

# 2018-2019 Annual Report



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**School Mission:**

*“Rekindling our hope, exploring our world, seeking our path, while building our community.”*

**Vision Statement:**

*Students enrolled at Northwest Passage High School develop self-confidence and academic skills through participation in a small learning community, where instructors are lifelong learners who model integrity, responsibility and respect. Varied projects, field studies and inquiry-based methods give students the opportunity to develop a greater sense of the world by engaging in challenging academics, structured real-world experiences, and service learning. Students take responsibility for their own educational plans, and graduate with the tools to make informed decisions about their future.*

**Authorizer Information:**

Bethel University  
3900 Bethel Drive  
St. Paul, MN 55112-6999  
Liaison: Heather Johnson-Ross  
Email: [heather-ross@bethel.edu](mailto:heather-ross@bethel.edu)

Bethel University became the authorizer for Northwest Passage High School in 1999. In 2015 Bethel University renewed our contract for 5 more years. Bethel University continues to support the school and its mission in many ways including: providing a liaison to the school board, technical support, student volunteers, and on-site reviews.

## Governance:

Board Elections: The school held its annual election on October 16, 2018 at the annual meeting.

Name	Attend %	Email	Position	Start of Term	Training Requirement
Jason Olson	100%	<a href="mailto:jolson@nwphs.org">jolson@nwphs.org</a>	Chair/ Teacher	11/18	Y
Charlotte Elva	100%	<a href="mailto:cacelva@nwphs.org">cacelva@nwphs.org</a>	Treasurer/ Community Member	11/17	Y
Lisa Heille	77%	<a href="mailto:lisahohahe@gmail.com">lisahohahe@gmail.com</a>	Community Member	11/18	Y
Kurtis Heerema	89%	<a href="mailto:kheerema@nwphs.org">kheerema@nwphs.org</a>	Vice-Chair/ Teacher	10/18	Y
Vashti Pearson	100%	<a href="mailto:vpearson@nwphs.org">vpearson@nwphs.org</a>	Member/Teacher	11/17	Y
Barb Sanders	89%	<a href="mailto:bsaunders@nwphs.org">bsaunders@nwphs.org</a>	Member/Parent	11/18	Y
Megan Fredrickson	100%	<a href="mailto:mfredrickson@nwphs.org">mfredrickson@nwphs.org</a>	Member/Teacher	3/18 Completing Robin Clarkson's Term (11/19)	Y
Deborah Theisen	66%	<a href="mailto:dtheisen@usfamily.net">dtheisen@usfamily.net</a>	Member/Parent	11/17	Y
Jenny Braun	100%	<a href="mailto:jbrown@nwphs.org">jbrown@nwphs.org</a>	Secretary/Teacher	10/18	Y
Heather Johnson-Ross	77%	<a href="mailto:heather-ross@bethel.edu">heather-ross@bethel.edu</a>	Ex-Officio/ Authorizer Liaison	N/A	N/A

## Management:

The management team at the school consists of a Chief Financial Officer, Dona Fehr, who has a Bachelors Degree in Business, and a Director, Peter Wiczorek, who holds a Master's Degree from Goddard College in Education and a B.S. in Recreation, Park and Leisure Studies from the University of Minnesota College of Education and Human Development, and a 7-12 Teaching License in Life Science.

## Staff Information:

The school continues to enjoy a great retention rate of professional teachers, with an average tenure of 9.5 years since our start 20 years ago. Staff continues to receive competitive compensation and benefits that are typical of the geographic norms, however discussions continue on how to maintain competitive wages with little increase in state aid.

### Licensed Teachers

Name	File #	Assignment	# Years	Returning
Leah Bauman-Smith	456508	Special Education EBD/LD	8	No
Theresa Boisjolie	425581	Special Education EBD	20	Yes
Jenny Braun	487700	Comm. Arts/Lit/ESL	4	Yes
Brandi Greer	460779	Art	17	Yes
Kurtis Heerema	485526	Social Studies	4	Yes
Chuck Hoppe	442179	Life Science	11	Yes
Deb Howard	290512	Social Work, Social Studies	13	Yes
Valerie Miller	409413	EBD/SLD/MMI/ASD	16	Yes
Cate Carlis	432084	Communication Arts/Lit	9	Yes
Jason Olson	458823	Mathematics	14	Yes
David Olson	475056	Special Education EBD/LD	4	Yes
Peter Wiczorek	425983	Life Science	15	Yes
Jennifer Atterberry	453652	Communications Arts	4	No
Vashti Pearson	474954	Mathematics	4	Yes
Megan Fredrickson	490325	Academic & Behav Specialist	4	Yes
Ella Rausch	510036	English/ESL	2	Yes
Jeff Schommer	439004	Social Studies	1	Yes

## Support Staff

Name	Assignment	# of Years	Returning
Dona Fehr	Finance Director	1	Yes
Joyce Nolan	Administrative Assistant	15	Yes
Sue Shimshock	Registrar	5	Yes
Rejeana Hill	Paraprofessional	3	Yes
Jay Carr	Paraprofessional	1	Yes
Ella Rausch	Paraprofessional	2	Yes
Matt Goeltl	Paraprofessional	3	Yes
Ruth Hein	Paraprofessional	3	No
Suzanne Taylor	Paraprofessional	2	No
Jannika Gutske	Paraprofessional	2	Yes
Kit Kogan	Paraprofessional	1	No
Roscoe Canny	Paraprofessional	1	No



## Operational Performance, Program Successes and Best Practices:

### **Innovative Practices**

Northwest Passage High School was the recipient of the 2017 Minnesota Association of Charter Schools Innovation Award for our expedition programs and a runner up in 2019.

