



## SciTech Academy Conditional Contract Review

### Table of Contents

#### A. Academic Performance

Summary	2
● North Star Academic Achievement	2-3
● North Star Academic Progress	4-6
● Student Performance	7
● North Star Progress Toward ELP	8-9
● Academic Performance Analysis	10-11
○ FY25 Annual Report Evaluation	12-17
○ FY24 Annual Report Evaluation	18-23

#### B. Financial Management

● Financial Performance Evaluation	24-26
	27-30

#### C. Governance/Operations

31-32

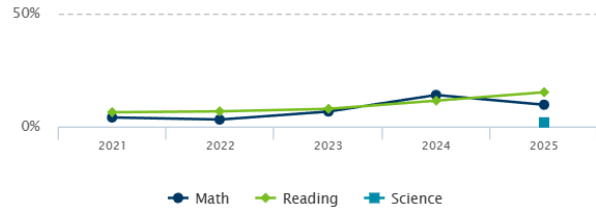
## A. ACADEMIC PERFORMANCE/PROFICIENCY

Minn. Stat. 124E.0, Subd. 1. Purpose identifies “*The primary purpose of mission-driven charter schools is to improve the learning, achievement, and success of all students.*” SciTech Academy’s mission is defined by the school as a STEM school. Therefore, the graphs center on Math because of the primary purpose: “*...to improve mission-driven charter schools.*”

In light of the primary purpose of charter schools, the following outlines SciTech Academy's math proficiency over the current contract, providing a comprehensive overview of the North Star proficiency from multiple perspectives. This assessment of proficiency, covering four areas, is based on data from the Minnesota Department of Education (MDE) Report Card.

### Note:

- Graphs (I-III) from the Minnesota Comprehensive Assessments (MCA) provide three separate performance analyses: Academic (I) Achievement (II) Progress (III). The MDE Report Card analyzes all three to provide schools with various ways to view data and support their efforts to design and implement interventions that improve student outcomes.
- The final set of graphs (IV) are specific to EL students. Since SciTech Academy’s student demographics is nearly 100% EL, the two graphs are particularly important regarding students attaining proficiency.
- An analysis of reading is provided in II (b).



Subject	2021	2022	2023	2024	2025
<b>Math</b>	<b>4.0%</b> (7)	<b>3.1%</b> (5)	<b>6.6%</b> (11)	<b>13.9%</b> (22)	<b>9.6%</b> (15)
<b>Reading</b>	<b>6.3%</b> (11)	<b>6.7%</b> (11)	<b>7.8%</b> (13)	<b>11.4%</b> (18)	<b>15.1%</b> (24)
<b>Science</b>	<b>N/A</b> (N/A)	<b>N/A</b> (N/A)	<b>N/A</b> (N/A)	<b>N/A</b> (N/A)	<b>1.8%</b> (1)

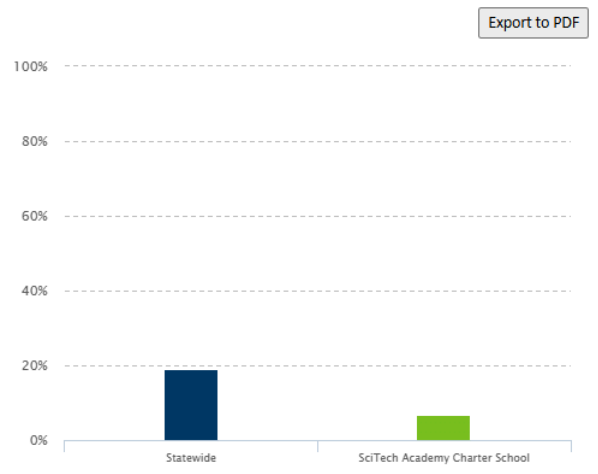
### I. North Star Academic Achievement: The number of students meeting standards in math, reading, and science from FY21 to FY25.

#### Conclusions/Comments:

1. SciTech Academy students continue to face challenges meeting math standards, as evidenced by persistent low performance relative to the state and a significant drop from FY24 to FY25 in math.
2. Although a slight uptick in reading, SciTech Academy remains significantly below the state and EL averages.
3. Math proficiency dropped by 4.3% from FY24 to FY25.
4. Specific to a query for EL, the following is the proficiency for EL students at SciTech Academy in comparison to Statewide EL students. Additional information on EL students is included in graph IV. As noted, the SciTech Academy students are behind the Statewide averages.

Academic Achievement Rate

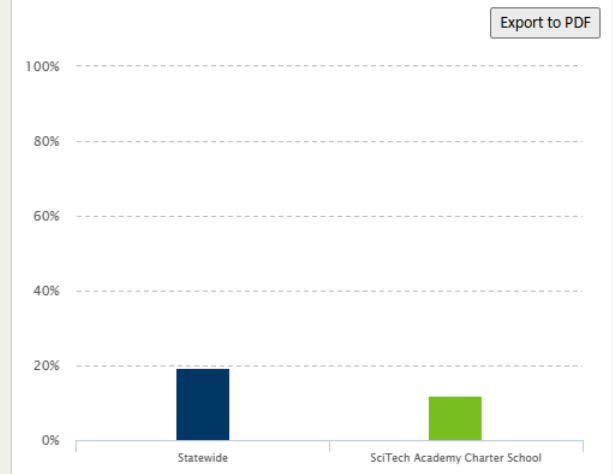
Math achievement



	Statewide	SciTech Academy Charter School
<b>Math achievement rate</b>	18.9%	6.7%
<b>Count at grade level</b>	10,679	11
<b>Total</b>	56,498	165

