

Nasha Shkola Charter School

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# 2017/18 Annual Report



District #4208-07  
6717 85<sup>th</sup> Avenue North  
Brooklyn Park, MN 55455  
763/496-5550

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## Introduction

We are pleased to present the Annual & World's Best Workforce Reports regarding the 2017/18 school year at Nasha Shkola Charter School. We opened in 2012 and have completed our sixth year in operation as a Minnesota Charter School. Nasha Shkola is Russian for "Our School". The result of a project initiated by the Slavic Community Center, our school focuses on teaching Russian language and culture to students while providing them with a quality education that enables them to achieve their potential and prepare them for the world. Our program allows us to serve students who speak Russian at home and integrate them with English speaking children who desire to learn Russian. We are the only school in Minnesota to teach Russian language and culture to elementary and middle school aged students.

Nasha Shkola Charter School, Charter School District #4208-07

First year in Operation: 2012/13

Authorized Until: 2018

Grades Served: K-8

Address: 6717 85<sup>th</sup> Avenue North, Brooklyn Park, MN.

Phone: 763/496-5550

Website: [www.nashashkola.org](http://www.nashashkola.org)

## Mission

Nasha Shkola aspires to be a multi-cultural charter school committed to exceptional education in all areas of academic inquiry with an emphasis on Russian Language and Culture, providing structured and responsive learning environment based upon educational best practices for all students and their families.

## Vision

To be an academically rigorous school preparing students for continued success as motivated learners and global citizens.

## Authorizer

Nasha Shkola is authorized by Innovative Quality Schools and has been for 5 years. We are currently authorized under IQS until 2023.

Innovative Quality Schools (IQS)

200 South 6th Street, Suite 4000

Minneapolis, MN 55402

612-501-9606

Authorizer Contact: [Thomas Tapper](mailto:Thomas.Tapper@strategictrc.com)

[strategictrc@gmail.com](mailto:strategictrc@gmail.com)



## School Overview

### School Model

#### Curriculum

Nasha Shkola (NS) has developed a robust, well-researched and engaging curriculum in a diverse range of subjects including language arts, math, science, social studies, creative art, Russian Language and Russian studies. Core curricula have been aligned with MN state standards. Academic excellence for all students is a central goal for Nasha Shkola. The school's talented staff works hard to support the students in achieving this goal. NS educational program includes:

- Benchmark Literacy is a comprehensive, research-proven program designed to provide instructional phonics, spelling, writing, vocabulary building, comprehension and leveled/guided reading, and has many fiction and non-fiction books that have themes in social studies or science. It is built on the premise that all students can learn to read and write. This approach provides high-interest, developmentally appropriate instruction for each student. NS uses BL to develop foundational reading skills in students in grades K-5.
- Core Knowledge Sequence and Curriculum provides comprehensive, content-rich learning material and sequence aligned with MN academic standards. CK curriculum develops student knowledge and skills and promotes educational excellence, multiculturalism and the arts. NS uses CK materials for Language Arts and social studies in grades K-5.
- Singapore Math emphasizes problem solving and positive attitudes toward mathematics, while focusing on student's development of skills, concepts, processes, and metacognition. NS uses SM in grades K-8.
- Science: NS uses a variety of curriculum resources including the *Framework for Delivery of Minnesota Math & Science Standards*, *Pearson Interactive Science* in grades K-5, and *Science Fusion* in grades 6-8. *Interactive Science* leads students to understand scientific concepts through active investigations, data collection, and written documentation. *Science Fusion* builds inquiry and STEM skills in students and provides an opportunity to present lesson concepts through a



variety of learning modalities including on-line materials. NS values the principles of STEM education for our students and intends to develop and implement STEM program.

- *Creative Arts*: Creative Arts curriculum offers music instruction, choir and theater groups. Music and Art are prominently included in the CK Sequence and integrated whenever possible with history and literature emphasizing an interdisciplinary approach. Students are expected to gain an appreciation for the interpretation of music and art, issues and viewpoints about music and art, understand the styles of music and art, influences and themes in art and music, and the historical and cultural contexts in which the music and art were generated. Studies have shown the connection between participation in art and music education and success in academics. Moreover, the opportunities to perform and participate help children build self-confidence and become comfortable with public speaking.
- *World Language Instruction (Russian Language)*: Nasha Shkola was founded on the premise that daily Russian language and culture instruction is vital to global citizenship. Students receive one hour of daily Russian instruction that prepares them to be proficient in a world language and preserve their cultural heritage. Instruction is provided in two areas: Russian as a foreign language and Heritage Russian. Research indicates that simply adding more English instruction time does not yield higher achievement measured in English for English Learners; rather, the students who achieve at the highest levels in English are those who achieve at the highest levels in the home language. In addition to Russian Language, Russian Studies Framework has been developed and implemented both in Russian and English, Language Arts, Music, Social Studies and Science subject areas.

