

Bultum Academy

A Great Place to Learn



Annual Report & World's Best Workforce Report 2022-2023

This report is set forth to meet the requirements in Minnesota Statutes, section 124D.10, Subdivisions 4, 11, and 14 regarding Minnesota charter schools publishing a yearly annual report for authorizers and stakeholders. This report must be approved by the district Board of Directors and is a public document under Minnesota Chapter 13.

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I. Mission, Vision, and Executive Summary:

Mission:

Our mission at Bultum Academy is to address the academic and socio-emotional needs of our students. We achieve this by offering a focused and enriching learning environment in science, technology, engineering, and math (STEM), complemented by a positive school culture strengthened through family partnerships.

Vision:

Bultum Academy aspires to be acknowledged as a distinctive and innovative educational institution. We aim to actively engage, empower, and cater to the specific educational needs of a high-risk and underserved population of students.

Executive Summary:

Overview:

In its second year of operation, Bultum Academy has made significant strides in achieving its mission of providing a focused and enriching learning environment in science, technology, engineering, and math (STEM). This report highlights key aspects of the school's performance, initiatives, and goals.

Student Enrollment:

Bultum Academy surpassed its initial goal by enrolling 160 students in its first year, concluding with 153 students. Despite a 22% attrition rate, strategic efforts led to a promising start for the new year with a total of 232 students.

Student Achievement:

In reading, the school's proficiency rate of 31.67% exceeded the district average by 4.82 percentage points. Similarly, in math, Bultum Academy achieved a commendable proficiency rate of 26.67%, surpassing the district's rate by 7.07 percentage points.



Parent Satisfaction:

The Parent Satisfaction Survey indicated a remarkable 96.67% satisfaction rate, reflecting the positive impact of the school's performance on the community. The feedback underscores the success of our programs and interventions.

Equitable Access and Diversity:

Bultum Academy is committed to ensuring equitable access to excellent teachers, with all educators possessing appropriate licensure. The school's diverse student body, with about 90% English Language Learners (ELL) and 87% qualifying for free or reduced-price lunch, reflects a dedication to fostering inclusivity.

Outlook:

As we strive for academic excellence and meeting the needs of our diverse student population, Bultum Academy looks ahead to sustained growth, exemplary performance, and innovative approaches to education. The collaborative efforts of our educators, administrators, and community stakeholders pave the way for a promising future.

II. Student Enrollment, Attendance, and Demographics:

Student Enrollment:

In its inaugural year, Bultum Academy embarked on a journey with the ambitious goal of enrolling 150 students. The school not only met this target but exceeded expectations by successfully recruiting 160 students when it opened its doors in September. As the academic year progressed, the student body experienced some fluctuations, concluding the year in June with a total enrollment of 153.

Throughout the course of the year, the school faced the challenge of retaining students, resulting in a slight decrease in enrollment by seven students. Despite this, Bultum Academy remained resilient and concluded the academic year above the initial goal set for student enrollment.

A notable aspect of Bultum Academy's commitment to the community was the voluntary provision of education to approximately 23 pre-kindergarten students. It is essential to highlight that, as a first-year charter school, Bultum Academy did not receive funding from the Minnesota Department of Education (MDE) for these pre-K students. This decision was a strategic investment in the local community,



addressing both the high demand for pre-K education and establishing a valuable pipeline for future kindergarten classes.

In summary, Bultum Academy's first-year enrollment journey demonstrated a commendable achievement in surpassing initial goals, addressing community needs, and setting the stage for continued growth and success in the upcoming academic years.

