

## 2017-2018 World's Best Workforce Report Summary and Annual Report

#### MISSION

Sejong Academy is committed to providing an academically rigorous education to pre-K-8 Twin Cities students through immersion experience in Korean language and culture by using research-based curricula, high standards for accountability and promoting an appreciation for diversity and international cultures.

#### VISION

Sejong Academy students will become scholars of Korean and English, as well as socially responsible global citizens.

In accordance with Minnesota Statutes, section 120B.11, a school board, at a public meeting, shall adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the world's best workforce. The school board must publish an annual report on the previous year's plan and hold an annual public meeting to review goals, outcomes and strategies. An electronic *summary* of the annual report must be sent to the Commissioner of Education each fall.

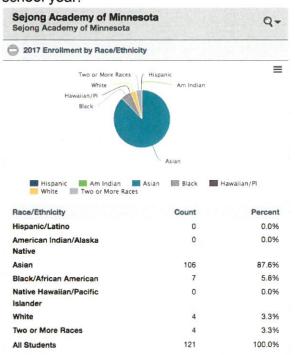
A section of this document includes the required template for submission of the 2016-2017 report summary. Districts must submit this completed template by **December 15, 2017** to MDE.WorldsBestWorkForce@state.mn.us.

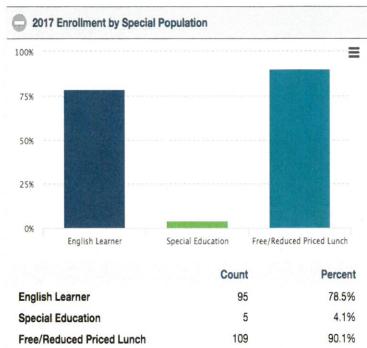
District or Charter Name: Sejong Academy

Contact Person Name and Position: Brad Tipka, Executive Director

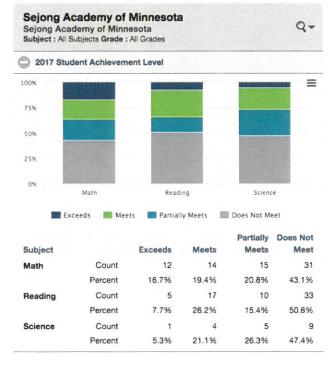
### School Enrollment, Staffing and Student Attrition

Sejong maintained an enrollment of 121 for the 2016-2017 school year with over 87% of our students identifying as Asian. We also served 95 EL learners, 109 free and reduced price lunch students and 2 students in special education. Our attrition rate last year was 2% from October 1<sup>st</sup> to the end of the school year.





Academically, we have a large range of ability groups which highlights the need for differentiation.



## **Staffing**

Sejong Academy experienced a growth in enrollment from 86 students to 121 students from our second to third year, we added four classrooms and added four more full-time classroom teachers. This gave us a total of 10 licensed teachers, 1 licensed administrator and 1 office manager/cultural liaison and one Technology Coordinator for the 2016-2017 school year.

### **Finances**

Sejong Academy ended the Fiscal Year with a balance of \$315,654, a 21.61% fund balance.

Sejong Academy
Charter School No. 4215
Saint Paul, Minnesota
Statement of Revenues, Expenditures and Changes in Fund Balances
Governmental Funds
For the Year Ended June 30, 2017

		General		Food Service	Go	Total overnmental Funds
Revenues	-	Octicial		OCTVICE	-	i dilas
Revenue from federal sources	\$	181,389	\$	112,322	\$	293,711
Revenue from state sources		1,392,396		2,961		1,395,357
Other local and county revenue		36,650				36,650
Total Revenues		1,610,435		115,283		1,725,718
Expenditures						
Current						
Administration		93,230		-		93,230
District support services		178,429		-		178,429
Elementary and secondary regular instruction		507,793				507,793
Special education instruction		131,021		100		131,021
Community service		40,518		72		40,518
Instructional support services		105,503		-		105,503
Pupil support services		149,244		112,471		261,715
Sites and buildings		241,363		( <del>7</del> )		241,363
Fiscal and other fixed cost programs		6,340		100		6,340
Capital outlay						
District support services		1,300		-		1,300
Elementary and secondary regular instruction		512		(*)		512
Instructional support services		7,490		-		7,490
Sites and buildings		10,185				10,185
Total Expenditures		1,472,928		112,471		1,585,399
Net Change in Fund Balance		137,507		2,812		140,319
Fund Balance, July 1		175,335				175,335
Fund Balance, June 30	\$	312.842	S	2,812	\$	315.654

