65%	
	2020-2021	N/A	N/A	N/A	
	2021-2022	40	61	65.57%	
	2022-2023	37	67	55.22%	
	2018-2023	152	239	63.60%	
Analysis	The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring math target is 63.60%.				
Performance Rating	NWEA MAP Fall- Spring Reading Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 60 percent of students below grade level will make their NWEA expected growth target.			4	4
Satisfactory	50-60 percent of students below grade level will make their NWEA expected growth target.			2	
Not Satisfactory	Less than 50 percent of students below grade level make their NWEA expected growth target.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students Below Grade Level Tested	Percent of Students	
	Baseline 2015-2018	69	122	56.56%	
	2018-2019	31	50	62.00%	
	2019-2020	46	69	66.67%	
	2020-2021	N/A	N/A	N/A	
	2021-2022	36	57	63.16%	
	2022-2023	36	63	57.14%	
	2018-2023	149	239	62.34%	
Analysis	The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring reading target is 62.34%.				

Performance Rating	NWEA MAP Fall- Spring Science Growth Targets (Grades 5 and 8)			Point Value	Points Earned
Exemplary	More than 60 percent of students below grade level will make their NWEA expected growth target.			4	4
Satisfactory	50-60 percent of students below grade level will make their NWEA expected growth target.			2	
Not Satisfactory	Less than 50 percent of students below grade level make their NWEA expected growth target.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students Below Grade Level Tested	Percent of Students	
	Baseline 2015-2018	15	22	68.18%	
	2018-2019	10	17	58.82%	
	2019-2020	27	36	75.00%	
	2020-2021	N/A	N/A	N/A	
	2021-2022	7	12	58.33%	
	2022-2023	16	28	57.14%	
	2018-2023	60	93	64.52%	
Analysis	The 2019-2023 percent of students below grade level meeting their NWEA MAP Fall-Spring science target is 64.52%.				
Performance Rating	NWEA MAP Fall- Spring Math Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve at least 150 percent of the NWEA target growth.			4	2
Satisfactory	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve 120-149 percent of the NWEA target growth.			2	
Not Satisfactory	Less than 50 percent of the students below grade level make their NWEA expected growth target AND/OR the students below grade level who meet their NWEA growth target is less than 120 percent of the NWEA target growth.			0	
Results	Year	Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Percent of Students Below Grade Level Who Made Expected Growth
	Baseline 2015-2018	1361	866	157.16%	56.07%
	2018-2019	407	263	154.75%	51.02%
	2019-2020	610	315	193.65%	80.65%
	2020-2021	N/A	N/A	N/A	N/A
	2021-2022	830	689	120.46%	65.57%
	2022-2023	766	739	103.65%	55.22%
	2018-2023	2613	2006	130.26%	63.60%
Analysis	The 2019-2023 combined average growth for NWEA MAP Fall-Spring for math is 130.26% and the percent of students below grade level who made expected growth is 63.60%.				

Performance Rating	NWEA MAP Fall- Spring Reading Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve at least 150 percent of the NWEA target growth.			4	2
Satisfactory	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve 120-149 percent of the NWEA target growth.			2	
Not Satisfactory	Less than 50 percent of the students below grade level make their NWEA expected growth target AND/OR the students below grade level who meet their NWEA growth target is less than 120 percent of the NWEA target growth.			0	
Results	Year	Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Percent of Students Below Grade Level Who Made Expected Growth
	Baseline 2015-2018	1467	916	160.15%	56.56%
	2018-2019	575	326	176.38%	62.00%
	2019-2020	650	295	220.34%	66.67%
	2020-2021	N/A	N/A	N/A	N/A
	2021-2022	673	590	114.07%	63.16%
	2022-2023	738	645	114.42%	57.14%
	2018-2023	2636	1856	142.03%	62.34%
Analysis	The 2019-2023 combined average growth for NWEA MAP Fall-Spring for reading is 142.03% and the percent of students below grade level who made expected growth is 62.34%.				
Performance Rating	NWEA MAP Fall- Spring Science Growth Targets (Grades 5 and 8)			Point Value	Points Earned
Exemplary	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve at least 150 percent of the NWEA target growth.			4	4
Satisfactory	At least 50 percent of the students below grade level meet their NWEA growth target AND the students below grade level who meet their NWEA growth target achieve 120-149 percent of the NWEA target growth.			2	
Not Satisfactory	Less than 50 percent of the students below grade level make their NWEA expected growth target AND/OR the students below grade level who meet their NWEA growth target is less than 120 percent of the NWEA target growth.			0	
Results	Year	Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Percent of Students Below Grade Level Who Made Expected Growth
	Baseline 2015-2018	328	173	189.60%	68.18%
	2018-2019	102	53	192.45%	58.82%
	2019-2020	253	130	194.62%	75.00%
	2020-2021	N/A	N/A	N/A	N/A
	2021-2022	98	73	134.25%	58.33%
	2022-2023	162	124.5	130.12%	57.14%
	2018-2023	615	380.5	161.63%	64.52%
Analysis	The 2019-2023 combined average growth for NWEA MAP Fall-Spring for science is 161.63% and the percent of students below grade level who made expected growth is 64.52%.				

IV.B Meet or Exceed National Growth Norms- Students at or Above Grade Level Making Medium or High Growth					
Performance Rating	NWEA MAP Fall- Spring Math Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 50 percent of students at or above grade level will make their NWEA expected growth target.			4	4
Satisfactory	40 - 50 percent of students at or above grade level will make their NWEA expected growth target.			2	
Not Satisfactory	Less than 40 percent of students at or above grade level make their NWEA expected growth target.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students At/Above Grade Level Tested	Percent of Students	
	Baseline 2015-2018	170	281	60.50%	
	2018-2019	44	86	51.16%	
	2019-2020	49	75	65.33%	
	2020-2021	N/A	N/A	N/A	
	2021-2022	20	41	48.78%	
	2022-2023	19	49	38.78%	
	2018-2023	132	251	52.59%	
Analysis	The 2019-2023 combined average growth for students above grade level on NWEA MAP for math is 52.59%.				
Performance Rating	NWEA MAP Fall- Spring Reading Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	More than 50 percent of students at or above grade level will make their NWEA expected growth target.			4	2
Satisfactory	40 - 50 percent of students at or above grade level will make their NWEA expected growth target.			2	
Not Satisfactory	Less than 40 percent of students at or above grade level make their NWEA expected growth target.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students At/Above Grade Level Tested	Percent of Students	
	Baseline 2015-2018	132	267	49.44%	
	2018-2019	41	85	48.24%	
	2019-2020	40	68	58.82%	
	2020-2021	N/A	N/A	N/A	
	2021-2022	21	43	48.84%	
	2022-2023	20	52	38.46%	
	2018-2023	122	248	49.19%	
Analysis	The 2019-2023 combined average growth for students above grade level on NWEA MAP for reading is 49.19%.				

Performance Rating	NWEA MAP Fall- Spring Science Growth Targets (Grades 5 and 8)			Point Value	Points Earned
Exemplary	More than 50 percent of students at or above grade level will make their NWEA expected growth target.			4	2
Satisfactory	40 - 50 percent of students at or above grade level will make their NWEA expected growth target.			2	
Not Satisfactory	Less than 40 percent of students at or above grade level make their NWEA expected growth target.			0	
Results	Year	Students Meeting or Exceeding Their Growth Target	Students At/Above Grade Level Tested	Percent of Students	
	Baseline 2015-2018	47	77	61.04%	
	2018-2019	12	26	46.15%	
	2019-2020	10	13	76.92%	
	2020-2021	N/A	N/A	N/A	
	2021-2022	4	12	33.33%	
	2022-2023	13	32	40.63%	
Analysis	The 2019-2023 combined average growth for students above grade level on NWEA MAP for science is 46.99%.				

These are the Climate Performance Indicators. They are 10.17% of the points possible.

V. The School Conditions Promote a Climate of Engagement

V.A Attendance Rates

Performance Rating	Consistent Attendance Rate Goals (Grades K-8)	Point Value	Points Earned
Exemplary	More than 95 percent attendance rate.	4	4
Satisfactory	90-95 percent attendance rate in the combined FY 2019-FY 2023.	2	
Not Satisfactory	Below 90 percent attendance rate.	0	
Results	Year	Attendance Rate	
	Baseline 2014-2017	98.70%	
	2017-2018	100.00%	
	2018-2019	100.00%	
	2019-2020	100.00%	
	2020-2021	N/A	
	2021-2022	N/A	
	2022-2023	95.00%	
	2017-2023	98.75%	
Analysis	The 2019-2023 combined average attendance rate is 98.75%.		