**Staff Development** - Staff development continues to be a strength of the school. NWPHS staff participated in a summer staff planning retreat at Audubon of the Northwoods. For the 2018-19 school year the staff focus will be on living our mission and vision. Staff participated in a book share to explore options to move in that direction. All teaching staff attend and present at either the annual Minnesota Association of Alternative Programs conference or the Innovative Schools Conference.

**Advisory Programs** – NWPHS has an extensive advisory program. Each student is assigned an advisor when they enter our school, which they retain for their entire time at NWPHS. Ratios in advisory are kept to a maximum of 16:1. Advisors track performance and perform project management for students' individual projects. All students now have a Personal Learning Plan as well as Digital Portfolios.

**Cohort Groups** - On the first Friday of every month students meet with Cohort Advisors from their grade level to work on grade specific post-secondary planning in order to meet the requirements of the Minnesota World's Best Workforce initiative.

**Project Based Learning** - Beginning the 2018-19 school year NWPHS continued with an all day Project Based Learning Model. NWPHS will continue to use Headrush for students to propose and complete self-directed learning projects that meet the State of Minnesota's graduation standards.

**Multi-disciplinary Team-Based Teaching** - During the seminar & workshop block of instruction, teachers team-teach 50% of courses in a Multidisciplinary approach to learning. Using Howard Gardner's Multiple Intelligence and Bloom's Taxonomy of Learning, students engage in extensive field studies with authentic assessment. This part of the program is rich in its use of community experts and local resources

**Expeditions** – NWPHS provides students the opportunity to complete four expeditions before graduating. The program is fully funded and in 2018-19 NWPHS allocated over \$60,000 for this component of our program. NWPHS ran more than 22 extended overnight expeditions and multiple day-long field experiences. Over 150 unique individuals participated in expeditions this year including: Guatemala, Washington D.C., Youth in Government, Grand Isle in Louisiana, backpacking in Northern Minnesota, and the Boundary Waters Canoe Area.

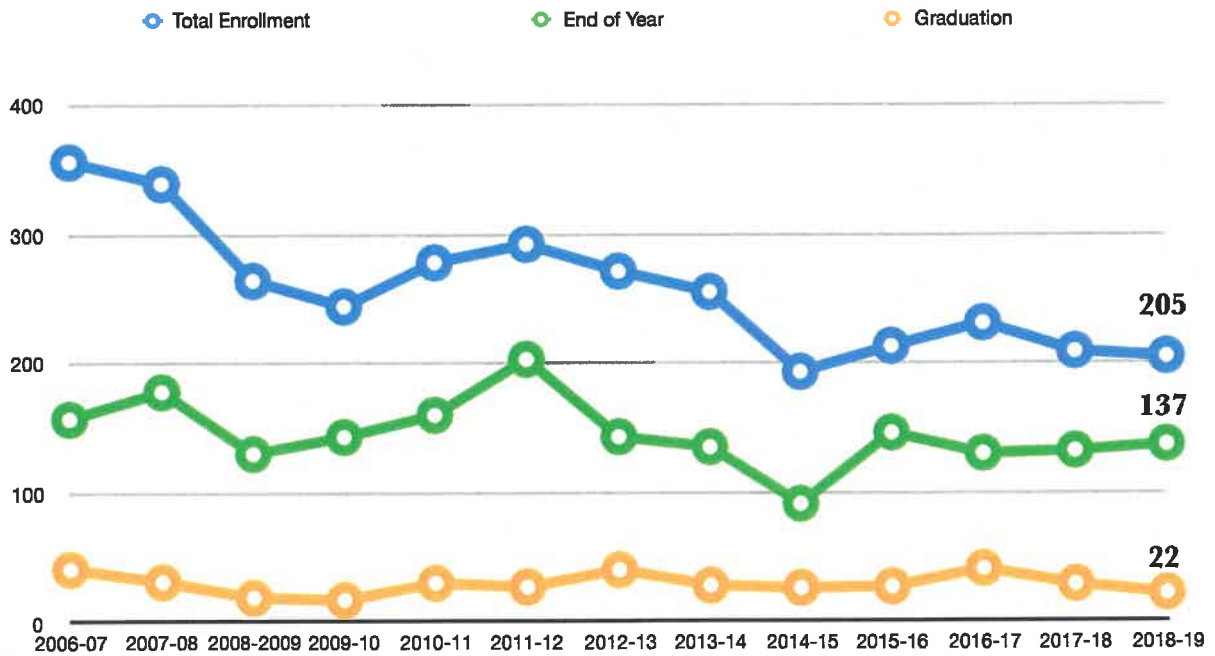
**Service Learning** – This year the school continued to implement advisory service learning with more than 878 hours provided to 6 different community organizations. Over 227 students participated in service learning activities.

