

Potential Merger Between WLA and MSA



Merger Strategic Rationale



- 1. It is an opportunity to provide a seamless, PK-12 quality education to our families.***
- 2. It is an opportunity to further solidify the strong financial standing of a merged organization.***
- 3. It is an opportunity to provide additional programming, operational resources, and services to our stakeholders.***

Math & Science Academy at a Glance



Math & Science Academy Overview

Math & Science Academy is an innovative charter school located in MN ISD 833 that serves students in grades 6 – 12.

Since its founding in 1999, the school has remained focused on providing an accelerated and rigorous academic environment that shapes students into well-rounded, life-long learners and global citizens.

608

Enrollment



37

Teachers



17

Ave. Class Size



85%

AP Enrollment



96%

College Bound



26.2

Ave. ACT Score



Math & Science Academy



MSA's campus located at 8430 Woodbury Crossing includes a mix of owned and leased space.

NICHE 



#1 Middle School in Minnesota
#2 High School in Minnesota

#1 High School in Minnesota
U.S. News and World Report

MSA Vision, Mission & Academics



Vision



To be an innovative, sustainable model of academic excellence for all students that creates well-rounded, lifelong learners and global citizens

Mission



We provide accelerated and inclusive curricula and instruction in all subjects, with an emphasis on math and science.

Strategic Priorities



- ▶ Success for all students
- ▶ Facilities and infrastructure aligned to mission and vision
- ▶ Organization to support mission and vision

MSA Core Values

Honesty

Teamwork

Excellence

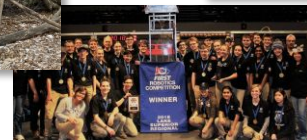
Community

Respect

Rigorous Curriculum...

- ▶ All graduating seniors complete an advanced math progression which includes calculus instruction
- ▶ HS sciences instruction in biology, chemistry, and physics
- ▶ Spanish language instruction required grades 6 - 12
- ▶ Middle school homework ave. 1.5 – 2 hours / night

...Complemented by Robust Extracurriculars




Woodbury Leadership Academy at a Glance



Curriculum Overview

Core Knowledge is a solid, sequential, and specific curriculum, based on the principles of establishing a national cultural literacy, or broad common knowledge base. Core Knowledge is used with Language Arts, Science, and Social Studies.

Service Learning Projects each month a grade level leads the school in a service learning project aligned to a monthly Core Virtue.

Leadership Class in grades K-4 WLA utilizes Fly Five for social emotional learning. Grades 5-8 utilize Character Strong. 

680
Enrollment



51
Teachers



20
Ave. K Class Size



22
Ave. 1-8 Class Size



Woodbury Leadership Academy



WLA's campus is located at 8089 Globe Drive. It features a recently renovated and expanded capacity of 1200.

How WLA Fosters Success

- Rigorous content organized by “Domains of Study”
- High Expectations
- Inquiry-based learning
- Complementing knowledge and skills
- Family & community involvement
- Cross-curricular connections
- Specialist classes, including: Music, P.E., Art, & Leadership

WLA Vision, Mission & Academics



Vision



The vision of WLA is to be a school where students and graduates become exceptional leaders, and are prepared to take on the academic and leadership challenges they will face as they transition into high school.

Mission



The mission of WLA is to utilize leadership based programs and strategies grounded in solid research, combined with the demonstrated success of Core Knowledge curriculum as a basis of a rigorous overall educational program that builds strong skills in math, reading, literature, writing, music, science, and technology.

Strategic Priorities



- Fiscally responsible growth to maintain quality facilities, competitive pay, necessary supplies
- Provide a safe, healthy learning environment that celebrates our diversity, builds community
- Establish WLA as a destination school with high academic achievement and as a Core Knowledge School of Distinction

Leadership Program....