Academic Achievement Rate

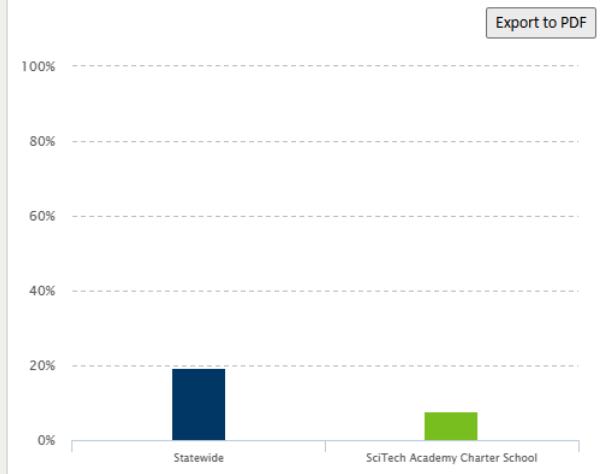
Math achievement



	Statewide	SciTech Academy Charter School
<b>Math achievement rate</b>	19.4%	11.9%
<b>Count at grade level</b>	11,539	20
<b>Total</b>	59,473	168

Academic Achievement Rate

Math achievement



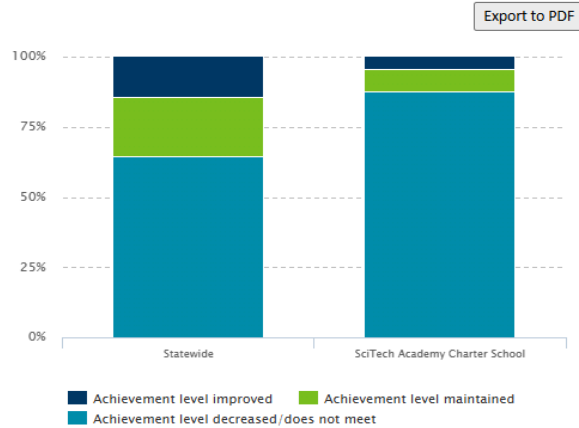
	Statewide	SciTech Academy Charter School
<b>Math achievement rate</b>	19.3%	7.6%
<b>Count at grade level</b>	12,036	14
<b>Total</b>	62,330	185

## II (a): North Star Academic Progress: Math. Answers the question, “Are students improving or maintaining achievement levels on academic tests?”

SciTech Academy Charter School  
Year: 2023 Demographics: English Learner

Academic Progress

Math academic progress

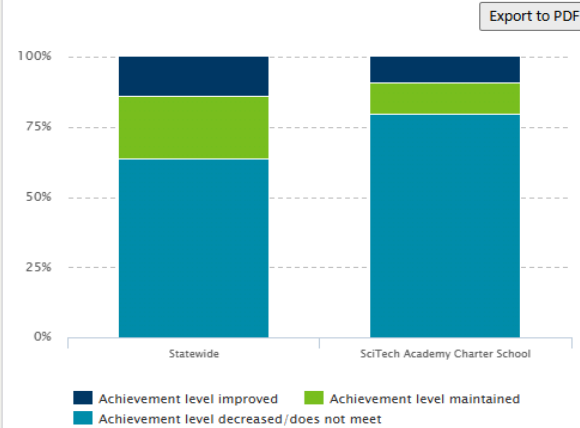


		Statewide	SciTech Academy Charter School
Achievement level improved	Count	5,555	5
	Percent	14.3%	4.2%
Achievement level maintained	Count	8,209	10
	Percent	21.1%	8.3%
Achievement level decreased or stayed "does not meet standards"	Count	25,207	105
	Percent	64.7%	87.5%
<b>Total count of students</b>	Count	<b>38,971</b>	<b>120</b>

SciTech Academy Charter School  
Year: 2024 Demographics: English Learner

Academic Progress

Math academic progress

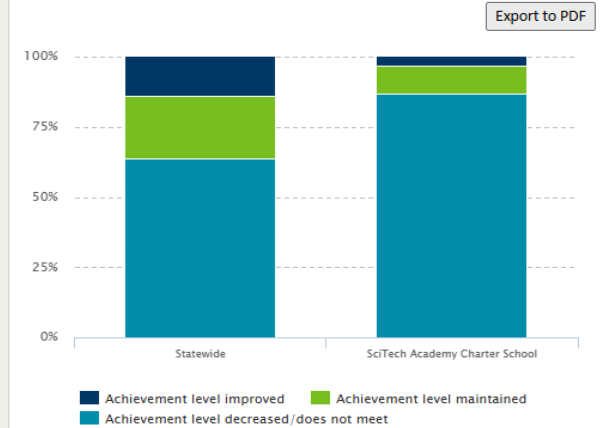


		Statewide	SciTech Academy Charter School
Achievement level improved	Count	5,717	11
	Percent	14.1%	9.3%
Achievement level maintained	Count	9,006	13
	Percent	22.2%	11.0%
Achievement level decreased or stayed "does not meet standards"	Count	25,869	94
	Percent	63.7%	79.7%
<b>Total count of students</b>	Count	<b>40,592</b>	<b>118</b>

SciTech Academy Charter School  
Year: 2025 Demographics: English Learner

Academic Progress

Math academic progress



		Statewide	SciTech Academy Charter School
Achievement level improved	Count	5,949	3
	Percent	14.0%	3.0%
Achievement level maintained	Count	9,371	10
	Percent	22.1%	10.1%
Achievement level decreased or stayed "does not meet standards"	Count	27,083	86
	Percent	63.9%	86.9%
<b>Total count of students</b>	Count	<b>42,403</b>	<b>99</b>