**PSEO** – 17% of seniors that graduated in May participated in PostSecondary Education Options.

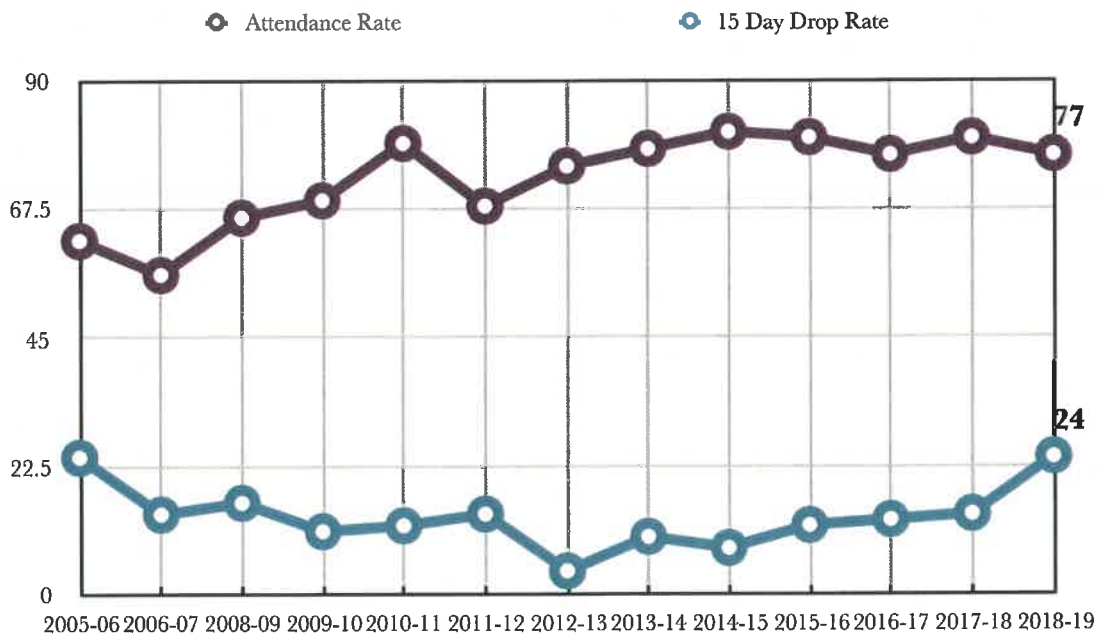
**M-Term** - 2018-19 saw the continuation of a two-week M-term including: Art Tour, Fisheries, Outdoor Skills, Harry Potter, Personal Wellness, Crafting, Service Learning, Biking, Art in Bloom and Senior Transition.

**Student Expo** - On the first Friday of every month students participate in peer reviewed Project Expos. Students present their project work they have been working on in advisory to their peers and the community to share knowledge and receive feedback.

## Enrollment Data: 2018-2019



## Attendance Information:





## Academic Goals for 2018-19

The school focused on two value-added academic goals for the year. By using Northwest Evaluation Association's (NWEA) Measures of Academic Progress (MAP), we were able to tell what effect instruction had on students' math and reading skills.

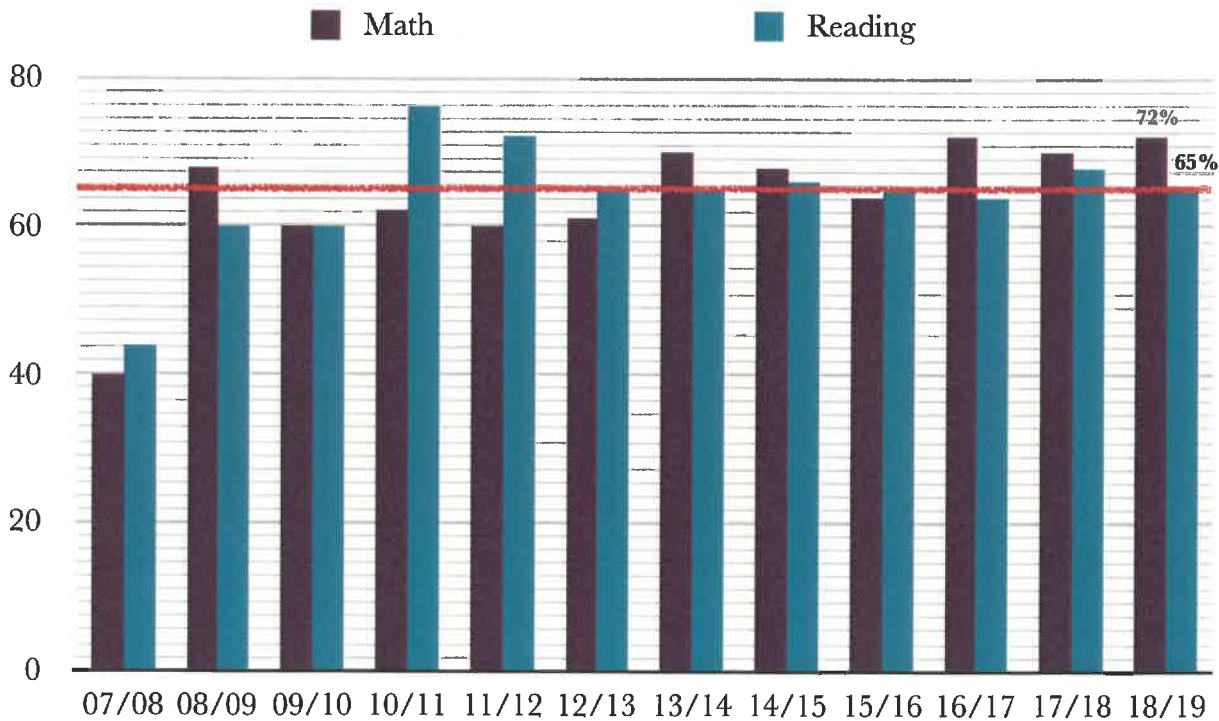
1. **Student Performance Goal:** 60% of students enrolled for the entire year will improve their NWEA MAP assessment in Math.
2. **Student Performance Goal:** 60% of students enrolled for the entire year will improve their NWEA MAP assessment in Reading.