V.B Parent Satisfaction

Performance Rating	5-Point Parent Satisfaction Survey Goals	Point Value	Points Earned		
Exemplary	More than 80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.	4	4		
Satisfactory	60-80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school in the combined FY 2019-FY 2023.	2			
Not Satisfactory	Less than 60 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.	0			
Results	Year	Number of Parents Agreeing or Strongly Agreeing	Total Number of Parents	Parent Satisfaction Survey Percent	Percent Participation of Parent Respondents
	Baseline 2015-2018	155	160	96.88%	67.80%
	2018-2019	63	65	96.92%	92.86%
	2019-2020	N/A	N/A	N/A	N/A
	2020-2021	27	27	100.00%	40.30%
	2021-2022	17	17	100.00%	21.25%
	2022-2023	N/A	N/A	N/A	N/A
		2018-2023	107	109	98.17%
Analysis	The 2019-2023 combined average parent satisfaction rate is 97.83%.				

V.C Mobility					
Performance Rating	Mobility Goals (Grades K-8)			Point Value	Points Earned
Exemplary	Fewer than 10 percent of students transfer out of school after October 1.			4	4
Satisfactory	10 - 15 percent of students transfer out of school after October 1 in the combined FY 2019-FY 2023.			2	
Not Satisfactory	More than 15 percent of students transfer out of school after October 1.			0	
Results		Students Transferring Out After October 1	Total Students Enrolled October 1	Percent Transferring Out	
	Year				
	Baseline 2014-2017	62	406	15.27%	
	2017-2018	9	154	5.84%	
	2018-2019	19	150	12.67%	
	2019-2020	11	146	7.53%	
	2020-2021	15	129	11.63%	
	2021-2022	1	137	0.73%	
	2022-2023	0	183	0.00%	
2018-2023	55	899	6.12%		
Analysis	The 2017-2023 combined average mobility rate is 6.12%.				

These are the Operations Performance Indicators. They are 16.95% of the total Performance Framework points possible.			
VI. School is Compliant with Contract and Statute			
VI.A Compliance			
Performance Rating	Compliance Goals*	Point Value	Points Earned
Exemplary	No infractions.	20	20
Satisfactory	No more than three infractions AND any infraction is resolved by assigned deadline in the combined FY 2019-FY 2024.	10	
Not Satisfactory	More than three infractions or infractions not resolved by assigned deadline.	0	
Analysis	The school resolved any and all infractions by the assigned deadline.		
These are the Finance Performance Indicators. They are 11.86% of the total Performance Framework points.			
VII. School is Financially Solvent/Sustainable			
VII.A Finance Awards			
Performance Rating	Goals for Awards	Point Value	Points Earned
Exemplary	NEO Stewardship Award in Finance Recipient	2	1
Satisfactory	MDE Finance Award Recipient in FY 2023	1	
Not Satisfactory	Not an MDE or NEO Finance Award Recipient	0	
Analysis	The school did earn the FY23 MDE School Finance Award recipient for FY22 financial reporting.		
VII.B Fund Balance			
Performance Rating	Fund Balance Goals	Point Value	Points Earned
Exemplary	Reserve is at least three months' expenditures (20%) as measured by end of year reserves.	10	5
Satisfactory	Reserve is enough to cover one full payroll as measured by end of year reserves in FY 2023.	5	
Not Satisfactory	Reserve is less than one full payroll as measured by end of year reserves.	0	
Results	Fund Balance	Expenditures	SOD Calculation*
	-\$141,329	\$2,976,997	-4.75%
Analysis	Audited financials evidence that the reserve is enough to cover one full payroll as measured by end of year reserves in FY 2023. The reserves were actually a fund balance of \$368,060, an expenditure of, \$2,974,061, for a reserve of 12.38%. *The SOD Calculation did not reflect the actual reserve/fund balance, due to a timing issue when MDE pulled the data to determine SOD.		
VII.C Financial Audit			
Performance Rating	Financial Audit Goals	Point Value	Points Earned
Exemplary	No findings cited in the audit.	2	1
Satisfactory	No more than one finding (nonmaterial) cited in the audit in FY 2023.	1	
Not Satisfactory	More than one finding cited in the audit.	0	
Analysis	There was one deficiency cited in the FY22 audit** but no material weakness.		

*The Performance Framework serves as an updated dashboard throughout the contract term for monitoring compliance. The summative evaluation occurs in January of the renewal year and therefore uses the most current status - the prior year plus any subsequent deadlines for coming into compliance. The Performance Framework serves both as a formative assessment and summative evaluation.

**The FY23 audit was not available due to the auditor shortage.

Contract Renewal and Intervention	
Schools must achieve at least a Satisfactory Rating (50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Compliance, Finance) to be automatically recommended for a three-year contract renewal.	
Schools must achieve at least an Exemplary Rating (70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.	
Schools that earn less than 50% of the points possible overall or in any one area are a candidate for a nonrenewal in their final contract year or intervention in the other contract years.	
Summary and Analysis	
Based on information available to date, Star of the North Academy has earned 75 out of a total of 118 points possible, 63.56%.	
Based on information available to date, Star of the North Academy would be automatically recommended for a 3-year renewal.	
Academic Performance Points Earned	36
Academic Performance Total Points Possible	72
Academic Performance Percent of Points Earned	50.00%
Academic Performance Percent of Total Framework Points	61.02%
Climate Performance Points Earned	12
Climate Performance Total Points Possible	12
Climate Performance Percent of Points Earned	100.00%
Climate Performance Percent of Total Framework Points	10.17%
Operations Performance Points Earned	20
Operations Performance Total Points Possible	20
Operations Performance Percent of Points Earned	100.00%
Operations Performance Percent of Total Framework Points	16.95%
Finance Performance Points Earned	7
Finance Performance Total Points Possible	14
Finance Performance Percent of Points Earned	50.00%
Finance Performance Percent of Total Framework Points	11.86%
Performance Framework Points Earned	75
Performance Framework Total Points Possible	118
Performance Framework Percent of Total Points	63.56%

Star of the North Academy earned 63.56% of points possible overall, and at least 50% of points possible in each section - Academic, Climate, Operations, and Finance. Based on these results, the NEO Board voted to renew the contract for three years.

9. Types and amounts of insurance liability coverage the charter school must obtain, consistent with Minn. Stat. §124E.03, subdivision 2(d), per Minn. Stat. §124E.10, subdivision 1(a)(9). Minn. Stat. §124E.03, subdivision 2(d) notes that a charter school is a district for the purposes of tort liability under chapter 466. Chapter 466.04 details the specific required insurance amounts.

See Section 6 Operating Requirements Subsection 6.14. Insurance of this Agreement.

10. Consistent with Minn. Stat. §124E.09, paragraph (d), a provision to indemnify and hold harmless from any suit, claim, or liability arising from any charter school operation: 1) the authorizer and its officers, agents, and employees; and 2) notwithstanding 3.736, the commissioner and department officers, agents, and employees; per Minn. Stat. §124E.10, subdivision 1(a)(10).

See Section 6 Operating Requirements Subsection 6.15. Assumption of Liability of this Agreement.

11. The term of the contract, which for an initial contract may be up to five years plus a preoperational planning period, or for a renewed contract or a contract with a new authorizer after a transfer of authorizers, may be up to five years, if warranted by the school's academic, financial, and operational performance per Minn. Stat. §124E.10, subdivision 1(a)(11).

Effective date: July 1, 2024

Expiration date: June 30, 2027

12. How the charter school board of directors or the charter school operators will provide special instruction and services for children with a disability under Minn. Stat. §§125A.03 to 125A.24, and 125A.65, and a description of the financial parameters within which the charter school will provide the special instruction and services to children with a disability, per Minn. Stat. §124E.10, subdivision 1(a)(12).

Guided by the federal Individuals with Disabilities Education Act (IDEA) and Minnesota regulations, the School ensures all special education students receive a free and appropriate public education guided by the Individualized Education Program (IEP), which results in a comprehensive plan addressing needs specific to individual students.

The School offers programs and services for students who have met special education eligibility in any of the thirteen disability areas identified in Minnesota Rules Chapter 3525.

The School also follows requirements pertaining to districts special education responsibilities found in the United States Code, title 20, chapter 33, sections 1400 et seq., and Code of Federal Regulations, title 34, part 300.

After enrollment of each student, the School will proceed with the request for transfer documents including any assessment results and existing IEP or 504 plans for the students.

After enrollment, in the initial registration form and conference with family, information will also be collected. The School will use a Special Needs "Child Find Process" continuously to identify, provide interventions for and if warranted, assess students for placement in Special Education and/504 services and develop the appropriate IEP.

