

Bultum Academy

A Great Place to Learn



Annual Report 2024-2025

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

At Bultum Academy, our mission is to holistically serve the academic, social, and emotional needs of our diverse student population. We deliver an inclusive, enriching, and culturally responsive learning environment with an intentional emphasis on excellence in Science, Technology, Engineering, and Math (STEM). Through rigorous academics, integrated language and cultural learning, and comprehensive social-emotional programming, we partner closely with families and the community to cultivate a positive, supportive school culture. Our ultimate goal is to empower every student to thrive academically, grow personally, and emerge as confident, well-rounded leaders ready to shape their futures.

Vision

Bultum Academy strives to be recognized statewide and beyond as a distinctive, innovative leader in education, particularly for high-risk and historically underserved students. We envision a vibrant, nurturing community where diversity is celebrated, critical thinking is actively developed, and collaboration among students, families, and partners flourishes. By weaving culturally relevant curriculum with individualized support services, we inspire a lifelong love of learning and equip our students with the knowledge, skills, and resilience required to succeed and lead in a rapidly changing world.

Executive Summary

Overview

In its third year of operation (2024–2025), Bultum Academy has built on its foundational successes, further strengthening its identity as a premier STEM-focused charter school serving high-need students and families. The Academy continues to deliver innovative, hands-on instruction and project-based learning experiences that sharpen critical thinking, creativity, and problem-solving abilities. Small class sizes remain a cornerstone, ensuring every student receives personalized attention and support.

This year, we significantly expanded extracurricular and co-curricular offerings, including coding, STEM, Media club, and Student council club while deepening cultural and social-emotional programming. These enhancements have strengthened student engagement, academic growth, and overall well-being. This Annual Report highlights key achievements, data-driven progress, ongoing initiatives, and our ambitious goals for the future as we continue pursuing educational equity and excellence for every Bultum scholar.



Student Enrollment

Entering its third year of operation (2024–2025), Bultum Academy achieved strong and steady enrollment growth, serving 244 students by the end of the school year. This represents an impressive 12.44% increase over the 217 students enrolled at the close of the 2023–2024 school year. The continued growth demonstrates the trust families place in Bultum Academy and reflects growing community demand for our rigorous, culturally responsive, STEM-focused educational model.

Throughout 2024–2025, the Academy sustained an outstanding average daily attendance rate of 96.6%, a meaningful improvement of approximately 2 percentage points from the prior year. This high attendance rate highlights the strong sense of belonging and engagement our students feel, as well as the effectiveness of our family partnerships, social-emotional supports, and engaging instructional program in keeping students eager to learn every day.

Student Achievement:

Across the years shown, Bultum Academy’s **MCA Reading proficiency** for the FRP focus group was **33.33%** (17/51) in **2022–2023**, **36.99%** (27/73) in **2023–2024**, and **36.17%** (34/94) in **2024–2025**. The combined proficiency rate reported is **35.78%** (78/218).

Overall, the school exceeded the resident district average by **more than 10 percentage points** in each year shown and in the combined results, meeting the framework’s **Exemplary** benchmark; the snapshot reflects **2 points earned**.

For MCA Reading (Grades 3–8) within the FRP focus group, Bultum Academy’s combined proficiency rate (**35.78%**) **outperformed the resident district by 12.66 percentage points**, meeting the framework’s **Exemplary** standard for this goal (**2 points earned**) and demonstrating consistent performance above the district comparison benchmark across the reported years.

Across the years shown, Bultum Academy’s **MCA Math proficiency** for grades 3–8 (FRP focus group) was **29.41%** (15/51) in **2022–2023**, **23.29%** (17/73) in **2023–2024**, and **29.79%** (28/94) in **2024–2025**. The combined proficiency rate reported is **27.52%** (60/218).

Overall, the school’s combined performance is **more than 10 percentage points above** the resident district average, meeting the framework’s **Exemplary** benchmark; the snapshot reflects **2 points earned**.



On MCA Math (Grades 3–8) for the FRP focus group, Bultum Academy’s combined proficiency rate (**27.52%**) **outperformed the resident district by 12.07 percentage points**, meeting the framework’s **Exemplary** standard for this goal (**2 points earned**), with the school exceeding the district in each year shown.

Parent Satisfaction:

The Parent Satisfaction Survey indicated a remarkable 96% 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% English Language Learners (ELL) and 85% qualifying for free or reduced-price lunch, reflects a dedication to fostering inclusivity.

Outlook:

As Bultum Academy looks ahead, we remain committed to pursuing academic excellence, educational equity, and innovative practice while serving our growing and beautifully diverse student community.

With a clear focus on continuous improvement, we will expand access to rigorous STEM programming, deepen culturally sustaining practices, strengthen family and community partnerships, and implement data-informed supports that ensure every scholar thrives academically, socially, and emotionally.

The passion, expertise, and collaborative spirit of our educators, administrators, families, and community partners continue to propel us forward. Together, we are building a future where Bultum Academy is not only a school of choice, but a proven model of transformative education that prepares resilient, empowered, and future-ready leaders from historically underserved communities. The best is yet to come.

II. Student Enrollment, Attendance, and Demographics:

Student Enrollment:



In its third year of operation (2024–2025), Bultum Academy continued its strong upward trajectory, closing the year with a total enrollment of 244 students in grades K–6. This reflects the addition of 27 new students throughout the year and a meaningful 12.44% increase over the 217 students served at the end of 2023–2024. The sustained growth is a clear indicator of the trust families place in our culturally responsive, STEM-centered program and of our growing reputation as a school of choice within the community.

A distinctive hallmark of Bultum Academy’s service to the community remains our voluntary pre-kindergarten program. During 2024–2025, we proudly provided high-quality, state-funded early learning experiences to approximately 22 pre-K students through continued support from the Minnesota Department of Education (MDE) Voluntary Pre-Kindergarten (VPK) and School Readiness Plus pathways. By offering these critical early education seats—at no cost to families—we address an acute community need for accessible pre-K, strengthen school readiness for our youngest learners, and build a robust pipeline into our kindergarten classes.

This dual commitment of steady K–6 growth paired with intentional investment in early childhood education demonstrates Bultum Academy’s determination to meet families where they are, remove barriers to opportunity, and create seamless, high-impact educational pathways from pre-K through upper elementary and beyond. As we plan for future years, we will continue to balance thoughtful enrollment expansion with the small-class-size, personalized attention that defines the Bultum experience, ensuring every scholar receives the support needed to excel.

Attendance:

During the 2024–2025 school year, Bultum Academy maintained an unwavering focus on regular attendance as a cornerstone of student success. Our internal target range of 90–98% was designed to meet or exceed Minnesota’s World’s Best Workforce expectations, yet the collective commitment of students, families, and staff propelled us far beyond that goal.

Bultum Academy achieved an average daily attendance rate of **96.6%**—a strong improvement over the prior year and well above the state’s exemplary benchmark of 94%. This outstanding result earned the school the **highest possible attendance performance rating: Exemplary** under Minnesota’s accountability system.

