



August 14, 2025

Face to Face Academy
1165 Arcade Street
St. Paul, MN 55106

Dear Board of Directors and Director Husain,

This letter provides a summary of the SY2024 Annual Evaluation for Face to Face Academy (F2F). A central component of the University of St. Thomas's (St. Thomas) oversight process is the completion of an annual evaluation. The evaluation is based on the agreed upon rubric contained in the school's contract. Attached you will find the University of St. Thomas' annual evaluation of F2F's performance. The scores issued in the evaluation report are calculated using data collected in the school's annual report and audit, authorizer site visits, financial statements, board packets, board observations, and other documentation provided by the school and MN Department of Education throughout the year.

While St. Thomas strives to use the most accurate and up-to-date information available to construct these evaluations, we recognize that the practices of each school are constantly evolving and changing. To this end, we hope that this document serves not only to provide feedback to the school's board and leadership, but also to open a dialogue which may deepen our understanding of the school's operations.

To assess the performance of the school, St. Thomas rates indicators in three major categories: Academic Performance, Financial Viability, and Organizational Aptitude. We have developed several key questions in each area and use an assessment system to determine the extent to which the school is meeting the expectations enumerated in its charter contract. The assessment system uses the following four-point scale:

- 4 = Exceeds standard
- 3 = Meets standard
- 2 = Approaching standard
- 1 = Does not meet standard

Below is a summary of the school's performance in each of the three categories. Detailed feedback on the school's performance is included in the attached rubric. Keep in mind that St.

Thomas expects its schools to achieve scores of 3, Meets Standard, in all areas and that achieving an overall score of 4, Exceeds Standard, is not possible as some compliance-based measures are only eligible for 3 points.

Face-to-Face Community continues to demonstrate many academic, financial, and operational strengths. Much of F2F's success is founded in its mission-driven focus, strong culture, inclusive environment, and an engaged, caring community of students, teachers, staff, leadership, and families. F2F's strong commitment to preparing its students for life after high school is evident in its classrooms, program offerings, support structures, and opportunities afforded students to reach their full potential.

Academic Performance – Is the learning program a success?

Overall Score: 3.77

Face-to-Face has developed a year-round academic program that meets the diverse academic, social, and physical needs of its students. The school's curriculum has been thoughtfully designed to meet the needs of students who have a range of academic foundations. Additionally, the school's innovative scheduling consists of small learning pods that offers the flexibility of on-line, hybrid, and in person schedules. This type of scheduling supports learners who may miss school due to illness, anxiety, lack of transportation and/or family issues by offering classes virtually. 71.6% of students met their attendance threshold which was 1% higher from the previous year. Staff meet twice daily to discuss students' progress and any individualized support that may need to be added as situations arise. Students are actively engaged in reviewing their own academic progress and plans. These innovative practices are well designed to ensure the success of Face-to-Face's student population as demonstrated by 92.1% of students meeting or exceeding their credit accumulation goals.

F2F Math MCA proficiency was 50% outperforming their peers in demographically comparable schools as well as the resident district and state. Also, 75% of 9th and 10th graders met NWEA math growth goals. This was the first year that F2F's had reportable numbers for the MCA reading assessment. F2F's MCA reading proficiency was 36.8% out performing their peers in demographically comparable schools but below resident district and state average. 70% of 9th and 10th graders met NWEA reading growth goals.

Financial Viability – Does the school exhibit strong financial health?

Overall Score: 3.43

Face-to-Face Academy has demonstrated a commitment to building and sustaining a financially viable school. Based on observations, feedback and relevant documents, specific indicators of financial health include:

- Face-to-Face Academy has formed a partnership with Deici School Finance which manages the school's finances. They assist the Executive Director in creating the annual budget which is approved prior to June 30th. The School Board has oversight of the financial management and the Board Treasurer reviews and authorizes disbursement.
- Enrollment realization was 104.9%, days cash on hand was 100.2 days, and the fund balance was 65.2%, which is in line with F2F's fund balance policy.
- The audit had no findings and was clean. The school was recognized as being in the upper tier of schools for accurate budgeting and resources allocation.

Organizational Aptitude – Is the organization effective and well run?

Overall Score: 3.12

As illustrated in the evaluation rubric, Face-to-Face Academy is a well-run organization that continually seeks to improve, in order to effectively serve its diverse educational community. Examples of organizational strengths are highlighted below:

- The school clearly understands its roles and responsibilities. All board members have completed required training and have ongoing professional development in the form of workshops throughout the academic year. The board complies with Open Meeting Law and maintains its records in an orderly manner. At the beginning of each academic year, policies are identified that may need updating due to legal or administrative requirements and go through a board approval process. Additionally, the board conducts an annual board self-evaluation and an evaluation of the ED.
- Face to Face Academy continues to have strong teacher retention with 100% retention from the SY24 to SY25.
- F2F Academy offers a robust, multifaceted educational program designed to support diverse learning needs. Key features include small class sizes, a high teacher-to-student ratio, and a flexible class schedule that incorporates both in-person and online instruction. Operating on a year-round calendar, the program also emphasizes community engagement through events and celebrations.
- The curriculum and programming are designed to integrate real-life experiences and hands-on activities, enabling students to gain practical skills while fostering a deeper understanding of diversity and inclusion. To further support experiential learning, the school developed a dedicated outdoor learning environment featuring three new outdoor classrooms, recreational and physical education spaces, expanded garden areas, a memorial garden, and a communal gathering space.

Closing and Follow-up Requests

The detailed rubric accompanying this letter provides scoring and additional commentary on each measure embedded in the school's contract with St. Thomas and represents our current assessment of the school's performance as related to its accountability plan. It is important to note that, while this assessment is formative, it will be part of the school's summative evaluation

and thus should be as accurate as possible. Please feel free to provide additional information or ask questions at your convenience. No additional follow-up is requested of the school at this time.

The University of St. Thomas is pleased to authorize Face to Face Academy and commends its efforts to provide Minnesota students with a high-quality education. It is a pleasure serving as F2F's liaison, and I look forward to continuing a positive and productive relationship with the school for many years to come.

Sincerely,

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C.C.: Terry Moffatt, Director of St. Thomas Charter School Authorizing