- **Law:** 125A.03 SPECIAL INSTRUCTION FOR CHILDREN WITH A DISABILITY. (a) As defined in paragraph (b), every district must provide special instruction and services, either within the district or in another district, for all children with a disability, including providing required services under Code of Federal Regulations, title 34, section 300.121, paragraph (d), to those children suspended or expelled from school for more than ten school days in that school year, who are residents of the district and who are disabled as set forth in section 125A.02. For purposes of state and federal special education laws, the phrase "special instruction and services" in the state Education Code means a free and appropriate public education provided to an eligible child with disabilities and includes special education and related services defined in the Individuals with Disabilities Education Act, subpart A, section 300.24.

- **Child Find:** A child find process for identifying and potentially referring students for intervention and/or assessment of special education needs will include:
 - o Special education information in marketing materials, on the school's web site, and in brochures
 - o Information requested on Transfer of Records request.
 - o Examination of records of incoming students.
 - o Parental Request for evaluation.
 - o A child study team will monitor and research the needs of any child suggested for assessment, service and/or other help.
 - o Classroom teachers will be in-serviced on pre-referral and referral procedures
 - Procedures necessary to ensure parents are consulted, informed, and kept apprised.
 - Proper management of a student IEP including the provision and monitoring of all required educational and related services.

- The various forms and documents that must be prepared, updated and filed related to a special needs student including initial referrals, and more.
 - A procedure for maintaining confidentiality and accurate and timely reporting.
 - Data collections as required by IDEA, and the state; for example, the number of students being provided special education services; the types and numbers of students exempted from state assessments; the basis of exit of students with disabilities from the school.
- **IEP:** The Case Manager will follow all Special Education due process laws. The Case Manager will facilitate an annual IEP meeting to review students' progress, strengths, weaknesses, present level performance, and consult with all team members including parents regarding students' progress or lack of progress. Goals and objectives will be written in accordance to students' disabilities and needs. The team will also review and discuss appropriate adaptations, modifications, test assessments, technology needs and transportation needs. After the meeting, the Case Manager will follow Minnesota Special Education best practice policies; which is to have the IEP written and sent out within 4 days, giving parents 10 days to review the IEP. The IEP will be implemented after the IEP has been agreed upon and signed by the parent or after the 14 days are up. At this time, all relevant teachers will be notified of the student's adaptations and modifications of the IEP. The goals and objectives will be monitored and reported in writing as often as the general education student body is monitored as reported, and parents will be notified of progress in writing.
 - **Staffing:** The School contracts with a third party to serve as the Special Education Director to provide leadership and guidance in the area of special education. With the assistance of the contracted third party special education director, the school has developed a Total Special Education System Manual to comply with all state and federal requirements as outlined, to ensure that the needs of special education students are met. In addition, the school hires a Special Education Teacher (multiple licenses preferred) and as many HQ Special Education Assistants as required by the IEPs. All Special Education staffing and supplies are outlined in the school's budget, including the SPED director in the Budget. Currently, over 90% of the expenditures for SPED are billed to the home district of student residence and the school will receive additional resources from Federal SPED payments.

504 Plans:

- **Law:** Section 504 is a civil rights law that prohibits discrimination against individuals with disabilities. Section 504 ensures that the child with a disability has equal access to an education. The child may receive accommodations and modifications. Unlike the Individuals with Disabilities Education Act (IDEA), Section 504 does not require the school to provide an individualized educational program (IEP) that is designed to meet the child's unique needs and provides the child with educational benefit. Under Section 504, fewer procedural safeguards are available to children with disabilities and their parents than under IDEA.

- **Child Find:** Similar to the special education program, a child find process for identifying and potentially referring students for determination of eligibility 504 needs will include:
 - o Special education information in marketing materials, on the school's web site, and in brochures
 - o Information requested on Transfer of Records request.
 - o Questions asked on home visits.
 - o Examination of records of incoming students.
 - o Parental Request for evaluation.

• **504 Plan:** A 504 plan will be developed by appropriate and qualified staff that meets the requirements of the law. This plan will assure non-discrimination and full rights to FAPE. Examples of 504 eligibility include those students that narrowly miss qualifying for SPED services, students with injuries, physical handicaps, and others.

• **Staffing:** As a small charter school, the School assigns the duties of 504 plans with assistance from the SPED director.

The School acknowledges the provisions of Minnesota Statutes 124E, and rules regarding its obligation to provide certain data to the Commissioner. At such time as The School has determined the number of its students who have disabilities as defined in Minnesota Statutes, sections 125A.03-24 and 125A.65, the school shall provide to the Commissioner as required a description of the financial parameters within which the school will operate to provide special education instruction and services to such children.

13. The specific conditions for contract renewal that identify performance of all students under the primary purpose of Minn. Stat. §124E.01, subdivision 1, as the most important factor in determining whether to renew the contract, per Minn. Stat. §124E.10, subdivision 1(a)(13).

The primary purpose of Star of the North Academy is to improve the learning, achievement, and success of all students. The specific conditions for contract renewal that identify performance under the primary purpose as the most important factor in determining contract renewal, are as follows.

The Academic Performance Indicators are worth a total of 72 points out of 118 points possible (61.02%) of the total Performance Framework points possible. Because the majority of points possible are based on Academic Performance Indicators, performance under the primary purpose of improving the learning, achievement, and success of all students is the most important factor in determining contract renewal. For a description of the Academic Performance Indicators see Item (3) of the Addendum to this Agreement: (3) A description of the School program and the specific academic and nonacademic outcomes that pupils must achieve.

Schools authorized by NEO must achieve at least a Satisfactory Rating (at least 50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Operations, Finance) to be automatically recommended for a three-year contract renewal and at least an Exemplary Rating (at least 70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

All contract renewals will be for either three or five years. Fewer than three years does not provide enough information on which to make a renewal decision. A three-year term may be extended based on the extenuating circumstances.

14. The additional purposes under Minn. Stat. §124E.01, subdivision 1, and related performance obligations under clause (7) contained in the charter contract as additional factors in determining whether to renew the contract, per Minn. Stat. §124E.10, subdivision 1(a)(14).

The additional purpose of Star of the North Academy is:

Increase quality learning opportunities for all pupils.

The Climate Performance Indicators are worth 12 of the total Performance Framework points possible (10.17%), the Operations Performance Indicators are worth 20 (16.95%), and the Finance Performance Indicators are worth 14 (11.86%). These indicators measure student attendance, parent satisfaction, student retention, legal compliance, and fiscal health.

NEO and Star of the North Academy have determined that these additional indicators are important for the school's capacity to achieve the additional purposes and therefore serve as additional factors in determining contract renewal.

For a description of the Climate, Operations and Finance Performance Indicators see Item (3) of the Addendum to this Agreement: (3) A description of the School program and the specific academic and nonacademic outcomes that pupils must achieve.

Schools authorized by NEO must achieve at least a Satisfactory Rating (at least 50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Operations, Finance) to be automatically recommended for a three-year contract renewal and at least an Exemplary Rating (at least 70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

All contract renewals will be for either three or five years. Fewer than three years does not provide enough information on which to make a renewal decision. A three-year term may be extended based on the extenuating circumstances.

15. **Per Minn. Stat. §124E.10, subdivision 1(b), the plan for an orderly closing of the school under chapter 317A, that establishes the responsibilities of the school board of directors and the authorizer, whether the closure is a termination for cause, a voluntary termination, or a nonrenewal of the contract. The plan must establish who is responsible for: (1) notifying the commissioner, school district in which the charter school is located, and parents of enrolled students about the closure; (2) providing parents of enrolled students information and assistance to enable the student to re-enroll in another school; (3) transferring student records under Minn. Stat. §124E.03, subdivision 5, paragraph (b), to the student's resident school district; and (4) closing financial operations.**

School Closure Plan

This School Closure Plan provides a starting point for coordinating the process of closing a School. The closure of any School authorized by NEO will be carried out with attention to all applicable state and federal laws, and in consultation with the Minnesota Department of Education. The School must provide sufficient information and assistance enabling students to enroll in another School in the event of a closure. The School must create a plan including responsible party and timeline for completion for all of the following necessary actions. The School's board must adopt the School wind up plan within 20 days of notification of closure and the plan must be updated at least twice per month. Priority should be given to continuing the School's educational program through the end of the charter termination and retaining funds to complete the wind up process.

The Authorizer will oversee and monitor the implementation of this School closure plan, including collection of all required documents and required reporting.