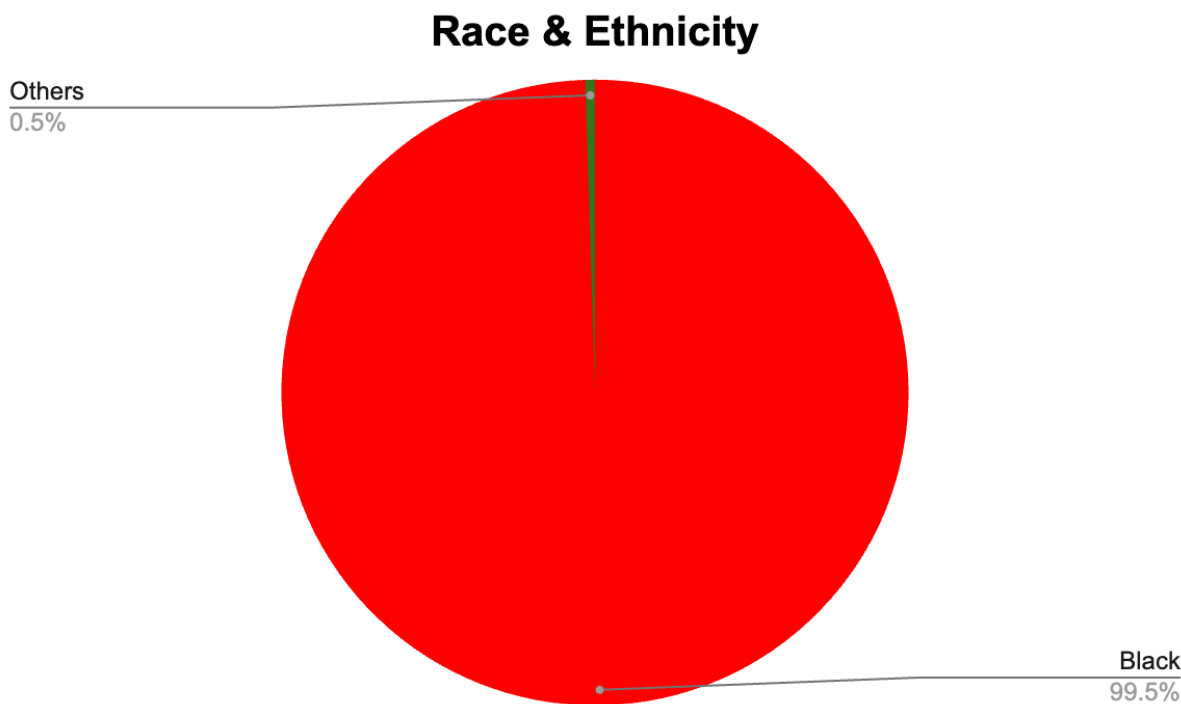
The 96.6% rate reflects more than numbers—it signals a vibrant school culture where students feel safe, valued, and excited to learn each day. Through proactive family communication, engaging instruction,



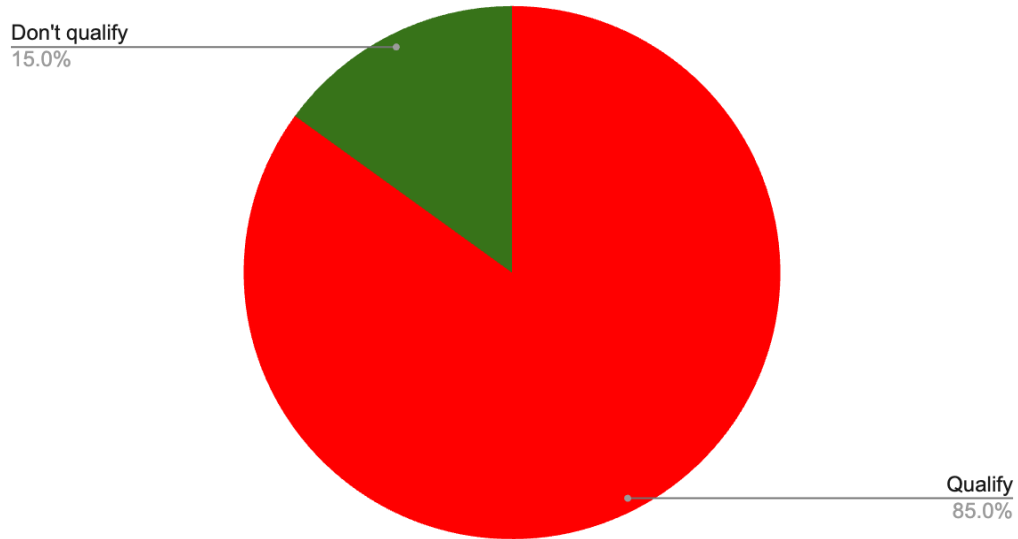
social-emotional supports, incentive programs, and swift intervention for emerging absenteeism, we have built a community-wide expectation that “every day counts.”

This exemplary attendance performance not only strengthens academic outcomes but also positions Bultum Academy as a model for how intentional, relationship-driven practices can drive consistently high engagement—even in a high-need, highly mobile student population. Moving forward, we will continue to protect and build upon this achievement to ensure every scholar benefits from the full power of daily, in-person learning.

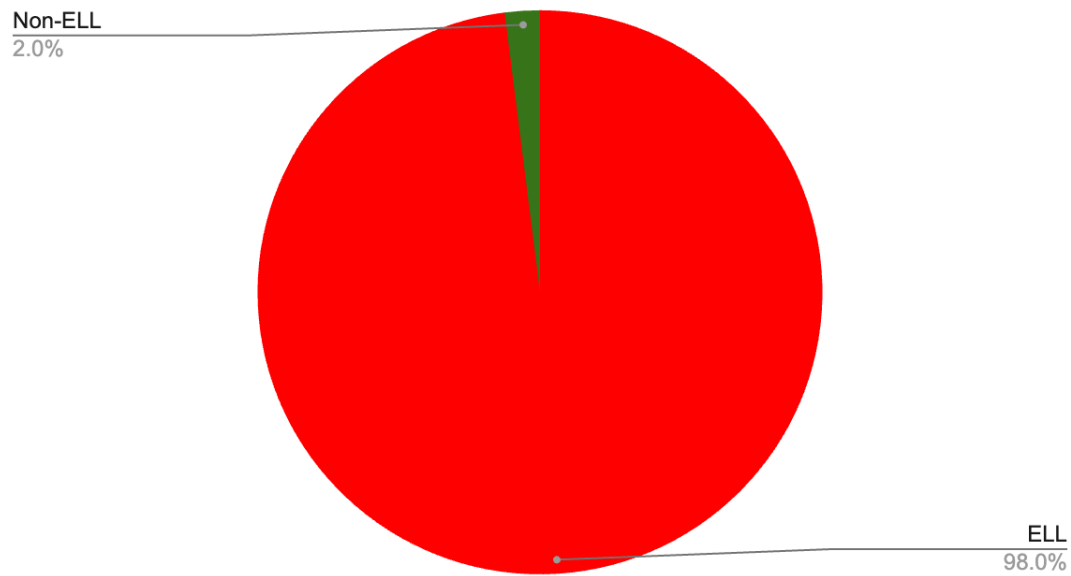
Demographics:



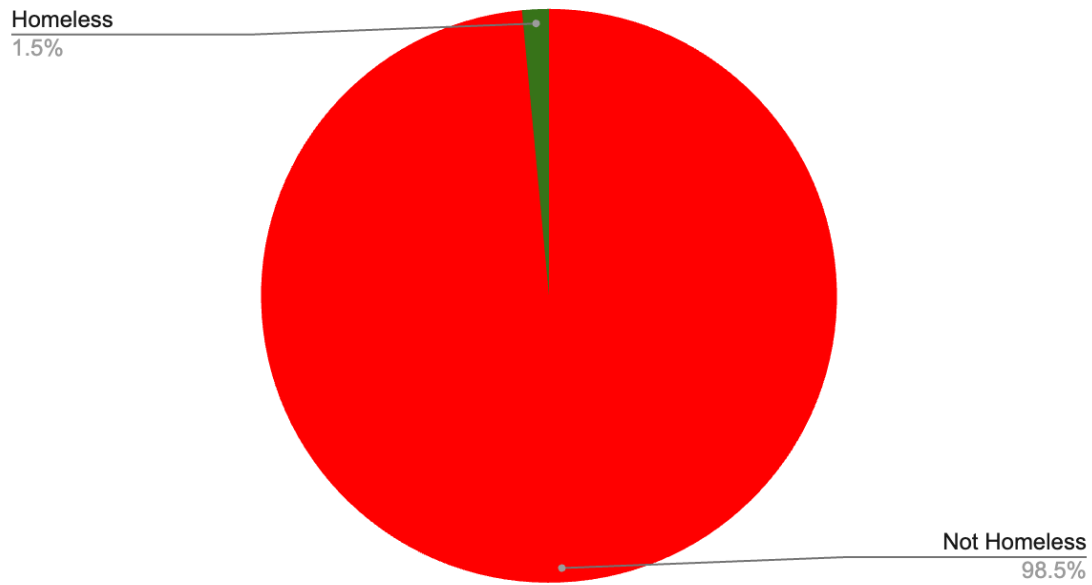
Free & Reduced Lunch



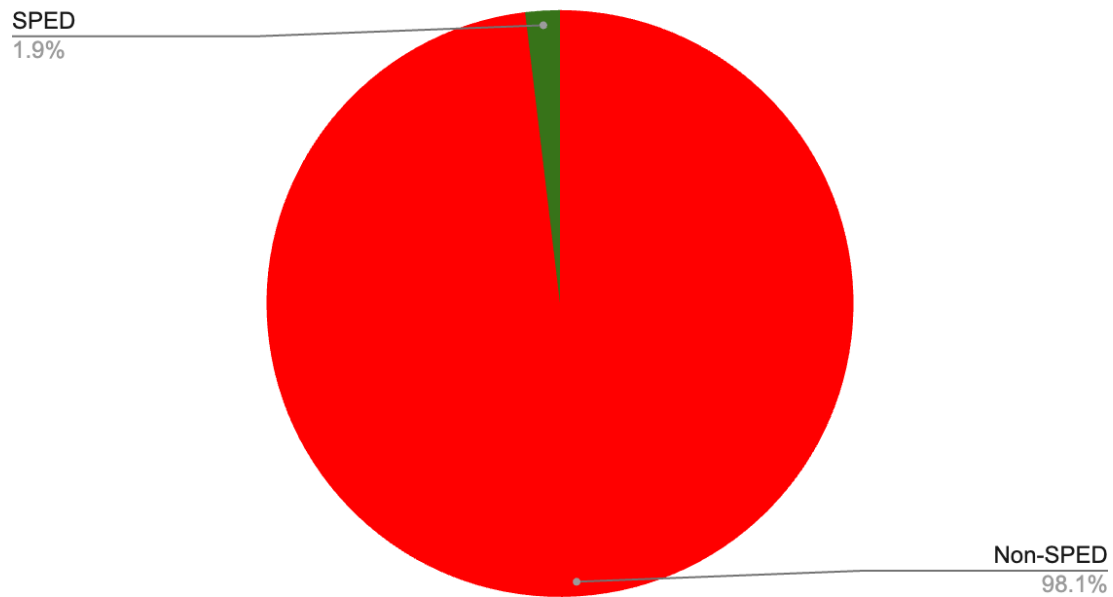
ELL Status



Homeless Status



SPED



III. Student Attrition:

During the 2024–2025 school year, Bultum Academy recorded a student attrition rate of **7.78%**, a low and manageable figure for a growing charter school serving a high-need community. Even with this modest turnover, proactive recruitment and strong family outreach enabled the Academy to more than offset losses. By year-end, total enrollment stood at 244 students—exceeding original projections—and momentum carried forward into the 2025–2026 school year with an opening enrollment of **290 students**, representing a robust **18.9%** increase over the previous year’s closing figure.

This outcome demonstrates the appeal of Bultum Academy’s culturally responsive, STEM-focused program and the deep trust families continue to place in our learning community. Low attrition, combined with strategic re-enrollment and new-student recruitment efforts, has positioned the school for sustained, healthy growth while preserving the small-class-size, personalized experience that defines the Bultum Advantage.

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.

Name	Role	Composition	Start	End	Email	Phone
Arif Bakar	Ex-Officio	Ex. Director	n/a	n/a	Arifbakar@bultumacademy.org	763-450-3523
Salad Abagira	Chairman	Community	11/2024	06/2027	Saladabagira@bultumacademy.org	763-450-3523
Reem Zeman	Vice Chair	Parent	11/2024	06/2027	Reemzemam@bultumacademy.org	763-450-3523
Sahra Tobe	Secretary	Teacher - folder #1030415	11/2024	06/2027	Zahratobe@bultumacademy.org	763-450-3523
Yadata Borana	Board Member	Parent	11/2024	06/2027	Yadataborana@bultumacademy.org	763-450-3523
Robert Stubbs	Board Member	Teacher - folder #1009697	11/2024	06/2027	Robertstubbs@bultumacademy.org	763-450-3523



V. Board Member Training:

Bultum Academy maintains a highly committed and well-trained governing board, ensuring strong oversight, strategic direction, and full compliance with Minnesota charter school expectations.

In the 2024–2025 school year, **100% of Bultum Academy board members** completed the comprehensive governance training series provided by the Minnesota Association of Charter School Authorizers’ training platform (mncharterboard.com). Each board member earned individual certificates demonstrating mastery of core charter board competencies.

Additionally, board members have continued to build expertise in areas critical to our mission by completing specialized sessions, including:

- Board Roles and Responsibilities
- Employment Policies and Practices
- Financial Management and Oversight

This ongoing professional development reflects the board’s deep commitment to excellence, equity, and fiduciary responsibility. By staying current on best practices and state requirements, our board remains fully equipped to support Bultum Academy’s growth, academic success, and long-term sustainability.

VI. Staffing:

	2024-2025
Pre-K	1
KG	2
1st grade	2
2nd grade	2
3rd grade	2
4th grade	2
5th grade	2
6th grade	1
7th grade	1
PE	1



Oromo	.5
Arabic	.5
ESL	1
SPED	1
Ex. Director	1
Assistant Director	1
Office Manager	1
Instructional Coach	1.5
Para Professionals	13
Driver	1

Equitable Access to Highly Qualified Educators:

Bultum Academy is fully committed to ensuring that every student, regardless of background, language, or learning need, is taught by highly qualified, appropriately licensed educators who deeply understand and celebrate our diverse community.

During the 2024–2025 school year, **100% of classroom teachers, special education staff, and specialist positions** were filled by professionals holding valid Minnesota teaching licenses aligned to their assignment. In the limited instances where recruitment of fully licensed candidates with specific experience proved challenging, the Academy promptly secured Tier 1 licenses for qualified internal or external candidates, ensuring no compromise in instructional quality.

All grade-level and content-area teams participated in regular, structured collaborative planning sessions to align instruction with Minnesota state standards, share culturally responsive practices, and calibrate rigor across classrooms. This intentional collaboration guarantees that every student, regardless of the teacher or classroom to which they are assigned, has full and equitable access to grade-level standards, challenging curriculum, and high-expectation instruction.

Through these practices, Bultum Academy upholds its promise of educational equity: every scholar benefits from talented, licensed educators and a consistent, rigorous academic experience designed to accelerate growth and close opportunity gaps.



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 2024–2025 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.

Implementing Bultum Academy's additional purposes:

Bultum Academy is intentionally designed to expand and enrich learning opportunities, particularly for historically underserved students and families, through innovative, equitable, and culturally affirming practices.

Key strategies that drove expanded opportunity during the 2024–2025 school year include:

- **Extended Learning Time:** A longer school day and extended school year provide significantly more instructional minutes than traditional district calendars, ensuring deeper mastery of content and greater time for enrichment, intervention, and project-based learning.
- **Multi-Tiered System of Supports (MTSS):** Our fully implemented, data-driven MTSS framework delivers targeted Tier 1, Tier 2, and Tier 3 interventions. This responsive structure accelerates proficiency for all students while offering scaffolded support, small-group instruction, and intensive remediation—moving every scholar toward or beyond grade-level expectations.
- **Innovative & Hands-On Pedagogy:** Teachers blend direct instruction with collaborative, inquiry-driven, and project-based methods. From kindergarten onward, students engage in authentic STEM challenges, coding, robotics, and engineering design cycles, and real-world problem solving—experiences that far exceed typical early-grade exposure.
- **Groundbreaking Oromo Language Program:** In a historic first for Minnesota public education, Bultum Academy became the only public school in the state—and very likely the nation—to offer Oromo as a formal academic subject. While Minnesota is home to the largest Oromo community outside Ethiopia, and Oromo ranks among the top ten primary home languages spoken by students statewide (8th most common). Until now, no public school has provided Oromo language instruction. By teaching Oromo literacy, literature, and cultural heritage alongside English, we affirm student identity, strengthen bilingualism, accelerate English acquisition, and



honor one of Minnesota’s most vibrant immigrant communities.

Through these deliberate strategies, Bultum Academy continues to remove barriers, close opportunity gaps, and create transformative learning pathways that empower every student to excel academically, culturally, and personally.

VII. School Director Professional Development Plan

Bultum Academy believes that strong schools are built on strong, continuously growing leadership. To that end, we invest intentionally in the ongoing professional development of our Executive Director, ensuring visionary, informed, and equity-driven leadership for our community.