### **School Calendar**

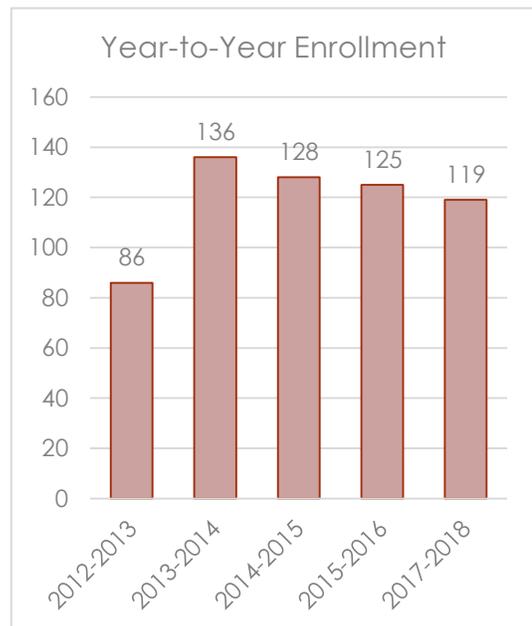
During the 2017/18 school year Nasha Shkola provided 172 school days and 16 full days and 5 early-release days of built in Professional Development days for staff.

The School Calendar is Attachment 1 to this report

### **Enrollment & Demographics**

At the end of the 2017/18 school year, Nasha Shkola had an Average Daily Membership (ADM) rate of 119 students.

The overall attendance percentage for the



school was 94.6% for the school year. Enrollment is highest in our Kindergarten and 3<sup>rd</sup> grade classes, and the lowest enrollment is in grades 6-8.

73% of students at Nasha Shkola qualify for the Free or Reduced Lunch Program, which indicates that their families fall within the Federal guidelines for living in poverty. 55% of our students qualify as English Learners, indicating that English is not their first language.

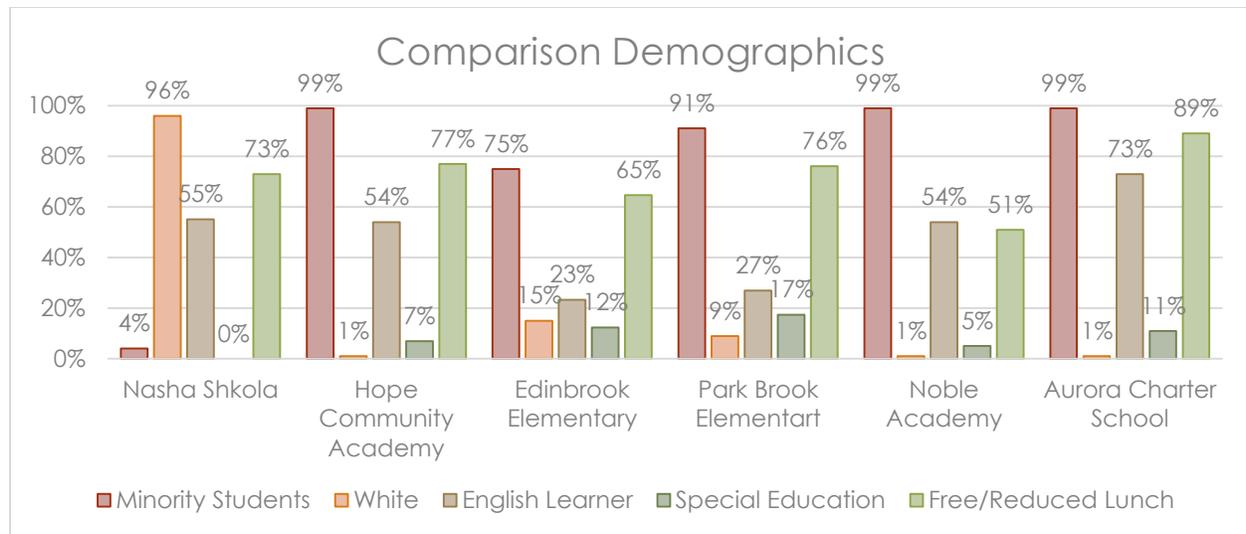
### Student Mobility

Student mobility is an indicator of the stability of the school's student body. Nasha Shkola continues to have an extremely low student mobility number. Indicating that students who enroll at Nasha Shkola attend for the entire school year and return the next year. While we do not have a large student body, we do have one which is committed to our school.

	Summer Transfers In	Number of students on Oct. 1	Mid-year Transfers In	Mid-year Transfers Out	Total Mid-year Transfers	Mobility Index* (as a percent)
2014-15	0	128	6	1	7	0.05%
2015-16	0	124	7	0	7	0.05%
2016-17	0	101	2	0	2	1%
2017-18	0	120	3	3	6	0.5%

### Comparison Demographics

Comparison schools are utilized to determine how Nasha Shkola measures up against its contemporaries. In looking for comparison schools we selected schools with missions focusing on language immersion: Noble Academy, Aurora Charter School, Brooklyn Park Schools



When considering the ethnicity data, it is important to remember that while students at Nasha Shkola are white as identified in the MN Student System, our students are a

minority subgroup within the white category. Great majority of Nasha Shkola students are Slavic and East-European heritage and largely English Learners. They do not fit the traditional picture of a MN Student.

Among protected subgroups, Nasha Shkola is most similar to HOPE Community Academy, Nobel Academy and Aurora Charter School. HOPE Community Academy and Aurora Charter School English Learner programs similar to ours while Noble Academy focuses on classical education strategies. We also share similar percentages of students who qualify for the Free & Reduced lunch program. Edinbrook and Park Brook Elementary schools are in a similar geographic area as Nasha Shkola and have been included as comparison schools for that reason.

