

Friendship Academy of the Arts, ISD # 4079-07

2020-21

Annual Report



Minnesota Charter School District #4079

Dr. B. Charvez Russell, Director
2600 East 38th Street
Minneapolis, MN 55406
Phone: (612)879-6703
Fax: (612)879-6707
brussell@friendshipacademy.org

Authorizer

Pillsbury United Communities
Office of Public Charter Schools
125 W. Broadway Ave., Suite 130
Phone: (612) 302-3400

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

In the 2020-21 Friendship Academy of the Arts' (FAA) Annual report, the objective is to show what inspires the determination to take a Journey to Excellence and continue to expect the best and raise the bar for our students, families, staff, and board. It is the hope that insight will be gained as to our drive to achieve greater accountability, increased accomplishment, and a lasting impact to put FAA on the path to sustainable, responsible growth.

Statutory Information Regarding the Charter School Annual Report

124D.10, Subd. 14. includes the following requirements:

A charter school must publish an annual report approved by the board of directors. The annual report must at least include information on:

- School enrollment.
- Student attrition.
- Governance and management.
- Staffing.
- Finances.
- Academic performance.
- Innovative practices and implementation, and
- Future plans.

Primary Statutory Purpose

Friendship Academy's statutory purposes as identified in our school's contract with Pillsbury United Communities are as follows: Friendship Academy's primary statutory purpose is to improve all pupil learning and all student achievement. Friendship was very strategic in finding ways to accomplish this primary purpose with a considerable amount of time invested in learning best practices from schools with similar demographics throughout the state and nation to discover the most effective strategies to meet the needs of scholars and families.

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

School Information

Contact Information

Dr. Charvez Russell
Executive Director
2600 E. 38th St.
Minneapolis, Minnesota 55406
Office: (612)879-6703
Fax: (612)879-6707
brussell@friendshipacademy.org

Grades Served: K-8

FAA Mission

To educate children to be confident, competent and creative citizens.

FAA Vision

Empowering scholars to be lifelong leaders and learners by developing the whole child socially, emotionally, academically and artistically.

FAA Beliefs

Our beliefs about the value of all people:

- *Every person deserves respect.*
- *Each person's intrinsic value is non-negotiable.*
- *Every student possesses the potential to learn.*

Our beliefs about our educational experience:

- *High standards stimulate achievement.*
- *Higher-level thinking and social skills are developed through exploration and self-discovery.*
- *Arts integration enhances the learner intellectually and culturally.*
- *Leadership is a critical life skill that must be intentionally developed.*
- *Family involvement is critical to learning.*

Our beliefs about the impact of our school:

- *Learning is a lifelong process.*
- *Education provides access to unlimited opportunities.*

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

2020-21 Theme

Friendship Strong

Authorizer Information

Pillsbury United Communities

Our mission is creating choice, change and connection.

Pillsbury United Communities is committed to ensuring all students are prepared and ready for life. As a charter school authorizer, we work to make certain that every young person is in school, engaged and in an environment that believes in their endless potential- no matter their current circumstance.

PUC authorized charter schools align with our mission, vision and values, as well as demonstrate the capacity to be successful with the following student populations:

- Students who qualify for free or reduced lunch
- Students whom English is not their first language or their parents first language
- Students who have special needs and/or have a different learning styles
- Students who are significantly behind academically
- Students who are culturally and ethnically diverse
- Students who are disengaged and/or dropped out of school and have re-engaged (high school)

The Office of Public Charter Schools (OPCS) is responsible for providing compliance oversight and monitoring academic achievement, financial, governance, operational strength and performance goals for each of its schools. PUC serves 8,000 students with 70% identified as a community of color, 62% identify as black, and 80% free and reduced lunch students. Friendship Academy's contractual relationship with Pillsbury United Communities began in 2016 with a common belief that focuses, *"To make certain that every young person is in school, engaged and in an environment that believes in their endless potential- no matter their current circumstance."*

Larry McKenzie

Charter School Authorizer Liaison, Office of Public Charter Schools

125 West Broadway Ave, Suite 100

Minneapolis, MN 55411

Tel: 612-302-3409

Fax: 612-302-3490

LarryM@pillsburyunited.org

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

Student Enrollment & Demographics

Enrollment

Student enrollment at Friendship Academy has been one of many great successes. In 2001, Friendship Academy began with an enrollment of 37 students. In 2019-20, enrollment sustained year over year to 168 scholars with an average of 52 on the waiting list. The table below shows Friendship’s enrollment trend data.

