



Annual Report

October 2017

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MEFE* Career Pathways

Authorized by The Minnesota Guild of Charter Schools

Annual Report Elements Required by Statute

Minnesota Statutes, section 124D. 10. Subdivision 14, “A charter school must publish an annual report that must at least include information on:

1. School Enrollment and Student Attrition
2. Governance and Management
3. Staffing
4. Finances
5. Academic Performance
6. Innovative practices and implementation
7. Future plans
8. Optional: World’s Best Workforce Report

Our Mission

Career Pathways works to include underserved and disenfranchised students who don’t achieve well in traditional settings, but who will flourish in our unique multi-age/multi-graded environment which promotes application of learning. Research shows that all students learn better when they experience the real-life responsibilities of on-the job training with a focus on “career pathways.”

The Dayton administration brought Workforce Readiness and a focus on “soft skills” to MDE and DEED. The founding ideas for MEFE Career Pathways evolved from a focus on our future workforce.

**As of June 30, 2017 Metropolitan Education for Future Employment, MEFE Career Pathways shortened it’s name to Career Pathways. The name change has been filed with and approved by the IRS, MN Sec. of State, and the Minnesota Department of Education*

School Enrollment and Student Attrition Data

	2015-16	2016-17	2017-18
African and Somali American	90%	95.50%	89%
Average Daily Enrollment	94	87	
Average percentage of days attended	70.30%	72.48%	
English as a second language	90%	85%	
Enrolled for 10 or more days	215	176	
Free and Reduced Lunch	100%	77%	
Graduates	24	45	
Highest Enrollment	144	110	85
Interrupted education / SLIFE	75%	50%	
Number of resident school districts	12	15	19
Number of students continuously enrolled for the year	67	47	
Number of zip codes		25	34
Opening Enrollment	113	57	85
Other racial groups	10%	4.50%	11%
Special Education	10%	9%	11%

Governance and Management

Governance

Governance of the school is the responsibility of our School Board. Current Board members fill the three roles designated in our bylaws: Teacher, Parent, and Community Leader. We are currently seeking new parent and community members. Names and contact information for our board members are posted on our website at <http://cpathmn.org/board/>.

Management

Management of the school is handled through teacher-led committees supported by the administrative team. Teacher-led Committees manage Child Find (to identify children with disabilities), Facility, Finances, Human Resources, Marketing, Professional Learning Communities, Safety & Wellness. At the end of FY17 we added a Relicensure Committee.

In the summer of 2017 Teacher-Powered Schools Network identified MEFE Career Pathways in their national inventory as a teacher-led school.



School Community Thanksgiving Dinner November 2016

Staffing

With financial problems at the beginning of the 2016-17 school year, staffing in FY17 was at times a challenge. We managed with several part time staff members, variances, and community experts. The following chart shows the employment history in our district, organized by licensure and if they returned in FY18. Note, teachers and staff who left MEFE in 2015-16 are not included in this chart.

Name	Licensure/Assignment	2015-16	2016-17	2017-18
Abshir Jama Hirsi	6-12 Business Teacher	x	x	x
Liz Lonetti	6-12 ELA Teacher	x	x	x
Steve Rudd	6-12 Math Teacher		new	x
Ali Farah	6-12 Math Teacher/EA		new	
Syvester Onyeneho	6-12 Science Teacher		new	
Molly Reisman	6-12 Science Teacher		new	x
Frank Freeman	6-12 SS Teacher		new	x
Lori Walz	6-12 SS, College & Career (FY17), K-12 SW	x	x	x
Liz Bercaw	K-12 Art, K-12 Reading Teacher		new	x
Ryn Yee	K-12 ELL Coordinator		new	x
Hamdi Farah	K-12 ELL Teacher	x	x	x
<i>Deb Settambrino</i>	<i>K-12 SPED Coordinator/Teacher</i>			<i>new</i>
Amy Solberg	K-12 SPED Teacher	x	x	
Joan Arbisi Little	K-6, K-12 Admin, Executive Director		new	x
Cristaly Mercado	ADMIN EA/Kitchen Manager		new	x
Amina Adan	College & Career (FY18)/Business Office		new	x
Katie Ross	Director of Operations	x	x	x
<i>Anthony Wilson</i>	<i>GEN ED EA</i>			<i>new</i>
Mohamed Ali	SPED and GEN ED EA	x	x	x
Asho Adan	SPED EA		new	x
Fardousa Qadid	SPED EA	x	x	x

We speak over ten different languages and among us have several advanced degrees and specialized training.

Finances

We entered FY17 with a \$280,000.00 deficit. We ended FY17 with a \$225,000.00 surplus. Our FY17 annual budget was approximately \$1,400,000.00.

Operations

Extended credit from The Nonprofit Assistance Fund and base rent adjustments from The Minneapolis Urban League allowed us to meet our FY17 financial responsibilities and prepare for FY18. The Anton Group Financial Services and MEFE Career Pathways Staff worked tirelessly in FY17 to ensure that cash flow, accounts payable, and debt repayment were smooth and uneventful.

Audit

Our FY17 Audit is underway and will be posted to the website and shared before the end of November.

