

# Bultum Academy

A Great Place to Learn



## Annual Report & World's Best Workforce Report 2023-2024

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.

# Table of Contents

I. Mission, Vision, & Executive Summary	3
II. Student Enrollment, Attendance and Demographics	4
III. Student Attrition	7
IV. Governance and Management/Administration	8
V. Board Member Training	8
VI. Staffing	9
VII. School Director Professional Development Plan	10
VIII. Finances	11
IX. Academic Performance	12
X. World's Best Workforce Reporting	26
XI. Professional Development	28
XII. Parent Satisfaction	30
XIII. Innovative Practices	31
XIV. Major Accomplishments in 2023-2024 and Future Plans	31
XV. Continuous Improvement Plan 2023-2024	32
XVI. Authorizer Contact Information	34



# **I. Mission, Vision, and Executive Summary**

## **Mission:**

At Bultum Academy, our mission is to address the academic, social, and emotional needs of our diverse student body. We achieve this by providing an inclusive and enriching learning environment, with a strong focus on Science, Technology, Engineering, and Math (STEM) education. Our curriculum is enhanced by cultural learning opportunities, including language instruction and social-emotional development programs. Through close partnerships with families and the community, we foster a positive school culture that empowers students to excel academically, socially, and emotionally, preparing them to become confident, well-rounded leaders in their future pursuits.

## **Vision:**

Bultum Academy aspires to be recognized as a distinctive and innovative educational institution. Our vision is to actively engage, empower, and meet the unique educational needs of high-risk and underserved students, fostering their academic excellence, personal growth, and lifelong success. We envision a supportive learning environment that celebrates diversity, encourages critical thinking, and promotes collaboration among students, families, and the community. By integrating culturally relevant curricula and providing tailored support services, we aim to inspire a love of learning and equip our students with the skills necessary to thrive in an ever-changing world.

## **Executive Summary**

### **Overview:**

In its second year of operation, Bultum Academy has continued to make impressive strides in its mission to provide a focused and enriching learning environment in science, technology, engineering, and math (STEM). The school has enhanced its curriculum with innovative teaching methods and hands-on learning, fostering critical thinking and problem-solving skills. Small class sizes ensure personalized attention for each student. Additionally, the Academy has expanded extracurricular programs, such as coding and robotics, preparing students for success in STEM fields. This report highlights key performance areas, initiatives, and future goals.

### **Student Enrollment:**

Entering our second year, we achieved remarkable growth, ending the year with 217 students. This increase reflects our commitment to providing quality education and meeting the needs of our diverse community. Throughout the year, we maintained an impressive overall attendance rate of 95.07%, underscoring our dedication to fostering student engagement and success.

### **Student Achievement:**

In Reading, the school's current year proficiency rate of 33.73% is 7.6 percentage points higher than the resident district's current proficiency rate of 26.13%. Similarly in Math, the school's current proficiency rate of 24.10% is 6.29 percentage points higher than the resident district's current proficiency rate of 17.81%.

### **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 98.5% English Language Learners (ELL) and 85% qualifying for free or reduced-price lunch, reflects a dedication to fostering inclusivity.

### **Outlook:**

As we pursue academic excellence and cater to our diverse student population, Bultum Academy is committed to sustained growth, outstanding performance, and innovative educational practices. The collaborative efforts of our educators, administrators, and community stakeholders lay the foundation for a bright future.

## **II. Student Enrollment, Attendance, and Demographics**

### **Student Enrollment:**

In its second year, Bultum Academy experienced significant growth, ending the academic year with an impressive total of 217 students. By year-end, 23 new students had joined the roster, reflecting the school's expanding reach and reputation within the community. This growth underscores our commitment to delivering a high-quality, inclusive education that meets the needs of diverse learners and prepares them for future success. As we continue to grow, Bultum Academy remains dedicated to fostering an engaging and supportive learning environment that empowers each student to thrive academically and personally.

During the year, Bultum Academy encountered the challenge of student retention, leading to a slight decrease in enrollment of 34 students. Nevertheless, the school's resilience and dedication allowed it to conclude the academic year with enrollment above its initial target. A testament to Bultum Academy's commitment to the community is its voluntary provision of education to approximately 22 pre-kindergarten students, offering early learning opportunities to young learners and supporting families in our community.



In its second year, it is essential to highlight that Bultum Academy continued to prioritize community needs by offering pre-K education and has received funding from the Minnesota Department of Education (MDE) for these students. This decision reflects a strategic investment in the local community, addressing the high demand for pre-K education while establishing a valuable pipeline for future kindergarten classes. In summary, Bultum Academy’s third-year enrollment journey demonstrated a commendable commitment to exceeding goals, supporting community needs, and laying the foundation for ongoing growth and success in the years ahead.

