



TEAM Academy

ISD # 4127

WORLD'S BEST WORKFORCE PLAN

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1. School Information

Address: 220 17th Ave. NE, Waseca, MN 56093

Phone: 507-833-8326

Website: www.team.k12.mn.us

Grades Served: K-6

Year opened: 2004

Mission: TEAM Academy: Where students and potential meet.

Vision: Through collaboration of students, teachers, and parents we expect:

- Achievement of personal growth
- Building of strong character
- Contribution to a diverse society

Authorizer Information

Our authorizer is Novation Education Opportunities (NEO). We have been authorized by NEO since the 2010-11 school year. We renewed our contract for another five years at the end of the 20-21 school year. NEO provides oversight to our school by conducting visits, attending board meetings, reviewing school board packets, and required reports.

Novation Education Opportunities (NEO)

3432 Denmark Ave. Ste. 130

Eagan, MN 55123

612-889-2103

[http://www.neoauthorizer.org/
executive.director.neo@gmail.com](http://www.neoauthorizer.org/executive.director.neo@gmail.com)

Wendy Swanson Choi, Director of Charter School Authorizing

2. Student Enrollment

Number of Students Enrolled

Our enrollment declined during COVID and is slowly coming back up. We continue to serve a migrant population that leaves in October and will return in May each year.

	2021-22	2022-23	2023-24 (est)
Kindergarten	14	13	15
1st Grade	8	16	14
2nd Grade	19	12	21
3rd Grade	15	20	13
4th Grade	10	14	19
5th Grade	16	11	12
6th Grade	16	17	11
Total (whole year)	98	108	105
Total ADM (Average Daily Membership) for year	101.55	90.71	

Key Demographic Trends

Our demographics have continued to be the same over the past three years. Our F/R lunch percentage has increased this past year. We have a high population of migrant students in the fall each year. Our LEP has increased with adding our ELL teacher and being able to screen our students now and identify them better.

	2020-21	2021-22	2022-23
Total Enrollment (Oct 1	97	112	106
Male	57	56	56
Female	40	56	50
Special Education	30.5%	21.9%	17.9%
LEP	18.9%	20.9%	18.9%
African American	6	5	6
Latino	36	46	44
Asian/PI	1	1	1
American Indian	0	0	0
White	51	58	53
F/R Lunch	61.45%	57.7%	71.6%

3. Student Attendance, Attrition & Mobility

STUDENT ATTENDANCE

	2020-21	2021-22	2022-23
Overall Attendance Rate	90.4%	90.85%	92.81

Our attendance goal is 95% each year.

STUDENT ATTRITION

Percentage of students* who are continuously enrolled between October 1 of 2021-22 school year and October 1 of 2022-23 school year.	<u>93%</u>
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Percentage of students* who continue enrollment in the school from Spring 2022 to October 1, 2023.	<u>92%</u>
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We continue to see a number of our families moving to where they can find affordable housing. This is sometimes in another town so students are forced to leave our school. We have seen a trend where our 5th and 6th grade students will transition to the resident district.

V.C Mobility					
Performance Rating	Mobility Goals (Grades K-6) not including migrant students			Point Value	Points Earned
Exemplary	Fewer than 10 percent of students transfer out of school to the resident district after October 1.			2	2
Satisfactory	10 - 15 percent of students transfer out of school to the resident district after October 1.			1	
Not Satisfactory	More than 15 percent of students transfer out of school to the resident district after October 1.			0	
Results	Year	Number of Transfers Out	Total Number of Students	Percent Transferring Out	Migrant Students-Transferred out
	Baseline 2016-2019	23	492	4.67%	39
	2019-2020	2	124	1.61%	10
	2020-2021	1	98	1.02%	3
	2021-2022	2	110	1.82%	11
	2022-2023	3	108	2.78%	10
	2023-2024				
	2019-2024	8	440	1.82%	34
Analysis	The school's combined mobility rate is 2.29%.				

Our student mobility has changed over the past three years. We continue to see a number of our families moving to where they can find affordable housing. This is sometimes in another town so students are forced to leave our school. We have seen a trend where our 5th and 6th grade students will transition to the resident district. We also have a migrant population in the fall and they leave around mid-October each year.

