



## **FOSTERING A CULTURE OF LEARNING AT NMA**

### **ORGANIZATIONAL DESCRIPTION**

New Millennium Academy (NMA) is a Hmong charter school whose mission is *to prepare learners for life, engages them in high academic achievement, and fosters cultural pride and identity.*

NMA's vision is to *develops global leaders who transform the world.*

### **CULTURE OF LEARNING**

NMA believes that every scholar has the right to learn, be engaged, and grow in a healthy school environment. This means that NMA must foster a culture of learning that embraces every scholar's strengths and explore ways to strengthen our relationships with our scholars and their families.

NMA is committed to building collaborative leadership and effective capacity between and among staff, parents and scholars. This will only be accomplished by changing our behaviors and actions so we can better support our scholars and their families in achieving their academic goals. This means that any employees coming to NMA must share, understand, and implement this culture of learning at all levels of the organization. With consistency, we can shift not only the behaviors of our staff, but our students and parents will be equally engaged in this culture of learning.

NMA seeks a community that will optimistically and confidently abide by this culture of learning.

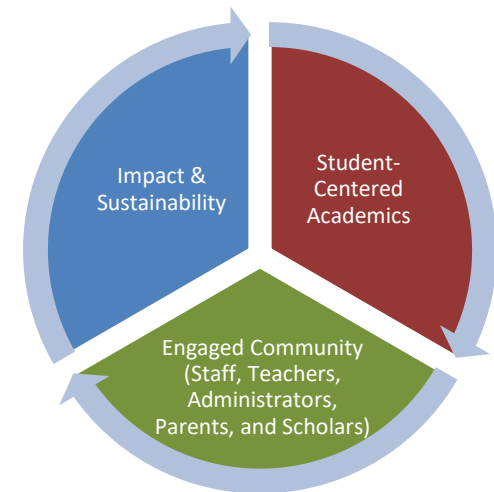
### **NMA CORE PRINCIPLES**

The following six core principles will help drive how we operate at NMA. If scholars, families, and staff all contribute to support a positive learning environment, then we will inspire generations of achievers.

#### **I. Aiming for High Academic Achievement**

We strive for and expect ourselves to have robust academic goals that exceed state and local district standards. Collectively, we design and implement innovative programs/services and operational capabilities that foster positive and growth-oriented student learning environments. NMA will demonstrate high academic achievement through:

- Upholding a high level of academic rigor and helping all scholars exceed those high expectations.
- Demonstrating with fidelity, school-wide best practices in academic instructions, implementation of curriculum, common assessments and goal setting.
- Developing robust support and intervention plans to meet the needs of all scholars.
- Utilizing the MN Standards and pacing instruction to diversify classroom instruction and planning.





- Sharing data with scholars and families so they understand their current level of learning. Scholars, Parents, and Teachers equally will take ownership of meeting their academic goals.

## **II. Embracing Cultural Pride and Identity**

We honor the rich diversity of the communities we serve and ground our work through a cultural framework to meet the diverse cultural and linguistic needs of our communities. Through this lens, we create environments that embrace cultural identity and enhance cultural pride of all communities. NMA will demonstrate cultural pride and identity through:

- All students learning Hmong Language and Culture.
- Displaying of Hmong artifacts, art and literary works in classrooms and throughout the school.
- Having a robust community-driven Hmong New Year celebration.
- Embracing multicultural school events available to our diverse community.
- Training all staff on multiculturalism and equity and how we project these within our school community.

## **III. Modeling the Way**

When we “Model the Way,” we expect staff, students, and families to behave in positive, affirming ways that hold each other accountable to high standards. When this value is in action, collaboration and teamwork are fostered in respectful, trusting environments that honors the potential of each person. NMA will Model the Way through”

- Having a robust onboarding process that provides clear expectations for all stakeholders.
- Being professional in how we communicate and collaborate with each other.
- Creating a safe environment for students, families and staff to professionally express their feelings and emotions.
- Exhibiting the RHINO traits (Respect, Help, Inspire, Never Give Up, Overcome).
- Appreciating the diversity of the NMA community.

## **IV. Understanding How Data Drives Decisions**

Data is an asset that provides insights and intelligence to inform our strategies and decisions. Our data driven attitude positions us to be sustainable and delivers great value to the students and families we serve. Our data driven culture encourages people to seek new perspectives, take risks, and challenge the status-quo, (as well as themselves), with data evidence. NMA will demonstrate data driven practices through:

- Developing regular data analysis to make informed academic decisions.
- Recognizing student’s and staff member’s achievements, growth, and proficiency by posting and sharing data in the classroom and throughout the school.
- Updating, tracking, sharing, reflecting on, and acting on data throughout the year.
- Meeting contractual obligations regarding Data Driven Instruction.
- Making data accessible to scholars, staff, and families with support to help everyone understand and interpret data.



## V. Having High Expectations

Collaboration and teamwork is essential. When everyone is involved and recognizes that every student matters, students can achieve more. We hold ourselves to a collective agreement and responsibility of high expectations among school staff, families, and the community that fosters mindsets for growth and achievement among all. NMA will demonstrate high expectations through:

- Holding each other accountable and behaving ethically (e.g. punctuality, attendance, deadlines, academics, covenants)
- Showing up to work in a professional manner (appropriate attire, communication, positive attitude, student focused)
- Inspiring scholars, peers, and families to learn, grow, and explore.
- Fostering a school culture built on learning, relationship building, and achievement.

## VI. Creating a Social-Emotional Learning Environment

We value a student-centered learning climate that helps students build a positive image of themselves as learners and global citizens. We value relevant, purposeful, and appropriate social-emotional learning and development experiences that are academically rigorous while encouraging and providing opportunities for personal success. NMA will demonstrate social-emotional learning and development through:

- Embracing the PBIS model and enforcing positive behavior.
- Having consistent classroom recognition structures.
- Providing training and support of social skills for staff and scholars.
- Creating support groups for scholars, families, and staff for resource sharing.
- Staying on trend with what is going on in our community and in the world.
- Supporting our scholars and families on transitions (e.g. moving, death, moving up in grades etc.).

NMA is committed to ensuring that our scholars are successful here at NMA. We all have our responsibilities in ensuring that this happens. Scholars, families, and staff are all equally responsible for ensuring that a safe and empowering environment is created to inspire our scholars to learn and grow. When this is achieved, we will:

1. Increase Academic Achievement
2. Increase Growth and Proficiency
3. Improve School Attendance
4. Decrease Suspension and Discipline Incidents
5. Increase Recognition
6. Increase Social and Emotional Competence
7. Increase Positive School Climate
8. Increase Family and Community Engagement
9. Inspire an Inclusive School Environment