**Conclusions/Comments:**

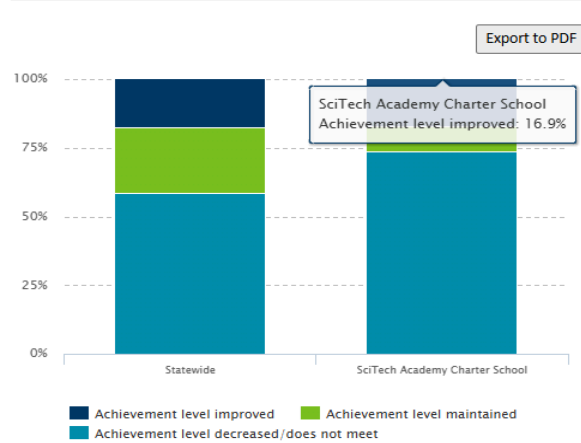
1. For consistency, the EL population shown in the graphs is the statewide/school EL data.
2. SciTech Academy students are struggling to meet basic academic standards, as evidenced by the ongoing decline in student performance reflected in the North Star Academic Progress data.
3. The basic goal is for students to move from *Achievement Level Decreased/Does Not Meet* to *Maintain* or *Improve*.
4. The trend from FY24 to FY25 is similar to the graph above in that students have moved backwards. In FY24, the students whose performance was in the "*Achievement Level decrease*" or stayed at "*does not meet standards*" increased from 79.7% to 86.9% (data should reflect decreases in this area). In contrast, the "*Achievement level improved*" decreased from 9.3% to 3.0% (data should reflect an increase in this area).
5. The statewide EL data has remained stable from FY23 to FY25. The *Achievement Level of "does not meet standards" decreased or stayed at "does not meet standards" for SciTech Academy students, which is 22% higher than expected (this should have decreased)*.



## II (b): North Star Academic Progress: Reading. Answers the question, “Are students improving or maintaining achievement levels on academic tests?”

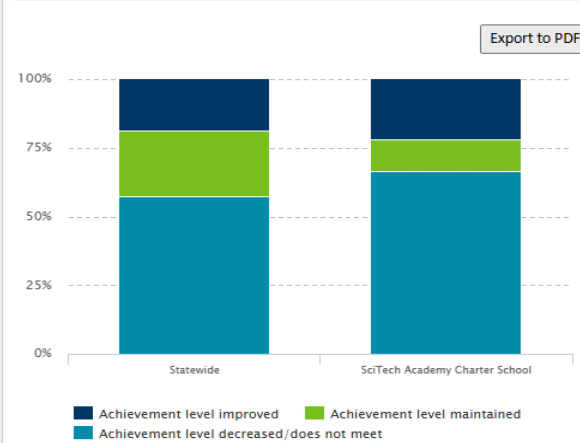
**Please Note:** The following graph is an extension of the Math Academic Progress [II (a)], above, for reading from 2023-2025.

Reading academic progress



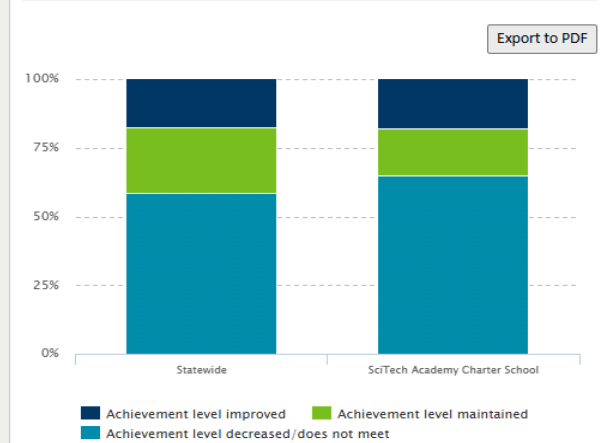
		Statewide	SciTech Academy Charter School
Achievement level improved	Count	6,873	20
	Percent	17.5%	16.9%
Achievement level maintained	Count	9,301	11
	Percent	23.7%	9.3%
Achievement level decreased or stayed "does not meet standards"	Count	23,029	87
	Percent	58.7%	73.7%
Total count of students	Count	39,203	118
Average Progress Score	Score	1.8	1.5

Reading academic progress



		Statewide	SciTech Academy Charter School
Achievement level improved	Count	7,683	26
	Percent	18.8%	21.8%
Achievement level maintained	Count	9,757	14
	Percent	23.9%	11.8%
Achievement level decreased or stayed "does not meet standards"	Count	23,321	79
	Percent	57.2%	66.4%
Total count of students	Count	40,761	119
Average Progress Score	Score	1.9	1.9