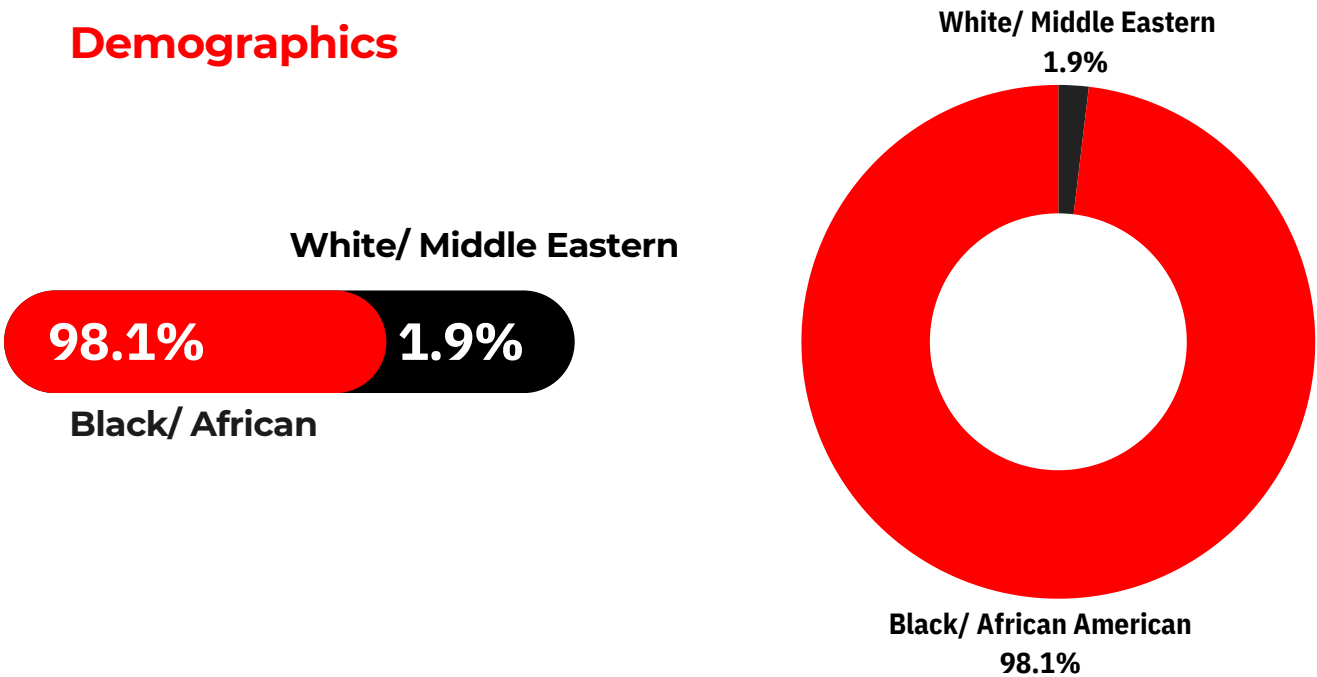
**Attendance:**

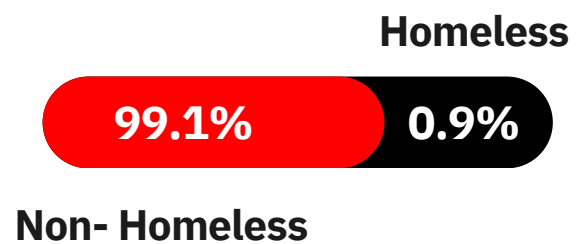
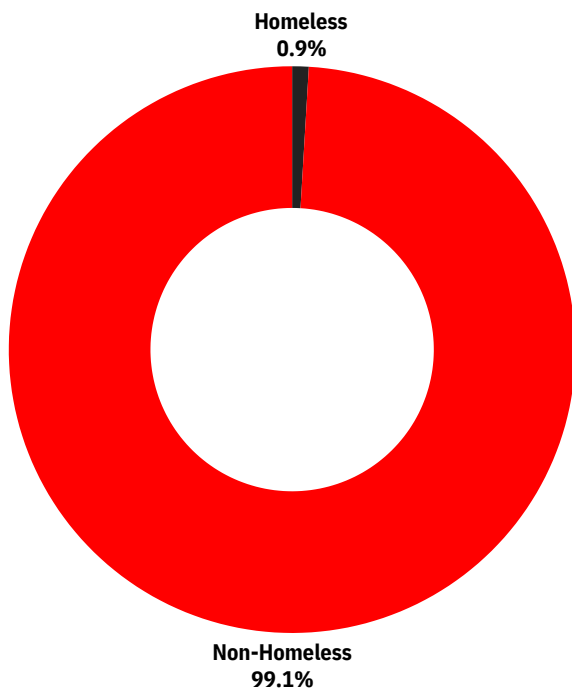
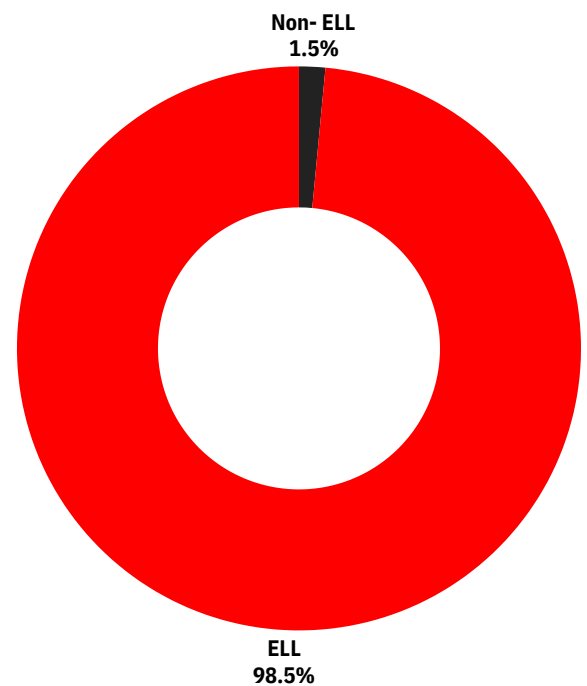
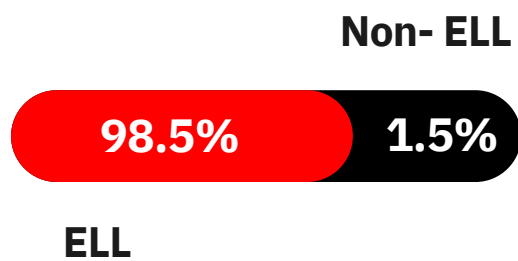
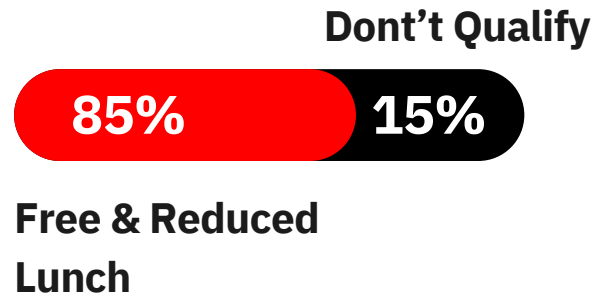
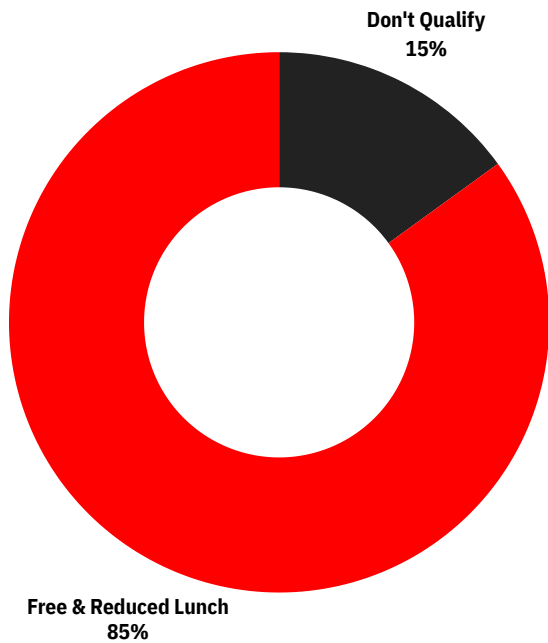
In its second year, Bultum Academy prioritized student attendance with a targeted range of 92 to 95 percent to achieve a performance rating at the satisfactory level. However, the commitment to fostering a positive learning environment led to an impressive outcome. Bultum Academy not only exceeded the set target but achieved a remarkable attendance rate of **95.07** percent.