Nasha Shkola's ADM for the 2017/18 School year was 119.23. The attendance percentage for the year was 94.6%.



### Faculty Information

During the 2017/18 school year Nasha Shkola employed 17 teaching staff for elementary and middle school. Going into the 2018/19 school year we will lose two teaching staff. Both teachers have decided not to return due personal reasons. This puts our staff turnover rate from 2017/18 to 2018/19 at 11%, lower than our goal of 20% or less.

### Unlicensed Staff

Employee Name	Job Assignment	Returning for 18/19
Inna Bly	Administrative Assistant	Yes
Leyanna Bibbs	Sped Para	Yes

### Licensed Staff

Employee Name	License #	Job Assignment	Grade	Returning for 17/19
Paul Kinsley	418641	Executive Director		Yes
Yelena Hardcopf	378469	Lead Teacher		Yes
Amanda Rohde	475348	General Education	K	Yes
Sharon Oliech	327286	General Education	1 <sup>st</sup>	Yes

Natalya Johnson	502562	General Education	2 <sup>nd</sup>	Yes
Nicole Larson	485845	General Education	3 <sup>rd</sup>	Yes
Karie Feitl	351646	General Education	4 <sup>th</sup>	No
Christian Schmidt	412560	Social Studies	5-8	Yes
Svetlana Kazanecki	476090	Russian	K-8	Yes
Daniela Zochinova	483430	Russian	2-8	Yes
Arthur Bogdanove	370955	Science	5-8	No
Andrew Wood	485833	ELA	5-8	Yes
Stacy Yoakiem	460151	ELL	K-8	Yes
Elizaveta Lindman	488633	Math	5-8	Yes
Ella Gerbuz	348710	Music	K-8	Yes
Yelena Bienemann	497284	Title, Math	K-6	Yes
Lada Bondar	501999	Title Reading/Russian	K-6	Yes

### Professional Development

NS staff participate in both individually pursued activities and school-based, job-embedded approaches, such as Professional Learning Communities (PLCs). Professional development initiatives are aligned with NS academic improvement priorities and provide consistent opportunities to learn about new research and instructional practices. They are built in the regular school schedule throughout the school year. In the last three years, NS staff have completed PD in the areas of curriculum and standards alignment, data interpretation, child find and RtI, formative assessment strategies, SIOP strategies, and curriculum programming (Benchmark Literacy and Singapore Math).

NS has established PLCs, collaboratively across grade levels and interdisciplinary teams. They meet regularly to reflect on students' progress, review students' work and data, and align instruction to academic standards and desired academic outcomes. For example, in FY 2018, NS Language Arts PLC is actively working to complete a comprehensive rubric that will guide writing instruction across all grades. PLCs and other forms of staff collaboration in NS support schoolwide efforts to drive cultural changes and develop staff accountability models. Leadership Improvement Team (LIT) reviews and evaluates



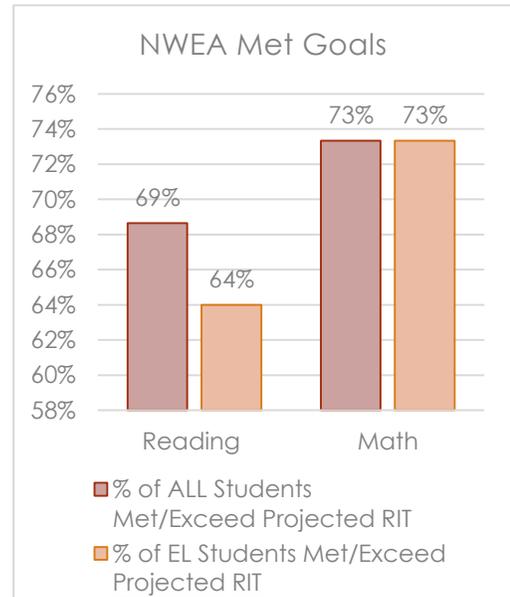
the effectiveness of professional development opportunities to determine their effect on raising student achievement. LIT also establishes a means to determine fidelity through mentoring, peer observations, and teacher evaluation process.

## Academic Progress

### NWEA Data

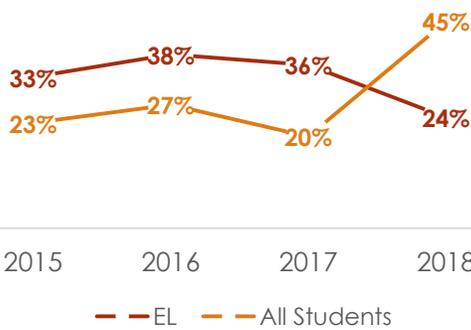
During the 2017/18 school year we used NWEA data to set individual growth goals for students based on their fall NWEA scores. After they completed their spring test, we looked to see what progress they made towards achieving this goal.

Results from FY18 demonstrate that as a whole, Nasha Shkola students are less proficient in reading than in math, and that EL students are almost 10% less proficient in reading than in math. These results are similar to what was observed in the prior school year at Nasha. These results also echo the MCA proficiency results from the school year.