Reading academic progress

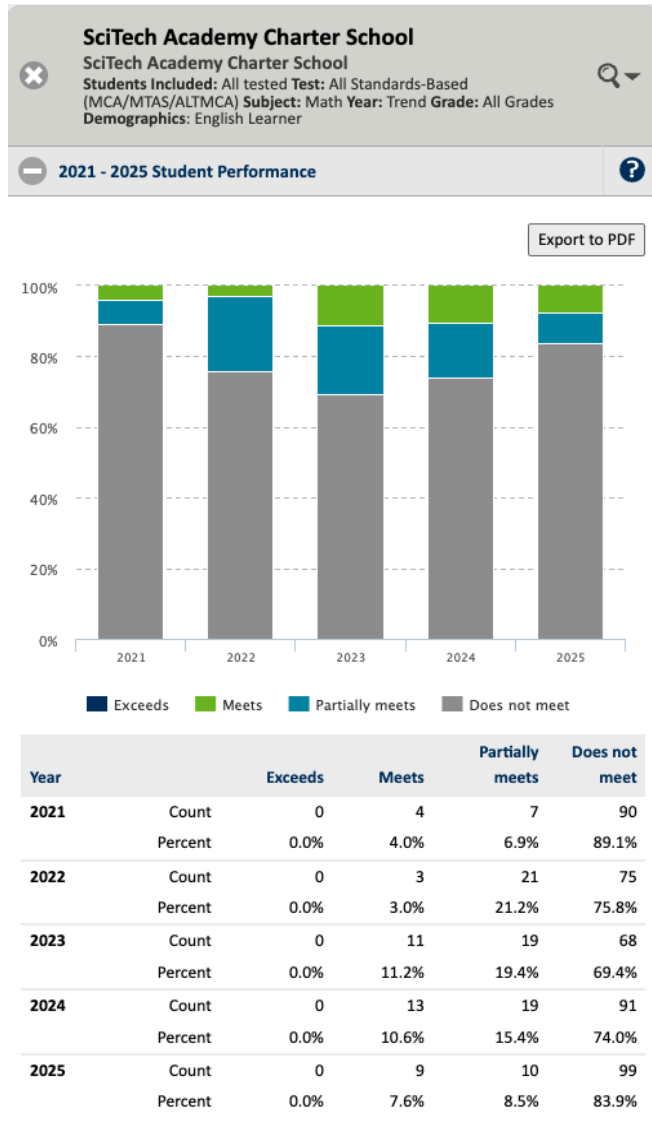


		Statewide	SciTech Academy Charter School
Achievement level improved	Count	7,556	18
	Percent	17.7%	18.0%
Achievement level maintained	Count	10,043	17
	Percent	23.6%	17.0%
Achievement level decreased or stayed "does not meet standards"	Count	25,026	65
	Percent	58.7%	65.0%
Total count of students	Count	42,625	100
Average Progress Score	Score	1.8	1.8

### Conclusions/Comments:

1. Although there was a small increase in reading proficiency from FY24 to FY 25, the graph above indicates that fewer students attained "Achievement Level improved."
2. The graphs show a gap between the statewide and school data in the "Achievement Level Decreased" category, for all three years.

### III. Student Performance: Answers the question, How are students performing on standards?

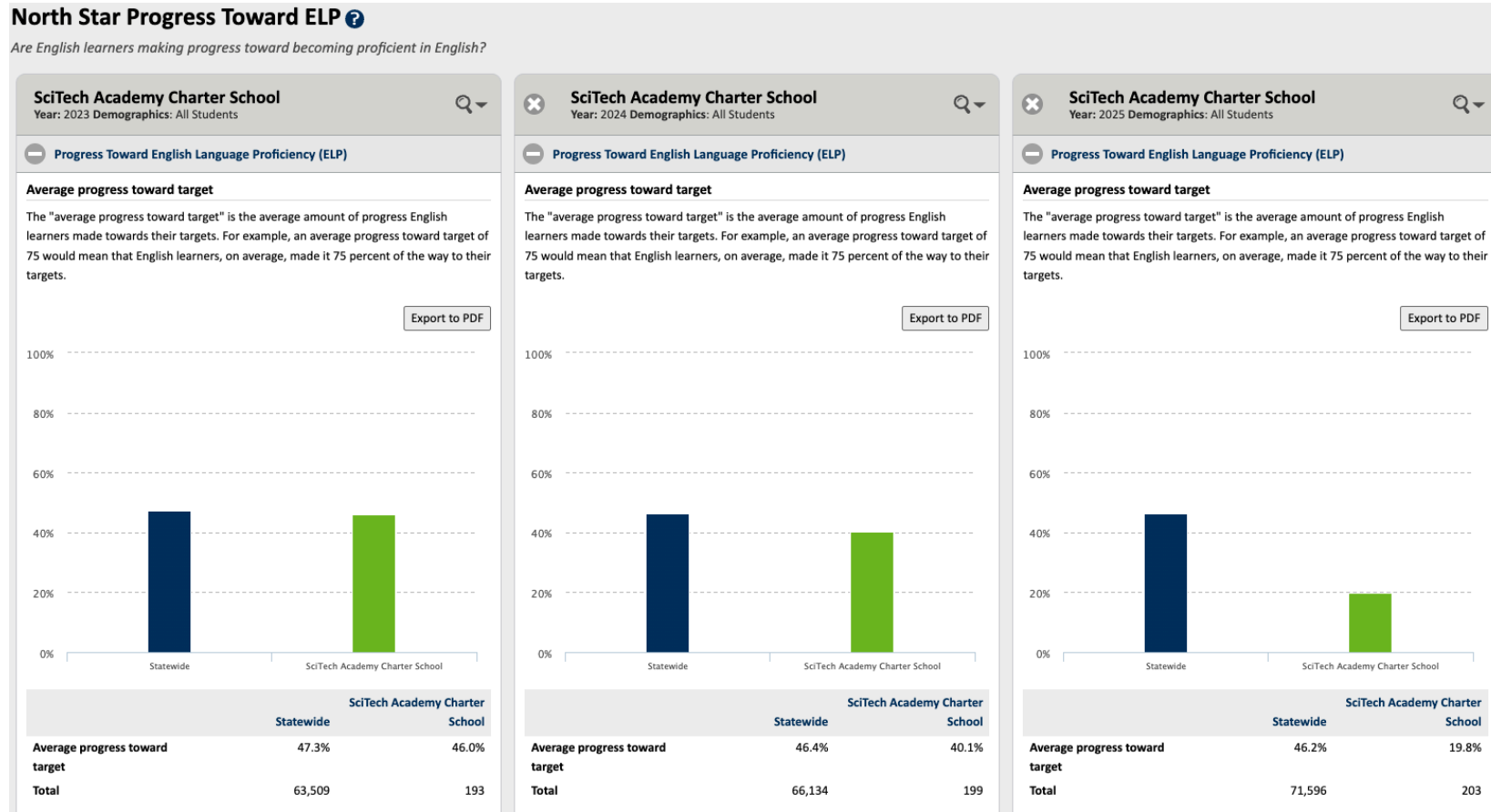


#### Conclusions/Comments:

1. The graph shows another way to depict students' proficiency over time.
2. As shown, FY2025 saw a nearly 10% increase in "Does not Meet" in one year. The data shows fewer students in the "Does not meet" category until FY2025, where there was an increase.
3. The "Does not Meet" increase corresponds to more students in need of interventions. As noted in the list of staff and related license numbers forwarded by the school, there is no math interventionist or staff directly allocated to math instruction.
4. In reading, the same graph shows an increase (in FY25) in "Does not meet" from 72.4% to 75.6%. Concerning to FY26, in order for an increase, students will need to make up what was lost from FY24, plus an overall gain in proficiency.