Grades	2018-19	2019-20	2020-21
Kindergarten	27	17	39
1st Grade	21	26	29
2nd Grade	26	20	43
3rd Grade	24	27	38
4th Grade	28	16	35
5th Grade	17	25	23
6th Grade	25	18	33
7th Grade	N/A	19	23
8th Grade	N/A	N/A	20
Total	168	168	283
Total ADM (Average Daily Membership) for year	160.2	165.21	283.00

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

Annual Waitlist

	2018-19	2019-20	2020-21
All Students on Waitlist	35	52	0

Demographics

Friendship Academy is a public charter school district that serves 283 culturally diverse K-8 students (95% African American, 2% caucasian, 1% hispanic, and 2% two or more races). Eighty percent of students are economically disadvantaged urban students enrolled in the free and reduced lunch program. The students who attend Friendship Academy come from the surrounding communities as indicated in the table below:

City of Residence	# Students in Fall 2021
Minneapolis	146
Brooklyn Center	25
Brooklyn Park	30
St. Paul	22
Below is a list of the other areas where students live.	
AppleValley	1
Bloomington	5
Champlin	2
Columbia Heights	1

**FRIENDSHIP ACADEMY OF THE ARTS
2020-21 ANNUAL REPORT**

Crystal	3
Eagan	4
Eden Prairie	6
Fridley	5
Inver Grove Heights	4
Mendota Heights	3
Minnetonka	3
New Hope	1
Plymouth	2
Ramsey	1
Richfield	2
Robbinsdale	3
St. Cloud	3
Woodbury	11

Type	2018-19	2019-20	2020-21
Total Enrollment	162	168	283
Male	76	79	127
Female	92	89	156
Special Education	16	16	32
African	156	161	270

**FRIENDSHIP ACADEMY OF THE ARTS
2020-21 ANNUAL REPORT**

American			
Latino	0	1	3
Asian/PI	0	0	0
American Indian	0	0	0
Caucasian	6	2	6
Homeless	4	6	6
Two or more races	0	0	4
F/R Lunch	118	134	226

Student Attendance, Attrition & Mobility

Student Attendance

Overall, data provides evidence of consistent performance in student attendance, averaging above 92.7% for 2020-21 compared to 85.3% state wide.

Student Attendance	2018-19	2019-20	2020-21
Overall Attendance Rate	96.05%	93.57%	92.7%

Student Attrition

Friendship Academy maintains high student enrollment, re-enrollment, interest, and demand. Historical data reveals that Friendship has a very low student attrition rate due to the focus on creating an environment where students, staff, and families can nurture their genius. The positive, loving environment Friendship Academy offers with high expectations are attributes parents have identified as reasons they continue to keep their children enrolled in Friendship Academy.

Percentage of student* who were continuously enrolled between October 1 of 2019-20 school year and October 1 of 2020-21	92%
--	------------

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

Student Mobility

Friendship's mobility index trend data is very consistent for the last four years. Friendship has an exit process in place. The data shows that the main reason for students who transferred out during the school year was relocation, transportation, attending schools closer to the family's home, and family separation.

Percentage of students who were enrolled for 90% or more of the 2020-21	92%
--	------------

Our Family Survey Data

97% say their child believes he/she can do well in school

97% say their child is making satisfactory progress

95% satisfied with their child's teacher

100% feel their child is safe and cared for

95% say FAA gives them opportunity to be involved

92% feel comfortable bringing forward concerns

84% say FAA communicates effectively

89% overall satisfaction

93% would refer someone to FAA

Our Scholar Survey Data

90% of Scholars believe they can do well in school

77% like coming to school

76% believe there is a caring adult in the school and help let's them know they believe in them

76% have a good relationship with their teacher

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

87% likes learning at Friendship Academy

73% believe school they are engaged in artistic activities

69%% feel they are better leaders through the Leader In Me program

88% likes their teachers

74% are overall satisfied with Friendship Academy

New Location - Intermediate Campus

FAA successfully opened a new campus for grades 2nd-8th providing the opportunity to serve more families. The new campus is named the Intermediate campus located at 3320 E. 41st St., 5 blocks away from the original location located at 2600 E. 38th St. in Minneapolis. The Primary campus serves grades K-1st grades providing more space for individualized services provided.

FRIENDSHIP ACADEMY OF THE ARTS
2020-21 ANNUAL REPORT



OUR MISSION

To educate children to be confident, competent and creative citizens.