Percentage of students who were enrolled for 95% or more of the 22-23 school year.	<u>93%</u>
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4. Worlds’ Best Workforce Components

4a. Educational Approach and Curriculum

Ways that we will achieve our mission and vision:

Our school day will begin at 8:00 and will end at 2:45, however academic offerings will be provided until 4:00 each day. A lengthened school day is a key to enhanced student learning.

Teachers are on call if students or parents have questions regarding homework beyond school hours. This means of communication will be expected and encouraged. Parents, teachers and students will be active members in the communication process.

Each teacher will give daily homework. Parents will be asked to sign-off on homework completion. Increased homework is viewed as essential for heightened learning.

The vision and goal of attending a post-secondary education will be developed with the students and will be integrated throughout the daily curriculum and atmosphere of the school. *At TEAM, the belief is not that every child can learn, but that every child WILL learn.*

Every child learning is not something that will happen automatically. At TEAM Academy the creation of partnerships between the school, parents, and teachers is essential. TEAM staff will meet with parents and students before the start of each school year. The purpose of these meetings will be to explain the details of the program and to build collaboration with the staff, parents and student. The teacher, parent(s) and student(s) will sign a contract indicating their choice and commitment.

In the beginning of the year the majority of the instructional time will be spent building a collaborative, structured, and caring community. The majority of our teachers are trained in Responsive Classroom. All staff at TEAM have this same philosophy. Parents, students, and teachers working collaboratively are essential to carrying out these beliefs.

Our reading curriculum is Reading Street and for math we use Math Expressions. Both reading and math curriculums are aligned to the Minnesota State Standards. A team of teachers attended Daily 5 training over the summer.

TEAM Academy uses a variety of tools to measure and determine students’ academic growth and proficiency of grade level standards. These tools range from informal assessments observed during classroom activities to formal, mandated assessments such as the Minnesota Comprehensive Assessment (MCA). Educators can use these assessments to identify the needs of the students and adjust instructional strategies to meet the needs of their students and encourage individualized academic growth.

There are three main assessment windows: Fall (September/October), Winter (January/February), and Spring (March-May). School-wide assessments such as AIMSweb are used to monitor student growth throughout an academic year and from year-to-year. The Minnesota Comprehensive Assessments (MCAs) are required for all students in Minnesota to determine student proficiency of academic standards. Classroom teachers also use curriculum assessments in reading and math.

TEAM Academy

Assessment Calendar

Students test all week long. Teachers will choose times that work best for their class.

Test	Reading	Math	Science	Timeline for results	Purpose/ Rationale	Approximate Total Testing Time
MCA MTAS Alternate Access http://education.state.mn.us/MDE/fam/tests/ State Required	April 15-19 3-6 grade Make up dates May 2-5	April 22-26 3-6 grade Make up dates May 2-5	April 29-30 5th grade Make up dates May 2-5	We get the student results sheets at the end of August each year from MDE. Results will be shared with parents when school starts in September.	Summative assessment measures achievement on the Minnesota Academic Standards and measures academic progress of students over time. Minnesota Statutes, section 120B.30 and ESEA.	6 hours
AIMSweb http://www.aimswebplus.com/ District Required	September 11-22 January 8-19 May 6-17		NA	Benchmark scores will be shared with parents at Fall Conferences, Winter Conferences, and sent home at the end of the school year.	Formative data used to improve instruction. Benchmark score used for interventions.	1.5 hours
WIDA State Required	February 5-23			We get the student results sheets at the end of August each year from MDE. Results will be shared with parents when school starts in September.	To measure progress for English language learners (ELLs). English learners who receive special education services and meet the participation guidelines may take the Alternate ACCESS for ELLs.	2 hours

Once new testing data is available, staff meets in various formats to discuss student progress. This evaluation starts on a school-wide basis and eventually funnels down to the individual student level. As the process moves forward, the information gathered from assessment data is used in a number of ways. These include (but are not limited to) planning for progress monitoring, flex grouping and qualifications for special programming such as Title I and Intervention Time. Students who are not making progress might be placed in our Title 1 or ADSIS intervention programs. Students in these programs are progress monitored every two weeks. Progress monitoring data is looked at every two weeks to see if students are making progress.

TEAM Academy ensures that all students will receive instruction, curriculum and assessment, which will complete the state and district academic standards in all disciplines. Technology will be integrated across all disciplines. When the Minnesota Department of Education adopts new standards in a subject area, that subject area will be given a two year review to align curriculum to the new standards.