### Data Collection:

NWEA MAP testing was conducted in the fall of 2018, winter of 2019 and spring of 2019. Students included in this data set were students who started on September 5, 2018 and were still enrolled on June 1, of 2019. Any student enrolled was given the NWEA test, but for the purposes of measuring improvement, only students enrolled the entire year were analyzed.

### Data Analysis:

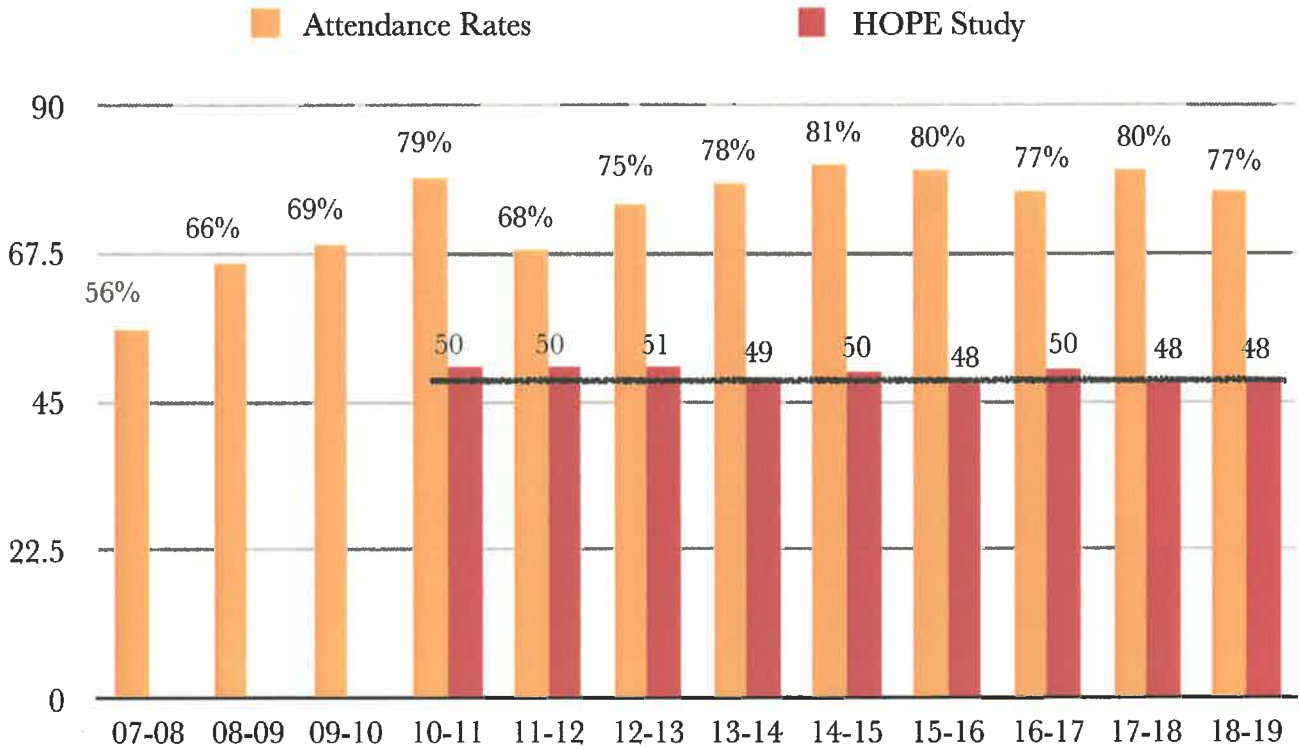
In non-adjusted gains the school continues to maintain reading and math scores compared to the previous year, and met both of its academic goals. The school continues to implement a school-wide reading program and cooperative math-solving program. Advisors use Lexile scores to help students find reading materials to increase their reading skills.



## Non-Academic Goals for 2018-19

The school will focus on attendance, the HOPE study, and showcase portfolios to measure students' emotions toward school.

1. **Student Performance Goal:** Average daily attendance will continue to be above 75%. Average Daily Attendance reached **77% in 2018-19.**
2. **Student Performance Goal:** Students will score 48 or higher HOPE study scores (National average for traditional schools in 2018-19 was 48.43). See details on the next page.
3. **Student Performance Goal:** 60% of seniors graduated with a showcase portfolio in the 2011-12 school year, 70% in year 2012-13 school year, and 80% thereafter. **In 2018-19 96% of the graduating seniors completed showcase portfolios.**



## Non-Academic Goals for 2018-19

### HOPE SURVEY - 2017-2019 Cohort

The students who enrolled in 2017 and took the 2019 survey showed major gains. **Hope** went up from 45.60 to 47.47, a gain of +1.97 points! That is very good! The gains in **engagement** are directly related **behavioral engagement** went up +3.16 points on a 10 point scale, and **emotional engagement** went up +5.17 points! Now we can see why overall engagement appears to be low on occasion, because students come in with some very low numbers from previous venues, and NWP changes their minds about school entirely! Well done! **Autonomy** rose +2.25 points on a 7 point scale! Also impressive! No wonder adolescents see your school as a fit environment for growth.