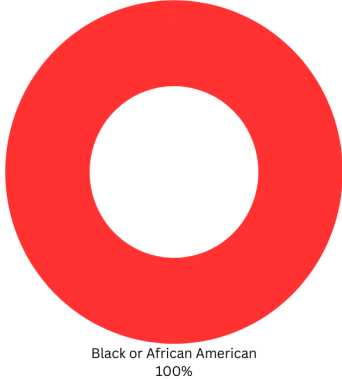
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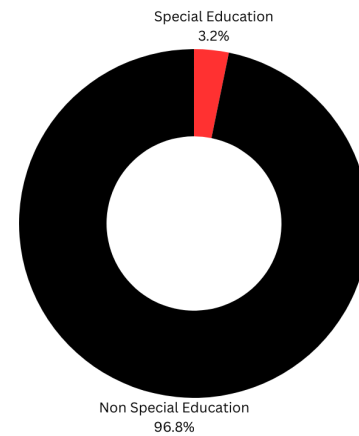
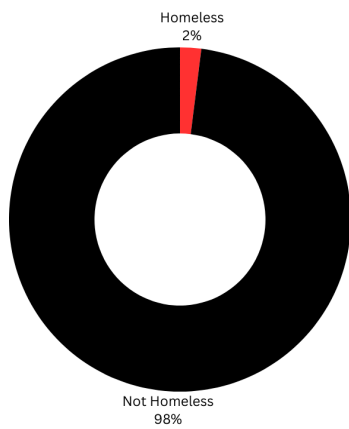
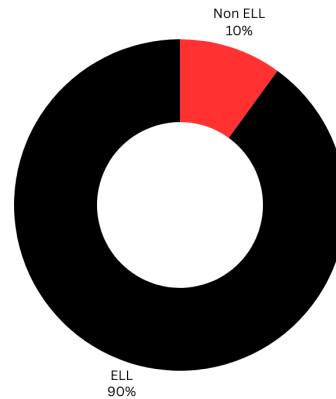
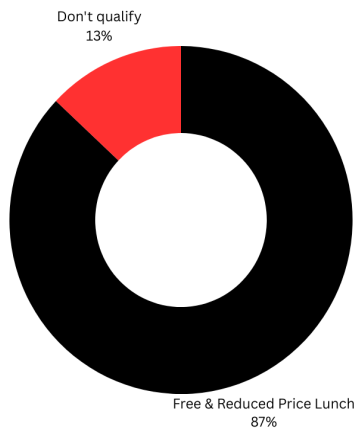
In its inaugural year, Bultum Academy prioritized student attendance with a targeted range of 90 to 94 percent to achieve a performance rating at the satisfactory level. However, the commitment to fostering a positive learning environment led to an impressive outcome. Bultum Academy not only exceeded the set target but achieved a remarkable attendance rate of 95.26 percent.

This outstanding attendance rate not only surpassed the expectations for a satisfactory performance but also earned Bultum Academy the highest performance rating of exemplary for consistently exceeding the benchmark of 94 percent. The commitment of students, parents, and the school community to prioritize attendance has significantly contributed to creating a thriving and conducive learning environment.

Bultum Academy's inaugural year attendance report reflects the dedication to promoting a culture of regular attendance, setting a solid foundation for continued success in subsequent academic years. The exemplary performance rating underscores the collective efforts in ensuring a positive and consistent attendance record for the benefit of student learning and achievement.

Demographics:





III. Student Attrition:

In the 2022-2023 academic year, Bultum Academy experienced an attrition rate of 22%, with 120 students returning out of the 153 enrolled at the end of the year. Despite this, the school has diligently addressed the attrition by successfully replacing those students and surpassing the initial expectations. As a result, the total student enrollment at the beginning of the new year reached 232.



IV. Governance and Management/Administration:

Here are the founding board members actively engaged in overseeing the school during its second year of operation, actively participating in both monthly and emergency meetings.

School Leader	Position	Board Composition	Starting term	Ending term	Phone	
Arif Bakar	School Director	Ex-Officio	n/a	n/a	763-568-4659	Arifbakar@bultumacademy.org
Esmael Abagero	Board Chair	Community Member	01/2021	06/2024	612-205-8417	Esmaelabagero@bultumacademy.org
Zachary Etter	Board Secretary	Licensed Teacher	09/2023	06/2026	612-759-3577	Zacharyetter@bultumacademy.org
Worku Denta	Board Member	Community Member	09/2023	06/2026	612-245-7740	Workudenta@bultumacademy.org
Yadata Borana	Board Member	Parent	01/2021	06/2024	612-205-4764	Yadaborana@bultumacademy.org
Abdala Yusuf	Board Treasurer	Community Member	01/2021	06/2024	612-978-2968	Abdalayusuf@bultumacademy.org

V. Board Member Training:

Bultum Academy's board members consistently participate in charter school board training opportunities to enhance their skills and fulfill the responsibilities of maintaining a high-quality charter school board. Last school year 2022-2023, all of our board members went through and received certificates from <http://mncharterboard.com/>.