## Governance

# **Sejong Academy Board Roster**

Member Name	Term/Chair	Relationship to School	Email Address
Corbin Connell	9/1/15 - 6/30/20/Chair of Finance Committee	Parent	cconnell@sejongacademy.org
Grace Lee	Pre-OP – 6/30/20/Board Chair	Parent	glee@sejongacademy.org
Lisa Hill	7/1/16 – 6/30/20/Chair of Activities Committee	Parent	lisahill@sejongacademy.org
Dr. Sarah Bunton	7/1/16 – 6/30/20	Parent	sbunton@sejongacademy.org
Jiyoung Kim	- 6/30/18	Teacher	jykim@sejongacademy.org

Ongoing Board Training – July 20, 2016 – Board Governance Training – Elections, Board Composition, and Resignations and Removals



# 2016-17 World's Best Workforce Report Summary

District or Charter Name: Sejong Academy

Grades Served: PreK - 8th

Contact Person Name and Position: Brad Tipka, Executive Director

In accordance with Minnesota Statutes, section 120B.11, a school board, at a public meeting, shall adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the world's best workforce. The school board must publish an annual report on the previous year's plan and hold an annual public meeting to review goals, outcomes and strategies. An electronic *summary* of the annual report must be sent to the Commissioner of Education each year.

This document serves as the required template for submission of the 2016-17 report summary. Districts must submit this completed template by December 15, 2017, to MDE.WorldsBestWorkForce@state.mn.us.

If you have questions while completing this summary, please feel free to email <a href="MDE.WorldsBestWorkforce@state.mn.us">MDE.WorldsBestWorkforce@state.mn.us</a> or contact <a href="Susan Burris">Susan Burris</a> (susan.burris@state.mn.us), Program Manager for District Support.

## 1. Stakeholder Engagement

### 1a. Annual Report

[Note: For each school year, the school board must publish a report in the local newspaper, by mail or by electronic means on the district website.]

http://www.sejongacademy.org/home-1-2-1-1/

#### 1b. Annual Public Meeting

[Note: School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year. Stakeholders should be meaningfully involved, and this meeting is to occur separately from a regularly scheduled school board meeting. The author's intent was to have a separate meeting just for this reason.]

Provide the date of the school board annual public meeting to review progress from the 2016-17 school year. May 18, 2018.

### 1c. District Advisory Committee

[Note: The district advisory committee must reflect the diversity of the district and its school sites. It must include teachers, parents, support staff, students, and other community residents. Parents and other community residents are to comprise at least two-thirds of advisory committee members, when possible. The district advisory committee makes recommendations to the school board.]

Complete the list of your District Advisory Committee members for the 2016-17 school year. Expand the table to include all committee members. Ensure roles are clear (teachers, parents, support staff, students, and other community residents).

District Advisory Committee Member	Role in District
Brad Tipka	Executive Director, Parent
Grace Lee	Board Chair, Parent
Sawlwin Si	Cultural Liaison, Parent
Corbin Connell	Board Member, Parent
Sarah Bunton	Board Member
Jinsoo Kim	Technology Coordinator
Jiyoung Kim	Kindergarten Teacher
Sajin Kwok	EL Teacher
Karen Hong	Parent

### 2. Goals and Results

[Note: SMART goals are: specific and strategic, measurable, attainable (yet rigorous), results-based and time-based. Goals should be linked to needs and written in SMART-goal format. Results should tie directly back to the established goal so it is clear whether the goal was met. Districts may choose to use the data profiles provided by MDE in reporting goals and results or other locally-determined measures. Be sure to check the box with the most appropriate goal status.]