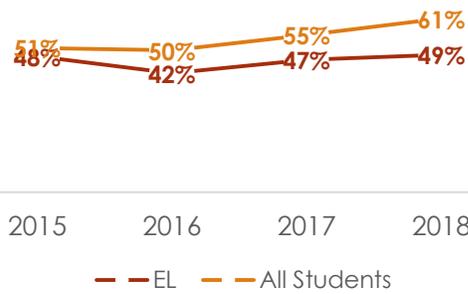


All grade levels made more than 99% progress towards their goals. This indicates strong growth in all students tested.

MCA PROFICIENCY, READING



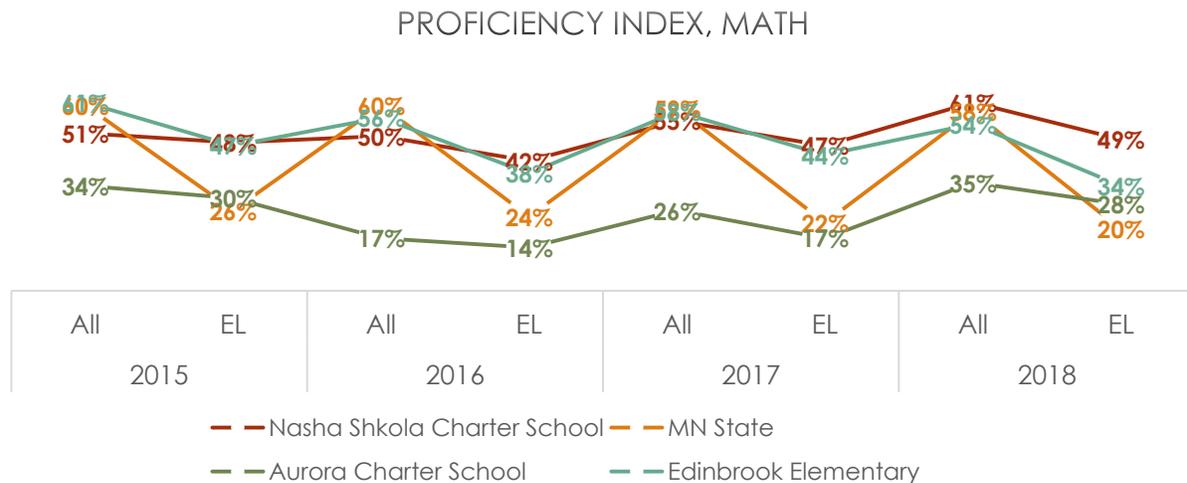
MCA PROFICIENCY, MATH



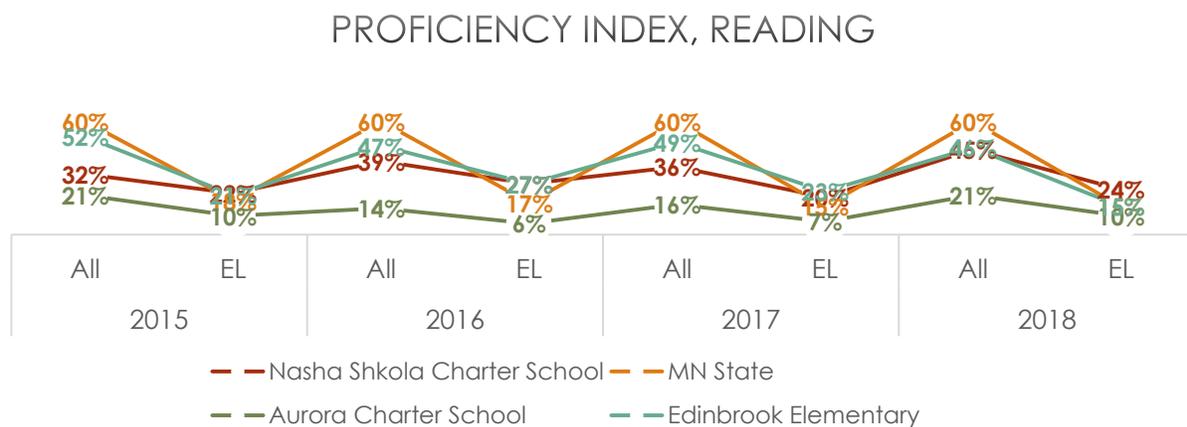
## MCA-II Proficiency Data

On the Reading and Math MCA, students showed a strong increase in proficiency. The EL student group showed a decrease in reading. Math proficiency scores for both groups continue to rise steadily in Math.

Looking at our comparison groups, Nasha Shkola continues to have high proficiency in Math, testing at or within ten percent of the statewide average and above our local districts average in math.



In Reading, Nasha Shkola sits in the middle of the pack in the All students group. For EL students, Nasha Shkola has high proficiency in comparison to similar schools.



## Authorizer Goals

1. Students will perform as well or better than the state average, the average in the district where the school is located and with comparable schools on state tests.

Comparable schools for this goal are: Aurora Charter School and Noble Academy.