During the 2022 - 2023 school year, board members attended these training sessions:

- ❖ Board's roles and responsibilities
- ❖ Employment policies and practice
- ❖ Financial management and oversight
- ❖ Other courses
 - Meet early learning program requirements
 - Meet requirements for serving multilingual learners
 - Meet school nutrition program requirements



VI. Staffing:

	2022-2023
Pre-K	1
KG	2
1st grade	1
2nd grade	1
3rd grade	1
4th grade	1
5th grade	1
6/7/8th grade	0
PE	1
Oromo	.5
Arabic	.5
ESL	1
SPED	1
Ex. Director	1
Operation Manager	1
Office Manager	1
Instructional Coach	1
Para Professionals	10

Equitable Access to Highly Qualified Educators:

Throughout the 2022-2023 academic year, all our classroom teachers, specialists, and supporting staff possessed the requisite licensure for their assigned teaching roles. In instances where we faced challenges in securing licensed teachers with the necessary experience and background to effectively engage with our



students, we sought internal or external candidates and obtained Tier 1 for them. All grade level teams engage in collaborative planning for various subjects, ensuring alignment with state standards. Irrespective of their classroom placement, students are exposed to the same challenging grade-level standards, ensuring equal access to a robust and rigorous curriculum.

VII. School Director Professional Development Plan

Bultum Academy places a strong emphasis on continuous professional development for our Executive Director to ensure effective leadership and stay abreast of the latest educational trends. During the 2022-2023 school year, our Executive Director actively participated in professional development opportunities sponsored by the school's authorizer, NEO.

Specifically, our Executive Director attended the NEO-sponsored "Celebration of Leading and Learning" workshops held in both fall and spring. These workshops were meticulously designed to address the unique challenges and opportunities faced by school leaders. The comprehensive content covered in these sessions aimed to enhance leadership skills, foster innovation, and provide valuable insights into effective school management.

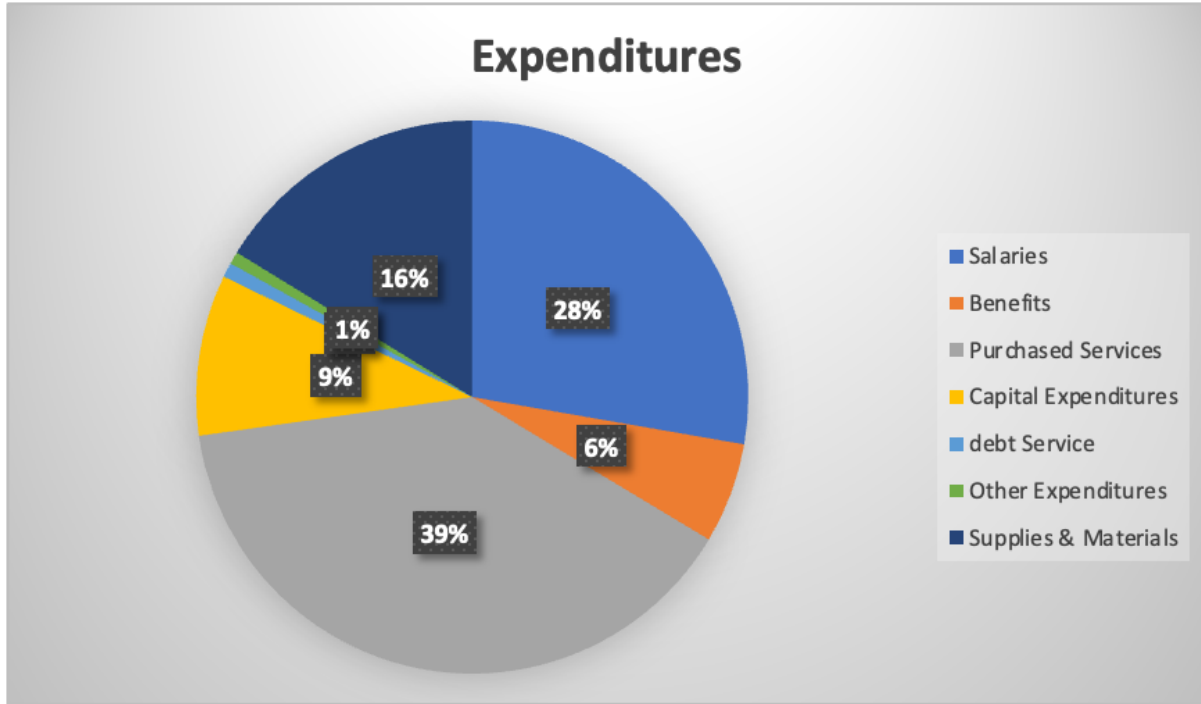
Additionally, our Executive Director engaged in various leadership trainings facilitated by NEO in collaboration with the Minnesota Department of Education. These trainings were instrumental in honing leadership capabilities, fostering strategic thinking, and staying well-informed about the evolving landscape of education.