Throughout the 2024–2025 school year, the Executive Director actively engaged in high-impact professional learning opportunities, including:

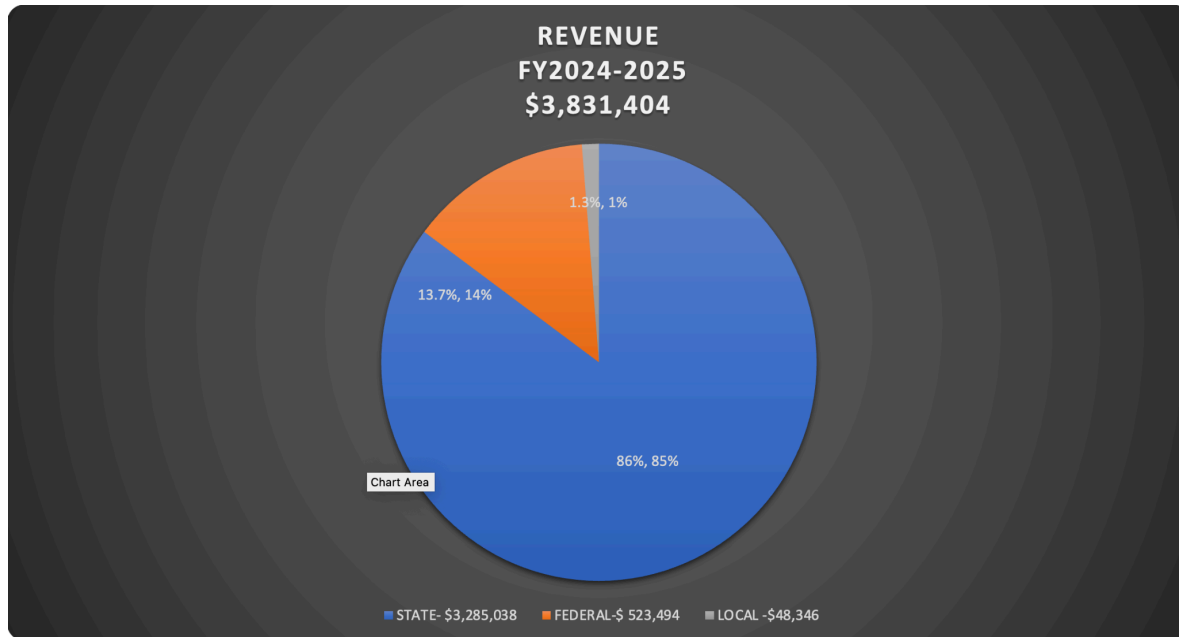
- **NEO Authorizer-Sponsored Workshops:** Participated in both the Fall and Spring sessions of the “Celebration of Leading and Learning” series. These targeted workshops focused on innovative school leadership, operational excellence, equity-centered decision-making, and strategies for sustaining high-performance charter schools.
- **NEO & Minnesota Department of Education Collaborative Trainings:** Completed multiple leadership sessions designed to deepen strategic planning skills, strengthen compliance knowledge, and keep pace with state policy shifts affecting charter schools.
- **2025 Annual Minnesota Charter School Leadership Conference** (hosted by Volunteers of America–Minnesota): Attended this premier statewide gathering of charter leaders to explore emerging best practices, network with peers, and bring fresh ideas back to Bultum Academy.

This robust, year-long professional development plan reflects Bultum Academy’s commitment to continuous improvement at every level. By equipping our Executive Director with cutting-edge tools, research-based strategies, and a forward-thinking mindset, we ensure that our school remains agile, innovative, and uncompromisingly focused on delivering exceptional educational outcomes for every scholar.

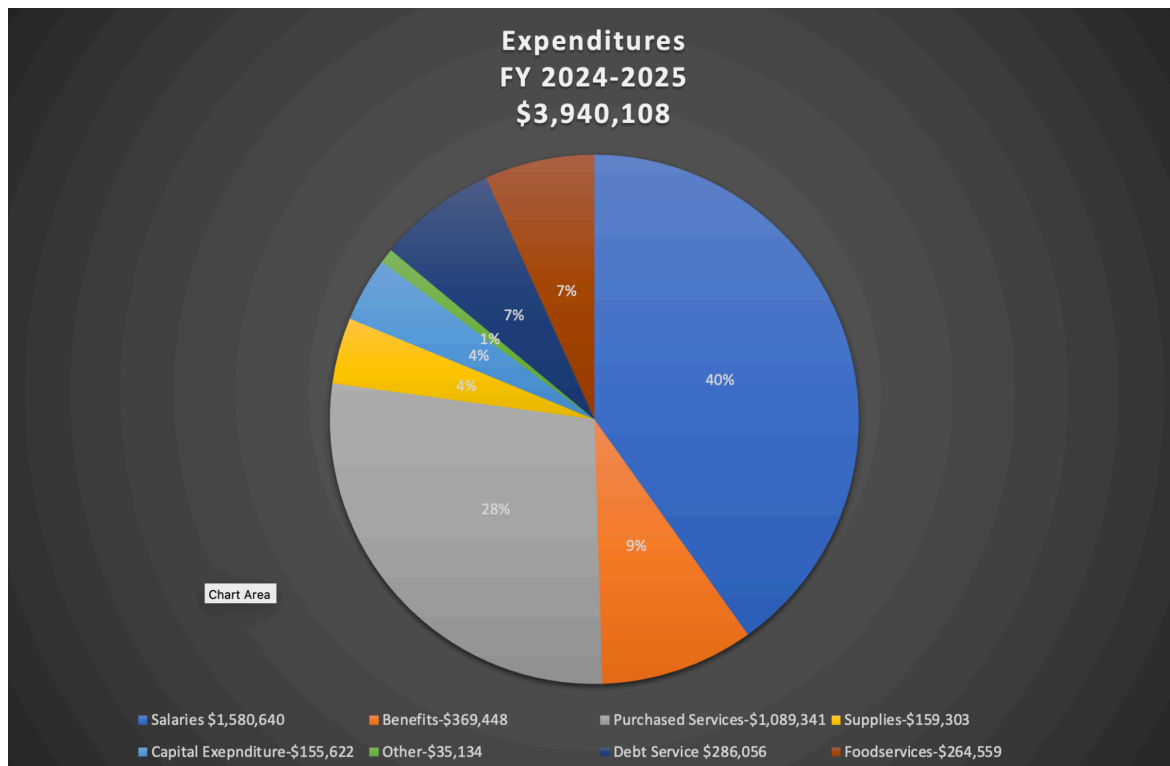


VIII. Finances:

\$3,831,404 (Revenue)



\$3,940,108 (Expenditures)



IX. Academic Performance:

Bultum Academy serves a student population that reflects some of the most historically underserved communities in Minnesota: approximately 98% of our scholars are English Language Learners (predominantly recent immigrants and refugees), 85% qualify for free or reduced-price lunch, and nearly all identify as Black, Indigenous, or People of Color—with the majority from East African (especially Oromo) families.

In full alignment with Minnesota’s World’s Best Workforce goals, our academic performance targets are ambitious, equity-driven, and unapologetically focused on acceleration rather than remediation. Our primary objectives for the 2024–2025 school year were:

- Ensure that all third-grade students achieve or exceed grade-level proficiency in reading and literacy—a foundational milestone proven to predict long-term academic success.
- Aggressively close and ultimately eliminate persistent achievement gaps by race, language, and socioeconomic status through culturally sustaining instruction, extended learning time, and intensive, data-informed supports.

These goals are not aspirational slogans; they are the non-negotiable commitments that guide every instructional decision, resource allocation, and intervention at Bultum Academy. By holding ourselves accountable to the highest standards while meeting students exactly where they are, we are building a proven model for what transformative, equitable education can achieve for newcomer and high-need communities.

II. All Students Graduate from High School (As Measured by Grade Level Proficiency)					
II.B Attain Grade-level Proficiency- All Students Resident District (Columbia Heights) Comparison					
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	2
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	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	Resident District Percent Proficient



	2022-2023	19	60	31.67%	26.85%
	2023-2024	28	83	33.73%	26.13%
	2024-2025	41	113	36.28%	23.78%
	2025-2026				
	2022-2026	88	256	34.38%	22.46%
Analysis	The school's combined proficiency rate of 34.38% is 11.91 percentage points higher than the resident district's combined proficiency of 22.46%.				