Year	Curriculum Mapping/Implement	Evaluate present curriculum; research & recommend improvements; plan and pilot; spring board report
2023-24	Social	Art, Music, & Spanish
2024-25	Art, Music, & Spanish	Math
2025-26	Math	Science
2026-27	Science	Reading
2027-28	Reading	Social

All professional development at TEAM Academy aligns with student data and our Q-Comp plan. Teachers meet in a Professional Learning Community every Wednesday morning for one hour. The PLC Leaders plan these meetings with the director. Our Continuing Education Committee will be responsible for planning all In-service days. The PLC Leaders also sit on this committee to align staff development to our student data and Q-Comp goals.

Our special education students have always been mainstreamed in the regular education classroom and only pulled out for when they need to be. We want them to get as much reading and math with their classmates and get extra instruction from their special education teacher in order to help give them this extra boost of learning. We have one Learning Disabilities teacher and one Emotional Behavior Disability teacher. Our social worker also spends about a quarter of her time working with special education students.

All ELL students are mainstreamed for the majority of their school day. Teachers use ELL strategies with students and consult with our reading intervention teacher when needed. We have a part time ELL teacher that will pull students for up to 30 minutes a day.

Q-Comp:

IV.C Meet or Exceed National Growth Norms- AIMSweb Plus					
Performance Rating	AIMSweb Plus Math Goals(Grade K-6)			Point Value	Points Earned
Exemplary	More than 70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Plus Math.			4	2
Satisfactory	50-70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Plus Math.			2	
Not Satisfactory	Less than 50 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Plus Math.			0	
Results	Year	Number of Students Who Earned a Student Growth Percentile of 51% or Greater	Total Students Tests	Percent of Students Who Earned a SGP of 51% or Greater	
	2021-2022	61	97	62.89%	
	2022-2023	54	81	66.67%	
	2023-2024				
	2024-2025				

	2025-2026				
	2021-2026	115	178	64.61%	
Analysis	The school's combined 2021-2026 percent of students who earned a SGP of 51% or greater is 64.61%.				
Performance Rating	AIMSweb Plus Reading Goals (Grade K-6)			Point Value	Points Earned
Exemplary	More than 70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Plus Reading.			4	0
Satisfactory	50-70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Plus Reading.			2	
Not Satisfactory	Less than 50 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Plus Reading.			0	
Results	Year	Number of Students Who Earned a Student Growth Percentile of 51% or Greater	Total Students Tests	Percent of Students Who Earned a SGP of 51% or Greater	
	2021-2022	49	97	50.52%	
	2022-2023	39	81	48.15%	
	2023-2024				
	2024-2025				
	2025-2026				
	2021-2026	88	178	49.44%	
Analysis	The school's combined 2021-2026 percent of students who earned a SGP of 51% or greater is 49.44%.				

Title 1 Goals:

IV.B Meet or Exceed State Growth Norms- Students at or Above Grade Level			
Performance Rating	Growth as Measured by AIMSweb Plus- Math Goals (Grade K-6)	Point Value	Points Earned
Exemplary	More than 55 percent of students scoring average or higher will have a Student Growth Percentile of 65 or greater from Fall to Spring on the AIMSweb Math assessment.	4	4
Satisfactory	45-55 percent of students scoring average or higher will have a Student Growth Percentile of 65 or greater from Fall to Spring on the AIMSweb Math assessment.	2	
Not Satisfactory	Less than 45 percent of students scoring average or higher have a Student Growth Percentile of 65 or greater from Fall to Spring on the AIMSweb Math assessment.	0	

Results	Year	Students At/Above Grade Level at 65th percentile or greater	Students At/Above Grade Level	TEAM Percent of Students at 65th percentile or greater	
	2021-2022	39	62	62.90%	
	2022-2023	29	42	69.05%	
	2023-2024				
	2024-2025				
	2025-2026				
	2021-2026	68	104	65.38%	
Analysis	The school's combined 2021-2026 percent of students at 65th percentile or greater is 65.38%.				
Performance Rating	Growth as Measured by AIMSweb Plus- Reading Goals (Grade K-6)			Point Value	Points Earned
Exemplary	More than 55 percent of students scoring average or higher will have a Student Growth Percentile of 65% or greater from Fall to Spring on the AIMSweb Math assessment.			4	2
Satisfactory	45-55 percent of students scoring average or higher will have a Student Growth Percentile of 65% or greater from Fall to Spring on the AIMSweb Math assessment.			2	
Not Satisfactory	Less than 45 percent of students scoring average or higher have a Student Growth Percentile of 65% or greater from Fall to Spring on the AIMSweb Math assessment.			0	
Results	Year	Students At/Above Grade Level at 65th percentile or greater	Students At/Above Grade Level	TEAM Percent of Students at 65th percentile or greater	
	2021-2022	19	37	51.35%	
	2022-2023	20	36	55.56%	
	2023-2024				
	2024-2025				
	2025-2026				
	2021-2026	39	73	53.42%	
Analysis	The school's combined 2021-2026 percent of students at 65th percentile or greater is 55.56%.				