Bultum Academy is committed to fostering a culture of continuous improvement, and the professional development undertaken by our Executive Director reflects our dedication to providing high-quality education under informed and capable leadership.

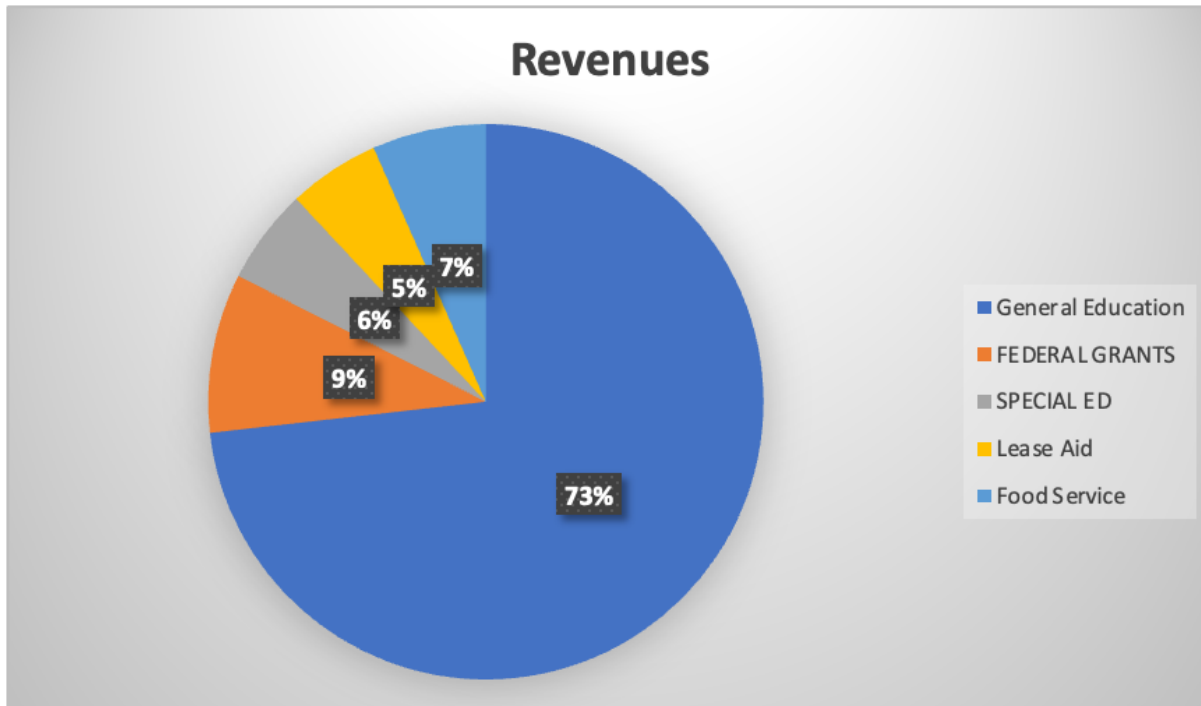


VIII. Finances:

\$2,374,967.52 Expenditures



\$2,654,246.41 Revenues



IX. Academic Performance:

As our student body predominantly comprised individuals from minority racial and ethnic backgrounds, including recent immigrants to the country, with approximately 90% designated as English Language Learners (ELL) and 87% qualifying for free or reduced-price lunch, our student achievement objectives were aligned with the principles of the World’s Best Workforce legislation. The primary focus was to ensure that all third-grade students attain grade-level literacy, with a concurrent commitment to closing all achievement gaps.