Across the years shown, Bultum Academy's MCA Reading proficiency increased from **31.67%** (19/60) in **2022–2023**, to **33.73%** (28/83) in **2023–2024**, and to **36.28%** (41/113) in **2024–2025**. The combined proficiency rate reported is **34.38%** (88/256).

The current data indicates the school's combined performance is **more than 10 percentage points above** the resident district average (the framework's **Exemplary** benchmark), and the snapshot reflects **2 points earned**.

Bultum Academy's Grades 3–8 MCA Reading proficiency shows **steady improvement over time** and, in the combined results reported, **outperforms the resident district by 11.91 percentage points**, meeting the framework's **Exemplary** benchmark for this goal (**2 points earned**).

III.B Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
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	2
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	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	28	94	29.79%	15.48%
	2025-2026				
	2022-2026	60	218	27.52%	15.45%
Analysis	The school's combined proficiency rate of 27.52% is 12.07 percentage points higher than the resident district's combined proficiency of 15.45%.				

Across the years shown, Bultum Academy's MCA Math proficiency for grades 3–8 (FRP focus group) was **29.41%** (15/51) in **2022–2023**, **23.29%** (17/73) in **2023–2024**, and **29.79%** (28/94) in **2024–2025**. The combined proficiency rate reported is **27.52%** (60/218).

Overall, the school's combined performance is **more than 10 percentage points above** the resident district average, meeting the framework's **Exemplary** benchmark; the snapshot reflects **2 points earned**.

On MCA Math (Grades 3–8) for the FRP focus group, Bultum Academy's combined proficiency rate (**27.52%**) **outperformed the resident district by 12.07 percentage points**, meeting the framework's **Exemplary** standard for this goal (**2 points earned**), with the school exceeding the district in each year shown.

III.B Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
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	2
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	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	34	94	36.17%	23.78%
	2025-2026				



	2022-2026	78	218	35.78%	23.12%
Analysis	The school's combined proficiency rate of 35.78% is 12.66 percentage points higher than the resident district's combined proficiency of 23.12%.				

Across the years shown, Bultum Academy's MCA Reading proficiency for the FRP focus group was **33.33%** (17/51) in **2022–2023**, **36.99%** (27/73) in **2023–2024**, and **36.17%** (34/94) in **2024–2025**. The combined proficiency rate reported is **35.78%** (78/218).

Overall, the school exceeded the resident district average by **more than 10 percentage points** in each year shown and in the combined results, meeting the framework's **Exemplary** benchmark; the snapshot reflects **2 points earned**.

For MCA Reading (Grades 3–8) within the FRP focus group, Bultum Academy's combined proficiency rate (**35.78%**) **outperformed the resident district by 12.66 percentage points**, meeting the framework's **Exemplary** standard for this goal (**2 points earned**) and demonstrating consistent performance above the district comparison benchmark across the reported years.

III.B Attain Grade-level Proficiency- FRP Focus Group Resident District Comparison					
Performance Rating	MCA-Science Goals (Grades 5,8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	2
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	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	1	16	6.25%	4.70%
	2025-2026				
	2022-2026	14	50	28.00%	10.12%



Analysis	The school's combined proficiency rate of 28.00% is 17.88 percentage points higher than the resident district's combined proficiency of 10.12%.
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Across the years shown, Bultum Academy's MCA Science proficiency for the FRP focus group was **17.65%** (3/17) in **2022–2023**, **58.82%** (10/17) in **2023–2024**, and **6.25%** (1/16) in **2024–2025**. The combined proficiency rate reported is **28.00%** (14/50).

Overall, the school's combined performance is **more than 10 percentage points above** the resident district average, meeting the framework's **Exemplary** benchmark; the snapshot reflects **2 points earned**.

For MCA Science (Grades 5 & 8) within the FRP focus group, Bultum Academy's combined proficiency rate (**28.00%**) **outperformed the resident district by 17.88 percentage points**, meeting the framework's **Exemplary** standard for this goal (**2 points earned**), though year-to-year performance varied across the reporting period.

III.C Attain Grade-level Proficiency- EL Focus Group State Comparison					
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	1
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	Year	Proficient Students	Total Students Tested	Bultum Academy Percent Proficient	State Percent Proficient
	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	20	77	25.97%	15.08%
	2025-2026				



	2022-2026	56	216	25.93%	16.94%
Analysis	The school's combined proficiency rate of 25.93% is 8.99 percentage points higher than the state's combined proficiency of 16.94%.				
	From the baseline years rate of 27.59%, the school's proficiency decreased to 25.97% overall, a decrease of 1.61 percentage points.				

Bultum Academy's EL subgroup MCA Math proficiency was **27.59%** (16/58) in **2022–2023 (baseline)**, **24.69%** (20/81) in **2023–2024**, and **25.97%** (20/77) in **2024–2025**. The combined proficiency rate reported is **25.93%** (56/216), compared to the state combined rate of **16.94%**.

The framework reflects **1 point earned**, aligning with meeting the **Satisfactory** benchmark via state comparison (but not via baseline growth and not at the Exemplary threshold on the combined rate).

For MCA Math (Grades 3–8) in the EL focus group, Bultum Academy's combined proficiency (**25.93%**) was **8.99 percentage points above the state average**, meeting the framework's **Satisfactory** benchmark (**1 point earned**), while EL proficiency did **not** show a +10-point increase from baseline over the reporting period.

III.C Attain Grade-level Proficiency- EL Focus Group State Comparison					
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	2
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 Percent Proficient	State Percent Proficient
	Year	Proficient Students	Total Students Tested		
	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	21	77	27.27%	11.56%
	2025-2026				
	2022-2026	65	216	30.09%	13.01%
Analysis	The school's combined proficiency rate of 30.09% is 17.08 percentage points higher than the state's combined proficiency of 13.01%.				
	From the baseline years rate of 29.31%, the school's proficiency decreased to 27.27% overall, a decrease of 2.04 percentage points.				

Bultum Academy's EL subgroup MCA Reading proficiency was **29.31%** (17/58) in **2022–2023 (baseline)**, **33.33%** (27/81) in **2023–2024**, and **27.27%** (21/77) in **2024–2025**. The combined proficiency rate reported is **30.09%** (65/216), compared to the state combined rate of **13.01%**.

Bottom line for reporting:

For MCA Reading (Grades 3–8) in the EL focus group, Bultum Academy's combined proficiency (**30.09%**) **outperformed the state by 17.08 percentage points**, meeting the framework's **Exemplary** standard (**2 points earned**), even though EL proficiency did **not** increase from the baseline year over the reporting period.

III.C Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Science Goals (Grades 5,8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average.			2	2
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	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	0	15	0.00%	2.20%
	2025-2026				
	2022-2026	12	48	25.00%	6.01%
Analysis	The school's combined proficiency rate of 25.00% is 18.99 percentage points higher than the state's combined proficiency of 6.01%.				
	From the baseline years rate of 12.50%, the school's proficiency decreased to 0.00% overall, a decrease of 12.50 percentage points.				

Bultum Academy's EL subgroup MCA Science proficiency was **12.50%** (2/16) in **2022–2023 (baseline)**, **58.82%** (10/17) in **2023–2024**, and **0.00%** (0/15) in **2024–2025**. The combined proficiency rate reported is **25.00%** (12/48), compared to the state combined rate of **6.01%**.

For MCA Science (Grades 5 & 8) in the EL focus group, Bultum Academy's combined proficiency (**25.00%**) **outperformed the state by 18.99 percentage points**, meeting the framework's **Exemplary** standard (**2 points earned**), although results fluctuated across years and did not show improvement from the baseline year to the most recent year shown.

III.D Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
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	2
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	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	20	77	25.97%	5.04%



	2025-2026				
	2022-2026	56	216	25.93%	5.67%
Analysis	The school's combined proficiency rate of 25.93% is 20.25 percentage points higher than the resident district's combined proficiency of 5.67%.				

Bultum Academy's EL subgroup MCA Math proficiency was **27.59%** (16/58) in **2022–2023**, **24.69%** (20/81) in **2023–2024**, and **25.97%** (20/77) in **2024–2025**. The combined proficiency rate reported is **25.93%** (56/216).

Overall, the school exceeded the resident district average by **more than 10 percentage points** in each year shown and in the combined results, meeting the framework's **Exemplary** benchmark; the snapshot reflects **2 points earned**.