Local Literacy Plan:

Performance Rating	Growth as Measured by AIMSweb Plus- Reading Goals (Grade K-6)	Point Value	Points Earned
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Exemplary	The percentage of students in Tier 3 will be reduced by more than 20 percentage points from the fall to spring.			4	4
Satisfactory	The percentage of students in Tier 3 will be reduced by 15 -20 percentage points from the fall to spring.			2	
Not Satisfactory	The percentage of students in Tier 3 is not reduced by at least 15 percentage points from the fall to spring.			0	
Results	Year	Percentage of Students in Tier 3 in the fall	Percentage of Students in Tier 3 in the spring	Percentage of students in Tier 3 decrease from fall to spring	
	2021-2022	54.64%	26.80%	27.84%	
	2022-2023	49.02%	33.33%	15.69%	
	2023-2024				
	2024-2025				
	2025-2026				
	2021-2026	51.83%	30.07%	21.76%	
Analysis	The school's combined 2021-2026 percentage of students in Tier 3 was reduced by 21.76 percentage points.				

4b. Innovative Practices & Implementation

TEAM Academy students take Art, Spanish, Music, SMART, and Library classes each week. TEAM Academy offers an after school program from 3:00-4:00 PM each day. Our after school program is a time where students can work on more reading and math skills in a different setting.

We offer summer school each year. All students are invited to attend summer school session for five weeks. Our summer school had a theme of the camping while working on math and reading skills.

This past school year we had great success continuing to implement our Wonders, Daily 5, and Math Expressions Curriculum.

One challenge we are seeing more each year is the mobility of our students. Every year more students are moving in and out of our school during the year. Housing, employment, and family dynamics seem to be the top reasons why students are moving.

4c. Academic Performance

I. All Children are Ready for School					
I.A Early Literacy and Early Numeracy Goals					
Performance Rating	AIMSWEB Early Numeracy Goals (Grade K)			Point Value	Points Earned
Exemplary	More than 70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Early Numeracy assessment (Number Naming Fluency, Quantity Total Fluency, and Concepts & Applications)			2	0
Satisfactory	50-70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Early Numeracy assessment.			1	
Not Satisfactory	Less than 50 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Early Numeracy assessment.			0	
Results	Year	Number of Students Who Earned a Student Growth Percentile of 51% or Greater	Total Students Tests	Percent of Students Who Earned a SGP of 51% or Greater	
	2021-2022	9	14	64.29%	
	2022-2023	2	14	14.29%	
	2023-2024				
	2024-2025				
	2025-2026				
	2021-2026	11	28	39.29%	
Analysis	The school's combined 2021-2026 percent of students earning a SGP of 51% or greater is 39.29%.				
Performance Rating	AIMSWEB Early Literacy Goals (Grade K)			Point Value	Points Earned
Exemplary	More than 70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Early Literacy assessment (Letter Naming Fluency and Letter Word Sounds Fluency)			2	0
Satisfactory	50-70 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Early Literacy assessment.			1	
Not Satisfactory	Less than 50 percent of students will have a Student Growth Percentile of 51% or greater from Fall to Spring on the AIMSweb Early Literacy assessment.			0	
Results	Year	Number of Students Who Earned a Student Growth Percentile of 51% or Greater	Total Students Tests	Percent of Students Who Earned a SGP of 51% or Greater	

	2021-2022	4	14	28.57%	
	2022-2023	1	14	7.14%	
	2023-2024				
	2024-2025				
	2025-2026				
	2021-2026	5	28	17.86%	
Analysis	The school's combined 2021-2026 percent of students earning a SGP of 51% or greater is 17.86%.				

See comments from Winter 2023 Parent Survey results

What do you like best about TEAM Academy?