- a. Partially Meets:
  - i. Continuously enrolled students at Nasha Shkola scored as 45% proficient on the Reading MCA (15% lower than the state average)
  - ii. students scored as 61% proficient on the Mathematics MCA (3% higher than the state average).
  - iii. However, compared to the state average of EL students, Nasha students score as 9% higher than the state average of 15% (Nasha's EL students score as 24% proficient) on the reading MCA.
  - iv. On the Mathematics MCA Nasha Shkola EL students score as 49% proficient, which is 29% higher than the state average. As 55% of Nasha Shkola students are EL, it is important to note our students are achieving at a higher rate than the state average on this designation.
2. Students who are continuously enrolled over a three-year period will Meet their growth standard, or Exceed their growth standard.
  - a. For 2017/18 this metric resulted in a group size of less than ten and is therefore not a useful tool of measurement.
3. Students who are continuously enrolled for 3 or more years are making greater growth than comparison groups.
  - a. For 2017/18 this metric resulted in a group size of less than ten and is therefore not a useful tool of measurement.
4. Student attendance (percentage of students who attend 90% of the time) will meet 85% at least.
  - a. The average attendance percentage of students who were enrolled for 90% of the school year or more was 95%.
5. Students will indicate the level of satisfaction with the school in the areas of safety, acceptance and learning. (Minimum 80% positive response).
  - a. 95% Positive responses to questions regarding Safety, Acceptance, and learning.
6. Parents will report a positive school climate and a challenging program. (Minimum 70% positive response)
  - a. 90% positive response to questions in regard to school culture and the school program.
7. Teachers will report their level of satisfaction with the school and with their professional roles with the school. (Minimum 80% positive response).
  - a. 88% of staff believe that they are provided with sufficient opportunities to grow professionally.

- b. 94% of staff believe that their input is considered when significant decisions are made.



**World's Best Workforce**

The World's Best Workforce is an educational bill that was passed in 2013 by the Minnesota State Legislature to ensure that schools are making progress to increase student achievement. The plan for developing the World's Best Workforce has five goals, only two of which pertain to students served by Nasha Shkola. Our goals and results for the 2015/16 school year are summarized below.

<p><b>All Students in Third Grade Achieving Grade-Level Literacy</b></p>	<p>50% of students enrolled in third grade on October 1 will test as proficient on the Reading MCA.</p>	<p>45% of Nasha Shkola 3<sup>rd</sup> graders were proficient on the Reading MCA.</p>
<p><b>Close the Achievement Gap(s) Among All Groups</b></p>	<p>The proficiency gap between EL and non-EL (after three years of continuous enrollment at Nasha Shkola) will decrease to less than 10 percentage points in both reading and math on the MCA for grades 3-8.</p>	<p>The achievement gap on the Math MCA is 12% between all student and EL students.</p> <p>The achievement gap on the Reading MCA is 21% points between all students and EL students.</p>

**Governance**

**School Administration**

Nasha Shkola's administrative team consists of three individuals: Executive Director, Lead Teacher, and Administrative Assistant.

Paul M. Kinsley – Executive Director – Mr. Kinsley is now in his 3<sup>rd</sup> year as Director of Nasha Shkola. Prior to his taking this position in August 2015, Paul was the director of Watershed High School and helped bring them out of S.O.D., and back to profitability. In all, Mr. Kinsley has had nearly 20 years in the educational field in both Minnesota and Wisconsin. Educationally, Mr. Kinsley has received his B.A. from the University of

Portland, his Master's from Augustana College, his teaching certification from St Thomas University, his administrative certification from St Cloud State University and has completed all but his dissertation on his Ed. D. from Bethel University. Before entering the educational field, Mr. Kinsley spent 23 years in the corporate world working with Fortune 1000 companies in protecting their assets and finances. As the Executive Director, Mr. Kinsley is responsible for school development, policy and compliance, management and development of all school staff, systems and resources, including finances, operations, transportation, and food service.

Yelena Hardcopf – Is the Lead Teacher as Nasha Shkola and currently the chair of the Nasha Shkola School Board. Mrs. Hardcopf has been employed at Nasha Shkola for six years, originally in the capacity of the Russian Language and Culture teacher, and since August of 2015 has served as the Lead Teacher. She has over 20 years of experience in the area of Curriculum and Instruction, Russian Language and ELL. Mrs. Hardcopf received her B.A. in Russian Language from the Far Eastern State University, and Master's Degree in Curriculum & Instruction from University of Minnesota. As the Lead Teacher, Mrs. Hardcopf is responsible for providing instructional leadership, school improvement, student achievement and data management, teacher professional development, and student and family services.

Inna Bly, the administrative assistant, provides support in several areas including STAR and MARSS reporting, attendance, purchasing, transportation, food service, communications, and other functions.

### **2017-2018 School Board**

Per the law, the Nasha Shkola Board of Directors will be comprised of at least one (1) teacher, one (1) parent and one (1) community member. Ex-officio members include the school director. Teachers, non-teaching staff members, parents, and board members will be allowed to vote in the Board elections at the Annual Meeting.

Nasha Shkola board meets on the 3rd Tuesday of each month at 6:30pm at the school. The Finance Committee meets at 5:30 prior to the board meeting at the school to review and discuss the budget and monthly financials.

**Board Training:** All board members attend their required training, which include Governance (Roles and Responsibilities), Employment, and Finance. Board training for the 2017/18 school year was held on July 26<sup>th</sup>, 2017 and facilitated by the school's authorizer, IQS.