# 2a. All Students Ready for School

Goal	Result	Goal Status
All Students Ready for Kindergarten	1) Sejong Academy will hold three EL parent information nights and inform parents of things to do to prepare their pre-K students.  2) Sejong will invite incoming Kindergarten students to an open house and supply them with login information to Reading Eggs and other ideas to build important Kindergarten skills.	1). Held three parent meetings during the 2015-2016 school year which included all academic topics. Averaged 15 parents in attendance and we provided transportation and interpretation services for these meetings.  Check one of the following:  Goal Met Goal Not Met Goal in Progress (only for multi-year goals) District/charter does not enroll students in grade 3  2) We hosted a Kindergarten Round-Up and Open House on Tuesday April 14 <sup>th</sup> . Additionally, most of our new Kindergarten students attend Sejong Academy's PreK program.  Check one of the following: Goal Met Goal Not Met Goal in Progress (only for multi-year goals) District/charter does not enroll students in grade 3

# 2b. All Students in Third Grade Achieving Grade-Level Literacy

Goal	Result	Goal Status
All Students in Third Grade Achieving Grade-Level Literacy	1). 100% of our students will be reading at grade level by third grade. 2). All parents will know each quarter what their children's reading level is based on NWEA, Study Island and classroom data. 3) 100% of our 3 <sup>rd</sup> Grade students will make projected RIT growth on the NWEA Reading assessment.	1. 2016-2017 MCA Proficiency Results: Schoolwide: Reading: 35.3% Math: 32.8%  3rd Grade: Reading: 30% Math: 50% Subgroup Scores: EL Students: Reading: 11.9% (Statewide:14.9%) Math: 21.3% (Statewide: 21.5%) Check one of the following:  Goal Met Goal Not Met Goal in Progress (only for multi-year goals) District/charter does not enroll students in grade 3  2. NWEA scores were printed and sent home or discussed at conferences.

Goal	Result	Goal Status
		Check one of the
		following:
		Check one of the following:  Goal Met Goal Not Met Goal in Progress (only for multi-year goals) District/charter does not enroll students in grade 3  NWEA Reading Growth: 76% of 3 <sup>rd</sup> Grade students met their projected RIT growth goals and showed 130.7% growth of projected RIT.
		Check one of the
		following:  ☐ Goal Met  ☐ Goal Not Met  ☐ Goal in Progress
		(only for multi-year goals)  District/charter
		does not enroll students in grade 3

# 2c. Close the Achievement Gap(s) Among All Groups

Close the Achievement Gap(s) Among All Groups	Students are expected to grow 100% of expected growth on the NWEA MAP assessments.	NWEA Growth Goals:
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		Students who achieved
		100% growth on their
		NWEA Projected RIT
		growth:
		Math: 86%
		Reading: 76%
		rteading. 7070
		Check one of the
		following:
		☐ Goal Met
		Goal Not Met
		Goal in Progress
		(only for multi-year
		goals)
		District/charter does
		not enroll students in
		grade 3
		Average growth of
		Students:
		Math: 169%
		Reading: 131%
		Check one of the
		following:
		Johowing.
		⊠ Goal Met
		Goal Not Met
		Goal in Progress
		(only for multi-year
		goals)
		District/charter does
		not enroll students in
		grade 3
2d. All Students Career- and	Our first goal in preparing students	1. MCA Proficiency
College-Ready by Graduation	for college and career readiness is to	Results
	make sure they are working at or	
	above grade level on the Minnesota	Schoolwide-Goal 40%:
	3	Pooding: 22 99/
		Reading: 32.8%

this, we use:  -NWEA MAP testing for all grades -Study Island online standards management program. Students complete 80% of grade level standardsClassroom Assessments and teacher observations  -Classroom Assessments and teacher observations  -Check one of the following:  -Check one of the following:  -Check one of the following:  -Classroom Assessments and teacher observations  -Classroom Assessments and teacher observations  -Check one of the following:  -Classroom Assessments and teacher observations  -Check one of the following:  -Check one of the following:	1	Academic Standards. To determine	Math: 35.3%
-NWEA MAP testing for all grades -Study Island online standards management program. Students complete 80% of grade level standardsClassroom Assessments and teacher observations    Goal Met			
grades -Study Island online standards management program. Students complete 80% of grade level standardsClassroom Assessments and teacher observations    Goal Met		,	3 <sup>rd</sup> Grade:
Check one of the following:  ☐ Goal Met ☐ Goal Not Met		-NWEA MAP testing for all grades -Study Island online standards management program. Students complete 80% of grade level standardsClassroom Assessments and	Reading: 30% Math: 50%  Check one of the following:  ☐ Goal Met ☐ Goal Not Met ☐ Goal in Progress (only for multi-year goals) ☐ District/charter does not enroll students in grade 3  Subgroup Scores:  EL Students: Reading: 11.9% (Statewide:14.9%)  Math: 21.3% (Statewide: 21.5%)  Check one of the following: ☐ Goal Met ☐ Goal Not Met
			Goal in Progress  (only for multi-year  goals)
(only for multi-year			☐ District/charter does not enroll students in grade 3
(only for multi-year goals)  District/charter does not enroll students in			NWEA Growth Goals:
(only for multi-year goals)  District/charter does not enroll students in grade 3			Students who achieved 100% growth on their