The **belongingness** numbers show very good rises, as well. **Advisor support academically** went from 3.52 (needs improvement) to 4.61 (very good)! **Advisor personal support** improved from 2.93 (needs significant improvement) to 4.28 (excellent), a positive gain of +2.65! **Peer academic support** was perceived at 2.55 and jumped to 3.45, a raise of +.90! **Peer personal support** rose from 2.55 to 3.53, a raise of +.97! So the sense of belonging and support from peers jumped considerably. Now we see that belongingness is not always a problem it simply is that new students have such low numbers that we have to look at how they have been positively affected, not at where they are currently. So, good work in this area as well. **Goal orientations perceptions** jumped up as well **mastery** from 3.13 to 4.43 to the excellent level! **Performance** improved from 3.04 to 3.97, putting it into excellent territory, as well. That is a total turnaround for these kids! **Academic press** also improved by +.79 into the excellent category! So the learning program is seen by students as a real positive for their human development!

### 2018-2019 Cohort

The one year cohort also showed great progress! **Hope** increased +1.97 points in one year! Fantastic! **Engagement** improved a great deal, **behavioral** rising +3.16 points into the moderate range. **Emotional engagement** increased +5.17 points to the high category! Really good numbers, from some very low ones! Well done! The following numbers will tell us why engagement rose so fast.

**Autonomy** gained +2.25 points in one year to nearly excellent range! Students perceive that the school respects their interests, views, and gives them choices! Shows excellent personalization.

All categories of **belongingness** also rose well. **Advisor** support went up, both academic and personal, over one point each! And **peer support** in both categories almost gained a point each! So something good was happening to these young people they were seeing school as a really good place to be! The **goal orientations** also improved greatly. **Mastery** improved +1.30 points, and **performance** by +1.07 points! Both numbers are now in the excellent category for this group! **Academic press** also went up, +.79 points, into the excellent category as well! The learning program appears to be very supportive of the needs of this cohort, and the others as well.

Ron Newell  
Director of Assessment  
EdVisions

## 2018-19 Notable Accomplishments

### Grants/Awards:

Ann Bancroft Foundation - 3 grants totally \$1500 - Women in Science

Ann Bancroft Foundation - 2 grants totally \$1000 - Guatemala

Minnesota Association of Alternative Programs **“Teacher of the Year”** - Val Miller

Minnesota Association of Alternative Programs **“Student of the Year”** - Lucy Theisen

Nominated for Minnesota Association of Charter Schools - Innovative School Award

Nominated for Minnesota Association of Charter Schools - Program Leader of the Year

### MAAP STARS:

Advertising Campaign

**1st Place** Sanay Brown, Reggie Frazier, and Kiarah Henderson

**2nd Place** - Ariana Lind, Avaree Saunders, and Besan Rashadi

**3rd Place** - Virjle Wells, and Will Rubesch

Community Service Project

**3rd Place** - Reggie Frazier, Sanay Brown, and Kiarah Henderson

Career Portfolio

**2nd Place** - Reggie Frazier

**6th Place** - Nicholas Boeser

**8th Place** - Sanay Brown

Public Speaking

**5th Place** - Lucianna Theisen

**6th Place** - Maria Feider

Team Management/Decision Making

**1st Place** - Nicholas Boeser, Sanay Brown

Employment Interview

**8th Place** - Virjle Wells

Team Video Promotion

**3rd Place** - Maria Feider, Virjle Wells

Annual Program of Activities

**2nd Place** - Lucianna Theisen

### Innovators of the Month:

September: B.J. Grigor

October: Avaree Saunders

November: Kale Patchen

December: Joe B. Smith

January: Reggie Frazier

February: Sanay Brown

March: Jacob Foster

April: Elizabeth Rubesch

**Service Learning:**

227 unique students participated in 1656.5 hours of service learning at a multitude of agencies including: Feed My Starving Children, Audubon of the Northwoods, Coon Rapids Senior Center, Nature Conservancy, Homestead Assisted Living and Friends of San Lucas.

**Conferences and Special Events:**

Hosted the second Projects, Pedagogy, & Play Conference in partnership with Bethel University and Hill Murray  
Chili Cook-off  
Explore Your World Silent Auction and Fundraiser

**Partnerships:**

Anoka County Workforce, MN Bonsai Society, Bow Wow Meow, 3 Rivers Parks District, Big City Mountaineering, Wildlife Science Center, Minnesota Department of Natural Resources, Anoka County Recycling Center,

**Food Shelf:**

In 2018-19 Northwest Passage High School added a food shelf for student and families in need.

**Expeditions:**

141 Students participated, exploring 17 states and 1 foreign country.

*Level One:* Service Learning to YMCA Camp Icaghowan (x3), 9th Grade Retreat, MAAP Leadership Conference, Fiber Arts, Gamefest, Yoga/Wellness.

*Level Two:* St. Croix River Canoe Trip (x3), Black Hills, Model U.N., Youth in Government, MAAP STARS, Chicago, Jay Cooke State Park

*Level Three:* Gulf Coast Louisiana, Washington D.C., Guatemala

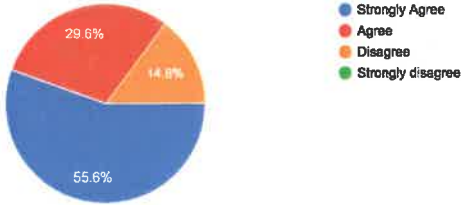
**Visitors:**

Northwest Passage High School hosted 116 visitors from 23 schools, agencies and governmental units in an effort to educate others about our unique progressive education model as well as charter schools in general. Among the visitors we were honored to have State Senator John Hoffman, MN State Representative Zach Stevenson, Rommel Lee from MN Congresswomen Amy Klobachar's office, and Arthur Crusoe from Zondo, Liberia.

