

REPORT ON PHILANTHROPY

NORTHSTAR ACADEMY 2018-2019



NORTHSTAR
ACADEMY



NORTHSTAR
CAREER
ACADEMY





OUR MISSION

At Northstar Academy, we promote educational excellence and career opportunities for students with disabilities who have academic, physical, or social challenges.

OUR VISION

Northstar Academy empowers students to develop and value their diverse abilities, chart a successful course for their lives, and create their own futures. We cultivate communities where people of all abilities thrive.



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LETTER FROM THE CHAIR OF THE BOARD AND THE HEAD OF SCHOOL

Dear Friends and Supporters,

As we were about to go to print with our 2019 Annual Report, the world was upended by the worst pandemic in a century. All of a sudden, we've had to rethink our approach to teaching our students on both the academic campus and at our Career Academy. During this incredibly trying time for everyone, we are immensely proud of how our Board of Directors, administrative staff, and most especially, our outstanding faculty have taken on this new challenge. We're proud to let you know that we are continuing to provide rigorous and individualized instruction to our amazing students.

In June of 2019, we had a fantastic group of seniors graduate, and the majority of them continued on to further their education either at college or at Northstar Career Academy. Career Academy likewise saw tremendous success of our graduates. After piloting a job coaching and supported employment services program, 63% of our graduates entered the workforce – a stunning success for both the students and the program.

We started our 2020 school year with great momentum and optimism. The theme this year is Make Your Mark, and we've engaged our students to figure out how they can make a difference in our community and set themselves up for success in their lives. These lessons have been even more pertinent as our students have had to truly become a partner in their own education in the virtual classroom.

Like our students, our Board of Directors is also making its mark on the future of Northstar Academy. We completed a new Strategic Plan to guide our school into a new decade and to continue to serve our students to the best of our ability.

We know that 2020 feels uncertain for most of us, but one thing you can be certain of is Northstar Academy will be here for any student who needs us. We are committed to providing transformative, quality education and we are eternally grateful for all you do to make our work possible.

Stay well,

Ben Winters
Chair of the Board

Crystal Trent
Head of School



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ONLY A MESSAGE AWAY



Transitioning from Lower School to Middle School can be a little scary and overwhelming for our fifth grade students. In 2018-2019, five 5th Grade students graduated to 6th Grade for the 2019-2020 school year. To ease their way and make sure each student knew they had friends, teachers, and allies to lean back on, our students made a “Lower School Mailbox.” The new 6th Graders can use the mailbox to say hello, share a worry, or to request a time to check in. This connection helps our newest Middle School students feel comfortable in their new place in the Northstar Academy community.

IN 2018 - 2019, STUDENTS AT NORTHSTAR ACADEMY REPRESENTED 18 DIFFERENT CITIES AND COUNTIES SURROUNDING OUR CAMPUS IN RICHMOND, VIRGINIA.



*Northstar Academy also serves: hearing impairments, traumatic brain injuries, visual impairments, and orthopedic impairments.

LIFE AFTER NORTHSTAR ACADEMY

100% of Seniors Graduate



89% ENROLLED IN POST-SECONDARY EDUCATION PROGRAMS

11% ENTERED THE WORKFORCE

With Northstar Academy’s proven programs like the Lindamood-Bell Learning Process™ for reading and math and our proprietary daily social skills instruction, our students show marked improvement.

READING

Gained up to two grade levels 97%
Gained more than two grade levels..... 3%

MATH

Gained up to two grade levels 64%
Gained two to five grade levels..... 7%

SOCIAL SKILLS

Behavior Regulation.....49%
Metacognitive Functioning.....73%
Executive Functions77%



EXPERIENCE THE FUN OF MINI-MESTER

Each year, around Spring Break, the Northstar Academy community comes together for a week of fun and experiential learning. This mini-mester allows students to sign up for new and interesting classes and gives them opportunities for learning outside of their classroom curriculum. Our faculty particularly like to show off their skills and interests other than their dedicated class subjects.

We're highlighting three popular 2019 mini-mester classes.

- 1) Mr. Latham, Mr. Hamilton, and Mr. Carter introduced two groups of students to grilling with their class, *Full MEATS Ahead*. Not only a delicious course, the 25 students who participated practiced patience and learned about food safety through the entire cookout experience. Throughout the week, students not only tasted traditional cookout fare, but also tried duck and venison!
- 2) Mrs. Goodfellow and Mr. Bassett introduced an all-day public transportation experience with *My Sweet Ride*. Students learned how to use multiple modes of public transportation, including the bus, Richmond's Pulse line, the train, and even a ferry. They also practiced trip planning and execution skills, such as how to buy tickets, how to time your trip, how to locate the bus or train you are taking, and how to signal you are ready to exit.
- 3) Mr. Bradner and Mr. Rosko once again offered the ever-popular all-day *Hiking* course. They took 10 students to five Central Virginia parks and trails. Students hiked up to five miles each day, experiencing nature and getting in a week full of exercise at Ivy Creek Natural Area, Springfield Park, Point of Rocks Park, Rockwood Park, Three Lakes Park, and Belle Isle-Brown Island-Forest Park in the City of Richmond.