Name of School:	Address:
Date of Closing:	School contact person(s) to send and receive communication:

	Responsible Party	Timeline for Completion	Actual Completion	Status
Students and Families				
Notify parents of the coming closure: Parents or legal guardians of all students enrolled should be notified as soon as the decision is made to close the School. The notice should include the School's plans to help students identify and transition into a new School. The notice should include 1) the date of the last day of regular instruction, 2) information and offer of assistance sufficient to enable the student to reenroll in another School, 3) a list of and contact information for the charter, public and private Schools in the area, and 4) the date of optional School fair coordinated by the School with representatives of area Schools. Provide the Authorizer with a copy of the notice. Provide sufficient information and assistance enabling students to enroll in another school.	School			
Continue current instructional program as specified in the School's charter, including administration of state-mandated assessments.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
<p>Within 7 days after the end of classes, provide parents/guardians with copies of final report cards and notice of where student records will be sent and specific contact information. The notice must advise the parent/guardian to contact the School where the student intends to enroll and to have the student's new School contact the School's district of location to have the student's educational records transferred to the new School. The student records must be sent to the student's new School upon the new School's request. After the School closes, and unless the student's records are requested by another School, the remaining student records will be sent to each student's School district of residence. The School will provide the Authorizer with a copy of the notice.</p>	School			
<p>Transfer pupil records and testing materials to students' resident districts. If the parents do not request transfer of records to a specific School, student records must be sent to the student's resident district. All end of year grades and evaluations must be completed and made part of the student records, including any IEP/Committee on Special Education meetings/progress reports. Testing material, including scores, test booklets, etc. required to be maintained by the School must also be forwarded to the new School.</p>	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
<p>No later than 10 business days after the School closes, send student records to the new School including; 1) Individualized Education Programs and all records regarding special education and supplemental services, 2) student health and immunization records, 3) attendance records, 4) grades, 5) assessments/testing data, 6) credits earned, 7) MARSS numbers, and all other student records.</p> <p>If a student's record contains formal disciplinary records, provide notice to the student and student's parent/guardian that the records will be transferred as part of the student's educational record. This requires an individual file by file review. To the extent that scores will come into existence after the end of classes, arrangements must be made with the testing agent to forward such material to the new School.</p>	School			
Staff				
Provide contact information, and list of employees/School Board members and correspondent responsibilities to the Authorizer.	School			
Terminate any contracts and cancel any programs extending beyond the charter termination.	School			
Pay state and federal payroll taxes; pay all TRA and PERA dues.	School			
Coordinate termination of insurance benefits.	School			
Provide letters of recommendation for staff.	School			
Pay Staff through last day of employment.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Financial and Legal				
Create an escrow account to cover closure costs. Segregate by School Board resolution in a separate checking account up to \$50,000 in funds to be used for legal, accounting, and other expenses to dissolve the School.	School			
Reconcile final General Education Aid amount.	School			
Track all Special Education expenditures (Sp.Ed. information required during a School closure is essentially the same information that would be required during a Special Ed. Fiscal Monitoring visit).	School			
Track expense information (save all invoices) for federal Planning Grant; coordinate grant wrap-up with MDE liaison including submission of final Expenditure Report.	School			
Notify the landlord that during the wind-up of the School's affairs, it is anticipated that the School Board will use the School Facility, and access thereto should be maintained, even if only by advance notice in order to access assets, etc. In the event that the landlord sells or rents the School Facility before the winding up of the School's affairs, the School must relocate its business records and remaining assets to a location with operational telephone service and voice message capability, and maintain custody of business records until all business and transactions are completed, and the School corporation dissolved. Reconcile final Lease Aid amount.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
<p>Examine contracts with vendors and arrange for their termination – seek to fulfill contractual requirements to the greatest extent possible given the School's resources.</p> <p>If the local education agency (LEA) contracts with an outside vendor to complete fiscal work specify how financial information will be accessed until dissolution.</p> <p>Retain records of past contracts with proof that they were fully paid. Telephone, gas, electric, water, insurance for example should remain operative through the end of classes and to the extent necessary to wind up the School's affairs beyond that time.</p>	School			
<p>Ensure safe-keeping of the School's physical assets, financial assets, and the facility during the shutdown process.</p> <p>Auction/sell assets in a manner that avoids conflicts of interests.</p> <p>Protect assets against theft, misappropriation and deterioration.</p> <p>Maintain insurance as until final dissolution.</p> <p>No later than 30 days prior to the end of classes, all of the School's assets must be inventoried. Provide the Authorizer with a copy of the inventory and separately identify assets purchased with federal grant dollars and owned by any entity other than the School.</p>	School			
<p>Formulate list of creditors and debtors and any amounts accrued and unpaid. Provide this list to the Authorizer. Solicit from each creditor a final accounting of the School's accrued and unpaid debt.</p> <p>Negotiate a settlement of debts. Within thirty (30) days the School must contact all debtors and demand payment.</p> <p>Debtors include persons who owe the School fees or credits and any person holding property of the School.</p>	School			
<p>The School must reconcile its billings and payments with the districts, including special education payments.</p>	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Provide for disposal of the School's assets according to Minnesota Chapter 317A.	School			
Liquidate or close bank accounts according to schedule that minimizes fees but leaves the School enough flexibility to pay creditors, attorneys, accountants, and for final audit and dissolution. Cancel corporate credit cards and lines of credit. Change authorized signatures on accounts as needed.	School			
File final tax returns and reports.	School			
Arrange for final audit. File as requested by Minn. Stat. §124E.	School			
Close out all State and Federal grants.	School			
All liabilities and obligations of the School must be paid and discharged to the extent of the School's assets. Assets received and held by the School subject to limitations permitting their use only for charitable, benevolent, educational, or similar purposes, but not held upon condition requiring return or with specific disposition instructions, shall be held until dissolution and transferred or conveyed to one or more charter schools. An itemized receipt must be obtained from each recipient of an asset containing name, address and telephone number of the recipient. In closing out any federal grant and accounting for federal grant funds, property owned by the federal government or property acquired under a federal grant must be distributed in accordance with federal regulations.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Notifications and Miscellaneous				
Notify the Minnesota Department of Education and the Commissioner and schedule the MDE audit, as applicable.	School and Authorizer			
After an employee termination date is established, notify all employees of termination of employment and/or contracts, and notify benefit providers of pending termination of all employees. Notify employees and providers of termination of all benefit programs, and, if allowable, terminate all programs as of the last date of service in accordance with Applicable Law and regulations (i.e. COBRA), including healthcare, health insurance, life insurance, dental plans, eyeglass plans, cafeteria plans, teacher retirement plans and other.	School			
Notify employees of eligibility for Minnesota Unemployment Insurance pursuant to any applicable law and regulations. In the event that the School has not paid into the unemployment program on an ongoing basis, the School may have significant financial liability on an ongoing basis after the end of classes, and additional reserve funds should be set aside.	School			
Notify the local School district of the closure, including 1) the closure date, 2) students that they will be getting, 3) a phone number/contact person to call for records, and 4) notification regarding cessation and transportation services if applicable. Provide the Authorizer with a copy of the notice.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Within 30 days, formulate a list of all contractors with contracts in effect; the list should briefly describe the service and whether any property such as the photocopier is related to the contract. Notify the contractors regarding cessation of School operations. If applicable, instruct contractors to make arrangements to remove any contractor property from the School facility by a date certain. Provide the Authorizer with a copy of the notice.	School			
As required by the contractual notice requirements, cancel School district or private transportation services.	School			
Notify the local media of the School closure – communicate proactively and attending to the positive aspects of the charter school movement as well as the specific circumstances leading to this School’s closure	School			
Notify the Offices of the Minnesota Secretary of State and Attorney General	School			
Notify the IRS of the dissolution of the education corporation and its 501(C)(3) status and any address change of the School contact, and file required tax returns and reports.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Interim and Final Statements of Notification to Authorizer: No later than 10 days after the end of classes, prepare and submit to the Authorizer the status of all contracts and other obligations of the School and all funds including principal and accrued interest, owed to, and by, the School Corporation, with supporting evidence showing 1) all creditors and any amounts paid to them, 2) any amounts of debt, 3) all amounts owed to School by debtors, 4) all income generated through sale and auction of assets. No later than 10 days prior to filing of a dissolution proceeding, the School must provide a final statement to the Authorizer with all of the above information.	School			
The School Board must follow the dissolution provisions provided by Applicable Law. The Board must adopt an intent to dissolve resolution which includes the plan of dissolution, secure any required affirmation/approvals, file notice of intent to dissolve with the Minnesota Secretary of State and the Minnesota Attorney General's office, publish notice for unknown creditors and provide written notice to known, distribute assets. The Board must approve the Articles of Dissolution and file them with the Secretary of State as well as provide a copy to the Authorizer.	School			

16. The agreed-upon fee structure the authorizer will annually assess the school, per Minn. Stat. §124E.10, subdivision 3(b).

The fee charged by the Authorizer to the School shall be the maximum allowable under Minn. Stat. §124E.