**FRIENDSHIP ACADEMY OF THE ARTS
TWO LOCATIONS, ONE SCHOOL**



OUR VISION

Empowering scholars to be lifelong leaders and learners by developing the whole child socially, emotionally, academically and artistically.



[Primary Campus Virtual Tour](#)

[Intermediate Campus Virtual Tour](#)

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

New Logo

With the help of marketing consultants, FAA engaged stakeholders to discover a new logo and tag line, “Uncovering Passion - Revealing Purpose”



Innovative Practices and Implementation



FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

Friendship Academy of the Arts continued to implement its Whold Child Model and adopted a Choice Model for families during the pandemic. Families were able to choose the model that was best for their scholar: in person, hybrid, or distance learning. As a result 60% of families chose hybrid, 20% in person, and 20% distance learning. Scheduling was created to accommodate and teachers were trained to teach based on a hybrid model. As Covid-19 case numbers climbed, all scholars were virtual beginning in November, with the exception of those who were considered children of essential workers. In February, all students were invited to return to in person learning with 80% deciding to return and 20% remaining in distance learning.

In the Spring, in partnership with Great MN Schools and Bellweather Education Constultants, the leadership team developed a new strategic plan named the School Success Plan. This plan provides direction and metrics to guide FAA through the year 2024.

FAA created a student success profile that defines an ideal graduate of its school. We strive to develop students who are:

- Innovative Scholars & Inclusive Leaders who will become Community Builders

Current student performance exceeds the local district, but lags behind the district and state average for growth. Over the past three years, math performance declined and reading performance stagnated. While there are opportunities to improve academic achievement and growth, we have built a team of committed and mission aligned staff, utilize rigorous curriculum, and partner with parents; We will build on these strengths to address our areas of improvement. Over the next 3 years, we have set ambitious goals to significantly increase math and reading achievement to outperform both the local district and state, as well as critical goals for improving leadership systems, staff development, and staff retention. To achieve these goals, we have identified a focused set of strategic priorities:

- Build Effective High Performing Leadership Team
- Refine Staff Development to Strengthen Culture & Accelerate Academic Outcomes
- Retain Staff and Strengthen Morale

By successfully implementing this plan, FAA will ensure that 119 more students will be proficient on the MCA and 174 more students will meet expected growth targets on NWEA MAP.

[School Success Plan](#)

[Student Success Plan Video](#)

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

FAA Goes Virtual to Demonstate the Friendship Way

Covid-19 guidelines caused FAA to think innovatively to continue to showcase all of the great attributes the community has to offer. Below are some examples of how we remained Friendship Strong and represent all of the pillars of our Whole Child Model. Like and subscribe to FAA's Youtube channel to view more videos.

[Virtual Groundbreaking for new campus](#)

[Weekly Friendship Strong Video Example](#)

[Virtual Family Involvement Meeting Example](#)

[Virtual Wax Museum Example](#)

[Family Involvement Info Session](#)

[FAA 2nd Trimester Performances](#)

[FAA Talent Show](#)

[Women's Month Tribute](#)

[Leader in Me Spotlight](#)

[Virtual Kindergarten Graduation](#)

[2020-21 Pictures](#)

Marketing/Fundraising

Raising community awareness of FAA and its many successes is a key objective of FAA's marketing plan. This will facilitate student recruitment as the school grows and expands. The current marketing plan was updated the summer of 2017 by a committee composed of a Board member, the executive director, the marketing and recruitment administrative support and the teacher mentor/instructional coach. The marketing and recruitment administrative support has overall responsibility for implementing the plan and she solicits help from others as the need arises. It is critical to monitor and adjust the marketing and student recruitment plan annually, with particular attention on quantifying what strategies are most effective for attracting new students to the school.

FAA has a 12-month promotional and student-recruitment strategy. In addition to recruiting students, FAA is aiming to achieve high public awareness so as the school grows and expands it will be easier to

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

fill seats. The specific goal for recruitment each year is to fill the number of seats available and have a long-enough waiting list to fill seats as they become available.

A multimedia campaign is planned to disseminate information, through the use of social media, press releases and feature stories for local newspapers and broadcast outlets, the school newspaper and external banners. New brochures are being designed, and every effort will be made to connect with key contacts to place materials in highly visible places in churches, community centers, pre-kindergarten facilities, parks and recreation centers, health clinics, apartment buildings, beauty salons and barbershops.