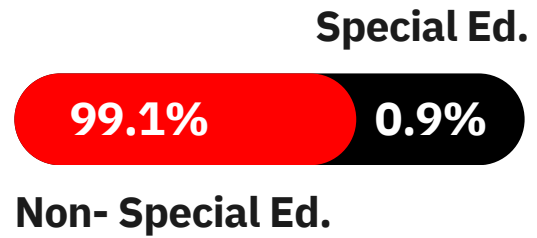
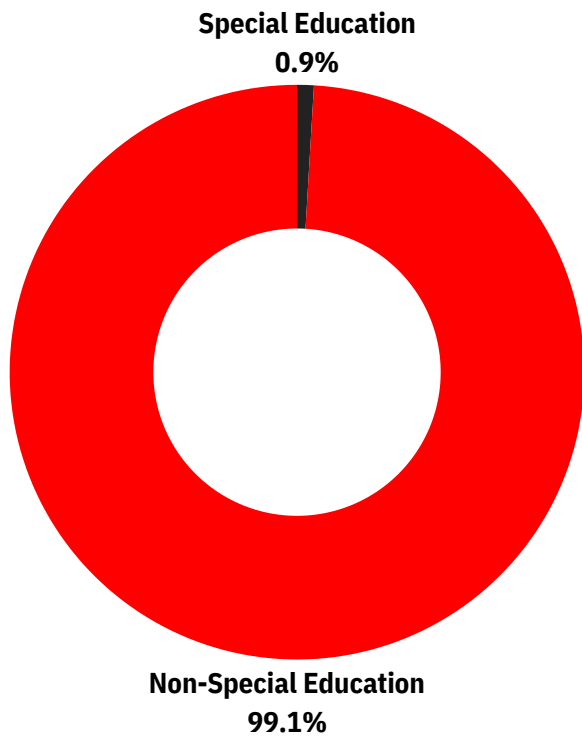
This outstanding attendance rate not only surpassed the expectations for a satisfactory performance but also earned Bultum Academy the highest performance rating of exemplary for consistently exceeding the benchmark of 95 percent. The commitment of students, parents, and the school community to prioritize attendance has significantly contributed to creating a thriving and conducive learning environment.

Bultum Academy's second 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 2023-2024 academic year, Bultum Academy had an attrition rate of 5.65%, with 217 students enrolled by the end of the year. Despite this attrition, the school proactively addressed the gap by not only replacing these students but also exceeding initial enrollment expectations. As a result, student enrollment at the beginning of the new academic year rose to 230.

Note: Additional note added based on New Legislation:

Dissemination of Enrollment Procedures and Program Offerings:

In accordance with updated Minnesota legislation, Bultum Academy actively disseminated information about the school's enrollment procedures and academic offerings to targeted populations during the 2023–2024 school year. Outreach efforts included distributing flyers, hosting information sessions, attending community events, and utilizing multilingual communication to engage families, particularly those from historically underserved and underrepresented communities. These efforts aimed to ensure equitable access and awareness of Bultum Academy's educational opportunities for all prospective students and families.

## 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	Email
Arif Bakar	School Director	Ex. Officio	N/A	N/A	arifbakar@bultumacademy.org
Esmael Abagero	Board Chair	Community Member	01/2021	10/2024	Esmaelabagero@bultumacademy.org
Zachary Etter	Board Secretary	Licensed Teacher	09/2023	10/2024	Zacharyetter@bultumacademy.org
Worku Denta	Board Member	Community Member	09/2023	10/2024	Workudenta@bultumacademy.org
Yadata Borana	Board Member	Parent	01/2021	10/2024	Yadataborana@bultumacademy.org
Abdala Yusuf	Board Treasurer	Community Member	01/2021	10/2024	Abdalayusuf@bultumacademy.org

## V. Board Member Training

Bultum Academy's board members actively engage in charter school board training opportunities to strengthen their skills and effectively uphold the responsibilities of a high-quality charter school board. During the 2023-2024 school year, all board members completed training and received certification through [Minnesota Charter Board Training](#).

During the 2023-2024 school year, board members attended these training sessions:

- ❖ Board's roles and responsibilities
- ❖ Employment policies and practice
- ❖ Public School Funding and Financial management
- ❖ Data Practice
- ❖ Open Meeting Law
- ❖ Other Courses
  - Meet Early Learning Program Requirements
  - Meet Requirements for Serving Multilingual Learners
  - Meet School Nutrition Program Requirements



## VI. Staffing

School Year	2023-2024
Pre-K	1
KG	2
1st grade	2
2nd grade	1
3rd grade	1
4th grade	1
5th grade	1
6/7/8th	1
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 2023-2024 academic year, all classroom teachers, specialists, and support staff at Bultum Academy held the required licensure for their assigned roles. When challenges arose in securing licensed teachers with the appropriate experience and background to effectively engage with our students, we proactively sought both internal and external candidates, successfully obtaining Tier 1 licenses for qualified individuals.