# Parent Survey Results

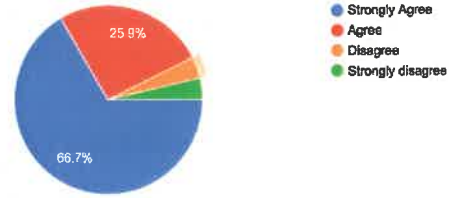
Overall, NWPHS provides a quality education for my student(s)?

27 responses



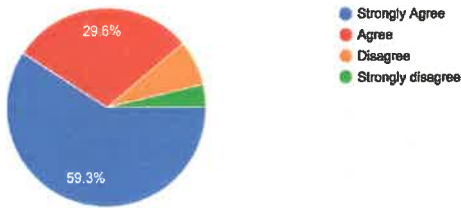
My student is valued as an individual at NWPHS?

27 responses



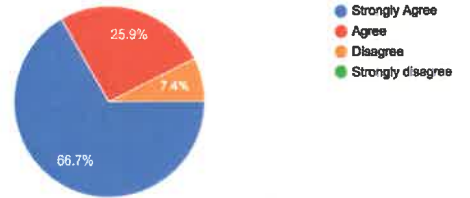
NWPHS provides a variety of opportunities for my student(s)?

27 responses



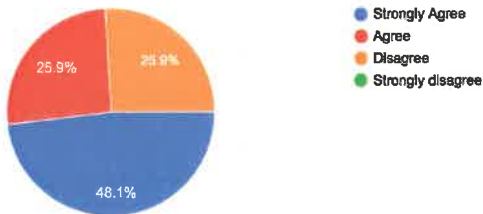
Teachers and staff at NWPHS care about my student(s)?

27 responses



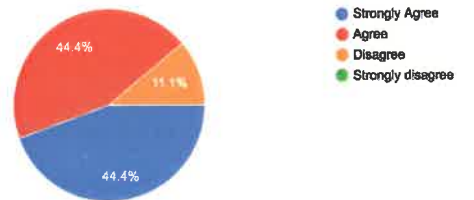
Teachers communicate regularly with me about my student's progress?

27 responses



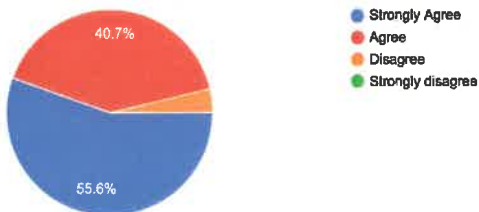
The teachers challenge my student to do his or her best work?

27 responses



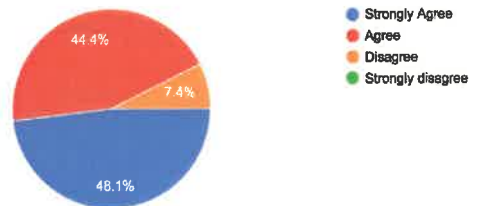
I feel welcome as a parent/guardian at NWPHS?

27 responses



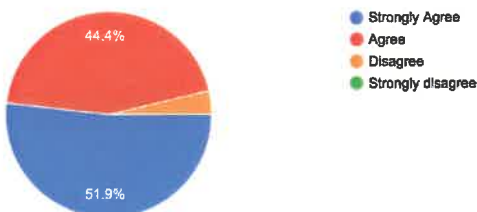
NWPHS teachers support my student in learning outside of school?

27 responses



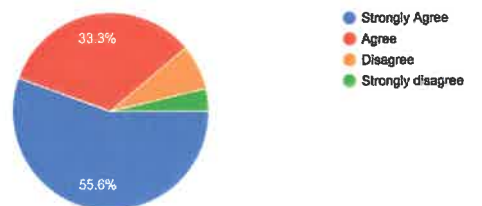
Teachers provide help for my student when needed?

27 responses



NWPHS is a safe environment for learning?

27 responses



### Northwest Passage High School #4049

In accordance with 2013 Minnesota Statutes, section 120B.11, Northwest Passage High School is pleased to submit this report to the commissioner of the Minnesota Department of Education, summarizing:

- The district's comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the world's best workforce;
- Progress toward improving teaching and learning and striving for the world's best workforce, including current rates of:
  - Students attaining career and college readiness before graduating from high school;
  - Students graduating from high school; and
- Information about best practice strategies that were implemented and that are showing evidence of improving student outcomes and working toward creating the world's best workforce in Minnesota.

### Identified Needs Based on Data

Northwest Passage High School (NWPHS) uses Northwest Evaluation Association (NWEA) assessments. Over the past five years between 40-48% of students newly enrolling in NWPHS are behind at least one grade level in reading and between 47-58% are behind by at least a year in math.

Northwest Passage High School enrolls students in grades 9-12+ throughout the school year from surrounding school districts including district 11, 13, 14, 15, 16, 279, 286, 621, 728 and others.

In 2018-19 44% of enrolled NWPHS students received special education services.

The Northwest Passage High School Board established the following goals through the 2013 Strategic Plan:

#### **Academic Achievement**

##### ***A. Curriculum Design***

All Seminars and Workshops will be peer reviewed and include specific guiding questions and learner outcomes. Courses will include resource lists in the areas of technology, field studies and guest speakers. Courses will have unique individual or small group end products and have rubrics and final assessments to support those end products.