Our school has set strategic MCA-Math Goals for Grades 3-8 with a keen eye on surpassing the Columbia Heights resident district's averages. We've achieved a satisfactory level of performance with a proficiency rate of 26.67%, which is 7.07 percentage points higher than the district's rate of 19.60%. While we have not yet achieved an exemplary status — which would require us to be more than 10 percentage points above the district average — we are on a positive trajectory. Our efforts continue to focus on elevating our students' math proficiency as we strive to meet and exceed our targeted outcomes, contributing to the overarching objectives of the World's Best Workforce.

Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	1
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Bultum Academy	Resident District
	Year	Proficient Students	Total Students Tested	Percent Proficient	Percent Proficient
	2022-2023	16	60	26.67%	19.60%
	2023-2024				
	2024-2025				
	2025-2026				
	2022-2026	16	60	26.67%	19.60%
Analysis	The school's combined proficiency rate of 26.67% is 7.07 percentage points higher than the resident district's combined proficiency of 19.60%.				



In the area of reading, our school has established a clear performance framework for MCA-Reading Goals, wherein our current proficiency rate stands at 31.67%. This exceeds our resident district's average by 4.82 percentage points, demonstrating our students' satisfactory performance in this critical academic area. Although we have not reached the exemplary rating, which requires surpassing the district average by more than 10 percentage points, our school remains committed to progressing towards this goal. Our efforts are ongoing to enhance literacy proficiency, with strategic initiatives focused on maintaining and exceeding our performance relative to the district average, aligning with the World's Best Workforce's emphasis on academic excellence.

Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	1
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results				Bultum Academy	Resident District
	Year	Proficient Students	Total Students Tested	Percent Proficient	Percent Proficient
	2022-2023	19	60	31.67%	26.85%
	2023-2024				
	2024-2025				
	2025-2026				
	2022-2026	19	60	31.67%	26.85%
Analysis	The school's combined proficiency rate of 31.67% is 4.82 percentage points higher than the resident district's combined proficiency of 26.85%.				

Our school's MCA-Math proficiency for the FRP focus group has demonstrated commendable results, with a combined proficiency rate of 29.41%, which notably exceeds the resident district's average by 12.85 percentage points. This substantial margin underscores our commitment to closing the achievement gap and fostering an equitable learning environment. Our satisfactory performance reflects targeted efforts to support our economically disadvantaged students in math, a core academic skill. We continue to



build on these successes to sustain and extend our lead above the resident district average, aligning with our strategic goals and the broader aspirations of the World's Best Workforce initiative.

Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average.			2	
Satisfactory	Satisfactory The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by at least 10 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results				Bultum Academy	State Percent Proficient
	Year	Proficient Students	Total Students Tested	Percent Proficient	
	Baseline 2022-2023	15	51	29.41%	34.77%
	2022-2023	15	51	29.41%	34.77%
	2023-2024				
	2024-2025				
	2025-2026				
	2022-2026	15	51	29.41%	34.77%
Analysis	The school's combined proficiency rate of 29.41% is 5.36 percentage points lower than the state's combined proficiency of 34.77%.				

Our school has set rigorous MCA-Reading Goals for Grades 3-8 for the FRP focus group, aiming to exceed the proficiency rates of our resident district. Currently, our school's combined proficiency rate stands at 33.33%, which is 10.95 percentage points higher than the district average of 22.39%. This achievement reflects our school's dedication to surpassing standard educational benchmarks and our commitment to improving literacy among our students. Our satisfactory performance indicates the effectiveness of our reading programs and interventions. As we continue our efforts, we aim to not only



maintain this lead but also strive for exemplary status by creating an even wider gap above the district average, ensuring alignment with the objectives of the World's Best Workforce.

Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average.			2	
Satisfactory	Satisfactory The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by at least 10 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	0
Results			Total Students Tested	Bultum Academy Percent Proficient	State Percent Proficient
	Year	Proficient Students			
	Baseline 2022-2023	17	51	33.33%	35.01%
	2022-2023	17	51	33.33%	35.01%
	2023-2024				
	2024-2025				
	2025-2026				
	2022-2026	17	51	33.33%	35.01%
Analysis	The school's combined proficiency rate of 33.33% is 1.67 percentage points lower than the state's combined proficiency of 35.01%.				