- One to one student teacher assistant
- Not a lot of students per class. Every teacher knows every kids names!
- The school is very friendly I like it Good people to get along with my kids love it
- Welcoming of people
- Small class sizes, more one on one help for students
- All the teachers are very caring about their students
- Staff, welcoming environment, small class sizes, and activities offered to the kids.
- Small class sizes
- I appreciate that healthy snacks are given and after school program is available for free.
- Smaller classes
- I can't imagine sending my students to another school. TEAM Academy feels like a family and they LOVE coming to school every day.
- THEY WORK WITH BOTH PARENTS OF A SPILT FAMILY
- The open communication when it comes to what the child needs
- My son like all his teachers
- All

End of Worlds' Best Workforce Components

6. Staffing

TEAM Academy strives to find staff members that are dedicated, hardworking, strong character, and have an invested interest in our school. A hiring committee is used when any new staff member needs to be hired.

2022-23 Licensed Teaching Staff				
Name	File #	License / Assignment	23-24 Status*	Comments
Elizabeth Wellmann		Kindergarten	NR	
Sheryl Osweiler		1 st grade	R	
Denise Gilbertson		2 nd grade	R	
Jenni Brittain		3 rd grade	R	

Alexis Thompson		4 th grade	R	
Polly Christensen		5 th grade	NR	
Chris Hering		6 th grade	R	
Janel Schmidt		Reading intervention & ELL	R	
Robin Negrete		Math intervention & Spanish	R	
Kelvin Nelson		EBD Teacher	R	
		Music		Could not fill position
Ruby Teague		LD Teacher	R	
Gretchen Satterlund		Art	R	
Jalea Priebe		PE	R	

* R = Return, NR = Not Return

Licensed teacher percentage turnover rate:

22-23 to 23-24: $[1 / 13 \times 100] = 15.38\%$

22-23 Other Licensed (non-teaching) Staff			
Name	Assignment	23-24 Status*	Comments
Jenna Auen	Social Worker	R	
Cindy Rieck	Nurse	R	
Jill Courtney	Director	R	
Ashlee Conley	Social Worker	R	

* R = Return, NR = Not Return

22-23 Non-Licensed Staff			
Name	Assignment	23-24 Status*	Comments
Ashley Kath	Paraprofessional	R	
Kelly Olmsted	Custodian/Kitchen	R	
Jenae Ross	Paraprofessional	R	
Amanda Partain	Paraprofessional	R	
Nicole Block	Paraprofessional	NR	
Janet Possehl	Paraprofessional	R	

* R = Return, NR = Not Return

7. Governance and Management

Board members attend the Minnesota School Board Associations Charter School Board Training. The training consists of three components: Board Governance, Financial Matters, and Employment Matters.