- Service Learning Projects
- Leadership Classes
 - Focuses on student Social Emotional Learning
 - Grades K-4: Fly Five Curriculum
 - Grades 5-8: Character Strong curriculum

....Rooted in 5 Core Virtues



RESPONSIBILITY



RESPECT



GRATITUDE



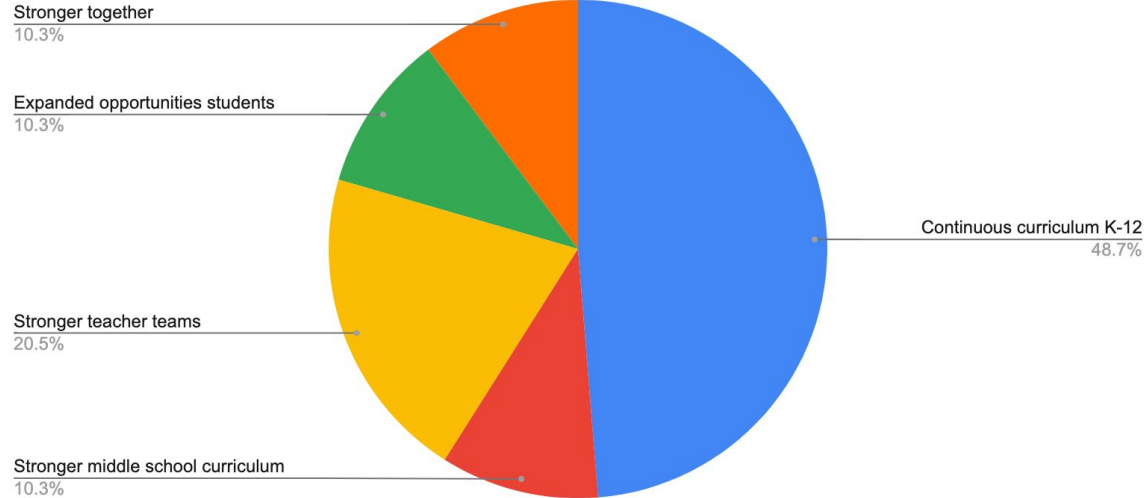
HUMANITY



PERSEVERANCE

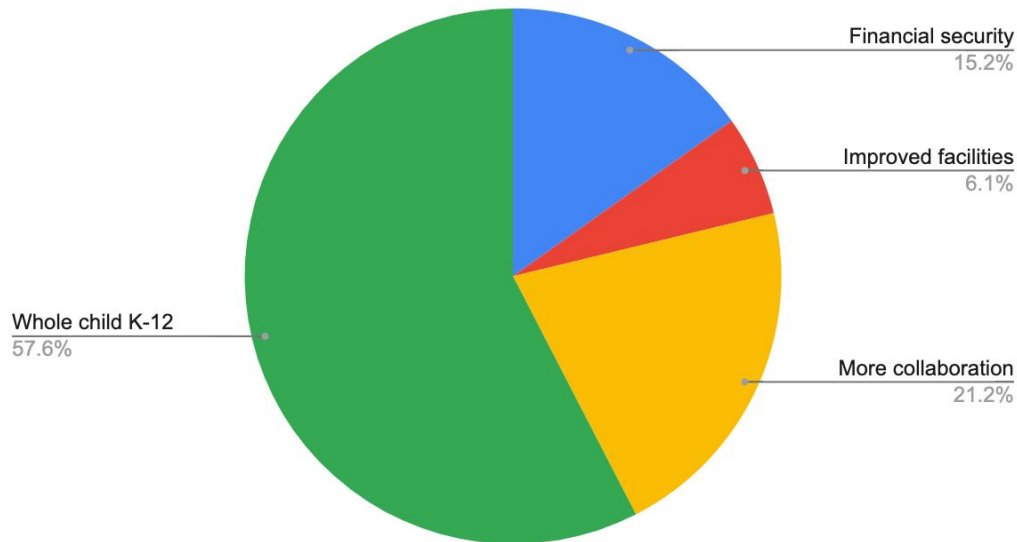


Opportunities Teachers See in a Merger



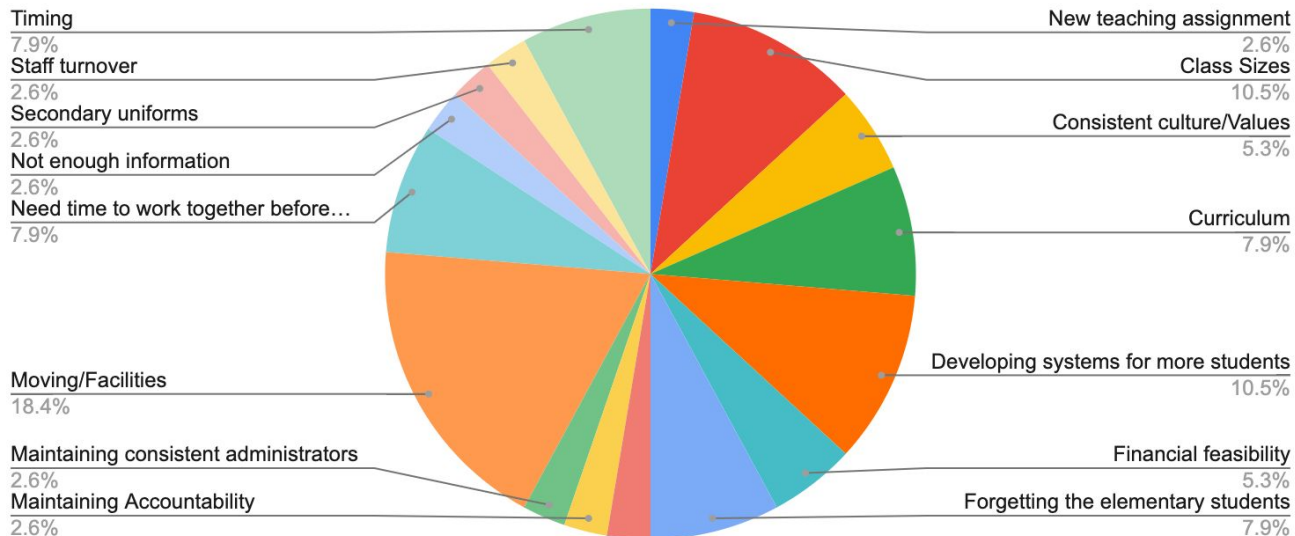
What excites teachers about merger?

What excites you about the potential of a merger?



What concerns teachers about merger?

What concerns you about a potential merger?



Illustrative School Merger Process



Strategy

- How does a merger align with WLA's strategy?
- What gaps in our current strategic plan are accelerated / complemented / etc. with the contemplated merger?
- What core assumptions need to be true for a merger to make sense?

Due Diligence

- Confirm fit / strategic rationale assumptions
- Identify operational efficiencies
- Begin high level integration planning
- Select integration leaders
- **Administrator Meetings**

Merger Execution

- Merger structure defined and agreement drafted
- Plan of Merger (MDE requirement)
- Plan of Merger Approval (MDE requirement)
- Articles of Merger
- Articles of Merger signing and filing
- Surviving school and authorizer execute new charter and file with MDE
- MDE filing

Integration

- Execute communication plan – students/families, community, teachers, staff, vendors, etc.
- Execute operational integration plan

Public Board Fiduciary Duties

- ▶ In the context of a significant decision such as a merger, it is important to review the standards that charter board members are held to
- ▶ Fiduciary duties are the highest standard duty implied by law and include the following:
 - **Duty of Care or Diligence** – to act with the care a reasonably prudent person would use under similar circumstances and to act in good faith, which implies making decisions that are financially, ethically, and legally sound. A director must obtain and review relevant information, raise any matters of concern, and cause action to be taken to resolve any problems that are identified. These decisions should be made after taking all available information into account and carried out in a matter that is in the best interest of the school.
 - **Duty of Loyalty** – the board member has a sole purpose to act in the best interest of the board and organization, to avoid conflict of interest, and act as a fiduciary.
 - **Duty of Obedience** – to act in compliance with laws, regulations, charter bylaws, contracts, and board policies. A director must be familiar with these sources and remain informed of the organization's activities to assure management is adhering to the same. Furthermore, the director should make sure that all of the decisions being made are done in line with the mission or goals of the organization.
 - **Duty of Oversight** – to be proactive in ensuring you have full and necessary information particularly in voting matters.

Simply put, fiduciary responsibility is to do what is right for the organization

Administration/Board Process



- WLA and MSA administrators will meet together frequently during the diligence period.
- WLA and MSA administrators will work independently with their own schools.
- Board members should be mindful of conflicts of interest and must adhere to their fiduciary duties.
- The role of WLA and MSA Merger Committees is to work in tandem to address questions and concerns from their respective communities. They will share out information with their school administrators.