All grade-level teams engaged in collaborative planning across subjects to ensure alignment with state standards. Regardless of classroom placement, students were provided equal access to the same rigorous grade-level standards, fostering a robust and equitable learning environment.

## **VII. School Director Professional Development Plan**

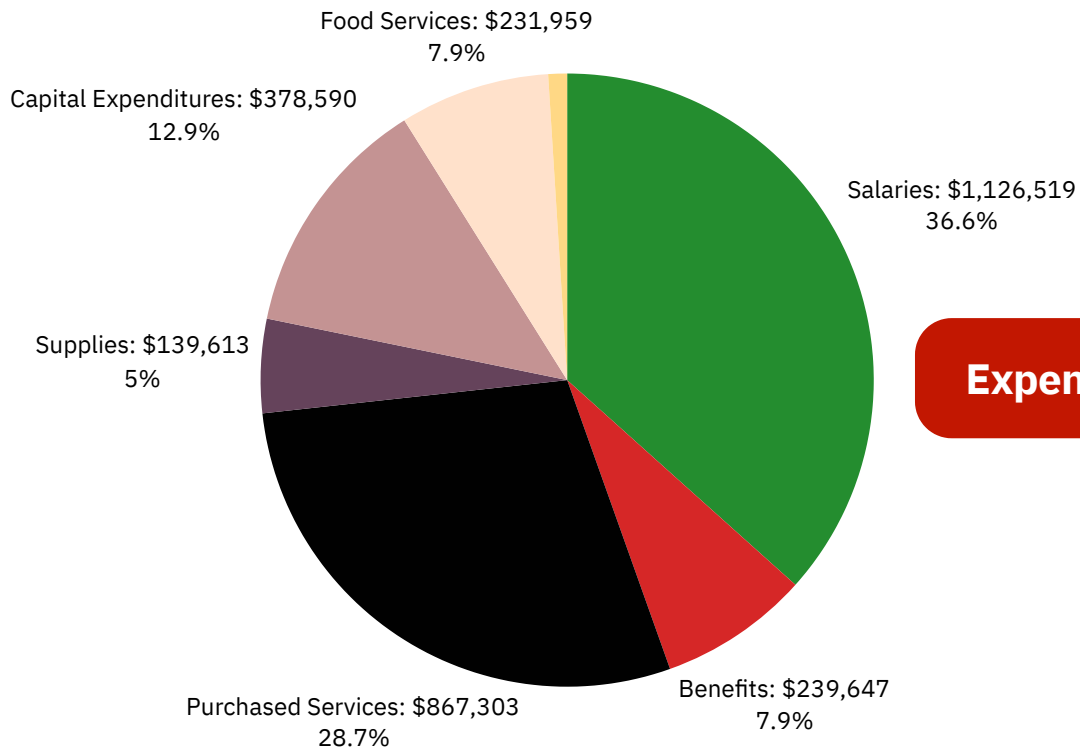
Bultum Academy places a strong emphasis on continuous professional development for our Executive Director to ensure effective leadership and alignment with the latest educational trends. During the 2023-2024 school year, our Executive Director actively participated in multiple professional development opportunities sponsored by the school's authorizer, NEO.

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

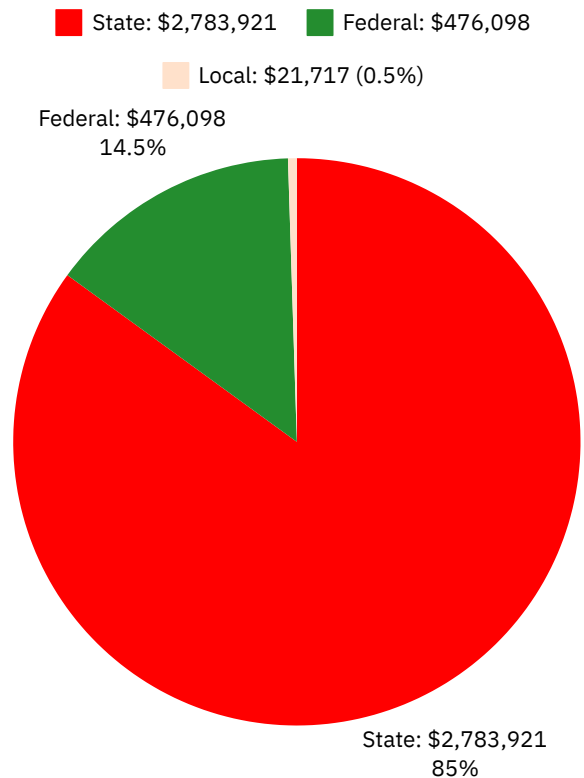
Additionally, the Executive Director participated in various leadership training sessions facilitated by NEO in collaboration with the Minnesota Department of Education. These sessions were instrumental in refining leadership abilities, promoting strategic thinking, and staying up-to-date with the evolving educational landscape.

At Bultum Academy, we are committed to fostering a culture of continuous improvement. The professional development undertaken by our Executive Director demonstrates our dedication to providing high-quality education through informed and capable leadership.

## VIII. Finances



### Revenue FY 2023-2024



## IX. Academic Performance

As our student body predominantly comprised individuals from minority racial and ethnic backgrounds, including recent immigrants to the country, with approximately **98.5%** designated as English Language Learners (ELL) and **85%** 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 **24.10%**, which is **6.29** percentage points higher than the district's rate of **17.81%**. 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.