For MCA Math (Grades 3–8) within the EL focus group, Bultum Academy's combined proficiency (**25.93%**) **outperformed the resident district by 20.25 percentage points**, meeting the framework's **Exemplary** standard (**2 points earned**) with consistently higher performance than the district comparison benchmark across the reported years.

III.D Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
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	2
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	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	21	77	27.27%	4.78%
	2025-2026				
	2022-2026	65	216	30.09%	5.53%



Analysis	The school's combined proficiency rate of 30.09% is 24.57 percentage points higher than the resident district's combined proficiency of 5.53%.
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Bultum Academy's EL subgroup MCA Reading proficiency was **29.31%** (17/58) in **2022–2023**, **33.33%** (27/81) in **2023–2024**, and **27.27%** (21/77) in **2024–2025**. The combined proficiency rate reported is **30.09%** (65/216).

Across each year shown and in the combined results, the school exceeded the resident district average by **more than 10 percentage points**, meeting the framework's **Exemplary** benchmark; the snapshot reflects **2 points earned**.

For MCA Reading (Grades 3–8) within the EL focus group, Bultum Academy's combined proficiency (**30.09%**) **outperformed the resident district by 24.57 percentage points**, meeting the framework's **Exemplary** standard (**2 points earned**). Performance varied year to year, but remained consistently and substantially above the district comparison benchmark across the reporting period.

III.D Attain Grade-level Proficiency- EL Focus Group Resident District Comparison					
Performance Rating	MCA-Science Goals (Grades 5,8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	2
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	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	0	15	0.00%	0.70%
	2025-2026				
	2022-2026	12	48	25.00%	2.26%
Analysis	The school's combined proficiency rate of 25.00% is 22.74 percentage points higher than the resident district's combined proficiency of 2.26%.				



Bultum Academy's EL subgroup MCA Science proficiency was **12.50%** (2/16) in **2022–2023**, **58.82%** (10/17) in **2023–2024**, and **0.00%** (0/15) in **2024–2025**. The combined proficiency rate reported is **25.00%** (12/48).

Overall, the school's **combined** performance exceeds the resident district average by **more than 10 percentage points**, meeting the framework's **Exemplary** benchmark; the snapshot reflects **2 points earned**, despite significant year-to-year variability.

For MCA Science (Grades 5 & 8) within the EL focus group, Bultum Academy's combined proficiency (**25.00%**) **outperformed the resident district by 22.74 percentage points**, meeting the framework's **Exemplary** standard (**2 points earned**). Results varied substantially across years (including a 0.00% year), but the combined outcome remained well above the district comparison benchmark.

IV.B Meet or Exceed National Growth Norms- Students At or Above Grade Level Making Medium or High Growth					
Performance Rating	NWEA Fall-Spring MAP Math Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	Students scoring at or above grade level on the fall Math NWEA MAP collectively achieve more than 110 percent of their NWEA MAP projected growth target on the Spring NWEA MAP.			4	2
Satisfactory	Students scoring at or above grade level on the fall Math NWEA MAP collectively achieve 90 through 110 percent of their NWEA MAP projected growth target on the Spring NWEA MAP AND/OR the school improves its percent of growth made by at least 10 percentage points from the baseline year.			2	
Not Satisfactory	Students scoring at or above grade level on the fall Math NWEA MAP do not achieve at least 90 percent of their NWEA MAP projected growth target on the Spring NWEA MAP or improve by at least 10 percentage points from the baseline year.			0	
Results		Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Total Students At/Above Grade Level
	Year				
	2022-2023	290	477	60.80%	36
	2023-2024	330	508	64.96%	42



	2024-2025	527	675	78.07%	53
	2025-2026				
	2022-2026	1147	1660	69.10%	131
Analysis	The combined average percent of students achieving their growth goal on the NWEA MAP is 69.10%.				

For Grades 1–8 students who started at/above grade level in math, Bultum Academy’s combined growth outcome was **69.10% of expected growth**, below the 90–110% benchmark, but the school demonstrated meaningful improvement from baseline, reaching **78.07% in 2024–2025 (+17.27 percentage points** from 2022–2023). The school earned **2 points (Satisfactory)** on this indicator based on growth improvement over time.

IV.B Meet or Exceed National Growth Norms- Students At or Above Grade Level Making Medium or High Growth					
Performance Rating	NWEA Fall- Spring MAP Reading Growth Targets (Grades 1-8)			Point Value	Points Earned
Exemplary	Students scoring at or above grade level on the fall Reading NWEA MAP collectively achieve more than 110 percent of their NWEA MAP projected growth target on the Spring NWEA MAP.			4	2
Satisfactory	Students scoring at or above grade level on the fall Reading NWEA MAP collectively achieve 90 through 110 percent of their NWEA MAP projected growth target on the Spring NWEA MAP AND/OR the school improves its percent of growth made by at least 10 percentage points from the baseline year.			2	
Not Satisfactory	Students scoring at or above grade level on the fall Reading NWEA MAP do not achieve at least 90 percent of their NWEA MAP projected growth target on the Spring NWEA MAP or improve by at least 10 percentage points from the baseline year.			0	
Results		Aggregate of Actual RIT Growth Points Made	Aggregate of Expected RIT Growth Points	Percent of Growth Made	Total Students At/Above Grade Level
	Year				
	2022-2023	116	319	36.36%	32



	2023-2024	307	433	70.90%	44
	2024-2025	313	378	82.80%	60
	2025-2026				
	2022-2026	736	1130	65.13%	32
Analysis	The combined average percent of students achieving their growth goal on the NWEA MAP is 65.13%.				

For Grades 1–8 students who started at/above grade level in reading, Bultum Academy’s combined growth outcome was **65.13% of expected growth**, below the 90–110% benchmark, but the school demonstrated substantial improvement over time, rising from **36.36%** in 2022–2023 to **82.80%** in 2024–2025 (**+46.44 percentage points**). The school earned **2 points (Satisfactory)** on this indicator based on growth improvement from the baseline year.

X. World’s Best Workforce Reporting:

I. All Children are Ready for School (Early Literacy & Numeracy)

1) NWEA MAP Primary Math Targets (K)

- SMART goal: By the end of the combined FY2022–FY2027 reporting window, increase the percent of Kindergarten students meeting NWEA MAP Primary Math learning targets to 60–75% (Satisfactory) or >75% (Exemplary), or improve by ≥10 percentage points from the baseline year.
- Progress/results: Combined proficiency 37.21% (32/86); improved from 25.00% (2022–2023) to 57.69% (2024–2025). +12.21 pp from baseline; 1 point earned (Satisfactory via improvement).

2) NWEA MAP Primary Reading Targets (K)

- SMART goal: By the end of the combined FY2022–FY2027 reporting window, increase the percent of Kindergarten students meeting NWEA MAP Primary Reading learning targets to 60–75% (Satisfactory) or >75% (Exemplary), or improve by ≥10 percentage points from baseline.
- Progress/results: Combined proficiency 30.49% (25/82); improved from 16.67% (2022–2023) to 50.00% (2024–2025). +13.82 pp from baseline; 1 point earned (Satisfactory via improvement).

II. All Students Graduate from High School (Grade-Level Proficiency) — All Students

3) MCA Reading (Grades 3–8) — Resident District Comparison



- SMART goal: By the end of the combined FY2022–FY2026 reporting window, MCA Reading proficiency for grades 3–8 will exceed the resident district average by up to 10 pp (Satisfactory) or by >10 pp (Exemplary).
- Progress/results: Combined proficiency 34.38% (88/256) vs resident district 22.46% = +11.91 pp. Trend increased from 31.67% (2022–2023) to 36.28% (2024–2025); 2 points earned (Exemplary).

III.B Attain Grade-level Proficiency — FRP Focus Group (Resident District Comparison)

4) MCA Math (Grades 3–8) — FRP

- SMART goal: By the end of FY2022–FY2026, FRP subgroup MCA Math proficiency (grades 3–8) will exceed the resident district by up to 10 pp (Satisfactory) or >10 pp (Exemplary).
- Progress/results: Combined 27.52% (60/218) vs 15.45% = +12.07 pp; 2 points earned (Exemplary).

5) MCA Reading (Grades 3–8) — FRP

- SMART goal: By the end of FY2022–FY2026, FRP subgroup MCA Reading proficiency (grades 3–8) will exceed the resident district by up to 10 pp or >10 pp.
- Progress/results: Combined 35.78% (78/218) vs 23.12% = +12.66 pp; 2 points earned (Exemplary).