### Board Table

Board Member	Board Role	Term	Board Committees	Teacher/ Parent/ Community	Training Dates
Yelena Hardcopf Yelena.Hardcopf@nashashkolamn.org	Chair	2/2016 – 6/2018	Curriculum Finance Policy	Teacher	7/26/2017
Yelena Kurdymova info@runglobaltranslate.com	Vice-Chair	07/2017- 08/2020	Personnel Marketing	Community	7/25/2016
Mark Eilers meilers33@comcast.net	Treasurer	07/2016- 07/2018	Personnel Finance	Community	7/26/2017
Christian Schmidt christian.schmidt@nashashkolamn.org	Secretary	10/2017 – 6/2020	Policy	Teacher	7/26/2017
Elizaveta Lindman Liza.Lindman@nashashkolamn.org	Member	10/2016 – 6/2019	Curriculum	Teacher	7/26/2017
Alexei Abyzov aabyzov@gmail.com	Member	07/2017- 07/2020	Personnel	Parent	7/26/2017

## **Primary & Secondary Purposes of a Charter School**

The purposes of Nasha Shkola include improving student learning and achievement, increasing learning opportunities, using different and innovative teaching methods, measuring learning outcomes with the use of different and innovative forms of measurement, and establishing new forms of accountability. The core purpose of Nasha Shkola is to improve student learning and achievement by providing a highly structured learning environment based upon educational best practices for students interested in the Russian language and culture. As specified in the school mission statement, we seek to achieve this through the collaborative efforts of parents, staff and the communities we serve.

Nasha Shkola is contacted to be a K-8 schools which will enroll a maximum of 160 students. We will provide students:

- A safe place to learn and grow while being provided an individualized learning opportunity that addresses their academics and also their emotional and social needs
- Caring adults who have an in-depth knowledge and understanding of the subject matter an innovative and instructional model that best meets the needs of their students
- Small class environments that assures each student will receive individualized attention and assistance
- An innovative model of learning that is consistent with its vision and mission

## **Secondary Purposes**

### **Increased Learning Opportunities**

Students at Nasha Shkola receive learning opportunities that are not available to other students in any other school in the state of Minnesota. All students receive education in Russian language, culture, and heritage, every day. Nasha has begun to look into implementing a Gifted & Talented program to continue to challenge our students in the area of math and reading.

### **Different and Innovative Teaching Methods**

At Nasha Shkola we incorporate different and innovative teaching methods through Singapore Math, Responsive Classroom, and Core Knowledge. Throughout the grade levels and subject areas incorporate Russian Studies into lessons.

### **Establish New Forms of Accountability**

Accountability is important to Nasha Shkola and we are establishing forms of accountability to best meet our needs. One of the forms of accountability to be

established identifying how Russian Studies is being incorporated throughout the building all grades and subject areas.

### **Parent Involvement**

Nasha Shkola's Mission Statement for Emphasizing Parental/Family and Community Engagement is:

*Nasha Shkola is committed to providing quality education for every child in its school. To this end, we want to establish partnerships with parents/families and with the community. Everyone gains if school and home work together to promote high achievement by our children. Neither home nor school can do the job alone. Parents/Families and Communities play an extremely important role as children's first teachers. Their support for their children and for the school is critical to their children's success at every step along the way.*

Nasha Shkola's Parent/Family and Community Engagement (P/F&CE) Policy as required in [Section 1118(a) (2), ESEA.] ensures the following:

- Nasha Shkola has put into operation programs, activities and procedures for the engagement of parents/families at the school. The programs, activities and procedures are planned and operated with meaningful consultation with parents/families of our students.
- Nasha Shkola ensures that the required school-level Parent/Family and Community Engagement (P/F&CE) policy meets all requirements, and includes, as a component, the NS School/Parent Compact.
- Nasha Shkola has incorporated its Parent/Family and Community Engagement policy into its official school policies.

In carrying out the Parent/Family and Community Engagement requirements, to the extent practicable, Nasha Shkola provides full opportunities for the participation of parents/families with children with limited English proficiency, parents/families with children with disabilities, and parents/families of migratory children, including providing information and school reports in an understandable language and format. If necessary, school representatives will contact the families and converse in the parent/family home language. Additionally, the policy includes thirty-items to ensure the school addresses all aspects of, not only the parent/family, but the activities the school uses to ensure community engagement as well.

In addition to the activities outlined in our P/F & CE Policy. NS has several structures and strategies that are already in place to engage parents/family and help them understand how to help their students succeed in the American school system. These structures and strategies are built in the "Read Well by the 3<sup>rd</sup> Grade" school literacy

plan, school academic plan, and schoolwide improvement plan. Specific activities include:

- 2 open house events (twice a year),
- Back to School Information Night (prior to the beginning of the school year)
- 2 Parent Title/Support s Services Meetings (twice a year)
- 2 parent-teacher conferences held in the fall and in the spring
- PTO (Parent Teachers Organization) meetings – on monthly basis during the school year
- Monthly NS Board meetings and numerous committees are open to parents and families
- School-wide and community cultural events

NS has tools necessary to build close relationships with the families. We have 9 staff members who speak Russian and other Slavic languages, the primary language to the majority of NS families. These staff members facilitate regular communication with families, including phone calls and email messages to struggling students, translation and interpretation services during the conferences, and special meetings.

## **Survey Results**

### **Parent Survey Results**

The 2017-2018 family survey was administered in the spring with 72% return rate. Overall, parents have very positive feedback for Nasha Shkola:

- 93% of families agreed that Nasha Shkola has a positive learning environment.
- 95% of families agreed that their child is challenged appropriately based on her/his individual strength and needs.
- 86% of families agreed that their child's teacher/s care about student's success.
- 84% of families agreed that their child's teacher/s have high expectations for learning achievement.