Note: Additional note added based on new legislation:

Implementing Bultum Academy's additional purposes:

Increase learning opportunities for all pupils: The School will increase learning opportunities and support educational equity by providing a high-quality STEM education for currently under-served populations. The School will increase learning opportunities by providing a longer than typical school year and school day. The School will also use the Multi-Tiered Support System (MTSS) which provides a highly responsive model for students to increase proficiency through a scaffolded and supportive learning approach. The process of moving students through the MTSS model allows for students to experience success as they move through a variety of increased learning opportunities that provide pathways to success.

Encourage the use of different and innovative teaching methods. Teachers will use a mix of direct teaching and hands-on learning, and collaborative teaching. The STEM focus at the early grades is different from typical elementary school approaches. In addition, Bultum Academy will be the first public school in Minnesota, and perhaps the nation, to provide Oromo language as an academic subject. In Minnesota there are public schools that provide Korean, Russian, Chinese, German, Arabic, French, Hebrew and Latin, but despite Oromo being among the top 10 primary home languages of students served in Minnesota (8th), no public school provides Oromo language as an academic subject.





Attain Grade-level Proficiency- All Students Resident District (Columbia Heights) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	1
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient
	2022-2023	16	60	26.67%	19.60%
	2023-2024	20	83	24.10%	17.81%
	2024-2025				
	2025-2026				
	2022-2026	36	143	25.17%	18.60%
<b>Analysis</b>	The school's combined proficiency rate of 25.17% is 6.58 percentage points higher than the resident district's combined proficiency of 18.60%.				

- The school's combined proficiency rate of **25.17%** is **6.58** percentage points higher than the resident district's combined proficiency rate of **18.60%**.
- The school's performance has consistently exceeded the resident district's performance, achieving "Satisfactory" status for the two years with a noticeable proficiency gap maintained between the two groups.

To achieve "Exemplary" status, the school will need to increase the gap between its proficiency rate and the resident district's rate by more than 10 percentage points. Continued efforts will focus on math interventions for Grades 3-8 students to further close achievement gaps and boost proficiency rates.



Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	1
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			0	
<b>Results</b>	<b>Year</b>	<b>Proficient Students</b>	<b>Total Students Tested</b>	<b>Bultum Academy Percent Proficient</b>	<b>Resident District Percent Proficient</b>
	2022-2023	19	60	31.67%	26.85%
	2023-2024	28	83	33.73%	26.13%
	2024-2025				
	2025-2026				
	2022-2026	47	143	32.87%	26.44%
<b>Analysis</b>	The school's combined proficiency rate of 32.87% is 6.42 percentage points higher than the resident district's combined proficiency of 26.44%.				

- The school's combined proficiency rate of **32.87%** is **6.42** percentage points higher than the resident district's combined proficiency rate of **26.44%**.
- The school has consistently outperformed the resident district in reading proficiency, achieving "Satisfactory" status for both years reported.

To achieve "Exemplary" status, Bultum Academy must increase the gap between its proficiency rate and the resident district's rate to more than 10 percentage points. Further emphasis will be placed on reading interventions and support for students in Grades 3-8 to continue improving proficiency rates and outperforming the resident district.



Attain Grade-level Proficiency- FRP Focus Group State Comparison					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the state average.			<b>2</b>	<b>1</b>
<b>Satisfactory</b>	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.			<b>1</b>	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			<b>0</b>	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	State Percent Proficient
	Baseline 2022-2023	17	51	33.33%	35.01%
	2022-2023	17	51	33.33%	35.01%
	2023-2024	27	73	36.99%	35.51%
	2024-2025				
	2025-2026				
	2022-2026	44	124	35.48%	35.30%
Analysis	The school's combined proficiency rate of 35.48% is 0.19 percentage points higher than the state's combined proficiency of 35.30%.				
	From the baseline years rate of 33.33%, the school's proficiency increased to 36.99% overall, an increase of 3.65 percentage points.				

- The school's combined proficiency rate of **35.48%** is slightly higher than the state average of **35.30%** for students from low-income households, indicating that the school is performing at the state average level.
- From the baseline proficiency rate of **33.33%**, the school showed improvement to **36.99%** in the second year, an increase of **3.65** percentage points.

Although the school has exceeded the state average slightly, continued focus is needed to further increase proficiency levels for this focus group. The goal for the coming years will be to achieve "Exemplary" status by widening the gap between Bultum Academy's performance and the state average by at least 10 percentage points. Efforts will include targeted interventions and support for low-income students to continue closing the achievement gap.



Performance Rating	MCA-Science Goals (Grades 5,8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the state average.			<b>2</b>	<b>1</b>
<b>Satisfactory</b>	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.			<b>1</b>	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			<b>0</b>	
<b>Results</b>	<b>Year</b>	<b>Proficient Students</b>	<b>Total Students Tested</b>	<b>Bultum Academy Percent Proficient</b>	<b>State Percent Proficient</b>
	Baseline 2022-2023	3	17	17.65%	29.76%
	2022-2023	3	17	17.65%	29.76%
	2023-2024	10	17	58.82%	27.80%
	2024-2025				
	2025-2026				
	2022-2026	13	34	38.24%	28.75%
<b>Analysis</b>	The school's combined proficiency rate of 38.24% is 9.48 percentage points higher than the state's combined proficiency of 28.75%.				
	From the baseline years rate of 17.65%, the school's proficiency increased to 58.82% overall, an increase of 41.18 percentage points.				

- The school's combined proficiency rate of **38.24%** is **9.48** percentage points higher than the state's combined proficiency rate of **28.75%**.
- The school made a substantial improvement, moving from **17.65%** proficiency in the baseline year to **58.82%** proficiency in 2023-2024, representing an increase of **41.18** percentage points.

To achieve "Exemplary" status, the school needs to increase the gap between its proficiency rate and the state average to more than 10 percentage points. Continued focus on science interventions and support for students from low-income households will help maintain the upward trajectory and further close the achievement gap.





Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	2
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient
	2022-2023	15	51	29.41%	16.56%
	2023-2024	17	73	23.29%	14.49%
	2024-2025				
	2025-2026				
	2022-2026	32	124	25.81%	15.42%
<b>Analysis</b>	The school's combined proficiency rate of 25.81% is 10.38 percentage points higher than the resident district's combined proficiency of 15.42%.				

- The school's combined proficiency rate of **25.81%** is **10.38** percentage points higher than the resident district's average of **15.42%**, marking an "Exemplary" status.
- While there was a slight decline in proficiency from the first to the second year, Bultum Academy still maintained a substantial gap over the resident district.

To continue maintaining "Exemplary" performance, the school will need to focus on strategies to boost math proficiency among students in this focus group. Targeted interventions will help increase proficiency rates and ensure sustained progress.



Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	2
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient
	2022-2023	17	51	33.33%	22.39%
	2023-2024	27	73	36.99%	22.63%
	2024-2025				
	2025-2026				
	2022-2026	44	124	35.48%	22.52%
<b>Analysis</b>	The school's combined proficiency rate of 35.48% is 12.96 percentage points higher than the resident district's combined proficiency of 22.52%.				

- The school's combined proficiency rate of **35.48%** is **12.96** percentage points higher than the resident district's average of **22.52%**, meeting the "Exemplary" rating.
- The school demonstrated consistent improvement from **33.33%** to **36.99%** between the two years, with a proficiency gap significantly exceeding 10 percentage points over the resident district.

The school will aim to maintain its "Exemplary" performance by continuing to implement targeted reading interventions and support strategies for students from low-income households. Focus will be placed on maintaining and expanding the proficiency gap over the resident district.



Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
Performance Rating	MCA-Science Goals (Grades 5,8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			<b>2</b>	<b>2</b>
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			<b>1</b>	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			<b>0</b>	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient
	2022-2023	3	17	17.65%	16.67%
	2023-2024	10	17	58.82%	8.90%
	2024-2025				
	2025-2026				
	2022-2026	13	34	38.24%	12.94%
<b>Analysis</b>	The school's combined proficiency rate of 38.24% is 25.30 percentage points higher than the resident district's combined proficiency of 12.94%.				

- The school's combined proficiency rate of **38.24%** is **25.30** percentage points higher than the resident district's average of **12.94%**, indicating "Exemplary" performance.
- The school made significant gains in proficiency, moving from **17.65%** in the baseline year to **58.82%** in the second year, representing a **41.17** percentage point improvement.

To maintain this "Exemplary" status, Bultum Academy will continue focusing on strategies that have proven effective in raising science proficiency for students from low-income households. The goal is to sustain this high level of performance and further reduce any remaining gaps in science achievement.



Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the state average.			<b>2</b>	<b>1</b>
<b>Satisfactory</b>	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.			<b>1</b>	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			<b>0</b>	
<b>Results</b>	<b>Year</b>	<b>Proficient Students</b>	<b>Total Students Tested</b>	<b>Bultum Academy Percent Proficient</b>	<b>State Percent Proficient</b>
	Baseline 2022-2023	16	58	27.59%	19.78%
	2022-2023	16	58	27.59%	19.78%
	2023-2024	20	81	24.69%	17.02%
	2024-2025				
	2025-2026				
	2022-2026	36	139	25.90%	18.23%
<b>Analysis</b>	The school's combined proficiency rate of 25.90% is 7.67 percentage points higher than the state's combined proficiency of 18.23%.				
	From the baseline years rate of 27.59%, the school's proficiency decreased to 24.69% overall, a decrease of 2.89 percentage points.				

- The school's combined proficiency rate of **25.90%** is **7.67** percentage points higher than the state's average of **18.23%**, indicating "Satisfactory" performance.
- The school's proficiency rate declined slightly from **27.59%** to **24.69%** from the baseline year, showing a **2.89** percentage point decrease.

To maintain or improve its performance and achieve "Exemplary" status, Bultum Academy will need to either increase the proficiency rate to create a gap greater than 10 percentage points over the state or reverse the recent decline. The school will focus on targeted math interventions and additional support for multilingual learners to ensure sustained progress.





Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the state average.			2	2
<b>Satisfactory</b>	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	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
<b>Results</b>	<b>Year</b>	<b>Proficient Students</b>	<b>Total Students Tested</b>	<b>Bultum Academy Percent Proficient</b>	<b>State Percent Proficient</b>
	Baseline 2022-2023	17	58	29.31%	15.18%
	2022-2023	17	58	29.31%	15.18%
	2023-2024	27	81	33.33%	13.12%
	2024-2025				
	2025-2026				
	2022-2026	44	139	31.65%	14.03%
<b>Analysis</b>	The school's combined proficiency rate of 31.65% is 17.63 percentage points higher than the state's combined proficiency of 14.03%.				
	From the baseline years rate of 29.31%, the school's proficiency increased to 33.33% overall, an increase of 4.02 percentage points.				

- The school's combined proficiency rate of **31.65%** is **17.63** percentage points higher than the state's average of **14.03%**, indicating "Exemplary" performance.
- The school showed steady improvement from **29.31%** to **33.33%**, a **4.02** percentage point increase between the baseline year and the second year.

To maintain this "Exemplary" performance, Bultum Academy will continue focusing on effective strategies for reading interventions and support for multilingual learners. The goal is to sustain this high level of performance and continue improving proficiency rates to ensure long-term success.



Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Science Goals (Grades 5,8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the state average.			2	2
<b>Satisfactory</b>	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	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	State Percent Proficient
	Baseline 2022-2023	2	16	12.50%	8.24%
	2022-2023	2	16	12.50%	8.24%
	2023-2024	10	17	58.82%	7.90%
	2024-2025				
	2025-2026				
	2022-2026	12	33	36.36%	8.07%
Analysis	The school's combined proficiency rate of 36.36% is 28.29 percentage points higher than the state's combined proficiency of 8.07%.				
	From the baseline years rate of 12.50%, the school's proficiency increased to 58.82% overall, an increase of 46.32 percentage points.				