6) MCA Science (Grades 5 & 8) — FRP

- SMART goal: By the end of FY2022–FY2026, FRP subgroup MCA Science proficiency (grades 5 & 8) will exceed the resident district by up to 10 pp or >10 pp.
- Progress/results: Combined 28.00% (14/50) vs 10.12% = +17.88 pp (year-to-year variation noted); 2 points earned (Exemplary).

III.C Attain Grade-level Proficiency — EL Focus Group (State Comparison)

7) MCA Math (Grades 3–8) — EL vs State

- SMART goal: By the end of FY2022–FY2026, EL subgroup MCA Math proficiency (grades 3–8) will exceed the state by up to 10 pp (Satisfactory) or >10 pp (Exemplary), and/or improve by ≥ 10 pp from baseline.
- Progress/results: Combined 25.93% vs state 16.94% = +8.99 pp (Satisfactory via comparison). Baseline 27.59% to 25.97% (most recent shown) = -1.61 pp; 1 point earned.

8) MCA Reading (Grades 3–8) — EL vs State



- SMART goal: By the end of FY2022–FY2026, EL subgroup MCA Reading proficiency (grades 3–8) will exceed the state by up to 10 pp or >10 pp, and/or improve by ≥ 10 pp from baseline.
- Progress/results: Combined 30.09% vs state 13.01% = +17.08 pp (Exemplary via comparison). Baseline 29.31% to 27.27% = -2.04 pp; 2 points earned.

9) MCA Science (Grades 5 & 8) — EL vs State

- SMART goal: By the end of FY2022–FY2026, EL subgroup MCA Science proficiency (grades 5 & 8) will exceed the state by up to 10 pp or >10 pp, and/or improve by ≥ 10 pp from baseline.
- Progress/results: Combined 25.00% vs state 6.01% = +18.99 pp (Exemplary via comparison). Baseline 12.50% to 0.00% (most recent shown) reflects decline/volatility; 2 points earned.

III.D Attain Grade-level Proficiency — EL Focus Group (Resident District Comparison)

10) MCA Math (Grades 3–8) — EL vs Resident District

- SMART goal: By the end of FY2022–FY2026, EL subgroup MCA Math proficiency will exceed the resident district by up to 10 pp or >10 pp.
- Progress/results: Combined 25.93% vs 5.67% = +20.25 pp; 2 points earned (Exemplary).

11) MCA Reading (Grades 3–8) — EL vs Resident District

- SMART goal: By the end of FY2022–FY2026, EL subgroup MCA Reading proficiency will exceed the resident district by up to 10 pp or >10 pp.
- Progress/results: Combined 30.09% vs 5.53% = +24.57 pp; 2 points earned (Exemplary).

12) MCA Science (Grades 5 & 8) — EL vs Resident District

- SMART goal: By the end of FY2022–FY2026, EL subgroup MCA Science proficiency will exceed the resident district by up to 10 pp or >10 pp.
- Progress/results: Combined 25.00% vs 2.26% = +22.74 pp (includes high year-to-year variability, including a 0.00% year); 2 points earned (Exemplary).

IV.A Growth — Students Below Grade Level Make High Growth (NWEA MAP, Grades 1–8)

13) NWEA MAP Math Growth (Below Grade Level)

- SMART goal: By the end of FY2022–FY2026, students below grade level in fall Math MAP will collectively achieve 120–150% of projected growth (Satisfactory) or >150% (Exemplary), and/or improve by ≥ 10 pp from baseline.



- Progress/results: Combined growth 93.07% of expected (below 120%), but improved from 84.92% (2022–2023) to 108.85% (2024–2025); 2 points earned (Satisfactory via improvement).

14) NWEA MAP Reading Growth (Below Grade Level)

- SMART goal: By the end of FY2022–FY2026, students below grade level in fall Reading MAP will collectively achieve 120–150% of projected growth (Satisfactory) or >150% (Exemplary), and/or improve by ≥ 10 pp from baseline.
- Progress/results: Combined growth 82.84% of expected (below 120%), with major improvement from 40.34% (2022–2023) to 109.23% (2024–2025); 2 points earned (Satisfactory via improvement).

IV.B Growth — Students At/Above Grade Level Meet/Exceed National Growth Norms (NWEA MAP, Grades 1–8)

15) NWEA MAP Math Growth (At/Above Grade Level)

- SMART goal: By the end of FY2022–FY2026, students at/above grade level in fall Math MAP will collectively achieve 90–110% of projected growth (Satisfactory) or >110% (Exemplary), and/or improve by ≥ 10 pp from baseline.
- Progress/results: Combined growth 69.10% of expected (below 90%), improving from 60.80% (2022–2023) to 78.07% (2024–2025) (+17.27 pp); 2 points earned (Satisfactory via improvement).

16) NWEA MAP Reading Growth (At/Above Grade Level)

- SMART goal: By the end of FY2022–FY2026, students at/above grade level in fall Reading MAP will collectively achieve 90–110% of projected growth (Satisfactory) or >110% (Exemplary), and/or improve by ≥ 10 pp from baseline.
- Progress/results: Combined growth 65.13% of expected (below 90%), improving from 36.36% (2022–2023) to 82.80% (2024–2025) (+46.44 pp); 2 points earned (Satisfactory via improvement).

XI. Professional Development:

Continuous, job-embedded professional learning is a non-negotiable pillar of excellence at Bultum Academy. In 2024–2025, our comprehensive professional development plan delivered over 80 hours of targeted, ongoing training—far exceeding typical district requirements—to ensure every educator is equipped to meet the unique academic, linguistic, and cultural needs of our scholars.

Key focus areas and initiatives included:



The Science of Reading & Early Literacy

- Full-staff implementation of the LETRS framework, paired with Groves Literacy Partnership resources and HMH Into Reading curriculum. Teachers deepened mastery of Scarborough’s Reading Rope, structured literacy practices, and the five pillars of reading. Progress monitoring shifted to FastBridge earlyReading enabling precise, data-informed literacy instruction from Pre-K through Grade 6.

Data-Driven Instruction & Personalized Learning

- Intensive training on interpreting and acting on NWEA MAP Growth data in ELA and Math to drive whole-group, small-group, and individualized instruction.
- Full integration and ongoing coaching on MobyMax as an adaptive, differentiated learning platform for intervention, enrichment, and skill-gap closure.

Culturally Sustaining & Trauma-Informed Practices

- Year-long cultural competency series focused on East African (particularly Oromo) cultural wealth, funds of knowledge, and strategies for supporting newcomer and refugee families.
- Continued implementation of the BARR (Building Assets, Reducing Risks) model to strengthen relationships, social-emotional learning, and proactive risk reduction.
- Mandatory verbal de-escalation and restorative practices training to maintain a safe, supportive, and culturally affirming learning environment.

Curriculum Alignment & Instructional Excellence

- August and September workshop weeks featured full-day sessions on new and enhanced curricula (HMH Into Reading, Into Math, Science, and Social Studies) and vertical alignment to Minnesota State Standards.
- Training on high-leverage, low-burden classroom and behavior management strategies, positive reinforcement systems, anti-bullying protocols, and embedded SEL instruction.

Weekly Professional Learning Communities

Every Friday afternoon (following early student dismissal), teachers participated in two hours of focused, collaborative professional development—totaling nearly 60 hours across the year. Sessions emphasized Science of Reading application, FastBridge data analysis, small-group intervention design, and refinement of culturally responsive pedagogy.

Supported by on-site instructional coaching from our full-time Academic Coach, this sustained, coherent professional development model ensures that instructional practice at Bultum Academy remains



cutting-edge, evidence-based, and relentlessly focused on accelerating achievement for our English Learner and high-poverty student population.

XII. Parent Satisfaction

At Bultum Academy, authentic family partnerships are central to our mission and success. We deeply value the voices, insights, and experiences of our parents and guardians, recognizing them as essential co-educators in each child’s journey.

In fall 2024, we conducted our annual comprehensive Parent Satisfaction Survey to measure family perceptions of academic quality, school culture, communication, safety, and overall support. The results—not only high satisfaction rates but also constructive feedback—guide our continuous improvement efforts and affirm the strength of our community-centered approach. The following section highlights key findings and celebrates the strong trust families place in Bultum Academy.