Relocation

We made plans in March to move to Columbia Heights during the summer of 2017. On June 12, 2017 the Columbia Heights city council however refused our landlord's request for a modification to the conditional use permit and our moving plans fell through. Our financial setback to productivity and enrollment is unknown but is estimated to be between \$10,000.00 and \$50,000.00. Families and staff had been told that we were moving to Columbia Heights. Housing and school choice decisions were made based on that information.

Looking forward

In August 2017 a lease was signed for our current location in St. Paul.



Career Pathways, 1355 W Pierce Butler Route, St. Paul, MN 55104

Academic Performance

Under traditional measures of academic performance, many of our students do not perform well. Our contract with The Minnesota Guild requires us to demonstrate our academic success. The MEFE Career Pathways / Guild contracted measures include: graduation rates and standardized testing.

Graduation

- On May 25th, 2017 forty five graduates marched in a ceremony at The Blaisdell Manor.
- Of those 45 graduates, 21 went on to work in the community, 22 went to community colleges or universities, and 2 took a gap year.
- One of our 2017 graduates was accepted into the University of St. Thomas Dougherty Family College.

Standardized Testing

- Accuplacer
 - The Accuplacer Test is one of our graduation requirements. The score is considered before students participate in PSEO or Concurrent Enrollment classes.
 - 10% of our students in grades 10 to 12 scored at the college level.
- MCAs
 - MEFE Career Pathways compared to other area schools with similar demographics.
 - MEFE Career Pathways - Too few students took the MCA's for the data on the MDE Report Card to be accurate.
 - Higher Ground Secondary - Math and Reading averaged about 50% proficient.
 - MPS North HS - Reading 11% proficient, Math too few students took the MCA's for the data on the MDE Report Card to be accurate.
- NWEAs
 - NWEAs were administered twice in FY17, once in the winter and once in the spring.
 - The data collected was unreliable due to low participation and students completing the two hour test in less than 30 minutes.
 - The plan for FY18 is to administer it earlier (already done) and then again in the spring so that teachers are able to use RIT scores to individualize instruction.

Reflection on graduation rates and standardized testing

Teachers met during July and August 2017 to review FY17 academic data and set the following goals and strategies for FY18:

- Continue offering College in the Schools in partnership with Lake Superior College
- Embrace Design Thinking
 - Work in collaboration with a Design Thinking grant from The Cooper Hewitt Smithsonian Museum
 - 2017 Summer reading of *“Launch: Using design thinking to bring out the maker in every student”*
- Enhance Team Building
 - Staff analyzed Strengthsfinder results with testing and discussion (Appendix)
- Gradually Transition to Project Based Learning
 - Led with support from our teacher teams and EdVision consultants
- Growth in standardized testing
 - Two teacher leaders are working as an assessment team to increase participation and reliability
- Increase Work and Internship Opportunities for students
 - One of our Teacher Leaders just finished her Teacher Coordinator Work-based Learning License
- Increase rigor in PLATO/Edmentum programing
 - Teachers and staff worked through the summer to create more rigorous and age appropriate policies for credit recovery
- Implementation of the Hope Survey
 - At the beginning of the school year and whenever a student enrolls, the Hope survey is administered as a baseline for student well being.
- Unify behavior management techniques and theory
 - Coaching and book study with *“Love and Logic for Teachers”*

With these goals and strategies in mind, staff are working to become eligible for various community involvement and innovation grants.

Innovative Practices and Implementation

Collaboration with various community organizations in FY17 has included:

- Be@School
- Minnesota SLIFE
- Ramp up to Readiness
- Resource, Inc.
- Sabo Center
- Street Law
- Tree Trust
- YMCA Blaisdell
- Youth Build

In addition, MEFE Career Pathways supported student internship and work credit at community centers and businesses.

Students with limited interrupted formal education (SLIFE)

Early in the school year MEFE Career Pathways Teachers and staff decided to spend the school year learning more about the needs of Minnesota’s SLIFE learners. Teachers and staff made a commitment to ongoing professional learning communities, research, and consultation with Minnesota Department of Education and community experts. In addition to MEFE Career Pathways graduation requirements, MEFE Career Pathways teachers and staff utilized MDE’s alternative graduation assessments to accommodate SLIFE learners.

Community experts consulted for SLIFE studies:

- Mark Krug, Special Education Director, Designs for Learning, 16-17 school year consultant, Oct. 2016 (former Director of Special Education at Owatonna Public Schools)
- Jay Coland, at that time Community Engagement Coordinator, Minnesota Department of Education, April 11 at 7:30 am - MDE ESSA grant research
- Emails and phone calls to and from MDE regarding graduation rates and College and Career Success
- Attendance at the state SLIFE conference, “Spring Fling” on May 6th at St. Olaf, one MEFE Career Pathways administrator and two ELL teachers. Ongoing conversations with Michael Bowlus, English Learner Education Specialist @MDE about graduation rates and alternative graduation assessments

Professional Learning Communities (PLC)

PLC Leadership has been carried out by ELL Coordinator, Ryn Yee. The following books and resources have been read and shared at monthly PLC meetings for MEFE Career Pathways teachers.