Our educational strategy for students below grade level in math has been effective, as evidenced by the 84.92% of students who have met the rigorous NWEA MAP growth targets from fall to spring. With 760 actual RIT growth points achieved against an expectation of 895, our students have made substantial progress. This exemplary growth rate, which applies to all 66 students identified as below grade level, demonstrates our commitment to ensuring that students not only make progress but also exceed growth projections. Our focused interventions and targeted instructional strategies have been instrumental in this



achievement, which aligns with the World's Best Workforce's goal of all students graduating from high school well-prepared for academic success.

X. World's Best Workforce Reporting:

All Children are Ready for School

SMART-Goal Format:

- Specific:

The goals are specified for Kindergarten students' performance on the NWEA MAP for Primary Math Targets.

- Measurable:

Exemplary: Over 75% of Kindergarten students meet the learning targets.

Satisfactory: 60-75% of Kindergarten students meet the learning targets in the fiscal years 2022-2025.

Not Satisfactory: Below 60% of Kindergarten students meet the learning targets.

- Achievable:

The goals are realistic, with tiered performance levels to encourage continuous improvement.

- Relevant:

The targets are relevant to early childhood education, focusing on critical early literacy and numeracy skills.

- Time-Bound:

The goals are set within a specific timeframe, from FY 2022 to FY 2025.

Current Progress:

The school's combined proficiency rate is 25% as per the latest available data.

This rate has remained static, as shown by the same number of students meeting the targets (7 out of 28) from 2022-2023 to 2026-2027.

On-Track Multi-Year Goal



All Students in Third Grade Achieving Grade-Level Literacy

SMART-Goal Format:

- Specific:

The goals are defined for the school's proficiency rate in MCA-Reading for Grades 3-8 compared to the resident district average.

- Measurable:

Exemplary: Proficiency rate more than 10 percentage points above the district average.

Satisfactory: Proficiency rate exceeds the district average by up to 10 percentage points.

Not Satisfactory: Proficiency rate does not exceed the district average.

- Achievable:

The goals are attainable with a clear benchmark set against the resident district's averages.

- Relevant:

The targets are directly relevant to improving student literacy, a foundational skill for academic success.

- Time-Bound:

The document does not specify a timeframe for the goals beyond the current year; however, the goals are likely intended to be reviewed annually.

Current Progress:

The school's combined proficiency rate is 31.67%.

This rate is 4.82 percentage points higher than the resident district's combined proficiency of 26.85%.

On-Track Multi-Year Goal



Close the Achievement Gap(s) Between Student Groups

SMART-Goal Format:

- Specific:

The specific goal is for the school's MCA-Math proficiency rate among the FRP focus group to exceed the resident district average.

- Measurable:

Exemplary: Proficiency rate is more than 10 percentage points above the district average.

Satisfactory: Proficiency rate exceeds the district average by up to 10 percentage points.

Not Satisfactory: Proficiency rate does not exceed the district average.

- Achievable:

The goal is attainable, with a structured metric for comparing the school's proficiency rate against the district's.

- Relevant:

The goal is relevant to the school's mission to provide equitable education opportunities, especially for students who may be economically disadvantaged.

- Time-Bound:

The results are reported annually, providing a clear timeframe for assessment and review.

Current Progress:

The school's combined proficiency rate for the FRP group is 29.41%.

This rate is significantly higher, by 12.85 percentage points, than the resident district's combined proficiency of 16.56%.

On-Track Multi-Year Goal



All Students Career and College-Ready by Graduation

SMART-Goal Format:

- Specific:

The specific goal is for students scoring below grade level in the fall NWEA MAP Math to achieve significant growth by the spring assessment.

- Measurable:

Exemplary: Students achieve more than 150% of their projected growth on the spring NWEA MAP.
Satisfactory: Students achieve between 120% to 150% of their projected growth on the spring NWEA MAP.

Not Satisfactory: Students do not achieve 120% of their projected growth on the spring NWEA MAP.

- Achievable:

The goals are ambitious but achievable, with clear numerical targets for growth.

- Relevant:

The targets are directly related to academic growth, ensuring students below grade level catch up.

- Time-Bound:

The timeframe for the targets is within one academic year, assessing growth from fall to spring.

Current Progress:

The number of students meeting the targets is 760.

The aggregate of actual RIT growth points made is 760, against an expected aggregate of 895 RIT growth points.

The percent of growth made is 84.92%.

The total number of students below grade level who are the focus of this growth target is 66.