	NWEA Projected RIT
	growth:
	20.000 Aug 20.000 20.000
	Math: 86%
	Reading: 76%
	Check one of the
	following:
	Carl Mat
	☐ Goal Met
	☐ Goal Not Met
	Goal in Progress
	(only for multi-year
	goals)
	District /oharton dass
	District/charter does
	not enroll students in
	grade 3
	Avorage growth of
	Average growth of Students:
	Students:
	Math: 169%
	Reading: 131%
	g. 101/0
	Check one of the
	following:
	y 200
	⊠ Goal Met
	Goal Not Met
	Goal in Progress
	(only for multi-year
	goals)
	☐ District/charter does
	not enroll students in
	grade 3
20,70 To William (1991)	September 1998

## 2e. All Students Graduate

Goal	Result	Goal Status
Provide the established SMART goal for the 2016-2017 school year.	Provide the result for the 2016-2017 school year that directly ties back to the established goal.	Check one of the following:  Goal Met Goal Not Met Goal in Progress (only for multi-year goals) District/charter does not enroll students in grade 12

### 3. Identified Needs Based on Data

[Note: Data that was reviewed to determine needs may include state-level accountability tests, such as Minnesota Comprehensive Assessments (MCAs) and/or local-level data, such as local assessments, attendance, graduation, mobility, remedial course-taking rates, child poverty, etc.]

- -We showed very strong growth on MCA and NWEA although we need to focus on literacy school wide
- -We used our first round of MAP testing in August to identify needs and identify early interventions.
- -One of the first needs we noticed was that we need to continue to practice Reading fluency. We were awarded to Reading Corps tutors to help address our need for intense Reading interventions.
- -We continue to find that basic Reading fluency needed work so we purchased the reading fluency program, Read Naturally, to use with our EL students and struggling readers.
- -We also designed an ADSIS program to provide Tier II Interventions for Reading and Math.
- -We instituted an extensive reading program with classroom libraries, DEAR time and school wide reading contest.
- -From observational evidence, we also needed to provide more structured time for academic conversations in English and Korean. This is something we worked on in PLCs and professional development and are continuing to work on.

## 4. Systems, Strategies and Support Category

#### 4a. Students

Describe the areas below. Include only the district focus areas for the 2016-2017 school year and limit response to 300 words. Bulleted points are welcome and appreciated.

We utilized the NWEA MAP three times in the 2016-2017 school year. We also took the WIDA-ACCESS assessments as well as the MCAs. Additionally, teachers utilized classroom assessments as further measures of student success.

We also set a standards-based assessment goal of having 80% of our students completing 80% their standards as measured by Study Island by the time of the MCA assessments for grades 3-7 and by the end of the year for grades K-2. Most classes met this goal for Reading but not all.

The data from all subgroups was disaggregated depending the on the subgroup. For example, EL students were grouped according to WIDA level data triangulated with classroom and objective data. Within those groups, student data was used to further differentiate. Special education followed a similar process although the students remained in the least restrictive environment that would allow them to reach their goals and Special education also worked with teachers to provide early intervention services.

Our MCA Score did not meet our school goals in Math or Reading in 2016-2017:

MCA Math: 45.1% MCA Reading: 35.3%

St. Paul District Averages:

-MCA Math: 36.9% -MCA Reading: 39%

State of Minnesota Averages:

-MCA Math: 59.5% -MCA Reading: 59.9%

 As a third-year school, we did not have a lot of trend data to use, but we did notice that we need to continually focus on literacy school wide.