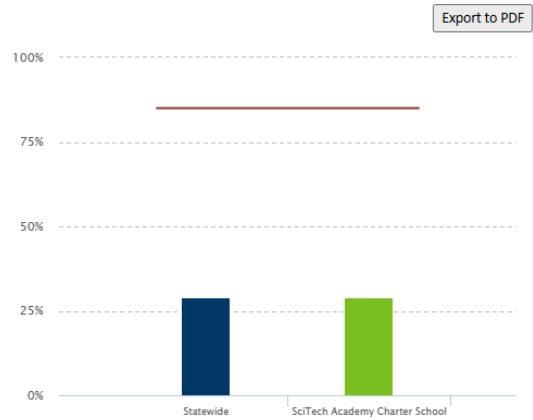
## IV. North Star Progress Toward ELP (2023-2025):

**Please Note:** Percent of EL's meeting targets. Whereas the graphs above focus on achievement, progress, and performance, the following graphs are specific to EL populations. This is important for SciTech Academy, given its high percentage of EL students.



**Percent of ELs meeting target**

The "percent of ELs meeting targets" is the percentage of English learners who reached or went past their target.



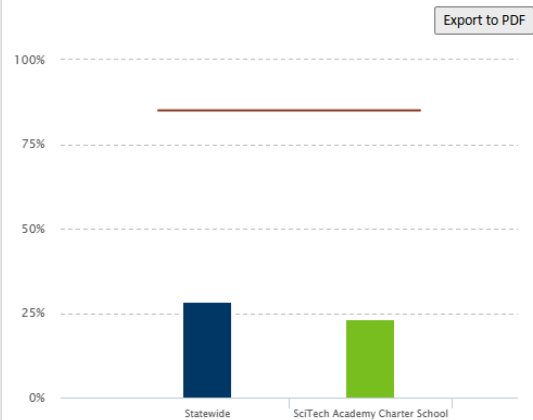
Export to PDF

	Statewide	SciTech Academy Charter School
Percent EL meeting target	28.9%	29.0%
Count EL meeting target	18,366	56
Total	63,509	193

Statewide Goal: 85% percent of English learners meeting targets by 2025.

**Percent of ELs meeting target**

The "percent of ELs meeting targets" is the percentage of English learners who reached or went past their target.



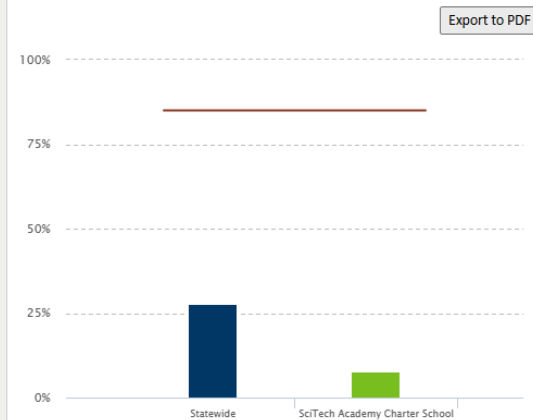
Export to PDF

	Statewide	SciTech Academy Charter School
Percent EL meeting target	28.3%	23.1%
Count EL meeting target	18,681	46
Total	66,134	199

Statewide Goal: 85% percent of English learners meeting targets by 2025.

**Percent of ELs meeting target**

The "percent of ELs meeting targets" is the percentage of English learners who reached or went past their target.



Export to PDF

	Statewide	SciTech Academy Charter School
Percent EL meeting target	27.9%	7.9%
Count EL meeting target	19,980	16
Total	71,596	203

Statewide Goal: 85% percent of English learners meeting targets by 2025.

**Conclusions/Comments:**

1. SciTech Academy English Learners are not progressing, as demonstrated by the declining percentage of ELs meeting targets throughout the contract term; both graphs show a minimum of a 50% decrease over the past three years, with a decrease each year.
2. When doing a query for EL students, statewide, Scitech Academy student proficiency is significantly lower than Statewide EL students. In math, Statewide EL scores were fairly consistent from FY23 to FY25 at approximately 19.2%, as compared to SciTech at 10%.
3. Given the significant decrease in EL performance, SciTech Academy has not offered any interventions or evidence of a strong EL program (see bulleted list below regarding staffing).