On-Track Multi-Year Goal



XI. Professional Development:

Continuous, job-embedded professional development remains a cornerstone of our commitment to excellence at Bultum Academy. The Academic Coach provided targeted observations and coaching to our dedicated teaching staff.

For the academic year 2022-2023, our professional development focuses on key areas:

The Science of Reading:

- Utilizing Groves Literacy Organization’s interim assessment in conjunction with aimswebplus data and The Science of Reading to inform early literacy instruction.

Data-Driven Instruction:

- Employing NWEA MAP data to inform English Language Arts (ELA) and Math instruction.
- Using classroom assessment data and NWEA MAP data to plan targeted small group instruction across all subject areas.

During the workshop weeks in August and September, our teachers participated in full-day workshops covering:

- Introduction to new curricula, including Groves Literacy, HMH Reading, HMH Math, HMH Science, HMH Social Studies, and a reading and listening software called Amira.
- Collaborative work to align curriculum standards with Minnesota State Standards.
- Effective classroom management strategies to optimize instructional time.

Furthermore, every Friday afternoon (with early student dismissal), teachers engage in 2 hours of professional development, accumulating close to 60 hours over the school year. Specific focus areas during these sessions include:

Reading Instruction:

- Science of Reading training sessions for teachers.
- Understanding Scarborough’s rope and the components of a skilled reader.
- Mastery of individual skills required for proficient reading.
- Administration and utilization of data from aimsweb reading fluency assessments to guide whole-group and targeted small group instruction.

Classroom and Behavior Management:

- Low Burden, High Impact behavior interventions.
- Positive behavior reinforcement strategies.
- Anti-bullying methods, including ongoing training on incorporating SEL curriculum to foster positive character development and promote kindness among students.



This comprehensive approach to professional development reflects our dedication to staying at the forefront of educational best practices and ensuring our students receive the highest quality instruction.

XII. Parent Satisfaction

Parent Satisfaction Survey Summary

Performance Rating	Goals for 5-Point Parent Satisfaction Survey Results (Grades K-8)			Point Value	Points Earned
Exemplary	More than 90 percent of parents agree (4) and strongly agree (5) that they are satisfied with the school performance.			2	
Satisfactory	80-90 percent of parents agree (4) and strongly agree (5) that they are satisfied with the school performance.			1	
Not Satisfactory	Less than 80 percent of parents agree (4) and strongly agree (5) that they are satisfied with the school performance.			0	
Results		Number of Parents Agreeing/Strongly Agreeing	Total Number of Parents Surveyed	Percent of Parents Agreeing/Strongly Agreeing	Percent of Parents Participating
	Year				
	2022-2023	58	60	96.67%	60.00%
	2023-2024				
	2024-2025				
	2025-2026				
	2022-2026	58	60	96.67%	60.00%
Analysis	The school's combined parent satisfaction rate is 96.67%.				

Results:

- For the years 2022-2023 and 2022-2026, the results show that 58 out of 60 parents surveyed agreed or strongly agreed with the school's performance, resulting in a 96.67% satisfaction rate.



However, the percent of parents participating is 60%, suggesting that not all parents took part in the survey.

Analysis:

- The school's combined parent satisfaction rate is 96.67%.

XIII. Innovative Practices

Our commitment to innovation at Bultum Academy is exemplified through a multifaceted approach. One key innovative practice lies in our STEM program, seamlessly integrated into our standard curriculum, fostering a dynamic learning environment. Our dedication to extended school hours, extensive professional development, and robust teacher coaching reflects an innovative strategy tailored to the unique needs of students eligible for free or reduced-price lunch, aligning with research-backed best practices.

Language instruction stands out as another innovative aspect of our school model. Offering two specialist classes daily, our students engage in learning both Oromo and Arabic, in addition to English—the primary language of instruction. Research consistently highlights the positive impact of exposure to students' native language on academic success and English language acquisition. Given that approximately 95 percent of our student body's native language is Oromo, our approach aligns seamlessly with research-based strategies for promoting success in school and English language proficiency among our diverse student population.

Furthermore, our commitment to daily physical education ensures that students have dedicated time for physical movement, complementing regular recess breaks. This comprehensive and innovative framework reflects our determination to provide a well-rounded and effective educational experience for our students.