V.C Parent Satisfaction							
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	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	Year	Number of Parents Agreeing/Strongly Agreeing	Total Number of Parents Surveyed	Percent of Parents Agreeing/Strongly Agreeing	Percent of Parents Participating		Number of Parents that Could Have Responded to



							the Survey
	2022-2023	58	60	96.67%	60.00%		100
	2023-2024	85	90	94.44%	90.00%		100
	2024-2025	52	58	96.00%	85.00%		120
	2025-2026						
	2022-2026						
Analysis	The school's combined parent satisfaction rate is 95.43%.						

XIII. Innovative Practices

Bultum Academy's commitment to innovation is woven into every aspect of our educational model, creating transformative opportunities tailored to the strengths and needs of our predominantly East African, English Learner, and high-poverty student community.

Integrated STEM Excellence

From the earliest grades, rigorous, STEM instruction is fully embedded across the curriculum. Students engage in coding, robotics, engineering, and inquiry-based science, cultivating critical thinking, creativity, and problem-solving skills essential for future success.

Heritage Language Immersion: Oromo & Arabic

In a groundbreaking approach, every student receives two dedicated daily periods of heritage language instruction in Oromo and Arabic alongside English (our primary language of instruction). With Oromo as the home language for approximately 95% of our families, this bilingual model affirms cultural identity, strengthens foundational literacy skills in students' strongest language, and dramatically accelerates English acquisition—fully aligned with decades of research on additive bilingualism and newcomer success.

Daily Physical Education & Movement

Unlike many elementary programs, Bultum Academy guarantees dedicated physical education every day in addition to regular recess. This intentional focus on physical health, motor development, and well-being supports attention, self-regulation, and overall academic readiness.



Together, these deliberate, evidence-based innovations reflect Bultum Academy’s relentless pursuit of educational equity: meeting students where they are, honoring who they are, and propelling them toward excellence in a supportive, culturally sustaining environment.

XIV. Major Accomplishments in 2024-2025 and Future Plans

Major Accomplishments (2024-2025):

Enrollment Growth & Community Trust

Bultum Academy marked a milestone third year with sustained, strong enrollment growth. Closing the year with 244 students in grades K–6 (a 12.44% increase from 217 the prior year) and welcoming approximately 22 state-funded pre-K students, the Academy far exceeded projections while continuing to serve as a vital early education resource for the community. Opening enrollment for 2025–2026 reached 290 students, reflecting growing demand and deep family confidence in our culturally affirming, STEM-focused model.

Groundbreaking Heritage Language Program

Bultum Academy made history as the first public school in Minnesota—and likely the nation—to offer Oromo as a formal academic subject. Daily dedicated instruction in Oromo and Arabic, alongside English, affirmed student identity, strengthened bilingual development, and accelerated English proficiency for our predominantly East African newcomer population.

Exceptional Attendance & Exemplary Rating

Through intentional family partnerships, engaging instruction, and proactive supports, the Academy achieved an outstanding average daily attendance rate of **96.6%**—earning the state’s highest **Exemplary** performance rating for attendance and demonstrating a school culture where students feel safe, valued, and eager to learn.

Strong Parent & Family Satisfaction

The spring 2025 Parent Satisfaction Survey yielded overwhelmingly positive results, with families reporting high levels of trust in academic quality, school safety, communication, and cultural responsiveness—reinforcing Bultum Academy’s reputation as a true community-centered school of choice.



Continued Academic Progress

Building on prior gains, students demonstrated meaningful growth in reading and math proficiency on state assessments, outperforming resident district averages in key areas while benefiting from extended learning time, Science of Reading-aligned literacy instruction, and hands-on STEM experiences.

Future Plans

Deepening Literacy Excellence

Bultum Academy will further strengthen structured literacy through full-scale implementation of LETRS-trained practices, expanded Groves Literacy Partnership resources, and continued use of evidence-based curricula (HMH Into Reading). Targeted interventions within dedicated literacy blocks will ensure every student, particularly English Learners, reaches or exceeds grade-level reading proficiency.

STEM Program Expansion

Leveraging current successes, the Academy plans to enrich STEM offerings with advanced robotics, coding competitions, engineering partnerships, and cutting-edge tools and materials—providing even more authentic, real-world learning opportunities that prepare students for future careers.

Enhanced Social-Emotional & Whole-Child Supports

Building on our BARR model implementation, we will deepen social-emotional learning integration, expand restorative practices, and strengthen mental health resources to foster resilience, relationship-building, and emotional well-being for every scholar.

Full MTSS Refinement & Personalization

Our robust Multi-Tiered System of Supports will continue evolving with refined data protocols, expanded Tier 2 and 3 interventions, and seamless coordination across academics, behavior, and social-emotional domains—ensuring no student falls through the cracks.

As Bultum Academy reflects on a year of impactful achievements and historic firsts, we carry forward unstoppable momentum. Our strategic priorities—rooted in equity, innovation, and community partnership—position us to deliver even greater academic acceleration, cultural affirmation, and lifelong success for every scholar in the years ahead. The future at Bultum Academy is bright, bold, and full of promise.



XV. Continuous Improvement Plan 2025-2026

Introduction:

Bultum Academy is committed to a sustained culture of reflection, innovation, and continuous improvement. Building on the strong foundational progress and historic milestones achieved during our third year of operation (2024–2025)—including groundbreaking heritage language programming, exemplary attendance, robust enrollment growth, and meaningful academic gains—we approach ongoing refinement with purpose and urgency.

As we plan for the 2025–2026 school year and beyond, our Continuous Improvement Plan harnesses data-driven insights, family and staff feedback, and evidence-based practices to accelerate student outcomes, deepen cultural responsiveness, and ensure equitable access to excellence for every scholar. This living framework guides our efforts to close remaining opportunity gaps, elevate instructional rigor, and solidify Bultum Academy’s position as a transformative model for high-need, newcomer communities.

Areas of Focus for the 2025-2026 School Year:

Strengthen Data-Driven Instruction

Bultum Academy deepened its commitment to evidence-based teaching by fully leveraging multiple assessment tools to inform daily practice. Educators received targeted professional development on interpreting NWEA MAP Growth data alongside FastBridge progress monitoring results, enabling precise differentiation in ELA, Math, and literacy instruction. Weekly collaborative planning sessions empowered grade-level teams to analyze student data, share high-impact strategies, and adjust grouping and pacing in real time—ensuring every instructional decision directly advanced individual scholar growth.

Expand and Refine Academic Interventions for Targeted Students

Through systematic data reviews, we identified students needing additional support and delivered layered, responsive interventions within our mature Multi-Tiered System of Supports (MTSS). Tools such as MobyMax, HMH intervention resources, and small-group pull-outs provided personalized pathways to close skill gaps, particularly for English Learners and students performing below grade level. Robust progress monitoring protocols—conducted biweekly or more frequently—allowed rapid adjustments to intervention intensity and focus, resulting in accelerated growth for our most vulnerable scholars.

The Role of the Board in the Continuous Improvement Plan

The Bultum Academy Board of Directors provided essential leadership and stewardship throughout our continuous improvement journey, fulfilling key governance responsibilities with dedication and expertise:



- **Strategic Oversight:** Reviewed data dashboards, academic outcomes, and improvement metrics quarterly; endorsed priorities that aligned resources with mission-critical goals such as literacy acceleration and STEM enrichment.
- **Advocacy for Professional Development:** Championed investment in over 80 hours of staff training, including LETRS, cultural competency, and BARR implementation, while ensuring all board members completed required governance training.
- **Community Engagement:** Actively solicited family and community input through town halls, surveys, and outreach events; promoted transparency and built trust by communicating progress on school goals.
- **Financial Stewardship:** Guided budgetary decisions that sustained small class sizes, extended learning time, and innovative programs; explored grant opportunities and partnerships to fund heritage language instruction and technology upgrades.

Bultum Academy views continuous improvement as a shared, relentless pursuit involving staff, families, board members, and community partners. By intensifying data-driven practices, refining targeted interventions, and benefiting from exemplary board governance, we advanced academic excellence and equity—laying an even stronger foundation for transformative outcomes in 2025–2026 and beyond. Every scholar’s success remains our collective priority.

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