Following are the key monthly areas of focus for the marketing and recruitment plan:

- January/February: Kindergarten Roundup
- March: Retention and re-enrollment
- April /May: Open enrollment for all grades – an open house will be conducted weekly, and members of the FAA community will attend resource fairs as well as increase distribution of promotional materials
- June, July and August: Recruitment and awareness – in addition to other approaches, members of the FAA community will attend festivals and fairs prevalent in the summer
- September: Recruitment and awareness
- October/November/December: Awareness

Recruitment and Retention Monitoring Plan

The leadership team will use two monitoring tools: one for new students (recruiting) and one for existing students. Together, this will provide the leadership team with a clear and updated view of future enrollment at any moment.

Recruitment Tracker with Schoolmint

The recruitment tracker includes the name of every potential new student (all grades) who may enroll at FAA. The tracker will identify key information including:

- Student/family contact information
- What grade they will be in next year
- How they learned about FAA or expressed interest in the school
- What recruitment event(s) they have attended
- What personal contacts (email, calls, home visits, texts) have been made to the family
- Whether they received an application packet
- Whether they completed the application packet
- What our internal assessment is of their likelihood to enroll:
 - High (application packet completed; strong personal indication they will attend FAA)
 - Likely (received application packet; strong personal indication they will attend FAA)

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

- o Maybe (some interest but may be considering other schools or haven't yet received an application packet)
- o Low (little response to recruitment strategies, may see other schools as their better choice right now)
- o Unlikely (no response to personal contacts, no demonstrated interest in recruitment strategies)

Enrollment Tracker with Schoolmint

The enrollment tracker includes the name of every existing student (all grades) who attends FAA. The tracker will identify key retention information including:

- Student/family contact information
- What grade they are currently in; what grade they will be in the following year
- What, if any, concerns there are in their continued attendance at the school
- What our internal assessment is of their likelihood to remain enrolled next year:
 - o High (every indication shows they will stay at FAA; no reason to think they will leave)
 - o Medium (there are some indications they may leave, follow up may be required to address their concerns)
 - o Low (there are strong indications they may leave, they are actively looking at another school or relocating geographically)
 - o Not returning (they have indicated they will not be returning to FAA next year)

Community Partnerships

Friendship Academy involves the community in its educational programs. We believe that it takes everyone to make our organization the best learning environment possible for our students. Our robust professional development and educational programs could not have been made possible without contributions from our business partnerships. We worked on maintaining relationships with our current funders and researching more potential funders that we could reach out to in the future. We maintained current relationships mainly through communication and have gathered all of our information on current and potential funders and advocates into charts and spreadsheets.

**FRIENDSHIP ACADEMY OF THE ARTS
2020-21 ANNUAL REPORT**

Here is a list of 2020-21 community partners:

Partnership Entity	Purpose	Type of Support
Angel Donor	Operational Support	Donation
Greater Friendship MBC	Annual Uniform/School Supply Drive	Donations
City Joy	General Operations Support	Donation
Ceresi Foundation for Children	General Operating support	Grant
Minnesota Association of Charter Schools	Policy/Legislative Issues	Membership
Reading Corp	Reading Intervention	Reading Corp Member
Youthprise	Healthy Snacks	Sponsorship
Children Defense Fund	Freedom School	Grant
Monitors Foundation	Chess Club/Boys Group	Grant
Great MN Schools	Strategic Planning	Grant/Technical Support
Charter School Growth Fund	Expansion Support	Grant
Bush Foundation	Individualized Learning Support	Grant
Graves Foundation	Middle School Individualized Learning	Grant

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

Out of School Programming

Through the support of a 21st Century Federal Grant and in partnership with Children Defense Fund-MN (CDF-MN), FAA was able to provide before and after school programming through Freedom Schools.

The *CDF Freedom Schools* program enhances children's motivation to read and makes them feel good about learning. At the same time, the program connects families to the right resources in their communities. Freedom School students engage in a research-based, multicultural Integrated Reading Curriculum that supports them and their families through **five essential components**:

1. High quality academic enrichment
2. Parent and family development
3. Civic engagement and social action
4. Intergenerational servant leadership development
5. Nutrition, health and mental health

