

**TEAM Academy
Strategic Plan
2025-2027**



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SCHOOL INFORMATION

Address: 220 17th Ave. NE, Waseca, MN 56093
Phone: 507-833-8326
Website: www.team.k12.mn.us

Grades Served: PreK-6

Year opened: 2004

Mission: TEAM Academy: Where students and potential meet.

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

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

Ways that we will achieve our mission and vision:

Our school day will begin at 8:00 and will end at 3:00, however academic offerings will be provided until 4:00 each day. A lengthened school day is a key to enhanced student learning.

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

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

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

Every child learning is not something that will happen automatically. At TEAM Academy the creation of partnerships between the school, parents, and teachers is essential. TEAM staff will

meet with parents and students before the start of each school year. The purpose of these meetings will be to explain the details of the program and to build collaboration with the staff, parents and students. The teacher, parent(s) and student(s) will sign a contract indicating their choice and commitment.

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

Our reading curriculum is Wonders and for math we use Math Expressions. Both reading and math curriculums are aligned to the Minnesota State Standards.

School started on the Tuesday after Labor Day and concluded the Friday before Memorial Day. Our school day started at 8:00 AM and concluded at 3:00 PM each day. We had 8 teacher in-service days.

Our bussing was provided by our resident district Waseca Public Schools. We serve our own breakfast and cater our lunches from Waseca Public Schools. We offer a before and after school Extended Day Program as well as a Targeted Services After School Program.

Authorizer Information

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

Novation Education Opportunities (NEO)
3432 Denmark Ave. Ste. 130
Eagan, MN 55123
612-889-2103
<http://www.neoauthorizer.org/>
executive.director.neo@gmail.com

Wendy Swanson Choi, Director of Charter School Authorizing

Goals and Benchmarks

All Students Ready for School

Goal	Result	Goal Status
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FastBridge Early Literacy Goals (Grade K-1) More than 60% of students will score at the 30th percentile or greater from Fall to Spring on the FastBridge early literacy assessment.	The school's combined percent of students who meet the average accuracy of 80% or greater is 70.59%.	On track
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All Students are Prepared to be Lifelong Learners

Goal	Result	Goal Status
The school's proficiency rate is at least 10 percentage points above the state average AND/OR improves by 20 or more percentage points.	From the baseline year 2020-2021 rate of 10.00% the school's proficiency increased to 38.10%, an increase of 28.10 percentage points.	On track

Close the Achievement Gap(s) Between Student Groups

Goal	Result	Goal Status
The school's FRP proficiency rate is at least 10 percentage points above the state average AND/OR improves by 20 or more percentage points.	From the baseline year 2020-2021 rate of 10.71% the school's proficiency increased to 24.03%, an increase of 18.32 percentage points.	On track

All Students Career and College Ready by Graduation

Goal	Result	Goal Status
The percentage of students in High Risk will be reduced by more than 20 percentage	The school's combined percentage of students making typical or aggressive	On track

points from the fall to spring on the FastBridge aMath test.	growth is 80.00%.	On track
The percentage of students in High Risk will be reduced by more than 20 percentage points from the fall to spring on the FastBridge aReading test.	The school's combined percentage of students making typical or aggressive growth is 52.38%.	

All Students Will Graduate

Goal	Result	Goal Status
Students will be in school 94% (attendance) of the time over the course of the school year.	The school's combined 2021-2026 attendance rate is 92.80%.	On track

PROCESS TO EVALUATE PROGRESS TOWARDS STANDARDS

TEAM Academy uses a variety of tools to measure and determine students' academic growth and proficiency of grade level standards. These tools range from informal assessments observed during classroom activities to formal, mandated assessments such as the Minnesota Comprehensive Assessment (MCA). Educators can use these assessments to identify the needs of the students and adjust instructional strategies to meet the needs of their students and encourage individualized academic growth. Our teachers meet in PLCs weekly and hold data meetings at least monthly to look over benchmark and progress monitoring data. Our PLC Leaders meet with the Director monthly to discuss student data.

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

PROCESS TO IDENTIFY GIFTED & TALENTED STUDENTS & ACCELERATED THEIR LEARNING

If students show they are above grade level via FASTBridge testing or other assessments such as the MCA tests, differentiated learning is provided within the classroom. Intervention groups are offered for students who are behind, but acceleration opportunities are offered for students who show extra potential.

PROCESS TO ADOPT EARLY ADMISSIONS

TEAM Academy Charter School will enroll any eligible kindergarten through sixth grade student who submits a timely application, unless the number of applicants exceeds 25 students in the specific grade level of the applicant, upon which, eligible students on the waiting list will be accepted by lottery. TEAM Academy Charter School will give preference for enrollment to a sibling of an enrolled student and to a foster child of that student's parents before accepting other students by lottery. TEAM Academy Charter School will not limit admission on the basis of intellectual ability, measures of achievement or aptitude, or athletic ability. Students who are identified as homeless will be enrolled immediately. Students must be five (5) years of age by September 1 in order to enter kindergarten.

SYSTEM TO REVIEW THE EFFECTIVENESS OF INSTRUCTION & CURRICULUM

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

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

SYSTEM TO PROVIDE STUDENTS ACCESS TO EFFECTIVE TEACHERS WHO REFLECT THE DIVERSITY OF ENROLLED STUDENTS

All job openings are posted internally, locally on our website and TEAM Academy Facebook Page, and on the MN School Jobs website. Many of our staff members have been at TEAM for the majority of their teaching career. This past year we only needed to hire one new staff member. All staff attend our monthly in-service days and weekly PLC meetings. We have one staff member on a Tier 1 license and one with an out of field license.

STRATEGIES FOR IMPROVING DEVELOPMENT OF MULTILINGUAL LEARNERS

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

PRACTICES THAT INTEGRATE HIGH QUALITY INSTRUCTION, RIGOROUS CURRICULUM, TECHNOLOGY & A COLLABORATIVE PROFESSIONAL CULTURE

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

We offer summer school each year. All students are invited to attend summer school session for up to six weeks. Our summer school has a theme and we also plan local field trips.

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

Our teachers use FASTBridge data to group students into small groups for reading and math. This way students get more individualized attention and can work on specific needs.

We are a Q-comp school and our teachers meet in PLCs every Wednesday morning as well as during monthly in-service days.

ANNUAL BUDGET FOR IMPLEMENTING THE LONG-TERM STRATEGIC PLAN

Our Title II and Q-Comp funds support our professional development for teachers. We also receive Title 1 and ADSIS to help fund our intervention programs. REAP and Title IV funds are used for an additional social worker at TEAM.