



720 Payne Ave
Saint Paul, MN 55130
Phone: (651) 796-4500

Email: contact@hope-school.org

Website: www.hopecommunityacademy.org

HOPE Community Academy
World's Best Work Force Report
SY2023-2024 Pre-Kindergarten-Grade 11

Strategic Plan

Mission

Educating all students to the highest level of academic and social standards with a focus on Hmong language and culture.

Vision

By June 30, 2026, HOPE Community Academy will be a fully integrated and operational Pre-K through Grade 12 charter school focused on academic achievement and Hmong language and culture for students in the E. St. Paul and surrounding area. With an enrollment of approximately 1016, we will welcome a student population that:

- Is highly motivated and committed to their education
- Reflects our increasingly diverse community

We will be known and sought after for:

1. Academic rigor and high student expectations through all grade levels
2. Integrated Hmong culture, language, and art programs
3. Increasing emphasis on Karen language and culture programs
4. A dynamic, inclusive, and safe learning environment
5. Highly trained, competent, and caring staff

Staff members are highly qualified, professional, and passionate about our mission. With determination and a growth mindset, they are active participants in:

- Understanding and achieving school goals
- On-going professional development and teamwork
- Supporting students and their families from pre-k through high school graduation

Our strategic priorities are:

1. Expand Hmong language, culture, and art programs
2. Expand extra-curricular programs
3. Improve academic outcomes
4. Invest in staff well-being, development, and retaining staff



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Leadership creates a continuous learning, team-oriented, and positive culture through:

- Deep commitment to student success
- Trust, collaboration, open communication, and accountability
- Community engagement and partnerships that augment student learning and success

Our relationship with University of St. Thomas is focused on maintaining ratings of 3.0 or higher in the areas of academic performance, financial viability, and operational aptitude. The Board and Administration are closely aligned and active partners in elevating school standards and carrying out the mission of HOPE.

School Values

Student-centered Learning based on the four C's of education (Creativity, Collaboration, Communication, and Critical Thinking). HOPE will inspire curiosity, resilience, & being positive community members.

Stakeholder Engagement

Due to the uniqueness of our family populations, we formed parent panels and parent online and in person surveys (available in Hmong, Karen, and English) to gather parent's input on their expectations for their child's learning. This was in place of a district advisory committee. As part of the strategic planning process, all staff and students' input was gathered via surveys and a focus group of students. The board participated in evaluation of all the data that was gathered.

Strategic Plan

HUB Leadership Survey- student success

Staff Engagement and involvement in creating a vision and mission for students/academics.

Parent Engagement through surveys and evening sessions.



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Annual Public Meeting

The board hosts an annual meeting in May of each year.

Programs/Initiatives	All Children Ready for School	All 3rd Graders Reading at Grade Level	All Racial and Economic Achievement Gaps Are Closed	All Students Are Ready for College and Career	All Students Graduate from High School
Character Education The intent of HOPE’s Character Education Program is to integrate the Hmong culture and the academics together connecting it back to HOPE’s mission statement.			X		NA
Health Education Program	X		X		NA
Continued Implementation of Foundations Phonics Curriculum		X	X	X	NA
Strategic Planning Key Performance Indicators Dashboard		X	X		NA
HUB Academic Achievement Instructional Support Model (Leadership Team) Aligned leadership team to include member representatives from each Professional Learning Community team. Facilitated communication and training within the staff.		X	X		NA
HUB Academic Achievement Instructional Support System K-8 Ability Grouping Elementary		X			NA



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Grades for Math and Literacy Instructional support model for student instructional groupings. Team used English Language Proficiency data and standardized reading data to influence and inform instruction.					
FAST Bridge Assessment Progress Monitoring		X	X		NA
Hmong Planning Committee This group works to develop the Hmong language and culture program that directly supports our organization's mission and integrates with all aspects of school life and classroom instruction.			X		NA

WORLD'S BEST WORKFORCE

All Children Are Ready For School			
GOAL	STRATEGIES	Indicator	Data Source
Develop an early childhood to kindergarten transition program.	<ul style="list-style-type: none"> -Develop a parent program to encourage learning at home. -Regular family nights -Parent liaisons continue to create community relationships. 	<ul style="list-style-type: none"> -participation attendance -screeener for baseline academic support 	<ul style="list-style-type: none"> -numbers attending events -Minneapolis Preschool Screening Instrument (MPSI)

All Racial And Economic Achievement Gaps Between Students are Closed



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GOAL	STRATEGIES	Indicator	Data Source
ALL students will demonstrate medium or high growth, as measured by MCA Reading and Math.	<ul style="list-style-type: none"> -Hub Instructional Model- Multi-tiered System of Support (MTSS) - Implement Character Education program - Launch of new elementary and middle school math curriculum with high quality, diverse, standards based materials - Dean of Students focusing on academic and behavioral support in Middle School 6-8 -Community volunteers- Targeted tutoring support - Hmong Language and Culture Program growth 	-Online MDE reports	-MCA Reading and Math data

STRATEGIES TO MEET OUR GOALS	
SUPPORTING STRATEGIES	STRATEGIES
Professional Development	<ul style="list-style-type: none"> -Math curriculum training -Character Education training -Home Visit training - Mental health training -Differentiated Instruction training -Weekly Professional Learning Community meetings -SPED paraprofessional due process and self-

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 Summer Office Hours: Monday - Friday 8:00 am - 3:00 pm



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	<ul style="list-style-type: none"> care training -Technology training -Culturally Responsive teaching training -Use of English Language Proficiency data to impact instruction
Access to Excellent Teachers	<ul style="list-style-type: none"> -recruitment of highly qualified and diverse teachers -development of mentorship program for new and returning teachers -QCOMP program -new teacher academy -new teacher mentor program

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