Books studied and shared:

- “Educating Beginning English Learners,”* Zacarian & Hayes
- “Making the Transition to Classroom Success,”* Marshall & DeCapua
- “Using Data to Close the Achievement Gap,”* R. Johnson
- “The Problem with Math is English: A Language-Focused Approach to Helping All Students Develop a Deeper Understanding of Mathematics,”* Molina
- “Meeting the Needs of Students with Limited or Interrupted Schooling: A Guide for Educators,”* DeCapua, Smathers, and Tang

MDE Resources:

- “Working with Refugee Students in Secondary Schools,”* MDE 2010

Professional Development Training in FY17 (* Indicates full staff were present):

- Be@School*
- CPI*
- EdVisions Schools Introduction*
- ELL Adaptations, Accommodations, Modifications*
- PBIS*
- Ramp Up to Readiness
- RTI and NWEA
- Safe and Supportive Schools Act*
- SLIFE
 - Minnesota SLIFE Annual Conference in Northfield, MN
 - Presentation on SLIFE at National Ethnographic Research Conference in Las Vegas, NV
- SPED Adaptations, Accommodations, Modifications*
- Teacher-Powered Schools
 - PD at MEFE Career Pathways*
 - National Conference Participation in Los Angeles, CA*
- WiDA Level Training*

Future Plans

To date, the school board and Executive Director have not begun formal strategic planning. Informal discussions amongst the school board and staff about future plans have focused on two areas:

1. Facility modifications
2. Teacher Leadership

Facility modifications

In April 2017 we worked with Louis Siota and Randy Fielding at Fielding Nair on the design concepts at our proposed building in Columbia Heights. Part of that process included a site visit to the High School for the Recording Arts. That work sparked informal plans for open common spaces, learning resource areas (that include College and Career, Special Education, Gifted and Talented, PSEO), hydroponic gardens, a greenhouse, as well as “shop focused” Makerspace areas. MEFE Career Pathways staff plan to include all of these ideas and more at the new school location in St. Paul. A Fall 2017 fundraiser to restore the playground and create an outdoor classroom are currently underway.



Teacher Leadership

Our founding leaders and authorizer believe that the most successful schools are teacher led. MEFE Career Pathways’ long range plan is to phase out the executive director position as the teacher led teams strengthen. In July of 2016 MEFE Career Pathways hired Dr. Joan Arbisi Little as the new executive director. Dr. Joan embraces the vision of teacher led schools and demonstrates this philosophy in her work. During FY17 Dr. Joan facilitated the creation and reporting of the MEFE Career Pathways teacher led team, training and national recognition from Education Evolving’s Teacher-Powered School Network, and the attendance of herself and Liz Lonetti, a teacher/board/and founding leader at the National Teacher-Powered School Convention in Los Angeles.

The Teacher-Powered School Network describes Career Pathways Teacher Authority as “De Facto - Teachers’ authority rests on the goodwill of school Director and governing board.”

<https://www.teacherpowered.org/inventory/career-pathways>

Minnesota's World's Best Workforce (WBWF)

Minnesota's World's Best Workforce (WBWF) goals align with the innovative career pathway instructional program design of MEFE Career Pathways. MEFE Career Pathways' focus on job readiness provides multiple opportunities to innovative learning.

MEFE Career Pathways addressed these WBWF goal areas in FY17

- Working towards Achievement Gap Growth and Achievement Gap Closure:
 - MEFE Career Pathways students are minority and mixed race. All qualify for free and reduced lunch. At MEFE Career Pathways we focus on achievement, job readiness, and high school graduation.
- Career and College Readiness are deeply imbedded into our programming and instruction.
- Equitable Access to Excellent Educators
 - A highly qualified staff were hired and serve our students. They created programming and aligned curriculum to ensure that all of the students were able to access a variety of workforce opportunities.



FY17 Student learning applied Mathematics

- A Parent Board Member who works and lives in the MEFE Career Pathways community served on the WBWF Committee.
- In the spring of 2017 we held our community WBWF meeting in partnership with the our Whittier Alliance, our neighborhood association.
 - There were approximately 30 people present.
 - Students provided sample resumes and spoke about their desire to join the workforce when they completed their education.
- Our WBWF plan for FY18 will address the same goals and build on the success of FY17.

Appendix - Staff Strengthsfinder

TEAM CPATH	EXECUTING							INFLUENCING							RELATIONSHIP BUILDING							STRATEGIC THINKING												
	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intuition	Learner	Strategic
Abshir	3		5					1	4											2														
Amina								5																	2	4				3				1
Cristaly	3							5															1		4								2	
Deb																4		5		1		3		2										
Hamdi				4				2									1					5							3					
Joan	1										4							3														2	5	
Katie											5							2	1						4					3				
Liz B			5					3										2													1		4	
Liz L					1			2																					3				4	5
Lori	5	3	1										2					4																
Molly									4		2						1	5													3			
Ryn																			2	1			3				5					4		
Frank									1								2														5	3		4

“We all do better when we all do better.” ~ Paul Wellstone