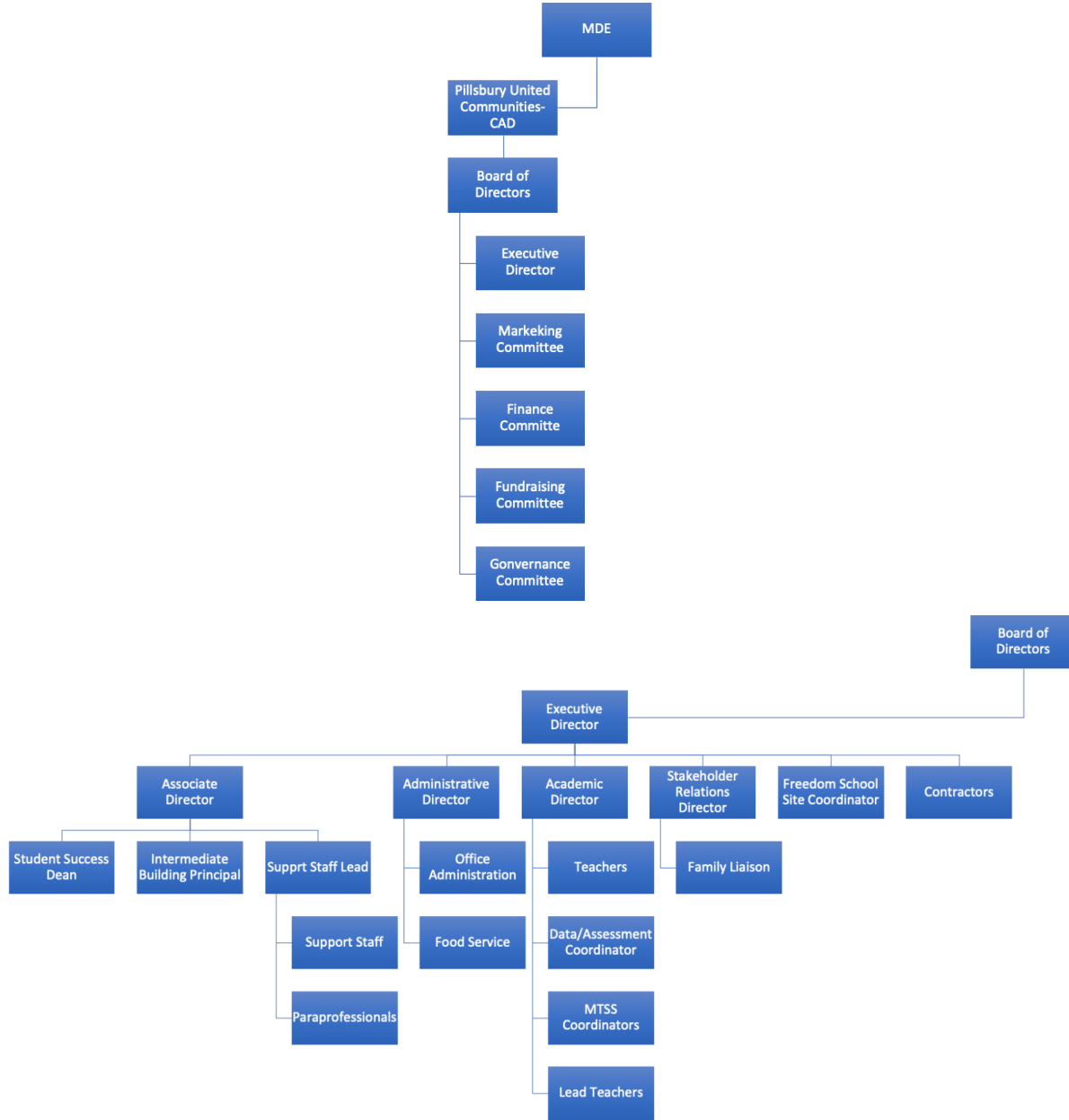
The five essential components align with the mission, vision, beliefs, and goals for 2019-20. The before and after school program had the opportunity to serve 50 scholars while the summer programming served 70 scholars. We were able to partner with the African American Community Response Team to do a Get on the Bus campaign where our students had the opportunity to participate in person for the first two weeks. The remaining weeks of classes were administered virtually.

Staffing

FAA believes that "learning is a lifelong process" and continuous development needs to take place at every level of the organization. Our philosophy is to always put the best teachers in front of our students. Friendship had a 80% retention rate among teachers from the Spring of 2020 to the Fall of 2020 and 90% retention among all staff. This is an example of our commitment to investing in the professional growth of our staff and students.

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

Friendship Academy of the Arts 2020-21 Organizational Chart



FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

Staff Survey Data

80% teacher retention 2020-21

90% of current team returning

89% rate FAA as a great place to work

87% feel supported by administration

89% feel comfortable voicing concerns

80% say they receive adequate PD

60% say FAA communicates effectively

82% believe there is adequate teamwork

Professional Development

Friendship Academy provides staff opportunities for professional development in the summer and weekly throughout the calendar school year. These professional learning communities are teacher led by the academic director and designated PLC lead teachers in its good faith effort to continuously improve instruction for advancing student achievement.