- The school's combined proficiency rate of **36.36%** is **28.29** percentage points higher than the state's average of **8.07%**, indicating "Exemplary" performance.
- The school made significant improvement, with proficiency increasing from **12.50%** in the baseline year to **58.82%**, a **46.32** percentage point increase overall.

To maintain this "Exemplary" performance, Bultum Academy will continue to use effective interventions and supports for multilingual learners. The goal is to sustain this high level of achievement in science and ensure further progress for these students.



Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	2
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient
	2022-2023	16	58	27.59%	7.66%
	2023-2024	20	81	24.69%	4.96%
	2024-2025				
	2025-2026				
	2022-2026	36	139	25.90%	6.19%
<b>Analysis</b>	The school's combined proficiency rate of 25.90% is 19.71 percentage points higher than the resident district's combined proficiency of 6.19%.				

- The school's combined proficiency rate of **25.90%** is **19.71** percentage points higher than the resident district's average of **6.19%**, indicating "Exemplary" performance.
- Although there was a slight decrease in proficiency between the two years (from **27.59%** to **24.69%**), the school continues to significantly outperform the resident district by maintaining a large proficiency gap.

To maintain this "Exemplary" performance, Bultum Academy will focus on strengthening math interventions and targeted support for multilingual learners. The goal is to sustain and further improve the proficiency gap between the school and the resident district.



Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			<b>2</b>	<b>2</b>
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			<b>1</b>	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			<b>0</b>	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient
	2022-2023	17	58	29.31%	8.40%
	2023-2024	27	81	33.33%	4.21%
	2024-2025				
	2025-2026				
	2022-2026	44	139	31.65%	6.12%
<b>Analysis</b>	The school's combined proficiency rate of 31.65% is 25.54 percentage points higher than the resident district's combined proficiency of 6.12%.				

- The school's combined proficiency rate of **31.65%** is **25.54** percentage points higher than the resident district's average of **6.12%**, indicating "Exemplary" performance.
- The school demonstrated improvement from **29.31%** to **33.33%** between the two years, maintaining a large proficiency gap over the resident district.

To maintain this "Exemplary" status, Bultum Academy will continue focusing on effective reading interventions and support for multilingual learners. The goal is to sustain and further improve the proficiency gap between the school and the resident district.





III.D Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
Performance Rating	MCA-Science Goals (Grades 5,8)			Point Value	Points Earned
<b>Exemplary</b>	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	2
<b>Satisfactory</b>	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
<b>Not Satisfactory</b>	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient
	2022-2023	2	16	12.50%	3.85%
	2023-2024	10	17	58.82%	2.60%
	2024-2025				
	2025-2026				
	2022-2026	12	33	36.36%	3.20%
<b>Analysis</b>	The school's combined proficiency rate of 36.36% is 33.17 percentage points higher than the resident district's combined proficiency of 3.20%.				

- The school's combined proficiency rate of **36.36%** is **33.17** percentage points higher than the resident district's average of **3.20%**, indicating "Exemplary" performance.
- The school made significant gains in proficiency, moving from **12.50%** in the baseline year to **58.82%** proficiency in 2023-2024, marking a **46.32** percentage point improvement.

To maintain this "Exemplary" status, Bultum Academy will continue implementing effective science interventions and support for multilingual learners. The goal is to sustain this high level of achievement and ensure further progress in closing the achievement gap between Bultum Academy and the resident district.



## X. World's Best Workforce Reporting

### All Children are Ready for School

#### Early Numeracy – NWEA MAP for Primary Math Targets (Kindergarten)

- **Specific:** The goal targets Kindergarten students' proficiency in math, using the NWEA MAP assessment.
- **Measurable:**
  - a. **Exemplary:** More than **75%** of Kindergarten students meeting learning targets.
  - b. **Satisfactory:** **60-75%** of Kindergarten students meeting learning targets, or a 10-percentage point improvement from the baseline year (2022-2023). Not Satisfactory: Less than **60%** of students meeting learning targets.
- **Achievable:** The goal is based on achieving proficiency or making significant growth.
- **Relevant:** Aligned with the early numeracy goals critical to school readiness.
- **Time-bound:** The progress is measured annually, with specific results documented from 2022-2027.

#### Progress Toward Goals

- **2022-2023:**
  - a. Students Meeting Targets: 7 out of 28 (**25.00%** proficiency).
  - b. Rating: Not Satisfactory.
- **2023-2024:**
  - c. Students Meeting Targets: 10 out of 32 (**31.25%** proficiency).
  - d. Rating: Not Satisfactory.

The baseline proficiency level across the two years (2022-2024) has averaged 28.33%. The school has not yet achieved the "Satisfactory" threshold (**60%** or more meeting targets), but there is observable progress between the years, with an improvement in proficiency from **25.00%** to **31.25%**.

#### Analysis and Action Steps

- The school's combined proficiency rate across the two years stands at **28.33%**, below the **60%** benchmark for satisfactory performance.
- Next Steps: To meet the goal of at least "Satisfactory" performance, the school will focus on strategies to improve Kindergarten math proficiency, with a particular emphasis on achieving a minimum of **60%** proficiency by FY 2025. This could involve targeted interventions and personalized support for students who are currently below proficiency levels, aiming for continuous growth.



### MCA-Science for Grades 5 and 8

- **Specific:** The goal targets proficiency rates for students in Grades 5 and 8, measured by MCA Science assessments.
- **Measurable:**
  - a. **Exemplary:** The school's proficiency rate is greater than 10 percentage points above the state average.
  - b. **Satisfactory:** The school's proficiency rate exceeds the state average by up to 10 percentage points, or the school improves its proficiency rate by at least 10 percentage points from the baseline year.
  - c. **Not Satisfactory:** The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.
- **Achievable:** The goal is based on either exceeding state average proficiency or showing significant improvement.
- **Relevant:** Aligned with science achievement goals for Grades 5 and 8 students to ensure readiness for further scientific learning.
- **Time-bound:** The goal is measured over multiple years (2022-2026), with an analysis of progress each year.