TEAM Academy Board Roster

Election date: Annual Meeting – 11/17/21

School address: 220 17th Ave. NE, Waseca, MN 56093

Phone number: 507-833-8326 fax: 507-833-8327

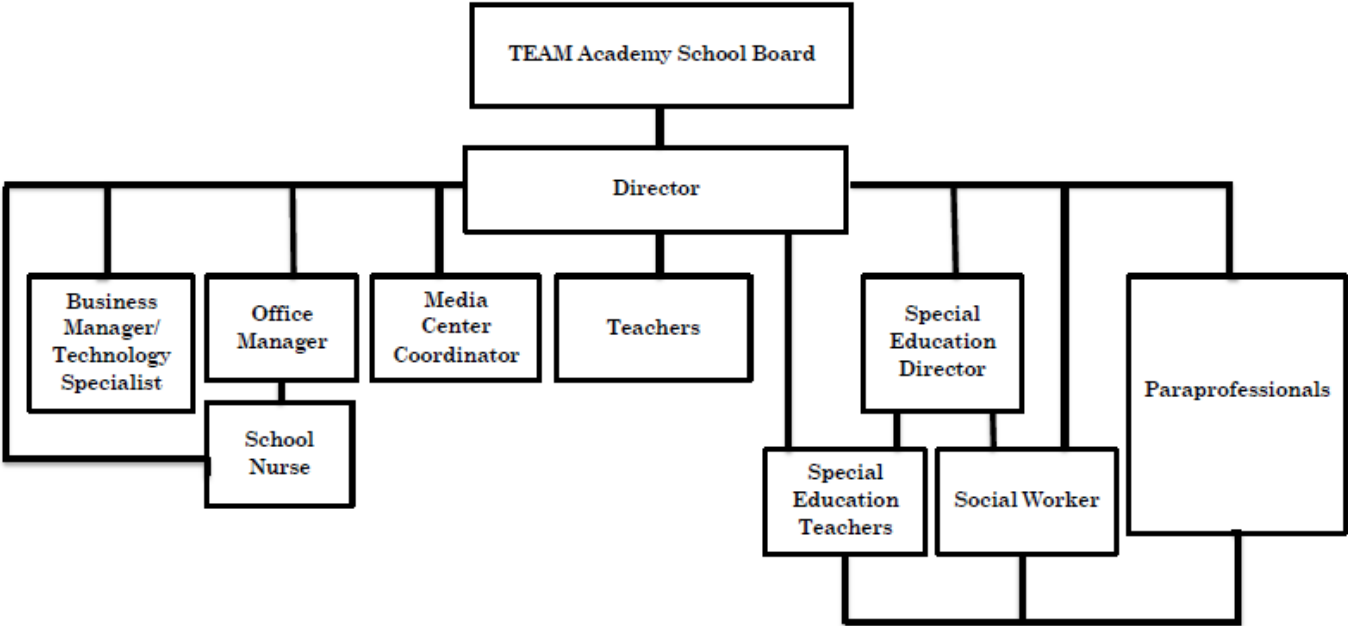
Member Name	Board Position	Election Date Date Seated Term Expiration	Board Member Training Completed	Postal Address	Phone Number(s)	E-Mail Address
Jed Kalbow	Board Chair Community Member	7/10/16 Term ends Nov. 2022	January 2017	1112 5TH ST SE , WASECA, MN 56093	850-380- 8022	jkalbow@team.k12.mn.us
Chris Hering	Treasurer Teacher	11/12/13 Term ends Nov. 2022	June 2010	107 Shoreview Dr. Elysian, MN	507-833- 8326	chering@team.k12.mn.us
Polly Christensen	Director Teacher	11/17/21 Term ends Nov. 2023	January 2022	Mankato, MN	507-833- 8326	pchristensen@team.k12.mn.us
Jenni Brittain	Director Teacher	8/18/15 Term ends Nov. 2023	August 2015	146 W. University St. Owatonna, MN 55060	507-833- 8326	jbrittain@team.k12.mn.us
	Parent	Term ends Nov. 2024				
Janel Schmidt	Teacher	11/15/12 Term ends Nov. 2024	June 2009	204 4TH AVE NE , WASECA, MN 56093	507-833- 8326	jschmidt@team.k12.mn.us
Denise Gilbertson	Director Teacher Clerk	11/17/15 Term ends Nov. 2024	August 2015	11025 Shieldsville Blvd. Montgomery, MN 56069	507-833- 8326	dgilbertson@team.k12.mn.us

School e-mail: jcourtney@team.k12.mn.us

School website address: www.team.k12.mn.us

MANAGEMENT

Our organizational chart is outlined below.



8. Operational Performance

School started on Tuesday, September 6 and concluded on Friday, May 26. Our school day started at 8:00 AM and concluded at 3:00 PM each day. We had 8 teacher in-service days.

Our bussing was provided by our resident district Waseca Public Schools. We serve our own breakfast and cater our lunches from Waseca Public Schools. We offer a before and after school Extended Day Program as well as a Targeted Services After School Program. We contract our cleaning services with Job's Plus. They clean and take out trash before school every day and come over the lunch hours as well.

9. Finances

Questions regarding school finances and for complete financials for 22-23 and/or an organizational budget for 23-24, contact: Missy Pfeifer

Position: Business Manager

Phone: 507-833-8326

Email: mpfeifer@team.k12.mn.us

FY21 Finances	Fund 1	Fund 2
Total Revenues	\$2,038,265	\$105,696
Total Expenditures	\$2,044,071	\$102,471
Net Income	-\$5,806	\$3225
Total Fund Balance	(797,284)	\$3225

Revenues

Grants were received for special events for students. ADSIS funding was approved for the 21-22 and 22-23 school years.

Expenses

Large costs for the 22-23 school year included Chromebooks.

Net Income and Fund Balance

Our fund balance is \$797,284. It is our school goal to have a fund balance that will last us three months.

10. Future Plans

Currently our school is not at capacity. We would like to grow our school to 175 students. We want to continue to be a successful school and a viable choice for families looking for an elementary school in the Waseca area.