##### ***B. Test Scores***

NWPHS will continue to administer NWEA testing in the fall and spring of each school year. 70% of incoming 9th graders will show one years growth for every one year at NWPHS. 60% of all other students will show one years growth for every one year at NWPHS. In 2018-19 NWPHS will continue to support a program to identify and support students who are not achieving at grade level in math and reading.

##### ***C. Project Completion***

NWPHS students are expected to earn 4.5-5.5 credits in independent Project work each year. NWPHS staff will work closely with students and parents to foster a greater sense of responsibility and understanding of the implication for not completing the minimum credit requirements. Staff will also help students better organize and manage their projects and timelines. All students have a Personal Learning Plan to help manage project work.

#### **D. Assessments**

Every project and course will include at least two assessments, a student self-assessment and an assessment from the staff member approving the project or leading the course. Assessments will be documented in HeadRush and discussed between the student and staff member. Assessments will be primarily from the 7 Skills for 21st Century Learners, but other approved assessments can be used.

#### **E. Conferences/Family Communication**

Family/Student/Advisor conferences will be held three times during the school year. Conferences are 30 minutes in duration and must include all three members of the educational team – advisor, family member (parent/guardian) and student. The conferences will progress from advisor lead to student lead during the course of the school year. In addition to conferences advisors will establish a regular communication plan with families. Communications between advisors and family will be a minimum of bi-monthly. In 2018-19, NWPHS had a 85% attendance rate at conferences.

#### **F. Personal Learning Plans**

All students will have a yearly PLP that includes short and long term academic, social and postsecondary goals. PLPs will be created and approved by student, parent and advisor. PLPs will be reviewed at conferences.

#### **G. Portfolios**

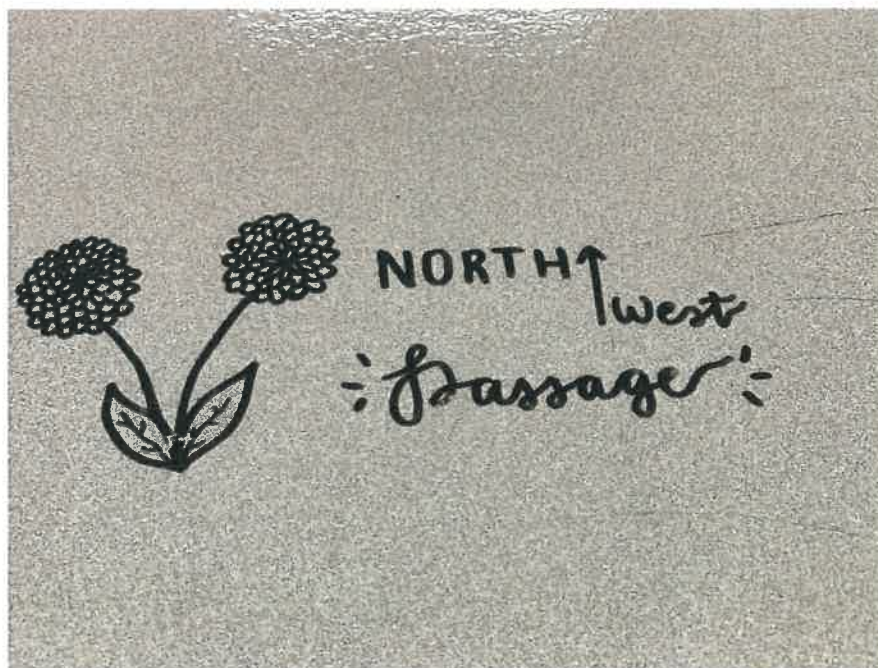
80% of graduating seniors will have completed a digital learning portfolio highlighting their growth and best works. Portfolios are started upon enrollment at NWPHS and have minimum yearly entries. The senior transition plan is the final entry and is required for all graduates regardless of portfolio completion. In 2018-19, 96% of graduation seniors completed a digital portfolio.

#### **H. Post Secondary Readiness**

All NWPHS graduates will have a college and career readiness plan. The planning will begin in 9th grade. Each grade cohort will be assigned three or four advisors who will meet with the cohort once a month to plan and discuss post secondary options. Events will be planned throughout the year to help students and parents make wise decisions, including college fairs, FAFSA seminars, and P.S.E.O. information. Additionally, all 11<sup>th</sup> grade students will complete a Life Skills course and all 12<sup>th</sup> graders will participate in a Senior Seminar.

#### **I. Cohorts**

Students participate in grade level Cohorts for 90 minutes once a month. Cohorts focus on grade specific content designed to help students be successful during high school and with post-secondary pursuits. 9th graders focus on study skills, career inventories and portfolio development. 10th graders worked on lifestyle choices, multiple intelligence surveys, and career panels. 11th grade investigates post-secondary pursuits such as college tours and applications, career panels and college applications. 12th is spent on senior transition plan and portfolio completion.





## Staff Development Plan for NWPHS Director:

Peter Wieczorek is the current Director for NWPHS. Mr. Wieczorek took over as Director in 2012 and has taught at the school since 2004. He holds a Master's Degree from Goddard College in Education and has graduated from the St. Thomas University Leadership Development program. Mr. Wieczorek continues to participate in leadership training programs through MN Department of Education and MN Association of Charter Schools. Additionally, Mr. Wieczorek provides trainings for a number of schools through the Minnesota Association of Alternative Programs and the Innovative Schools Network, EdVisions Cooperative and Wisconsin Resource Center for Charter Schools.