17. The plan to address any outstanding obligations from the previous contract.

The charter contract between the proposed authorizer and the school must identify and provide a plan to address any outstanding obligations from the previous contract. This section is not applicable for the initial charter contract.

Through the School's Performance Framework, NEO and the School have worked together to clarify expectations and measures of school progress toward goals to more effectively and efficiently ensure that School performance expectations are clear and progress is monitored and evaluated consistently throughout the term of the contract as well as in the year of renewal.

In addition, NEO has made the School's progress toward goals more accessible and visible to the school leaders by making the Performance Framework available to the leadership of the school and authorizer through Google Sheets. The School leaders can access the School Performance Framework, use the Performance Framework to identify school strengths and areas in need of improvement, and act in response to the feedback throughout the term of the contract.

Star of the North Academy will develop a comprehensive, schoolwide plan to address areas in the framework where they were rated "unsatisfactory". MCA reading proficiency scores are not where they need to be and as a result, this will be the main focus of professional development and concentrated efforts for the 2019-2020 school year. Three action items that the school will undertake will include, improving early literacy skills with the increased use of leveled readers, reading RTI programs and tier 1 reading interventions in the classroom. The strategies the school will employ to do this include using fall NWEA data for classroom interventions and small group instruction and Fast Bridge benchmarking and progress monitoring to ensure that the reading interventions used by Title 1 intervention staff are working. The school has been awarded a Reading Tutor through Reading Corps and this will help to increase the number of students receiving interventions.

To improve the academic level of all students, but especially that of ELL students, the school is a part of Hamline University's ELM Project (English Learners in the Mainstream). The ELL teacher will receive special training to provide instructional coaching to mainstream classrooms where there is a high concentration of ELL students. The purpose of ELM is to make sure that through the coaching program, teachers will have more strategies and increase the types of feedback they provide students in improving their literacy and English acquisition skills. This program will help all learners in the classroom as it will be rooted in best practice instructional methods. Teachers will need to put language objectives into their learning plan to make sure that this effort is transparent for students, parents and administration.

The school will conduct a review of the ELA curriculum, resources and pacing guides to ensure that everything is aligned to prepare students to be proficient on grade level standards. This will include an increase the use of leveled readers at the 3-5 grade level and the increased use of progress monitoring to ensure increases in reading levels are taking place.

The MCA math proficiency rating will be improved by increasing both Tier 1 and pull-out math interventions for student performing significantly below grade level. The school was awarded a math tutor through Math Corps and will use this position to work with students to help them achieve grade level. The school will also do some schedule adjustments in the middle school to allow for some students to take a skills-based math class in addition to their grade level, standards based math class. In order to improve the rating on NWEA growth targets, the school will increase the programming offered to high performing students. The school conducted a pilot gifted and talented program this spring with plans to expand it in the 2019-2020 school year.

18. The Charter School Board membership roster.

Name	E-mail	Position (Chair, Vice Chair, Secretary, Treasurer)	Seat (Parent, Community Member, Teacher with File Folder #)	Term Start and Term End Dates
Magdy Rabeaa	mrabeaa@snacharterschool.org	Ex-Officio	N/A	N/A
Javed Mohammad	jmohammad@snacharterschool.org	Board Chair	Community Member	7/1/23- 6/30/27
Fikret Ajdinovic	fiko75@msn.com	Member	Parent	7/1/23- 6/30/27
Abdul Khadeer	akhadeer@snacharterschool.org	Treasurer	Community Member	7/1/23- 6/30/27
Zeenat Ahmed	zeenat22@snacharterschool.org	Member	Teacher #1012681 Expires 6/27	7/1/23- 6/30/27
Seid Ibrahim	seidibrahim@live.com	Member	Parent	7/1/23- 6/30/27

19. Copy of School's Certificate of Incorporation or Good Standing issued by the Minnesota Secretary of State's Office.

**Office of the Minnesota Secretary of State
Certificate of Good Standing**

I, Steve Simon, Secretary of State of Minnesota, do certify that: The business entity listed below was filed pursuant to the Minnesota Chapter listed below with the Office of the Secretary of State on the date listed below and that this business entity is registered to do business and is in good standing at the time this certificate is issued.

Name: Star of the North Academy
Date Filed: 01/14/2014
File Number: 726728700025
Minnesota Statutes, Chapter: 317A
Home Jurisdiction: Minnesota

This certificate has been issued on: 05/27/2026



A handwritten signature in black ink that reads "Steve Simon".

Steve Simon
Secretary of State
State of Minnesota

20. Copy of School's Articles of Incorporation stamped with the filing date.

Office of the Minnesota Secretary of State Certificate of Incorporation

I, Mark Ritchie, Secretary of State of Minnesota, do certify that: The following business entity has duly complied with the relevant provisions of Minnesota Statutes listed below, and is formed or authorized to do business in Minnesota on and after this date with all the powers, rights and privileges, and subject to the limitations, duties and restrictions, set forth in that chapter.

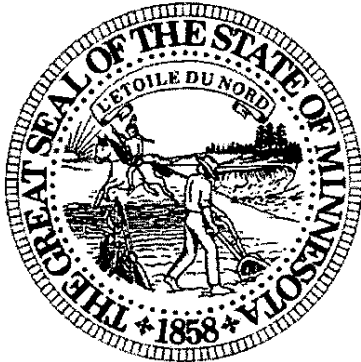
The business entity is now legally registered under the laws of Minnesota.

Name: Star of the North Academy

File Number: 726728700025

Minnesota Statutes, Chapter: 317A

This certificate has been issued on: 01/14/2014



Mark Ritchie

Mark Ritchie
Secretary of State
State of Minnesota

NP Original



72672870002

Articles of Incorporation of
Star of the North Academy

The undersigned incorporator(s), a natural person 18 years of age or older, in order to form a corporate entity under Minnesota Statutes, Chapter 317A, adopts the following articles of incorporation.

ARTICLE I
NAME/REGISTERED OFFICE ✓

The name of this corporation shall be Star of the North Academy located at 4301 Central Avenue NE. Columbia Heights, MN 55421. ✓

ARTICLE II
PURPOSE

This corporation is organized exclusively for educational purposes, more specifically to provide educational services to students in grades Kindergarten through twelve, in the Twin Cities metropolitan area. To this end, the corporation shall at all times be operated exclusively for charitable purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as now enacted or hereafter amended, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, as now enacted or hereafter amended. All funds, whether income or principal, and whether acquired by gift or contribution or otherwise, shall be devoted to said purposes.

ARTICLE III
EXEMPTION REQUIREMENTS

At all times shall the following operate as conditions restricting the operations and activities of the corporation:

1. No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or others private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in the purpose clause hereof.
2. No substantial part of the activities of the corporation shall constitute the carrying on of propaganda or otherwise attempting to influence legislation, or any initiative or referendum before the public, and the corporation shall not participate in, or intervene in (including by publication or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office.
3. Notwithstanding any other provisions of this document, the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 170 (c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

ARTICLE IV
DURATION

The duration of the corporate existence shall be perpetual. ✓

ARTICLE V
BOARD OF DIRECTORS

The corporation shall have no members. The management of the affairs of the corporation shall be vested in a Board of Directors, as defined in the corporation's Bylaws. No Director shall have any right, title, or interest in or to any property of the corporation.

Directors shall serve until the first annual meeting, at which their successors are duly elected and qualified, or removed as provided in the Bylaws.

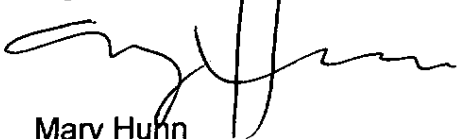
ARTICLE VI
PERSONAL LIABILITY

No officer or Director of this corporation shall be personally liable for the debts or obligations of this corporation of any nature whatsoever, nor shall any of the property of the officer or Directors be subject to the payment of the debts or obligations of this corporation.

ARTICLE VII
DISSOLUTION

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed shall be disposed by the District Court of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

Signature and Date: 1-14-14



Mary Huhn
Sole Incorporator

4301 Central Ave N
Columbia Heights, MN 55421

STATE OF MINNESOTA
DEPARTMENT OF STATE
FILED

JAN 14 2014

Mark Ritchie
Secretary of State

LS

Office of the Minnesota Secretary of State
Minnesota Nonprofit Corporation/Annual Renewal
Minnesota Statutes, Section 5.34



Annual Renewal Year: **2019**

Annual Renewal Filing Date: **4/23/2019**

Nonprofit Corporation Name: **Star of the North Academy**

Original Filing Number: **726728700025**

Home Jurisdiction: **Minnesota**

Filing Party Information:

Party Type:	Name:	Address:
President	Lulzim Axhijaj	1562 Viking Blvd NE East Bethel MN 55011
Registered Office Address		4301 Central Ave NE Columbia Heights MN 55421



Work Item 1081854500027
Original File Number 726728700025

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
04/23/2019 11:59 PM

Steve Simon

Steve Simon
Secretary of State



Office of the Minnesota Secretary of State

Minnesota Business & Nonprofit Corporations

Amendment to Articles of Incorporation

Minnesota Statutes, Chapter 302A or 317A



Read the instructions before completing this form.