Teachers received initial and ongoing professional development in the following areas:

- Curricular alignment with the MN state standards
- Data-driven decision making process and data coaching
- SIOP instructional strategies
- Classroom management and engagement
- Measurement and assessment
- Differentiated instruction
- Social Emotional (Innocent Classroom Technologies)
- Technology Integration
- Leader In Me Professional Development
- CPR/First Aid
- Achievement Network (ANet) Instructional Support

Friendship Academy, quality compensation (Q Comp) school, has in place a teacher evaluation system that incorporates ongoing administrative evaluation, peer observation, and student data to

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

guide and motivate teachers to increase effectiveness in the classroom. Teachers receive job-embedded professional development by participating in Professional Learning Communities (PLC) on a weekly basis, receiving mandatory clock hours for licensure renewal.

Teachers are observed a minimum of three times per year, a PLC lead teacher, and/or a mentor/coach that includes a pre- and post- observation conference; providing critical feedback to improve instruction. Teachers receive timely-data analysis and data coaching sessions on student achievement, at least three times a year. This is beneficial in advancing a teacher's instruction, knowledge of their student's abilities, and provides for any targeted individualized coaching and learning to help ensure that every student will be successful through monitoring, targeted interventions, and differentiated individualized instruction.

Implementation of best practices for improving instruction, curriculum, technology, and collaboration are revised annually, focusing on increasing student achievement, upgrading curriculum and developing effective programming. Teachers identify learning targets for every class setting, and address the needs of all students, align learning targets with common summative and formative assessments. All teachers and paraprofessionals work to identify and develop course objectives, and utilize effective instructional strategies. They assist with organizing curriculum for intentional language development and also provide instructional coaching and feedback to assist teachers in successfully facilitating student progress and success.

All of Friendship staff are trained annually and provided job embedded staff development throughout the year to ensure that everyone is using the approaches and innovative practices with fidelity. Our system is established to promote high teacher efficiency to maximize student growth and sustained high performance.

Data Driven

Assessing and evaluating each student's progress toward meeting state and local academic goals includes Friendship staff evaluating student progress toward college and career readiness standards by adhering to state and national standards and assessments for individual students including those in sub-group categories. District measures of success include exceeding state standards in the areas of math and reading. Data from student assessments is reviewed regularly by staff members to monitor student progress, and to measure instructional effectiveness. Also, data from the child find and Response to Intervention (RtI) teams help to determine student program placement.

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

Academic Performance: Goals & Results

FAA is committed to nurturing the genius of all of its scholars and endowing each of them with a high quality education. Across grade levels, FAA teachers provide rigorous, standards-based instruction and use research-based strategies to help develop the whole child—academically, socially, emotionally and artistically. Throughout the school, teachers use common methods and consistent language. Lessons are data-driven, and the school is striving to create individualized learning plans for each student. FAA uses Positive Behavioral Interventions and Supports (PBIS) and restorative practices to clarify classroom expectations for everyone in the school community. To provide the best instruction possible, FAA collaborates with educational experts to integrate best practices into the curriculum. At FAA, parents/guardians are essential partners in their child/ren’s education, and the school extends significant outreach efforts to develop this partnership.

Leadership Development

Ed Fuel Executive Coaching

Achievement Network Instructional Leadership

Relay National Principal Fellowship

Relay Instructional Leadership Training

Academic Partnerships

Achievement Network (Anet) (3rd-6th)

Groves Academy (K-2nd)

Reading Corp Member

Freedom School

Minnesota Comprehensive Assessment (MCA)/NWEA Results

Due to the impact of COVID-19 the MCA and Spring NWEA were not administered.

Accountability Measurements

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

Charter Contract Goals Reporting for: Friendship Academy of the Arts School Year: 2020-21

ACADEMIC and NON ACADEMIC GOALS	REPORTED PROGRESS	NOTES
<p>Goal 1- Friendship Academy of the Arts students, meeting the Oct 1 enrollment requirement, will increase math proficiency an average of 1% as measured by the state MN Comprehensive Assessment series, using 2016 MCA data as the baseline, by the end of this contract term, June 30, 2021.</p>	<p><input type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input checked="" type="checkbox"/> Goal currently not met</p>	<p>13.5% of students demonstrated proficiency in math according to the MCA with 57% opting out of taking the test.</p>
<p>Goal 2- Friendship Academy of the Arts students, meeting the Oct 1 enrollment requirement, will increase reading proficiency an average of 1% as measured by the state MN Comprehensive Assessment series, using 2016 MCA data as the baseline, by the end of this contract term, June 30, 2021.</p>	<p><input type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input checked="" type="checkbox"/> Goal currently not met</p>	<p>29.9% of students demonstrated proficiency in reading on the MCA with 55% opting out of taking the test.</p>
<p>Goal 3- Friendship Academy of the Arts will continue to be designated as a Reward</p>	<p><input type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>N/A – no designation for the 2019-20 school year due to Every Student Succeeds Act (ESSA) implementation.</p>