MINNESOTA GUILD

### Overall Academic Performance Analysis:

- 1) In FY25, statewide scores for English Learners (EL) indicated 19.3% in math and 21.4% in reading, compared to SciTech scores of 7.6% and 10.8%, respectively. These figures are nearly three times higher in math and double in reading compared to those at SciTech.
- 2) The North Star Academic Progress Report tracks student achievement levels to determine if they are improving or maintaining their performance. The report shows that 85.4% of students have either experienced a decline in math achievement or are not meeting standards, while 64.1% are not meeting standards in reading achievement. This indicates: (a) the school curriculum is not aligned with Minnesota Academic Standards, as required by statute, and/or (b) teachers may not be effectively delivering the Minnesota Academic Standards.
- 3) According to the January 2026 MDE Report, ADM\_EL\_Estimates, a total of 230 out of 315 students were classified as “EL/ADM”—the Average Daily Membership of eligible students participating in the English Language Learners (ELL) program within the district. As per a staff list provided by the school to the Guild on January 16, 2026, two teachers were identified as working with EL students: one is licensed in 5-12 Communication Arts/Literature (listed in the SciTech report as an Academic Improvement ESL/ELL teacher), while the second teacher holds K-12 certification in English Language Learning. Having only one K-12 certified EL teacher is insufficient given the enrollment numbers for EL students.
- 4) Additionally, the staffing report indicated (1) World Language Somali teacher and (1) World Language Arabic teacher. Along with one teacher licensed as a Short Call Substitute (who is not a World Language teacher), these staff members do not adequately address the school's EL needs.
- 5) SciTech Academy markets itself on its website as a “STEM Based Learning” institution; however, the current staffing does not align with this focus. The staff list included only a Middle School (5-8) Science teacher and a 5-8 grade technology teacher, with no additional STEM staff reported. MCA performance in math and science is significantly below expectations.
- 6) The school's results do not align with Minnesota Statutes § 124E.01, which states, “*The primary purpose of mission-driven charter schools is to improve the learning, achievement, and success of all students.*” Given the school’s mission focus on math and science, current performance in these areas is below acceptable standards.

Information and graphics document decreases in academic performance and strongly suggest the following:

- ❖ Teachers are not fully aligning their instruction with the Minnesota Academic Standards.
- ❖ Staff lack comprehensive training in effectively teaching these Standards.
- ❖ As a result, students are struggling to make progress in their English learning.
- ❖ There is uncertainty regarding whether teachers are utilizing curriculum mapping to clarify the scope and sequence of their instruction.
- ❖ Failing to align instruction with the Minnesota Academic Standards places SciTech out of compliance.

**A. ACADEMIC PERFORMANCE**

**Current Rating:**


**Not Met**



## Important Note:

The ratings from the FY2024 and FY2025 Annual Report rubrics referenced below reveal a significant decline, raising concerns given that the school was awarded a 3-year conditional contract and is currently implementing a performance improvement plan (PIP). The Guild's MDE-approved AAP necessitates substantial improvement for the conditional contract to be extended.

## FY25 Annual Report: Compliance & Performance Evaluation

Date of Report: December 9, 2025 (  FY25 SciTech Annual Report Review Rubric-FINAL)

### Overall Compliance Rating

<b>Rating</b>	<b>Emerging</b>
<b>Points Earned</b>	<b>5.5</b>
<b>Points Possible</b> <i>*will vary by school based on total applicable performance standards</i>	<b>16</b>
<b>Percentage Achieved</b>	<b>34%</b>
<b>Analysis</b>	<ul style="list-style-type: none"><li>• The report contains many typographical errors, as well as information from FY24 that was copied without updating relevant dates.</li><li>• Several issues flagged in the FY24 Annual Report Review are still present in the FY25 Annual Report.</li><li>• The school received a rating of 'partially met' on the indicator for reporting on board training.</li><li>• The school received a rating of 'not met' on the indicators for academic performance reporting, PIP progress reporting, staffing, PD plans for administratively non-licensed staff, PD documentation for the school director, finances, dissemination activities, CACR reporting, and statutory purposes.</li></ul>
<b>Corrective Action?</b>	<ul style="list-style-type: none"><li>• Annual Report instructions should be followed carefully going forward to ensure all required components are reported accurately.</li></ul>

### Point Calculator

- Each compliance indicator is worth one (1) point if Met
- Compliance indicators rated Partially Met earn .5 points

### Compliance Rating Scale

The compliance section of schools' annual reports will be rated as follows:

**Exceeded** = Compliance Indicators met (81-100%)

**Met** = Compliance Indicators met (61-80%)

**Approaching** = Compliance Indicators met (41-60%)

**Emerging** = Compliance Indicators met (21-40%)

**Not Met** = Compliance Indicators met (0-20%)

**Is the school on track to meet its contractual and CACR performance goals?**

The following section provides annual/formative feedback on the school's performance based on the annual report and CACR reporting data.

Contract Annual Performance Goal	<u>Rating Categories:</u> Met Partially Met Not Met	Performance Analysis	Points Earned
	FY25 School Rating		
Contractual Goal #1a	Not Met	<p><b>Goal:</b> "Academic Growth, Reading: Students in grades K-8 who are continuously enrolled (from Oct 1) and are in the 'high risk' category on Fastbridge fall to Spring assessment will be reduced by 1.5 percentage points annually."</p> <p><b>Guild Comment:</b> The MN Guild requested Fastbridge backup information on if this goal was met or not on October 24, 2025 (see comment on the Academic Performance compliance indicator on p. 4). As of November 7th this information was not received. Therefore, the MN Guild could not determine if the goal was met.</p>	0
Contractual Goal #1b	Not Met	<p><b>Goal:</b> "Academic Growth, Math: Students in grades K-8 who are continuously enrolled (from Oct 1) and are in the 'high risk' category on Fastbridge fall to Spring assessment will be reduced by 1.5 percentage points annually."</p> <p><b>Guild Comment:</b> The MN Guild requested Fastbridge backup information on if this goal was met or not on October 24, 2025. As of November 7th this information was not received. Therefore, the MN Guild could not determine if the goal was met.</p>	0
Contractual Goal #2	Met	<p><b>Goal:</b> "Academic Achievement, Reading: Students in grades 3-8 who are continuously enrolled (from Oct. 1) will increase their MCA academic achievement rate from the school's 2023 baseline by two percentage points annually."</p> <p><b>Guild Comment:</b> As verified by the MDE Report Card, the school made a 2% increase</p>	5