### **School Admissions:**

#### ***DISCRIMINATION POLICY***

It is the policy of the School Board of Charter District No. 4049 to comply with applicable federal and state laws prohibiting discrimination to the end that no person protected by such law shall, on the grounds of race, color, national origin, creed, religion, gender, marital status, status with regard to public assistance, age or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any educational program; or in employment or recruitment, consideration, or selection, thereof, whether full time or part-time, under any education program or activity operated by the district for which it received federal financial assistance.

**Nonprofit Status:** Active.

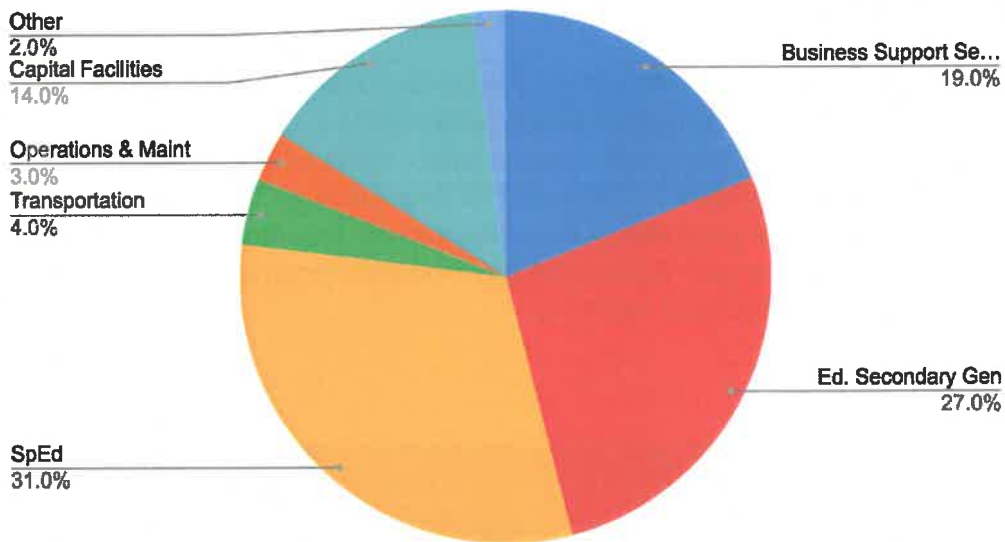


## Finances Summary

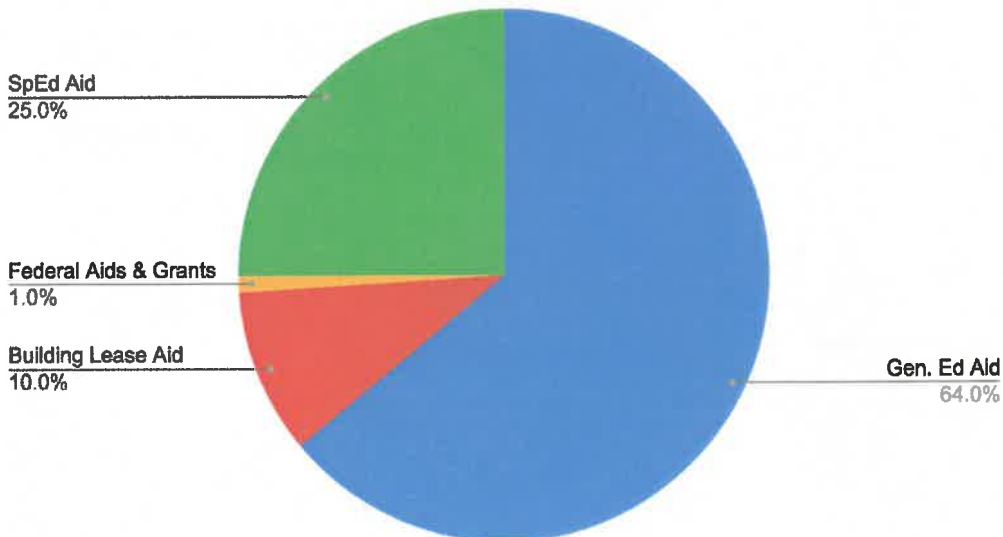
### Finances:

The 2017-18 audit conducted by Larson Allen returned a clean audit with no material weaknesses. The audit for this school year is scheduled for October and will be submitted prior to the December 31, 2019 deadline. The final unaudited financial statements for 2018-19: Total expenditures: **\$2,299,219.87** Total revenue: **\$2,368,442.13**. See Attached Budget Summary

### Expense



### Revenue



**Northwest Passage High School  
Exp/Rev Summary - Fd  
Period Ending June 30, 2019**

Sequence: L, Fd

Description		19FIN Annual Budget	Period 201913	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining Balance
E	Expenditure							
01	General	2,304,640.40	0.00	2,299,219.87	100%	0.00	100%	5,420.53
E	Expenditure	2,304,640.40	0.00	2,299,219.87	100%	0.00	100%	5,420.53
R	Revenue							
01	General	(2,368,722.00)	(246,718.80)	(2,368,442.13)	100%	0.00	100%	(279.87)
R	Revenue	(2,368,722.00)	(246,718.80)	(2,368,442.13)	100%	0.00	100%	(279.87)
<b>Report Totals:</b>		<b>(64,081.60)</b>	<b>(246,718.80)</b>	<b>(69,222.26)</b>	<b>108%</b>	<b>0.00</b>	<b>108%</b>	<b>5,140.66</b>



Respectfully Submitted by Peter Wiczorek, Director

October 15, 2019