### Progress Toward Goals

- **Baseline Year (2022-2023):**
  - a. Proficient Students: 3 out of 18 (**16.67%** proficiency).
  - b. State Proficiency: 48.41%.
  - c. Rating: Not Satisfactory.
- **2023-2024:**
  - d. Proficient Students: 10 out of 18 (**55.56%** proficiency).
  - e. State Proficiency: 45.02%.
  - f. Rating: Satisfactory.

### Combined Result (2022-2026 Progress):

- Overall proficiency rate for Bultum Academy: 36.11% (13 out of 36 students).
- Combined State Proficiency: **46.69%**.
- The school's proficiency rate is 10.58 percentage points lower than the state's average combined proficiency.



## Analysis and Action Steps

- The school showed significant improvement in proficiency, particularly from the baseline year of **16.67%** to **55.56%**, representing a gain of **38.89** percentage point
- Although the combined proficiency rate (**36.11%**) is still lower than the state average (**46.69%**), the improvement in performance is notable, particularly in the second year of the assessment.

**Next Steps:** To move towards exemplary status, the school will need to either continue improving to exceed the state average or aim to close the gap of 10.58 percentage points. Additional focus will be placed on targeted science interventions for Grades 5 and 8 students to further boost proficiency rates.

## XI. Professional Development:

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

For the academic year 2023-2024, our professional development focuses on key areas:

### The Science of Reading:

- This year, we are implementing the LETRS program (Language Essentials for Teachers of Reading and Spelling) as our primary framework for professional development in early literacy. We are now using FastBridge in place of aimswebplus to assess and monitor student progress, while continuing to utilize Groves Literacy Organization's interim assessment 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.
  - MobyMax has been integrated as a supplemental tool for personalized learning, allowing educators to tailor instruction to meet students' individual needs. Professional development focuses on utilizing MobyMax's features to enhance student engagement, track progress, and support differentiated instruction.

### Cultural Competency:

- Professional development in cultural competency ensures that staff are equipped with the knowledge and skills to effectively engage with a diverse student body and foster an inclusive learning environment.

### BARR Model (Building Assets, Reducing Risks):

- Focused on fostering student success by addressing social-emotional learning, building relationships, and removing barriers to achievement, the BARR model provides teachers with strategies to create a supportive, high-expectations environment.
- Verbal De-escalation Training:
- Teachers participate in verbal de-escalation training to manage challenging classroom behaviors and ensure that all students feel safe and supported in their learning environment.





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,
- 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.



## XII. Parent Satisfaction

### Parent Satisfaction Survey Summary

Performance Rating	Goals for 5-Point Parent Satisfaction Survey Results (Grades K-8)			Point Value	Points Earned
<b>Exemplary</b>	More than 90 percent of parents agree (4) and strongly agree (5) that they are satisfied with the school performance.			2	2
<b>Satisfactory</b>	80-90 percent of parents agree (4) and strongly agree (5) that they are satisfied with the school performance.			1	
<b>Not Satisfactory</b>	Less than 80 percent of parents agree (4) and strongly agree (5) that they are satisfied with the school performance.			0	
<b>Results</b>	<b>Year</b>	<b>Number of Parents Agreeing/Strongly Agreeing</b>	<b>Total Number of Parents Surveyed</b>	<b>Percent of Parents Agreeing/Strongly Agreeing</b>	<b>Percent of Parents Participating</b>
	2022-2023	58	60	96.67%	60.00%
	2023-2024	87	90	96.67%	90.00%
	2024-2025				
	2025-2026				
	2022-2026	58	60	96.67%	60.00%
<b>Analysis</b>	The school's combined parent satisfaction rate is 96.67%.				

#### Results:

For the years 2023-2024 the results show that 87 out of 90 parents surveyed agreed or strongly agreed with the school's performance, resulting in a **96.67%** satisfaction rate.



### **XIII. Innovative Practices**

At Bultum Academy, our commitment to innovation is reflected through a multifaceted approach that enhances both learning and student success. A key aspect of our innovation is the integration of STEM into our core curriculum, creating a dynamic learning environment that encourages critical thinking and problem-solving. We also incorporate MobyMax as a personalized learning tool, allowing teachers to tailor instruction to each student's needs and monitor progress effectively. Our focus on extended school hours, extensive professional development, and robust teacher coaching is designed to meet the specific needs of students eligible for free or reduced-price lunch, aligning with best practices supported by research.

Our language instruction is another standout feature of our innovative model. Students participate in two daily specialist classes, learning both Oromo and Arabic alongside English, the primary language of instruction. Research shows that exposure to native languages positively impacts academic success and English acquisition. Since approximately 95% of our students speak Oromo as their native language, this approach aligns with proven strategies for enhancing both school achievement and English proficiency.

Additionally, our daily physical education program ensures students engage in physical activity, complementing regular recess and supporting their overall well-being. This comprehensive approach underscores our dedication to providing a well-rounded, effective, and inclusive educational experience for all students.

### **XIV. Major Accomplishments in 2023-2024 and Future Plans**

#### **Major Accomplishments (2023-2024):**

**Enrollment Success:** Bultum Academy celebrated a successful second year by exceeding enrollment goals. With 153 students at the beginning of the academic year and ending with 213, 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 2023-2024 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 (**35.48%**) and MCA-Math (**25.81%**) 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 the expansion of the Groves Literacy program during block times, which will provide targeted instruction tailored to students' specific literacy needs. The school is also 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 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) and (BARR):**

Recognizing the importance of social-emotional well-being, Bultum Academy aims to integrate comprehensive SEL curriculums, including the BARR (Building Assets, Reducing Risks) model, into its educational framework. This transformative approach prioritizes relationship-building and fosters 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 like BARR, and implement MTSS to ensure the success and well-being of every student.

## XV. Continuous Improvement Plan 2023-2024

### **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 2024-2025 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 2024-2025 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, utilizing tools such as MobyMax and Lexia Core 5 to provide personalized learning experiences that address 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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