XIV. Major Accomplishments in 2022-2023 and Future Plans

Major Accomplishments (2022-2023):

Enrollment Success: Bultum Academy celebrated a successful inaugural year by exceeding enrollment goals. With 160 students at the beginning of the academic year and ending with 153, the school demonstrated its appeal and community acceptance.



Innovative STEM Integration: The seamless integration of STEM programs into the regular curriculum marked a significant achievement. Bultum Academy's commitment to providing a holistic education was reflected in the positive impact of STEM initiatives on student learning experiences.

High Parental Satisfaction: The Parent Satisfaction Survey for 2022-2023 revealed an impressive 96.67% satisfaction rate, reflecting the positive perception of the school's performance among parents.

Academic Excellence in Reading and Math: Bultum Academy achieved notable proficiency rates in both MCA-Reading (33.33%) and MCA-Math (29.41%) for Grades 3-8, surpassing resident district averages and showcasing the school's dedication to academic achievement.

Future Plans:

Expansion of Literacy Programs: Bultum Academy is committed to enhancing literacy programs through the addition of research-based initiatives. This includes exploring partnerships with other organizations to introduce innovative literacy programs that align with the latest educational standards.

STEM Program Growth: Building on the success of the existing STEM curriculum, the school plans to expand STEM-related programs. This expansion will involve both purchasing cutting-edge resources and forming partnerships with external organizations to provide students with diverse and engaging STEM opportunities.

Focus on Social-Emotional Learning (SEL): Recognizing the importance of social-emotional well-being, Bultum Academy aims to integrate comprehensive SEL curriculums into its educational framework. These programs will foster emotional intelligence, interpersonal skills, and overall mental health among students.

Implementation of Multi-Tiered System of Supports (MTSS): Bultum Academy is actively working towards implementing MTSS to provide a tiered support system that addresses the diverse needs of students. This holistic approach will ensure a well-rounded and inclusive learning environment.

As Bultum Academy reflects on its achievements in the past year, these accomplishments set the stage for an exciting future. The school's commitment to continuous improvement and



innovation is evident in its strategic plans to expand literacy and STEM programs, introduce SEL curriculums, and implement MTSS to ensure the success and well-being of every student.

XV. Continuous Improvement Plan 2022-2023

Introduction:

Bultum Academy remains committed to a culture of continuous improvement, building upon the successes of the past year to elevate the quality of education for our students. As we embark on the 2023-2024 school year, our focus is on refining our practices, leveraging data-driven insights, and fostering academic growth among all students.

Areas of Focus for the 2023-2024 School Year:

Increase the Use of Data to Drive Instruction:

Strengthen our commitment to data-informed decision-making by expanding the utilization of NWEA MAP data for ELA and Math instruction.

Implement targeted training sessions for educators on effectively interpreting and applying assessment data to tailor instruction to individual student needs.

Foster a collaborative environment where teachers share best practices in utilizing data to inform their instructional strategies.

Increase Academic Interventions for Targeted Students:

Identify students requiring additional support through a comprehensive analysis of academic performance data.

Develop and implement targeted academic interventions for students facing challenges, ensuring personalized support to address their specific needs.

Establish a system for regular progress monitoring to track the effectiveness of interventions and adjust strategies accordingly.

The Role of the Board in the Continuous Improvement Plan:

The Board of Bultum Academy plays a pivotal role in guiding and supporting our continuous improvement efforts. Their responsibilities include:



Strategic Oversight:

Collaborate with school leadership to review and endorse the continuous improvement plan, ensuring alignment with the school's mission and goals.

Provide strategic guidance on resource allocation, emphasizing areas crucial for academic enhancement.

Advocacy for Professional Development:

Advocate for professional development opportunities for teachers, reinforcing the importance of ongoing training to enhance instructional practices.

Community Engagement:

Engage with the community to gather input on improvement initiatives and ensure transparency in decision-making processes.

Facilitate communication between the school and parents, fostering a collaborative approach to student success.

Financial Support:

Collaborate on budgetary decisions that prioritize initiatives outlined in the continuous improvement plan. Explore avenues for securing additional resources to support targeted academic interventions and innovative programs.

Bultum Academy recognizes that continuous improvement is a collective endeavor requiring collaboration at all levels. By intensifying our focus on data-driven instruction, implementing targeted interventions, and leveraging the support of our dedicated Board, we aim to foster an environment of excellence and ensure every student's academic success.

XVI. Authorizer Contact Information

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