		each year. The MDE Report Card posted performance as follows: FY23 (6.6%), FY24 (9.7%), FY25 (11.8%).	
<b>Contractual Goal #3</b>	<b>Not Met</b>	<p><b>Goal:</b> “Academic achievement, Math: Students in grades 3-8 who are continuously enrolled (from Oct. 1) will increase their MCA Academic achievement rate for the school’s 2023 baseline by 2 percentage points annually.”</p> <p><b>Guild comment:</b> There is a discrepancy between the baseline presented by SciTech Academy in the goals (10.7%) and the data on the MDE Report Card (6.4%). In the future, SciTech should use the MDE numbers, unless documentation and an explanation are included in the Annual Report to justify the variation in the numbers. Using either number, the goal was not met in FY25. The math performance declined to levels below those of FY23.</p>	0
<b>Contractual Goal #4</b>	<b>Not Met</b>	<p><b>Goal: “Academic Achievement, Science:</b> Students are ready for a career and college. Academic Achievement, Science: Students in grades 3 and 5 who are continuously enrolled (from Oct. 1) will increase their MCA academic achievement rate from the school’s 2023 baseline by 3 percentage points annually.”</p> <p><b>Guild Comment:</b> As noted in the Annual Report, this goal was not met, with a performance of 1.8%. Given that SciTech Academy is a STEM school with resources documented in the Annual Report, this level of performance is grossly inadequate. Narrative in the school comment section attempted to rationalize and defend the substandard performance, but failed to present any interventions focused on improvement.</p> <p>Please see Scitech’s 10/17/24 contract revision, which reflects an updated version of this goal (grades 5 and 8 rather than 3 and 5).</p>	0
<b>Contractual Goal #5</b>	<b>Not Met</b>	<p><b>Goal: “Academic Achievement Grade level Reading progress:</b> read well by the third grade - Students can read at grade level. Student Achievement Level, Reading Third-grade students who are continuously enrolled (from Oct. 1) will decrease the ‘does not meet’ and ‘partially meets’ categories from the FY 2023 baseline by 3% annually.”</p> <p><b>Guild Comment:</b> Although the school noted this as met, the Guild was unable to verify that the data provided by the school is correct. When doing a query for Academic achievement, Reading, 3rd grade and FY23 to FY25, the data is as follows: FY23, 91.4%,</p>	0

		<p>FY24, 96% and FY25, 97.1%. Students in the two categories, 'does not meet' and 'partially meets' increased as opposed to decreasing from FY23-FY25.</p> <p>SciTech included the comment, "SciTech is recommending eliminating the goal of 5. It's already available in Goals 1, FastBridge Reading, or MCA Report (Reading). It creates confusion." This didn't acknowledge or follow the Guild's relayed recommendation of 9/23/25, which noted during PIP goal review communications, "please note specifically that we will still need the data related to Goal #5 for the reasons cited, despite the change in MDE requirements related to CACR. Please add the additional data and notes directly in this document by September 30, 2025."</p>	
<b>Contractual Goal #6</b>	<b>Not Met</b>	<p><b>Goal: " Academic Achievement- ELL toward Target progress:</b> All racial and economic achievement gaps between students are closed. Per the MN Report Card, and for all grades measured, English Language Proficiency (ELP) <i>will</i> increase annually, closing the gap between SciTech Academy and Statewide performance. SciTech will increase its achievement level by 1.5 percentage points per year."</p> <p><b>Guild comment:</b> The school reported this as 'partially met' in the annual report despite the fact that achievement has decreased markedly from both the FY23 baseline and the previous year. The gap between the State and Scitech widened significantly between FY23 (1.3% gap) and FY25 (26.4%) as well. See the English Learners Progress chart below pertaining to this goal.</p>	0

**CACR Goal Areas:**

- All Children Ready for School
- Prepare students to be lifelong learners
- Close the Achievement Gap(s) Among All Groups
- All Students Career- and College-Ready by Graduation
- All Students Graduate

<b>CACR Annual Performance Goal</b>	<b><u>Rating Categories:</u> Met Partially Met Not Met</b>	<b>Performance Analysis</b>	<b>Points Earned</b>
-------------------------------------	--	-----------------------------	----------------------

	FY25 School Rating		
CACR #1	Not Met	<ul style="list-style-type: none"> <li>Data not included/submitted</li> </ul>	
CACR #2	Not Met	<ul style="list-style-type: none"> <li>Close the Achievement Gap(s) Among All Groups</li> </ul> Guild Comment--although not noted in the Annual Report, Goal 6 fulfills this Category.	
CACR #3	Not Met	<ul style="list-style-type: none"> <li><i>All Students Career- and College-Ready by Graduation</i></li> </ul>	

**\*PLEASE NOTE:**

- The school's contract identifies contract goals 4, 5 and 6 as fulfilling CACR (WBWF) requirements; those goals are rated as 'not met.'
- As a K-8 school, SciTech was responsible for including the three CACR goals as noted above.
- The school was instructed to include the CACR goals.
- The annual report was 36 pages long and did not mention CACR, as required by state statute and authorizer contract.

**English Learners Progress (Include data if North Star Progress towards English Language Proficiency is recorded in [MN Report Card](#))**

Per the Minnesota Department of Education Report Card, the statewide EL scores for (1) "Average Progress Toward Target" and (2) "Percentage of EL's Meeting Target" should be identified below. Report this information at the school/all students tested level.