These classes are fun, and a welcome reprieve from everyday academic curriculum before the last quarter of the school year, but they also offer invaluable lessons for being ready to lead independent lives after school. We look forward to mini-mester each year with great enthusiasm!

NORTHSTAR CAREER ACADEMY COMMEMORATED FIVE YEARS!

Graduates feel prepared to achieve their career and education goals. With a curriculum and program model that addresses and systematically removes barriers to employment by empowering students to gain industry experience, improve workplace social skills, and increase efficiency, our students accomplished great things:

NORTHSTAR CAREER ACADEMY ACCOMPLISHMENTS

Last year:

63% OF OUR GRADUATES ENTERED THE WORKFORCE

46% CONTINUED THEIR EDUCATION

25% OF STUDENTS PLANNED TO CONTINUE THEIR EDUCATION WHILE WORKING.

NORTHSTAR CAREER ACADEMY'S PROGRAMS

- Business Technology
- Construction & Maintenance
- Hospitality
- Materials Handling
- Veterinary Assisting

JOB-SPECIFIC TRAINING

At Northstar Career Academy, students can demonstrate their skills by earning industry-endorsed credentials.

75% OF NORTHSTAR CAREER ACADEMY STUDENTS
graduated with at least one credential.

EMPLOYABILITY SKILLS

Students are assessed and then tackle a tailored program based on their individual goals and needs.

85% OF STUDENTS SHOWED SIGNIFICANT
growth in identified areas of need.

BUSINESS PARTNERSHIPS

Northstar Career Academy provides students with real world experience. Thanks to our business partners who hosted or hired our students!

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WELDING AT NORTHSTAR CAREER ACADEMY

Career Academy's responsive curriculum continually develops opportunities for students to learn competitive skills that are in-demand and well-compensated in the Central Virginia labor market. When state workforce organizations projected a critical shortfall of welders, we saw an opportunity to train our students to help fill the gap.

In 2017, thanks to investments from the Memorial Foundation for Children and The Spratley Fund of the Community Foundation for a greater Richmond, the Career Academy launched welding training embedded in our popular Construction & Maintenance program.

The Construction & Maintenance class covers a variety of instructional units, including Introduction to Trades (like Plumbing and Electrical), Carpentry (drawing and schematics, framing, doors and windows), Home Construction (wall coverings, siding, and roofing), welding, and modules for students to earn their OSHA-10 card (an important industry credential). This class meets a powerful need in our community as the professions demanding these skills are growing.

The welding instructional unit has proven to be popular with both students and staff. Welding requires learned skills, confidence that comes with practice and repetition, and an understanding of the trade's artistry. One student, Elijah, has shown this artistry and skill throughout his two years in the program.

Elijah is a diligent and thoughtful student who spends half of his day at the Career Academy and half on the Academic Campus. Like many of his fellow students at Northstar Career Academy, he enjoys his Advanced Construction & Maintenance class, taught by Mr. Jon Goodman, because he feels as though he is going to work, not to school. Elijah's favorite part of his Career Academy experience has been working with Project:HOMES, where he and his classmates help build ramps for elderly and disabled citizens in the Richmond community to help them remain in their homes. He likes helping others because he does not like when people are treated like they are invisible, something that he says he's felt in the past.

Because of his experience and skill, Elijah has gained confidence by being a help to Mr. Goodman in demonstrating techniques to his fellow classmates. When asked, Elijah said he likes the welding unit of the class because it is a harder skill to master, and because he is good at it! He also enjoys welding because it combines skill and art. He first created a sculpture of a fisherman in a boat (who caught his fish!), and he has now turned his attention to creating a bouquet of roses out of metal. His skill and interest in the welding program has encouraged him to become a pipefitter after Northstar.



NORTHSTAR ACADEMY SENIOR ESSAY

Pro Surfer and shark attack survivor Bethany Hamilton once said, “I don’t need easy, I just need possible.” She overcame life threatening challenges and is now married, a mom, and surfing the same waters that changed her life forever. I, like Bethany Hamilton, don’t need easy, I just need possible. And today is a celebration of the obstacle we call school.