Filing Fee: \$55 for expedited service in-person and online filings, \$35 for mail

1. Corporate Name: (Required)

Star of the North Academy

List the name of the company prior to any desired name change

2. This amendment is effective on the day it is filed with the Secretary of State, unless you indicate another date, no later than 30 days after filing with the Secretary of State.

11/01/2019

Format: (mm/dd/yyyy)

3. The following amendment(s) to articles regulating the above corporation were adopted: (Insert full text of newly amended article(s) indicating which article(s) is (are) being amended or added.) If the full text of the amendment will not fit in the space provided, attach additional pages.

ARTICLE

[Empty box for Article Number]

Change the name of the President from Lulzim Axhijaj to Javed Mohammad.
Change the registered office address to 1562 Viking BLVD. NE East Bethel, MN 55011

4. This amendment has been approved pursuant to Minnesota Statutes, Chapter 302A or 317A.

5. I, the undersigned, certify that I am signing this document as the person whose signature is required, or as agent of the person(s) whose signature would be required who has authorized me to sign this document on his/her behalf, or in both capacities. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

[Handwritten Signature]

11/07/19

Signature of Authorized Person or Authorized Agent

Date

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

dmadland@snacharterschool.org

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Dawn Madland

763-450-5561

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No



Work Item 1118987000032
Original File Number 726728700025

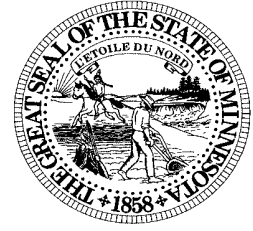
STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
12/05/2019 11:59 PM

Steve Simon

Steve Simon
Secretary of State

Office of the Minnesota Secretary of State
Minnesota Business & Nonprofit Corporations
Amendment to Articles of Incorporation

Minnesota Statutes, Chapter 302A or 317A



Read the instructions before completing this form.

Filing Fee: \$55 for expedited service in-person and online filings, \$35 for mail

Note: Information provided when filing a business entity is public data and may be viewable online. This includes but is not limited to all individual names and addresses.

1. File Number:

2. Corporate Name: (Required)

List the name of the company prior to any desired name change

3. This amendment is effective on the day it is filed with the Secretary of State, unless you indicate another date, no later than 30 days **after** filing with the Secretary of State.

Format: (mm/dd/yyyy)

4. The following amendment(s) to articles regulating the above corporation were adopted: (Insert full text of newly amended article(s) indicating which article(s) is (are) being amended or added.) If the full text of the amendment will not fit in the space provided, attach additional pages.

ARTICLE

PERSONAL LIABILITY:

In accordance with, and to the fullest extent permitted by Minnesota Charter Law which holds board members individually liable to the charter school for any damage caused by any violation of conflict of interest provisions of the Law.

5. This amendment has been approved pursuant to Minnesota Statutes, Chapter 302A or 317A.

6. I, the undersigned, certify that I am signing this document as the person whose signature is required, or as agent of the person(s) whose signature would be required who has authorized me to sign this document on his/her behalf, or in both capacities. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Signature of Authorized Person or Authorized Agent

Date

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No



Work Item 1480028000023
Original File Number 726728700025

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
06/27/2024 11:59 PM

Steve Simon

Steve Simon
Secretary of State

21. Copy of the School's current (signed) bylaws adopted and approved by the School's board of directors.

Bylaws of
Star of the North Academy

Article I - Name and Purpose

Section 1.1 - Name: The name of the organization shall be Star of the North Academy (hereinafter "Corporation" or "SNA"). It shall be a nonprofit organization incorporated under the laws of the State of Minnesota.

Section 1.2 - Purpose: SNA is organized exclusively for educational purposes. Specifically, it is organized to provide a public Charter School.

Section 1.3 - Statute: The Corporation shall operate in accordance with Minnesota Charter School Law, MS 124E.10.

Article II - Membership

Section 2.1 - Membership: The Corporation shall have no members. The Board of Directors (hereinafter "Board") shall have all powers and duties for the conduct of the activities of the Corporation.

Article III - Board of Directors

Section 3.1 - Board role, size, and compensation: The Board is responsible for overall policy and direction of the Charter School, and delegates responsibility of day-to-day operations to the school staff and committees. The Board shall have not less than five (5) and not more than eleven (11) members. The Executive Director shall be an ex-officio (non-voting) member of the Board. The Board receives no compensation other than reasonable expenses. The Corporation shall carry liability insurance covering the Board Directors and Board officers of the Corporation.

Section 3.2 - Responsibility: The Board shall carry out their responsibilities in accordance with MS 124E. 12, Subd. 1, such as ensuring fair employment practices and other matters related to the oversight and governance of the school: including budgeting, curriculum and operating procedures.

Section 3.2 - Terms: Each Board Director can serve up to four terms, with the possibility of renewal for additional terms based on need. From the date of the latest approval of the bylaws, all Board Directors shall serve four-year terms, with board members' terms beginning on July 1 and ending on June 30. Vacancies will be filled for the duration of the remaining term.

Section 3.3 - Board Makeup: The Board makeup shall be in accordance with MS Chapter 124E.07 Subd. 3, such that the Board shall be composed of at least 5 nonrelated members and include:

A. At least one licensed teacher employed at the school or a licensed teacher providing instruction under contract between the charter school and a cooperative.

To serve as a licensed teacher on a charter school board, an individual must: 1. be employed by the school or provide at least 720 hours of service under a contract between the charter school and a teacher cooperative;

2. be a qualified teachers as defined under section 122A.06, either serving as a teacher of record in a field in which the individual has a field license, or providing services to students the individual is licensed to provide; and

3. Not serve in an administrative or supervisory capacity for more than 240 hours in

a school calendar year.

B. At least one parent or legal guardian of a student enrolled in the charter school who is not an employee of the charter school.

C. An interested community member who is not employed by the charter school and who does not have a child enrolled in the school.

D. Two or three interested candidates with a reasonable experience in charter school Finance, governance, or employment from any of the above three categories (3.3A, 3.3B, and 3.3D).

E. Board structure / Makeup must be non-majority.

The board may change its governance structure only:

1. by a majority vote of the board of directors;
2. by a majority vote of the licensed teachers employed by the school as teachers who provide instruction to students, including licensed teachers providing instruction under a contract between the school and a cooperative; and
3. with the authorizer's approval.

Any change in board governance structure must conform with the board composition of no majority.

Section 3.4 - Board Elections: All elections shall comply with MS Chapter 124E.07 Subd. 5. Staff members employed at the school, including teachers providing instruction under a contract with a cooperative, members of the board of directors, and all parents or legal guardians of children enrolled in the school are the voters eligible to elect the members of the school's board of directors. At least 30 days prior to the election, eligible voters will be notified of the next Board election, the number of positions open, the eligibility requirements and the application procedure. Whenever notice to eligible voters is given, such notice shall be sufficient if given by the normal means of communicating with parents. SNA shall have no obligation to notify separately, parents who, through no action of SNA, lack access to or fail to receive such communications. The ultimate goal is the development of a Board that addresses the needs of the school and is also representative of the school's diversity. The Board may appoint an election committee. No election committee members shall be board candidates, spouses or relatives of board candidates, or current Directors running for re-election.

Section 3.5 - Meetings and notice: The Board shall meet every other month at an agreed upon time and place. All Board meetings shall comply with MS Chapter 13D (Open Meeting Laws). Notice of Board meetings shall be provided in accordance with MS Chapter 13D (Open Meeting Laws).

Section 3.6 - Quorum:

A meeting at which at least a majority of the members of the Board of Directors are present shall constitute a quorum for the transaction of business at any meeting of the Board of Directors. If, however, such quorum shall not be present at any such meeting, the director or directors present thereat shall have the power to adjourn the meeting and establish the time and place at which the meeting shall be continued when a quorum shall be present. Notification of the meeting shall be in accordance with the Open Meeting Law.

Section 3.7 - Officers and duties: The Board shall elect four officers of the Board each year. Officers shall consist of a Chair, Vice-Chair, Secretary, and Treasurer. The Chair and Treasurer positions shall not be elected from licensed teachers employed at the school. Any number of offices may be held by the same person, except that neither the Secretary nor the Treasurer may serve concurrently as the Chair. The number of terms an individual may serve as an officer of the board is four terms.