**FRIENDSHIP ACADEMY OF THE ARTS
2020-21 ANNUAL REPORT**

<p>school for 3 out of the 5 years of the contract.</p>		
<p>Goal 4- Friendship Academy of the Arts will provide all students with opportunity for arts enrichment by funding projects that create arts expression and experiences.</p>	<p><input checked="" type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>List of arts enrichment offerings: Spanish, STEAM, Line Dance, Girls and Boys Groups, Theater, Visual Art, Performing Art, African Drumming and Dance, Choir Step, Music, Girls on the Run, Ballroom Dance.</p>
<p>Goal 5- Friendship Academy of the Arts students will host a quarterly event that allows them to showcase their understanding of the arts and academic excellence.</p>	<p><input checked="" type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>There were 3 end of trimester performances and Leadership Day which provided students the opportunity to showcase their enrichment learnings for the student body, families, and community.</p>
<p>Goal 6- Each year of the contract at least 50% of Friendship Academy of the Arts students who are continuously enrolled from October 1 will meet or exceed NWEA Growth Targets on the Measures of Academic Progress (MAP) test in reading utilizing the Spring to Spring RiT scores and growth targets.</p>	<p><input type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input checked="" type="checkbox"/> Goal currently not met</p>	<p>39% of students in grades K-8th met their projected growth targets in reading.</p>

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

<p>Goal 7- Each year of the contract at least 50% of Friendship Academy of the Arts students who are continuously enrolled from October 1 will meet or exceed NWEA Growth Targets on the Measures of Academic Progress (MAP) test in mathematics utilizing the Spring to Spring RiT scores and growth targets.</p>	<p><input type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input checked="" type="checkbox"/> Goal currently not met</p>	<p>40% of students in grades K-8th met their projected growth targets in math.</p>
<p>Goal 8- Friendship Academy of the Arts students will have 95% attendance each year of the contract as measured on the MARSS state data reporting system. Friendship Academy of the Arts will set up an intervention team to work with parents to ensure student attendance.</p>	<p><input type="checkbox"/> Goal met <input checked="" type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>FAA had a 93.7% attendance rate in 2020-21.</p>
<p>Goal 9- Each year of the contract, Friendship Academy of the Arts will evaluate all teachers assuring that all teachers have at least three formal classroom observations during the course of the school year and be</p>	<p><input checked="" type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>All teachers received 3 formal observations during the 2020-21 school year.</p>

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

<p>provided coaching when necessary.</p>		
<p>Goal 10- Each year of the contract, Friendship Academy of the Arts will provide its staff with additional cultural sensitivity training on an annual basis to assure that staff is familiar with the community of the students of which they serve.</p>	<p><input checked="" type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>Staff was trained in Restorative Practices at the beginning of the school year and reinforced throughout the year.</p>
<p>Goals 11- Each year of the contract, at least 80% of Friendship Academy of the Arts students, families and staff will indicate a “satisfied” rating or above on a school survey administered annually in the spring in regards to both the educational program and the school climate and culture.</p>	<p><input checked="" type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>According to a random survey taken the Spring of 2021 74% of students, 89% of families, 89% of team members totaling 84% overall satisfaction among all stakeholders.</p>
<p>Goal 12- At least 30% of Friendship Academy of the Arts parents will volunteer in the school or at school functions during each year of the contract; and a minimum of 50% will attend at least one parent-teacher meeting each year. School Administration will track and record the percentage of parent volunteers who</p>	<p><input type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met</p>	<p>N/A - due to safety protocols parents and volunteers were not allowed to participate in the building in 2020-21</p>

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

work in the classrooms and/or who attend school functions and parent teacher meetings during the year.		
Goal 13- Friendship Academy of the Arts administrators and teaching staff will hold a quarterly family meeting to address any concerns, as well as offer strategies to support student learning in the areas of math, reading and science at home.	<input checked="" type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met	Monthly family involvement meetings were held to give parents the opportunities address any concerns, as well as offer strategies to support student learning.
Goal 14- At the end of each fiscal year during the contract term, Friendship Academy of the Arts will maintain a 7% fund balance.	<input checked="" type="checkbox"/> Goal met <input type="checkbox"/> Goal partially met <input type="checkbox"/> Goal currently not met	At the end of FY21 Friendship Academy at a fund balance of 36%.