Northstar has made it possible for me to graduate. When I started Kindergarten in 2005, school was easy. First grade was easy too, until January of 2006 when I started having seizures. Not a couple, not a few here and there, but hundreds a day. All of a sudden, school wasn’t easy anymore. A year later, I had half my brain removed in hopes of stopping the seizures. I was seizure free for almost seven years, but then the seizures returned. Since then, my medical needs continue to change, but I’m determined the seizures won’t stop me. But as I mentioned earlier, I don’t need easy, I just need possible.

Northstar has been a good fit for me because my health issues haven’t stopped me from graduating. At my previous schools, teachers found it difficult to follow my IEP (Individualized Education Plan). The teachers at Northstar have been amazing and are willing to do anything to help me. My previous high school had more than 3,000 students, was two stories, and larger than most office complexes. It was too big! I could not get from class to class in six minutes and leaving early didn’t make it any easier. At Northstar, I’m never late to class. In addition, my previous schools had large classes and I couldn’t get the help I needed. The smaller classes at Northstar allow me to receive the help I need. I’m also doing better in math because of the smaller class size.

Another positive is the fact that I’m not the only one with medical needs at Northstar. So that means the nurse doesn’t freak out when I need help. I’ve also come out of my shell since starting Northstar. I used to be very shy and didn’t talk to people, but now I can’t stop talking. I had only one friend in Northern Virginia, but at Northstar, I’ve made many new friends. I’ve been accepted! It hasn’t always been easy learning how to have friends, but Northstar has made it possible.

Next year, I plan to take classes at Reynolds Community College. My dream job is to work with horses and kids with disabilities. Until then, I plan to volunteer at the Richmond SPCA and possibly get a job. In twenty years, I hope to have my dream job, be married with three kids, and living close to the beach. I know my dreams will take a lot of hard work and dedication. But once again, I don't need easy, I just need possible.

And none of this would be possible without my family's love and support. My big brother is my hero and he inspires me and tells me to never give up. When I was sick, he had to stay with different neighbors because our parents were always with me at the hospital. I'm sure he didn't like that, so I will always be grateful for his sacrifices. He is the greatest brother ever! My mom and dad have been there to catch me when I fall, even though my dad did let me fall one time at the White House Easter Egg Roll! And Trooper, my dog, calms me when no one else can.

I also want to thank my friends at Northstar for always being by my side, having my back, and making me laugh. You're the best! I want to thank my aides who helped me each day, my case managers, who made sure my needs were met on a daily basis, the school nurse who never freaked out, and my driver who never left me alone when I had a seizure. And to my teachers at Northstar, thank you for being the best. You made something that wasn't easy, possible.



This is an excerpt from a Senior Essay, presented at Northstar Academy's Baccalaureate ceremony.



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Mr. and Mrs. David Wilkins
Ms. Veda Williams

**We greatly appreciate each gift given in support of Northstar Academy and we have made every effort to ensure the accuracy of this listing. Please notify us of any inaccuracies or omissions by contacting us at 804-747-1003 x1010.*





THE LIBRARY COMMONS AND THINK TANK

If you have visited Northstar Academy in the past year, you have seen some exciting changes. Thanks to the generosity of the Christine Kane Plant Charitable Fund of the Community Foundation for a greater Richmond and other donors, we opened our Think Tank in Spring 2019 and filled the new active learning space with resources such as a 3D Printer, Smartboard, and mobile desks and chairs. The Think Tank is a state-of-the-art technology lab and maker space where students use their imaginations to foster creativity, learning, and collaboration.

As part of our Board of Directors' new strategic plan, Northstar committed to making our campus more thoughtfully designed for our students, their families, and the therapists who work one-on-one with our students to use throughout the day. We began fulfilling this goal by renovating the Main Entrance and Library Commons on our Academic Campus in Summer 2019. With a bright, fresh coat of paint, consistent carpeting, and a functional layout of new furniture, a space that went largely unused in previous years is now full of life every day. Northstar's building refresh is brand consistent and serves as a welcoming, cohesive environment for visitors, breakout sessions, and classes. Our new upgrades are a great step towards providing our students with the campus they deserve.

If you have yet to see these changes, we invite you to come by for a tour and see the fresh, new look of Northstar Academy!

