



OSPREY WILDS • CHARTER SCHOOL DIVISION

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The authorizing mission of Osprey Wilds is to ensure quality academic and environmental literacy outcomes for Minnesota students through effective charter school authorizing.

Trends from FY19 Charter School Annual Reports / World's Best Workforce Reports

Osprey Wilds Environmental Learning Center (Osprey Wilds) authorized schools submitted FY19 Annual Reports / WBWF Reports, which met statutory and contractual compliance to varying degrees. This document can help your school avoid common challenges to ensure a quality and timely FY20 Annual Report that meets *all* requirements.

Compliance Areas of Greatest Challenge:

- **Teacher equity data (Section 8)**
 - Districts are required to provide an assurance on their World's Best Workforce Summary Report that teacher equity data is publicly reported.
 - Include the percentage of experienced educators (more than three years of teacher experience), the percentage of licensed educators teaching in the area(s) in which they are licensed, the percentage of educators with advanced degrees (a master's degree or more), and the percentage of racially and ethnically diverse teachers.
 - Describe the school's strategies to increase equitable access to effective and diverse teachers.
- **Implementation of primary and additional statutory purposes (Section 2)**
 - Include both the primary purpose and additional purpose(s) as outlined in Exhibit F of the school's charter contract.
 - *Include a description* of how the school implemented its primary and additional purposes during the 2019-20 school year.
- **Student attrition (Section 4)**
 - Provide a brief narrative discussing attrition rates, which arguably could be called "retention rates" as opposed to "attrition rates."
 - If you have multiple years of data, discuss trends.
- **Parent / student satisfaction data (Section 9)**
 - Present data that the school has collected regarding student and parent satisfaction with the school *and* student and parent perceptions of safety in chart or graph form along with a brief narrative interpreting the data.
- **Board training (Section 11)**
 - The report must include information on the specific board training completed by each board member – including initial board training.

- Be specific and comprehensive. Include name of board member, training topic or title, date, and trainer.
- If a board member attended no training, indicate so.
- **Professional development plan and implementation for individuals who do not hold a valid administrative license and who serves in an administrative, supervisory, or instructional leadership position (Sections 11 & 12)**
 - The report must include a description of the professional development activities completed in the year of the report, not only the plan itself (i.e., the FY20 report should include activities completed in FY20).
 - This section must include all individuals in such roles.
- **Teacher professional development (Section 12)**
 - Provide the professional development activities completed by teachers in 19-20.
 - Especially highlight professional development activities that focused in whole or in part on developing quality assessments and measures of student outcomes.
- **Post the final, board-approved report to the school website**
 - The final annual report (and WBWF report) must be posted to the school website and distributed to school employees and parents by November 1, 2020.

Additional Reminders/Recommendations:

- Use the template provided by Osprey Wilds for the appropriate year
 - Some requirements change per statute, MDE requirements, or the charter contract. Be sure to use or reference the Osprey Wilds FY20 WBWF & Annual Report Template and Guidance.
- Refrain from repeating language exactly from previous years' reports
 - OW encourages the school to leverage information and language from previous years' reports; however, ensure that the report is an accurate portrayal of FY20 and not a clone of previous years' reports.
 - Please be sure that dates accurately reflect the correct year (i.e., information for FY20 labeled as "2018-19" makes it unclear whether the data is actually from the previous year, or if it is repeated language from a previous year that was not updated).
- Submit a file converted to PDF (rather than a scanned PDF)
 - Printed and scanned reports lose significant visual quality and are not searchable.
 - Convert the final Word document to PDF through Adobe or free online PDF converters.