Consistent Attendance

This is a measure of students who attend school on a regular basis and are not frequently absent. A student is considered consistently attending if they attend more than 90 percent of the time the student is enrolled during the year. The data below shows a state average of 85.3% for consistent attendance. FAA performed above the state average at 92.7%.

Cycles of Improvement

Annually the leadership team meets to reflect on all of the key data points collected during the year, including reports from the Student Success Coach and The Friendship Way Teams, classroom observations, student-assessment results, and survey results from staff, students and parents/guardians. This information is analyzed to determine key strengths and opportunities, which are prioritized based on the factors that have the greatest impact on student achievement and the school's culture. In collaboration with The Friendship Way teams, the Leadership Team identifies the top goals for the following year and a plan to achieve them, using the SMART goals process; this information is

FRIENDSHIP ACADEMY OF THE ARTS

2020-21 ANNUAL REPORT

presented to the Board for approval. The Leadership Team monitors progress monthly to determine if any modifications are needed to achieve the goals. Additionally, the leader team meets to monitor progress of their pillars and to make recommendations when changes are needed.

Governance & Management

Friendship's board demonstrated the capacity to effectively govern a successful charter school. Friendship Academy materially complies with applicable laws, rules, regulations and provisions of the charter contract and school bylaws relating to school board composition and training, and the board demonstrate the capacity to govern an effective charter school, with the following elements fully developed and functioning effectively:

- Composition, skills and experience
- Elections
- Background checks
- Training
- Onboarding

Friendship's board engaged in appropriate decision-making and oversight through effective and transparent board meetings. Friendship Academy materially complies with applicable laws, rules, regulations and provisions of the charter contract relating to board decision-making and oversight, with the following elements fully developed and functioning effectively:

- Conducting meetings
- Meeting documentation
- MN Open Meeting Law
- Policy development, implementation and review
- Establishing clear performance expectations for the school that align to the charter contract
- School performance evaluation (academic, financial, operation, environmental education)
- Key organizational documents and decisions

The Board of Directors of Friendship Academy consists of seven members. Skills and expertise of Board members include: accounting, consulting, corporate management, non-profit management and training, public school teaching, college counseling, and youth advocacy. All seven Board positions were up for election this year. Board members recognize the need for leadership continuity and are considering Board policies that would provide for staggered terms over at least two years. Board leaders are seeking additional members with marketing and fundraising expertise.

Friendship Academy's meeting minutes provide clear and concise evidence of the Board's

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

engagement in appropriate decision-making, that includes providing leadership, setting policies, and developing accountability practices that will ensure high student achievement, reviewing performance data and budgets, contracts, annual reports, financial audit, and leases. Friendship Academy’s monthly agenda contain director reports from the Executive Director and committees.

A comprehensive Board binder is given to each Board member. Agendas, minutes, board packets, bylaws and policies are kept in the front office and posted on the school’s website.

Name	Board Position	Group Represented
Wendy Hines	Board Chair	Community
Anansia Joseph	Board Co-Chair	Community
Brenda Hill	Marketing Committee Chair	Community
Maya Brown	Fundraising Committee Chair	Parent
Vannessa Buth	Fundraising Committee Co-Chair	Teacher
Jules Porter	Governance Committee Co-Chair	Community
Akuorkor Ablorh	Secretary	Teacher

Finances

FAA will submit audited financial information to Pillsbury United Communities and the Minnesota Department of Education on or before December 31, 2021. It will be publically available at www.friendshipacademy.org.

To address questions regarding school finances, financial reports of 2020-21, and/or an organizational

FRIENDSHIP ACADEMY OF THE ARTS 2020-21 ANNUAL REPORT

budget for 2019-20, please contact:

Friendship Academy of the Arts Charter School
District #4079
2600 E. 38th St.
Minneapolis, MN 55445
Office: (612) 879-6703

Friendship Academy's financial performance of 2020-21 provided the school with remarkable opportunities to further expand their academic programs. Friendship's outlook for 2021-22 continues to be positive, as the school looks forward to future growth in enrollment, and approaches to future opportunities that provide the best quality education possible for students.

Below is a preliminary look on June 30th 2021 Financials.

[June 30, 2021 Preliminary Financials](#)