Their duties are as follows:

The Chair shall convene regularly scheduled Board meetings and shall set the agenda. The Chair shall also preside or arrange for other Directors of the Board to preside at each meeting in the following order: Vice-Chair, Secretary, and then Treasurer. At the direction of the Board, the Chair shall sign and deliver in the name of the Corporation, all deeds, mortgages, bonds, contracts or other instruments requiring an officer's signature, unless otherwise directed by the Board and shall have such other powers and perform such other duties as are prescribed by MS, Section 317A.305, Subd 2, and as the Board may from time to time prescribe.

The Vice-Chair shall chair committees on special subjects as designated by the Board. If the Chair is absent or unable to perform the Chair's duties the Vice-Chair shall perform the Chair's duties. And the Vice-Chair shall have such other power and perform such duties as the Board may from time to time prescribe.

The Secretary shall be responsible for keeping records of Board actions, including overseeing the taking of minutes at all Board meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each Board Director, and assuring that corporate records are maintained. And the Secretary shall have such other power and perform such duties as the Board may from time to time prescribe.

The Treasurer shall make a financial report at each Board meeting. The Treasurer shall chair the finance committee, assist in the preparation of the budget, help develop fundraising plans, and make financial information available to Board Directors and the public. And the Treasurer shall have such other power and perform such duties as the Board may from time to time prescribe.

Section 3.8 - Vacancies: When a vacancy on the Board exists mid-term, these vacancies will be filled only to the end of the particular Board Director's term.

Section 3.9 - Resignation, termination, and absences: Resignation from the Board must be in writing and received by the Secretary. A Board Director shall be terminated from the Board due to more than two unexcused absences from Board meetings in a year. A Board Director may be removed for other reasons by a three-fourths (3/4) vote of the remaining Board Directors. The Board Director in question shall be absented from voting.

Section 3.10 - Regular meetings: The Board shall establish a schedule of regular meetings. Notice of these meetings must comply with MS Chapter 13D.04 Subd. 1.

Section 3.11 - Special meetings: Special meetings of the Board shall be called with a three day written notice upon the request of the chair, or one-third (1/3) of the Board. These must be conducted in accordance with MS Chapter 13D.04 Subd. 2.

Section 3.12 - Closed Meeting: All regular and special meetings of the Board shall be open to the public, except that, upon a vote of a majority of the Board Directors present, or as a predetermined agenda item, a closed session may be held to discuss confidential topics. These must be conducted in accordance with MS Chapter 13D.01 Subd. 6.

Section 3.13 - Emergency meetings: Emergency meetings of the Board shall be called via telephone upon the request of the chair, or one-third (1/3) of the Board. These must be conducted in accordance with MS Chapter 13D.04 Subd. 3. Emergency meetings under pandemic or declared emergency

conditions may be conducted by telephone or other electronic means, in accordance with MS Chapter 13D.021.

Section 3.14 - Standard of Care:

A. Performance of Duties. Each Board Director shall perform all duties of a Board Director, including duties on any Board Committee, in good faith, in a manner the Board Director believes to be in the Corporation's best interest and with such care, including reasonable inquiry, as an ordinary prudent person in a like position would use under similar circumstances.

B. Reliance on Others. In performing the duties of a Board Director, the Board Director shall be entitled to rely on information, opinions, reports or statements, including financial statements and other financial data presented or prepared by:

1. One or more officers or employees of the Corporation whom the Board Director believes to be reliable and competent in the matters presented;
2. Legal counsel, independent accountants or other persons as to matters that the Board Director believes are within that person's professional or expert competence; or
3. A Board Committee on which the Board Director does not serve, as to matters within its designated authority, provided the Board Director believes the Board Committee merits confidence and the Board Director acts in good faith, after reasonable inquiry when the need is indicated by the circumstances, and without knowledge that would cause such reliance to be unwarranted.

C. Investments. In investing and dealing with all assets held by the Corporation for investment, the Board shall exercise the standard of care described above and avoid speculation, looking instead to the permanent disposition of the funds, considering the probable income, as well as the probable safety of Corporation's capital as an ordinary prudent person in a like position would use under similar circumstances. No investment violates this section where it conforms to provisions authorizing such investment contained in an instrument or agreement pursuant to which the assets were contributed to the Corporation. All investments should be in accord with MS 118A.04 and 118A.05.

Article IV - Board Committees and Advisory Councils

Section 4.1 - Board committee formation: The Board may create Board Committees as deemed appropriate. Members of a committee need not be Board Directors and shall hold such office for a term of one year from their appointment or until their successors are appointed, whichever occurs first. The committees will have the authority as delegated to them by the Board. All Board committee meetings shall comply with MS Chapter 13D (Open Meeting Laws). The Board shall develop accountability and reporting standards for all Board Committees.

Section 4.2 - Procedure: All Board Committees, and each member thereof, will serve at the pleasure of the Board. The Board will have the power at any time to increase or decrease the number of members of any committee, to fill vacancies thereon, to change any member thereof, and to change the functions or terminate the existence of any committee. Regular or special meetings of any Board committee will be held in the same manner provided in these Bylaws for regular or special meetings of the Board, and a majority of any Board committee will constitute a quorum at the meeting.

Section 4.3 - Advisory Council: The Board may create an advisory council, or other auxiliary groups as it deems appropriate, made up of advisors, to advise and support the Board. The chair of the advisory council may be designated as an ex-officio (non-voting) member of the board.

Article V - Executive Director and Staff

Section 5.1 - Executive Director: the Board hires The Executive Director. The Executive Director has day-to-day responsibilities for the Corporation, including carrying out the Corporation's goals and policies. The Executive Director will attend all Board meetings as an ex-officio (no vote) member of the Board, report on the progress of the Corporation, answer questions of the Board Directors, and carry out the duties described in the job description. The Board can designate other duties as necessary.

Article VI - Indemnification

Section 6.1 - Indemnification: Each Board Director, Board officer, and employee of the Corporation, past or present, each person who serves or may have served at the request of the Corporation as a Board Director, Board officer, partner, trustee, employee, representative, or agent of another organization or employee benefit plan, and the respective heirs, administrators, and executors of such persons, shall be indemnified by the Corporation in accordance with, and to the fullest extent permitted by, MS, Section 317A.521. The Corporation shall not be obligated to indemnify any other person or entity, except to the extent such obligation shall be specifically approved by resolution of the Board of Directors **except as prohibited by 2024 Minnesota Statutes section 124E.07, subdivision 3(e)-(f) and any amendment thereto.** The Corporation shall have the power to advance to such person's expenses incurred in defending any such proceeding to the maximum extent permitted by law. This Section is and shall be for the sole and exclusive benefit of the individuals designated herein and no individual, firm, or entity shall have any rights under this Section by way of assignment, subrogation or otherwise, whether voluntarily, involuntarily or by operation of law.

Article VII - Financial Matters

Section 7.1 - Fiscal Year: The fiscal year of the Corporation shall commence on July 1 of each year and end on June 30 of the following year.

Section 7.2 - Authorized Signatures: All checks, drafts, or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Corporation shall be signed by such person or persons and in such manner as shall from time to time be determined by the Board.

Section 7.3 - Deposits: All funds of the Corporation shall be deposited to the credit of the Corporation in such banks, trust companies, or other depositories as the Board may designate and shall be disbursed under such general rules and regulations as the Board may from time to time determine.

Section 7.4 - Financial Reporting: A summary report of the financial operations of the Corporation shall be made monthly to the Board.

Section 7.5 - Accounting System and Audit: The Board shall cause to be established and maintained, in accordance with generally accepted accounting principles applied on a consistent basis, an appropriate accounting and financial reporting system for the Corporation. The Board shall cause the records and books of accounts of the Corporation to be audited at least once each fiscal year and at such other times as it may deem necessary or appropriate, and may retain such person or firm for such purposes as it may deem appropriate.

Section 7.6 - Conflict of Interest: Any Board Director, officer, employee, or Board Committee member having an interest in a contract, other transaction, or program presented to or discussed by the Board or Board Committee for authorization, approval, or ratification shall make a prompt,

full, and frank disclosure of that interest to the Board. All contracts entered into by the Corporation, to the extent required by law, will be in compliance with MS 124E.14. **Section 7.7 - Documents Kept at Registered Office:** The Board shall cause to be kept at the registered office of this Corporation originals or copies of:

- A. Records of all proceedings of the Board and all Board committees,
- B. Records of all votes and actions of the Annual Associates Meeting,
- C. All financial statements of this Corporation, and
- D. Articles of Incorporation and Bylaws of this Corporation and all amendments and restatements thereof.