### **Staff Survey**

A staff survey was administered to all staff in the spring of 2018 with 100% return rate. Staff at Nasha Shkola report being committed to the mission & vision (94% agree.) In response to "I feel valued and appreciated by my colleagues and administration" 94% of staff agree.

Staff also reported that there is adequate respect in the school (88% agree). 88% of staff believe that they are provided with sufficient opportunities to grow professionally.

94% of staff believe that their input is considered when significant decisions are made. Finally, 100% of staff agree that "the overall atmosphere within Nasha Shkola is beneficial to student learning".

### **Student Survey**

Finally, a student survey was administered to middle school students in grades 5-8 with 100% return rate.

- 97% of students reported that they feel safe in school.
- 81% of students reported that they felt respected.
- 56% of students reported feeling challenged
- 97% of students reported that teachers motivate them to do their best.
- 94% of students reported that teachers are available for extra help whenever students need assistance.

In summary, the results of the stakeholder surveys indicate high levels of family, student and staff satisfaction; although, our goal is to have a higher level of satisfaction from students at Nasha. Results of the surveys are reported in Nasha Shkola's Annual Report and are published on the school's website. All results are used in the development of our annual School Improvement Plan that lead to positive changes in the areas measured by surveys.

## **Innovative Practices**

Nasha Shkola is committed to providing the opportunity for low-income culturally-diverse students to access a high quality academic programming using proven instructional practices to serve all learners. In order to do so, NS has developed a well-researched, standard-aligned, and engaging curriculum in a diverse range of subjects (Core Knowledge, Singapore Math, Russian Language). NS teaching team has chosen and implemented several research proven instructional practices that benefit all students (Formative Assessment, Guided Reading). NS continues monitoring students' performance and progress, reviewing root causes of the deficit and providing timely reaction and support of students' needs.

Our Russian Language and Culture program is presented to all children in all grades every day. We are the only school in Minnesota that teaches Russian language and culture in the elementary years. During this class time, students learn to speak, read, and write in Russian.

## **Future Plans**

Nasha Shkola is working to add one Preschool grade in the fall of 2019. Our statistics show that over 80% of NS kindergarten students have not attended any preschool prior to their kindergarten enrollment and do not speak English. These students fall behind in reading and math and struggle academically in the long-term. Our preschool program will allow NS ensure high-quality early learning experiences by providing clear goals and trajectories of learning. The preschool program will be built on principals of equity for all children through the setting of high, but appropriate expectations. The program will provide differentiated instruction and individual support based on each child's rate of growth and development. In terms of inclusion, NS preschool program will provide meaningful inclusion of children with special needs. Moreover, all ELL preschool students will receive an early expose to English language in addition to early literacy training. It will be exciting to have our Kindergarten student be Kindergarten ready.

## Financial Status

For questions regarding school finances and for complete financials for 2017-18 and/or an organizational budget for 2018-19, contact:

Name: Lisa M Hasledalen

Position: Finance Director

Contact info:

Phone: 651-255-8826

Email - lhasledalen@designlearn.net

*Designs for Learning - Financial Service Provider provides accounting services for Nasha School #4208*

Information presented below is derived from preliminary audit figures. The full financial audit will be completed and presented to the Minnesota Department of Education and Innovative Quality Schools no later than December 31, 2018.

**Information presented below is derived from preliminary audit figures. The full financial audit will be completed and presented to the Minnesota Department of Education and Innovative Quality Schools no later than December 31, 2018**

<b>FY18 Finances</b>	<b>Fund 1</b>	<b>Fund 2</b>	<b>Fund 4</b>
Total Revenues	\$1,352,390	\$55,038	-0-
Total Expenditures	\$1,319,844	\$54,419	-0-
Net Income	\$ 32,546	619	-0-
Total Fund Balance	\$ 44,842	\$ 619	-0-

### Overview

During FY 18 our annual revenue was less than anticipated by \$23,035. Our expenses were \$26,240 under budgeted amount. This left the school with an accrued increase of \$32,546. Our fund balance at year end was increased to \$44,842 or roughly .03% of our annual revenue.

### Revenues

At the beginning of FY18, Nasha Shkola had an enrollment estimate of 105 students. By the end of the year the enrollment had increased to 119 ADM. The budget was revised to reflect this increase.

In FY18, Fund 2 had a positive balance of \$619.

## **Expenses**

Our total expenses for FY18 was \$1,374,263. There are 5 major areas that accounted for this expense:

- Payroll & Benefits – \$664,233
- Student Transportation – \$158,093
- Special Education Services - \$88,402
- Rent & Utilities – \$237,106
- Contacted Services- \$122,260

The school reduced their rent and utilities by \$55,680 for FY2018. Funds were not needed to be transferred to cover any deficits in the food & nutrition.

## **Net Income and Fund Balance**

The net income for FY18 was increased of \$32,546 which increased the year-end balance to \$44,842.

## **Non-Profit Status**

Nasha Shkola Charter School is a nonprofit corporation registered as a Charity with the Minnesota Attorney General's office. Its current status is active; see <http://www.ag.state.mn.us/Charities/CharitySearch.asp>. Nasha Shkola also is a tax-exempt "501(c)3" organization recognized by the Internal Revenue Service.