### 4b. Teachers and Principals

- Describe the areas below. Include only the district focus areas for the 2016-2017 school year and limit response to 300 words. Bulleted points are welcome and appreciated.
  - System to review and evaluate the effectiveness of
    - Instruction
    - Curriculum
    - Teacher evaluations
    - Principal evaluations

Instruction and curriculum is evaluated daily through walkthroughs from the Executive Director as well as the Q-Comp Lead Teacher. Teachers get feedback on their lessons. We also frequently assess student's progress towards the state standards using a scope and sequence check-in as well as monitoring progress on Study Island.

The school used a four-observation approach to evaluate the teachers. This included a self-evaluation, peer observation, and two observations conducted by the Executive Director. Teachers were required to address any areas that required attention according to the rubric. Following the four classroom observations, a summative evaluation was conducted by the Executive Director. Additionally, the Executive Director provided daily walkthroughs and coaching with follow-up on key discussion items or areas that needed improvement. All teachers completed all four observations and the summative evaluation. The Executive Director was evaluated twice by all Sejong community stakeholders including parents, teachers and the school board.

#### 4c. District

- Describe the areas below. Include only the district focus areas for the 2016-2017 school year and limit response to 300 words. Bulleted points are welcome and appreciated.
  - Include the district practices around high-quality instruction and rigorous curriculum which integrate:
    - Technology
    - Collaborative professional culture

At Sejong Academy we utilize technology to increase our student's indepence and access to information. We greatly increased our implementation of online learning and primarily use the programs, Reading Eggs, Study Island, Xtra Math and Rosetta stone to drive online learning. Each class has a 25 minute daily blended learning class to access these programs at their individual pace and ability level.

We have weekly PLC meetings where all teachers work together on topics of interest to student achievement. Our main topics during the 2016-2017 school year were differentiation, EL teaching strategies, and immersion education. We also utilize Q-Comp funds to promote teacher leadership.

## 5. Equitable Access to Excellent Teachers

On June 1, 2015, MDE submitted a plan to the U.S. Department of Education that required all states to address long term needs for improving equitable access of all students to excellent educators. The Every Student Succeeds Act (ESSA), signed on December 10, 2015, now requires states to evaluate and publicly report whether low-income and minority students are disproportionately served by ineffective, out-of-field, or inexperienced teachers.

To reach the goals of the WBWF, it is important to ensure that all students, particularly students from low income families, students of color and American Indian students have equitable access to teachers and principals who can help them reach their potential. WBWF now requires:

- 1. Districts to have a process to examine the equitable distribution of teachers and strategies to ensure low-income and minority children are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers.
- 2. District advisory committees to recommend to the school board the means to improve students' equitable access to effective and more diverse teachers.

In this 2016-2017 summary report submission, please provide the information below.

- > Describe the areas below. Limit response to 300 words. Bulleted points are welcome and appreciated.
  - District process to examine the distribution of experienced, effective and in-field teachers across the district and within school sites using data.
    - Include how the district reviews data to examine the equitable distribution of teachers.
  - Strategies used to improve students' equitable access to experienced, effective and in-field teachers.

At Sejong Academy, we only have class per grade level and all classes are mixed ability levels. All our teachers go through the same level of training. All teachers receive extensive pre-service training and coaching and mentoring from fellow teachers as well as the Executive Director.

performance, and effectiveness; and an annual budget for continuing to implement the district plan.

Sejong Academy maintains a working budget and closely monitors expenditures categorized by UFARS and other budget codes throughout the year, comparing the actual expenditures to the budgeted expenditures to ensure the plans are implemented.