Article VIII - Distribution of Assets

Section 8.1 - Disposal of Assets: The Corporation may not sell, lease, transfer, or dispose of all or substantially all its property and assets, including its good will, not in the usual and regular course of its activities, without the approval of three-fourths (3/4) vote of the Board.

Section 8.2 - Right to Cease Operations and Distribute Assets: By a three-fourths (3/4) vote of the Board, the Board may determine that the Corporation cease operations and voluntarily dissolve. Such determination shall set forth the proposed dissolution and direct designated officers of the Corporation to perform all acts necessary to effect dissolution. If such cessation and distribution is called for, the Board shall set a date for commencement of the distribution.

Section 8.3 - Cessation and Distribution: When cessation of operations and distribution of assets has been called for, the Board and the designated officers shall cause the Corporation to discontinue its regular business activities and operations as soon as practicable, and shall liquidate and distribute all the Corporation's assets to other entities in accordance with MS, Section 317A.735 and in accordance with the Articles of Incorporation. Notice of intent to dissolve shall be filed with the Secretary of State, and notice shall be given to the Minnesota Attorney General, as required by MS Chapter 317A.

Article IX - Amendments

Section 9.1 - Amendments: These bylaws may be amended, when necessary, by a two-thirds (2/3) majority of the Board. Proposed amendments must be submitted to the Secretary to be sent out with regular Board announcements.



Javed Mohammad
Board Chair
06/27/25

22. NEO Policy for Schools Contracting with a Service Provider (Education Management Organization or Charter Management Organization) if applicable.

School Agrees to Meet the Conditions Set Forth in the Following Policy

As the entities responsible to the public for overseeing the performance of charter schools (“Charter School”), authorizers must hold charter school boards accountable for ensuring a quality education at the schools they govern.

If a school relies on an external service provider (“Service Provider”) to implement key terms of the charter between the authorizer and the school, the Service Provider’s effectiveness is critical to the school’s ability to perform as described in the charter.

Thus, it is essential for authorizers to adequately review and oversee a school’s relationship with its Service Provider.

NEO requires schools that propose working with an External Service Provider, including a charter management organization and education management organization (each, a “Service Provider”) to address the following.

Comprehensive Management Services

In the event a Charter School intends to enter into a contract with a Service Provider (“Service Contract”) including with a Charter Management Organization or Education Management Organization, all of the following requirements must be met by the Charter School:

- The Service Contract shall set forth the primacy of the Contract with NEO over the Service Contract, and the Service Contract shall be subject to, and shall incorporate by reference, the terms and conditions of the Charter Contract.
- The Charter School governing board contracting with a Service Provider shall retain independent legal counsel to represent the Charter School in contract negotiations as well as throughout its relationship with a Service Provider.
- The Charter School governing board contracting with a Service Provider shall retain independent audit and financial services to represent the Charter School in budgeting as well as financial reporting throughout its relationship with a Service Provider.
- NEO shall be provided and review and reserve the right to comment on the proposed Service Contract at least 30 days before it is executed.
- NEO shall be provided for review and reserve the right to comment all material Service Contract amendments as well as new or renewed Service Contracts at least 30 days before they are approved by the charter school board.

- The Service Contract, new or renewed, and all material contract amendments shall be submitted to NEO no later than thirty (30) days prior to the effective date. If NEO determines that the Service Contract does not comply with the NEO required provisions set forth below, or that entering into the Service Contract would otherwise be a violation of the conditions set forth below, the Charter School Agreement, or the Charter School Law, then NEO shall notify the Charter School within twenty (20) days, stating with particularity the grounds for its objections. In such event, the Charter School shall not enter into the Service Contract unless and until the deficiencies noted by NEO have been remedied to NEO's reasonable satisfaction.

Required Service Management Organization Contract Provisions

Generally, the draft Service Contract should clearly and specifically define the Service Provider's proposed role and responsibilities, payment structure, property ownership, methods for performance evaluation, and termination and renewal procedures, including in the event of School closure.

Roles and Responsibilities: allocation of responsibilities between the parties in areas such as financial management; personnel including who has the responsibility of hiring and firing; charter performance and compliance; educational, operational and policy decision-making; requirements to attend board meetings and community events; and any areas where the governing board has non-delegable legal responsibilities (e.g., adopting an annual budget).

A description and terms of the services to be provided during the term of the contract.

Contract Duration not to exceed five years, Renewal and Termination: assurance that a governing board has the right and ability, if necessary, to terminate a contract in a timely manner if it is in the school's interest with contracts with a termination right.

Notice that a charter school closure during the term of the contract by action of the authorizer or the school's board results in the balance of the current contract becoming null and void.

An annual statement of assurance to the charter school board that the CMO or EMO provided no compensation or gifts to any charter school board member, staff member, or agent of the charter school.

An annual statement of assurance that no charter school board member, employee, contractor, or agent of the CMO or EMO or any affiliated organization is a board member of the charter school or any other charter school.

Performance Oversight and Evaluation: description of clear methods and standards that will guide the governing board in overseeing and evaluating the Service Provider; and provide for a right to terminate by the Charter School on no less than thirty (30) days' notice if those standards are not met; The Service Contract shall require that the Service Provider furnish the Charter School with all information deemed necessary by the Charter School or the Board for the proper completion of the budget, quarterly reports, or Financial Audits, required under Section 6 of the Charter School Agreement.

- The Service Contract shall provide that all financial reports provided or prepared by the Service Provider shall be presented in a nonprofit format approved by the Charter School as meeting requirements in the state.
- The Service Contract shall provide that all employees or contractors of the Service Provider who have direct, daily contact with students of the Charter School shall be subject to the criminal background check requirements contained the Education Code to the same extent as employees of the Charter School.
- The Service Contract shall contain provisions requiring compliance with all requirements, terms and conditions established by any Federal or State funding source, including but not limited to the Federal Charter School Program (CSP) grant.

Compensation and Finances: Identification of how and how much a Service Provider will be compensated for its services, and what role a management service provider will play in developing budgets and managing finances.

The total dollar value of the contract including the annual projected costs of services.

Budget. The annual budget prepared by the Charter School shall include, without limitation, the following itemized information:

- All revenue anticipated by the Service Provider to be received from the Charter School.
- All expenses and anticipated expenses associated with the operation and management by the Service Provider of the Charter School.
- All expenses associated with the operation of the governing board of the Charter School, including without limitation personnel, occupancy, and travel expenses, if any, and provided that if these expenses are not paid out of expenses received from or through the Board, such expenses shall not be required to be separately itemized hereunder.
- All contract payments, lease payments, management fees, administrative fees, licensing fees, expenses and other amounts paid to the Service Provider or otherwise paid for the products and services to be delivered under the Service Provider Contract by the Charter School.
- All investments in the Charter School by the Service Provider, including the expected returns on equity for such investments.
- An itemized accounting of all amounts paid to the Service Provider or otherwise paid for the Contract Services, which amounts shall be itemized in a manner that clearly corresponds with those categories provided in the Charter School's annual budget or the Service Contract.
- The Financial Audits required of the Charter School Agreement shall include review of all fees and payments made by the Charter School to the Service Provider.

Any agreement with a CMO or EMO containing any of the following provisions is null and void:

- restrictions on the charter school's ability to operate a school upon termination of the agreement;
- restrictions on the annual or total amount of the school's operating surplus or fund balance;
- authorization to allow a CMO or EMO to withdraw funds from a charter school account; or
- authorization to allow a CMO or EMO to loan funds to the charter school.

Intellectual and Physical Property: clarification of ownership of instructional materials developed at the school using public funds, and of physical property obtained to operate the school; all agreements must allow for the continued use of any instructional materials provided by the Service Provider after termination for a reasonable fee; and that all instructional materials, furnishings and equipment purchased or developed with School funds remain the property of the School and not the Service Provider. The Service Contract shall identify whether or not a facility agreement exists with the Service Provider and, if so, the School shall provide a copy of the facility agreement to NEO. The Service Provider management agreement must contain an annual assurance that all assets purchased on behalf of the charter school using public funds remain assets of the school.

The Service Provider management agreement must contain policies and protocols that meet federal and state laws regarding student and personnel data collection, usage, access, retention, disclosure and destruction, and indemnification and warranty provisions in case of data breaches by the CMO or EMO.

Contingency Planning for Terminated Contracts: assurance of a smooth transition in the event that a service relationship is terminated, including the transfer of school records and property at no cost to the Charter School.

The Service Contract shall be terminable by the Charter School, in accordance with its bylaws or other established termination procedures, (A) upon material default by the Service Provider that is not remedied, including without limitation any act or omission of the Service Provider that causes a material default under the Charter School Agreement or that causes the Charter School to be in material violation of the Charter Schools Law that is not remedied, or (B) for other good cause as agreed by the Charter School and the Service Provider.