In Honor Of Gifts

Sarah Arthur

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Addison Charlet

Dale and Skip Harris

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Mr. and Mrs. David P. Rose

Mr. Lem Doss

Ms. Joni Albrecht

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Ms. Katherine Whitney and Dr. Samuel Abrash

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In Kind Donor List

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 Upper Shirley Vineyards

Virginia Museum of Fine Arts
 Nancy and Danny Volante
 Anne Walker
 Willow Oaks Country Club
 Tina and Brent Winn
 Allison and Watson Wright



STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 2019

Assets

| | |
|-------------------------------|-------------|
| Cash and Other Investments | \$2,691,353 |
| Tuition and Other Receivables | \$324,597 |
| Property and Equipment Net | \$1,289,141 |
| Total Assets | \$4,305,091 |

Liabilities and Net Assets

| | |
|----------------------------------|-------------|
| Accounts Payable | \$21,189 |
| Accrued Payroll | \$284,021 |
| Other Accrued Liabilities | \$143,883 |
| Total Liabilities | \$449,093 |
| Net Assets | \$3,855,998 |
| Total Liabilities and Net Assets | \$4,305,091 |

Revenues and Support

| | |
|---------------------------------|-------------|
| Net Tuition and Fees | \$2,914,433 |
| Fundraising | \$618,952 |
| Programs and Services | \$14,069 |
| Other Revenue | \$13,476 |
| Total Revenue and Other Support | \$3,393,014 |

Expenses

| | |
|------------------------|-------------|
| Program Services | \$2,905,570 |
| Management and General | \$287,451 |
| Fundraising | \$198,449 |
| Loss on Sale of Asset | \$1,544 |
| Total Expenses | \$3,393,014 |

WE CULTIVATE A COMMUNITY WHERE DIVERSE LEARNERS GROW

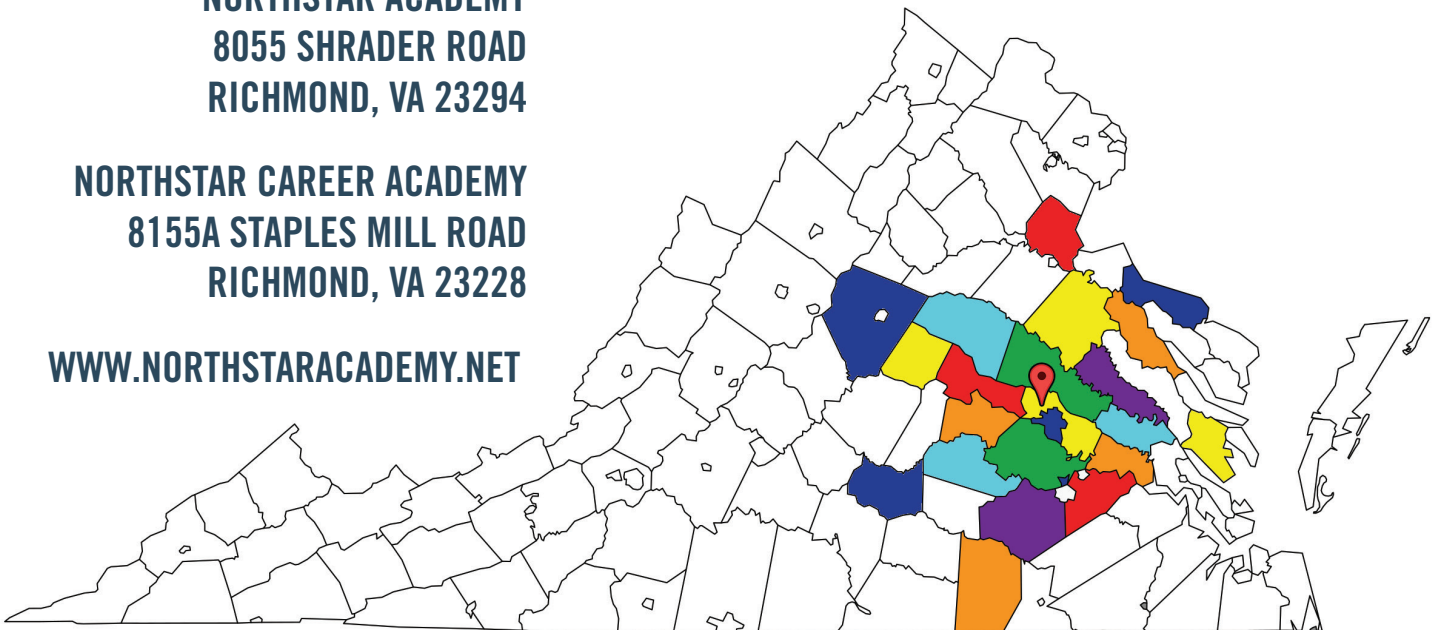


STUDENTS AT NORTHSTAR ACADEMY REPRESENT MANY CITIES AND COUNTIES SURROUNDING OUR CAMPUS IN RICHMOND, VIRGINIA.

**NORTHSTAR ACADEMY
8055 SHRADER ROAD
RICHMOND, VA 23294**

**NORTHSTAR CAREER ACADEMY
8155A STAPLES MILL ROAD
RICHMOND, VA 23228**

WWW.NORTHSTARACADEMY.NET



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