# SEJONG ACADEMY Long-Term Revenue Budget

10/13/2017

10/13/2017

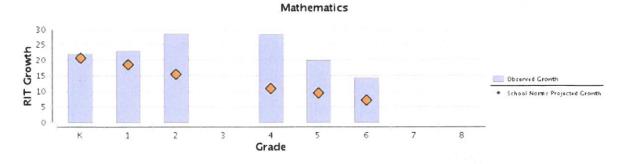
	WO	RKING	WO	RKING		
		FY17		FY18	FY19	FY20
State Aid						
General Aid	\$	829,369	\$	1,061,153	\$ 1,204,327	\$ 1,162,994
Compensatory		180,993		343,502	430,338	476,539
LEP		43,229		69,078	75,882	82,005
Lease Aid		162,148		203,144	224,957	217,414
Q-Comp		21,783		30,360	35,420	36,685
ADSIS		-		104,722	127,993	127,993
Special Ed		103,141		156,761	165,883	169,268
Total State Aid		1,340,663		1,968,721	 2,264,800	2,272,898
Federal Aid						
Title		37,416		38,164	38,928	38,054
Special Ed		9,994		12,429	13,902	13,590
Federal Startup		35,000		_	-	-
Library Grant		89,725		-	· ·	•
Total Federal		172,135		50,594	52,829	51,644
Local Aid and Donation						
Donations & Gifts		15,000		1,000	1,000	-
Field Trip- Korea		-		12,000	15,000	18,000
•		15,000		13,000	16,000	18,000
General Fund Revenue		1,527,798		2,032,315	2,333,630	2,342,542

## **Growth Scores from MDE**

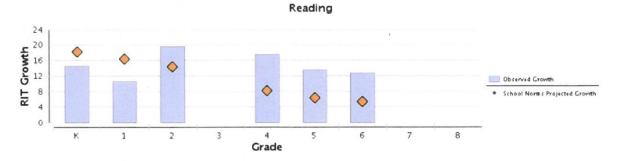


## Sejong Academy 2016-2017 NWEA Growth Comparison by Grade

jong Academy																	
hematics																	
						n Period	8			Growth Evaluated Against							
	Fell 2016			Spring 2017			Growth		School Norms			Student Norms					
Grade (Spring 2017)	Growth Count‡	Mean RIT	SD	Percentile	Mean RIT	SD	Percentile		Observed Growth SE	Projected Growth	School Conditional Growth Index	School Conditional Growth Percentile	Count with Projection	Count Met Projection	Percent Met Projection	Student Median Condition Growth Percentil	
K	13	132.2	19.6	13	154.2	24.2	22	21.9	2.6	20.6	0.51	70	13	7	54	53	
1	20	154.2	21.5	8	177.2	18.2	28	23.0	2.8	18.6	1.46	93	20	14	70	75	
2	14	166.7	20.4	4	195.1	13.5	68	28.4	3.3	15.4	4.90	99	14	13	93	94	
3	9	•			•			•									
4	16	195.4	23.6	14	223.6	19.4	92	28.3	2.6	10.9	7.85	99	16	16	100	99	
5	13	206.2	21.2	23	226.2	23.8	72	19.9	1.4	9.4	4.09	99	13	13	100	88	
6	15	207.4	17.0	8	221.5	13.4	32	14.1	2.0	7.0	3.15	99	15	12	80	89	
7	8	•	-		•			•									
8	4																



ong Academy																
ading				Comparison Periods					Growth Evaluated Against							
		Fall 201	6	Spring 2017			Growth		School Norms			Student Norms				
Grade (Spring 2017)	Growth Countt	Mean RIT	SD		Mean RIT	SD		Observed	Observed Growth SE	Projected Growth	School Conditional Growth Index	School Conditional	Count with Projection	Count Met Projection		Student Median Conditions Growth Percentili
K	13	133.5	16.4	11	148.0	20.7	4	14.5	1.7	18.2	-1.29	10	13	3	23	19
1	20	149.4	17.1	3	160.0	12.0	1	10.6	2.2	16.4	-2.07	2	20	4	20	24
2	15	155.8	17.9	1	175.3	16.4	2	19.5	2.2	14.4	2.06	98	15	9	60	56
3	9				•								•			
4	16	185.4	24.1	2	202.9	19.0	32	17.5	2.1	8.2	5.59	99	16	15	94	89
5	13	196.9	23.4	8	210.4	17,7	41	13.5	2.5	6.4	4.00	99	13	11	85	72
6	15	187.4	20.8	1	200.1	17.5	1	12.7	1.9	5.4	3.84	99	15	11	73	69
7	8	•			•											10.000
8	4															



## **Future Plans**

Sejong Academy is committed to working to be inclusive in providing foreign language immersion to underprivileged groups in Minnesota. We expanded to add 8<sup>th</sup> grade for 2016-2017. We are also currently working with our second PreK class of 19 students. There is also an exploratory committee designed to explore the feasibility of expanding to high school. Overall, we are excited to be able to offer Korean language and cultural immersion to students in Minnesota.