# Attachment 1: School Calendar

## Nasha Shkola 2017-2018 School Calendar

July						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

4: Independence Day

August						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

21-21: Teacher Workshops & Planning

31: Back to school Night 4:00-7:00 pm

September						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1: No School

4: No School - Labor Day

6: School Begins, Begin 1st Quarter

20: Early Dismissal

October						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

15-20: No School - Education NY

November						
Su	M	Tu	W	Th	F	S
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
16	27	28	29	30		

1-2: Conferences, 4:00-7:00pm

3: No School

9: End of 1st Quarter

10: No School - Teacher Work Day

13: Begin 2nd Quarter

23-24: No School - Thanksgiving

December						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

9: Early dismissal

16: School New Year Program

22-31: No School - Winter Break

January						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1-2: No School - Winter Break

3: Classes Resume

15: No School - MLK, Jr. Day

26: End of 2nd Quarter

26: No School - Teacher Work Day

29: Begin 3rd Quarter

February						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

16: Early Dismissal

19: No School - President's Day

28: Conferences, 4:00-7:00pm

March						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1: Conferences, 4:00-7:00pm

2: No School

22: End of 3rd Quarter

23: No School - Teacher Work Day

26-31: No School - Spring Break

April						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

2: Classes resume, Begin 4th Quarter

27: Early Dismissal

May						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

25: Early Dismissal

28: No School - Memorial Day

June						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

5: End of 4th Quarter

6: Last Day of School, Early Dismissal

7-8: End-of-Year Workshops

KEY		No School		Conferences
		Holiday		Early Dismissal/Staff PD - 1:30 pm
		First/Last Day		Teacher Workday/No School
	Number of school days 172			
Number of Teacher Workdays 199				

Q1	9/5/17 - 11/9/17	46 days
Q2	11/13/17 - 1/25/18	43 days
Q3	1/29/18 - 3/22/18	37 days
Q4	4/2/18 - 6/6/18	47 days

## Attachment 2: Strategic Plan

### Nasha Shkola Strategic Plan Overview

**Mission:** Nasha Shkola aspires to be a multi-cultural charter school committed to exceptional education in all areas of academic inquiry with an emphasis on Russian Language and Culture, providing structured and responsive learning environment based upon educational best practices for all students and their families. **Vision:** To be an academically rigorous school preparing students for continued success as motivated learners and global citizens.

Strategic Focus Areas	Academic achievement	Dual Language Enrichment	High-performing and dedicated team	Family and Community Engagement	Fiscal Responsibility	Efficient Operations
<b>Initiatives</b>	Maximize academic and personal growth and development for every student	Provide high quality daily Russian language and culture instruction with the goal of bilingual fluency and cultural literacy.	Establish shared leadership and collaboration among all teachers and staff for higher levels of empowerment and productivity	Build strong relationships with families and communities to support academic success along with social and emotional wellbeing of all students.	Be fiscally responsible as we grow our enrollment to support school sustainability.	Have structured systems in place for successful daily operations.



<b>Areas for improvement FY2018</b>	<ul style="list-style-type: none"> <li>• Implement PLCs to support student achievement and engagement</li> <li>• Complete Standard &amp; Curriculum Alignment</li> </ul>	<ul style="list-style-type: none"> <li>• Explore avenues and resources to identify the assessment tool that would allow the school to evaluate achievement and growth in</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement written staff development plan.</li> <li>• Develop and implement professional learning (PLCs) that ensures all staff employ</li> </ul>	<ul style="list-style-type: none"> <li>• Increase stakeholder involvement</li> <li>• Keep attendance above 90%. Establish follow up procedure with the families of absent</li> </ul>	<ul style="list-style-type: none"> <li>• Explore avenues and opportunities that embrace school's new location and community</li> <li>• Plan and implement to establish a fund balance</li> </ul>	<ul style="list-style-type: none"> <li>• Develop enrollment strategies and practices that diversify the population of students attending the school</li> <li>• Review and adjust School</li> </ul>
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	<ul style="list-style-type: none"> <li>• Monitor progress and continually adjust to ensure instructional and assessment practices are being employed with fidelity</li> <li>• Conduct a follow-up survey of all students who left the school to attend school elsewhere, or have graduated.</li> </ul>	<p>Russian language</p> <ul style="list-style-type: none"> <li>• Develop comprehensive K-8 Russian Language and Culture curriculum map</li> </ul>	<p>with fidelity schoolwide improvement initiatives</p> <ul style="list-style-type: none"> <li>• Conduct annual staff satisfaction survey</li> </ul>	<p>students.</p> <ul style="list-style-type: none"> <li>• Conduct annual parent &amp; family satisfaction survey</li> <li>• Conduct annual student satisfaction survey (in grades 5-8)</li> </ul>	<p>of at least 10 percent</p> <ul style="list-style-type: none"> <li>• Explore avenues that will increase and maintain student enrollment at expected levels</li> <li>• Establish a small grant writing initiative to raise \$15,000-\$20,000</li> </ul>	<p>Transportation Plan</p> <ul style="list-style-type: none"> <li>• Develop and Implement school Wellness policy</li> <li>• Have in place organizational systems to support safe and orderly learning and working environment.</li> </ul>
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Annual Report was approved at the November 20, 2018 Board Meeting.