FY25	Statewide	SciTech Academy
Average Progress Toward Target	46.2%	19.8%
Percentage of EL's Meeting Target	46.4%	40.1%
FY24	Statewide	SciTech Academy
Average Progress Toward Target	27.9%	7.9
Percentage of EL's Meeting Target	28.3%	23.1%

## Overall Performance Rating

<b>Rating</b>	<b>Not Met</b>
<b>Points Earned</b>	5
<b>Points Possible</b>	<b>50</b>
<b>Percentage Achieved</b>	<b>10%</b>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>• Although goals 1a and 1b were listed as ‘met’ in the annual report, the school failed to provide the requested data to verify these ratings.</li> <li>• The school has reported on an incorrect/outdated version of Goal #4 for the second consecutive year after it was updated in the Oct. 2024 contract revision.</li> <li>• 1/7 contract goals and 0/3 CACR goals were met.</li> <li>• The school presented goal 5 as ‘met’ and goal 6 as ‘partially met,’ which conflicts with the Guild’s assessment of the same goals.</li> </ul>
<b>Corrective Action</b>	<p><b>Next Steps:</b></p> <ol style="list-style-type: none"> <li>1. Confirm receipt of this Annual Report review.</li> <li>2. Arrange a call with the Guild to discuss how this report affects SciTech’s PIP and current conditional contract.</li> <li>3. Review the next steps section referenced in the Guild’s letter, which was presented to the SciTech board on 11/21/25 and referenced here: <a href="#">PDF 25.11-21 - Guild Letter to SciTech Board</a></li> <li>4. Submit a plan addressing how the SciTech board intends to address the critical issues outlined in the Guild's next steps section from its letter dated November 21, 2025, by the deadline of <b>December 18, 2025</b>. If you require additional time, please notify the Guild staff.</li> <li>5. PIP REMINDER: As noted previously, SciTech did not complete the indicators for Academic, Governance, and Operations performance in its FY2022 renewal application. It was agreed through the Performance Improvement Plan (PIP) that, instead of focusing on meeting the indicators from the previous contract, the school would provide a clear outline of the steps it plans to take to make progress toward each indicator moving forward. Although some Academic Performance indicators have been reported, the Guild has not received any updates from the school on Governance and Operations, which represents a significant gap. Please reference the notes section on page 8 within the following referenced document: <a href="#">PDF SciTech PIP Review - 01-25-24</a></li> </ol>

## FY24 Annual Report: Compliance & Performance Evaluation

Date of Report: January 8, 2025 (  SciTech FY24 Annual Report Review-FINAL)

### Overall Compliance Rating

<b>Rating</b>	<b>Met</b>
<b>Points Earned</b>	10
<b>Points Possible</b>	13
<b>Percentage Achieved</b>	76%
<b>Analysis</b>	<ul style="list-style-type: none"> <li>• The report is visually appealing and easy to navigate.</li> <li>• In many sections, additional information is given to supplement and elaborate on the required information. This helps to highlight the school's various improvement efforts that would not otherwise be evident.</li> <li>• The school received a rating of <b>Partially Met</b> on the indicator for reporting on student attrition and retention.</li> <li>• The school received a rating of <b>Not Met</b> on the indicator for having the annual report posted to the school website.</li> </ul>
<b>Corrective Action</b>	The Annual Report must be submitted by the deadline and include all of the required components.

#### Point Calculator

- Each compliance indicator is worth one (1) point if Met
- Compliance indicators rated Partially Met earn .5 points

#### Compliance Rating Scale

The compliance section of schools' annual reports will be rated as follows:

**Exceeded** = Compliance Indicators met (81-100%)

**Met** = Compliance Indicators met (61-80%)

**Approaching** = Compliance Indicators met (41-60%)

**Emerging** = Compliance Indicators met (21-40%)

**Not Met** = Compliance Indicators met (0-20%)

### Is the school on track to meet its contractual and WBWF performance goals?

The following section provides annual/formative feedback on the school's performance based on the annual report and WBWF reporting data.

Contract Annual Performance Goal	<u>Rating Categories:</u> Met Partially Met Not Met	Performance Analysis	Points Earned
	FY24 School Rating		
Contractual Goal #1a	Met	Academic Growth, Reading, Fastbridge assessment: Students in grades K-8 who are in the 'high risk' category on Fastbridge fall to spring assessment will be reduced by 1.5 percentage points annually. Per the Annual Report the fall data showed 25% of the students were in the High-Risk category; in the spring 23%. This is a decrease of 2 percentage points.	5
Contractual Goal #1b	Met	Academic Growth, Mathematics, Fastbridge assessment: Students in grades K-8 who are in the 'high risk' category on Fastbridge fall to spring assessment will be reduced by 1.5 percentage points annually. Per the Annual Report the fall data showed 18% of the students were in the High-Risk category; in the spring 13%. This is a decrease of 5 percentage points.	5
Contractual Goal #2	Met	Academic Achievement, Reading, Minnesota Comprehensive Assessment (MCA): Students in grades 3-8 will increase their MCA academic achievement rate from the school's 2023 baseline by 2 percentage points annually. According to the MDE Report Card student performance in reading went from 7.2% in FY23 to 9.7% in FY24, an increase of 2.5 percentage points.  <b>Continuous Improvement Note:</b> The school is still significantly behind the state average of 47.8%.	5
Contractual Goal #3	Met	Academic Achievement, Math, Minnesota Comprehensive Assessment: Students in grades 3-8 will increase their MCA academic achievement rate from the school's 2023 baseline by 2 percentage points annually. According to the MDE Report Card student performance in math went from 6.4% in FY23 to 11.9% in FY24, an increase of 5.5 percentage points.  <b>Continuous Improvement Note:</b> Although the school met the goal and increased student performance by 5.5%, the school is significantly behind the state average of 42.8%.	5

<p><b>Contractual Goal #4</b></p>	<p><b>Met</b></p>	<p>Academic Achievement, Science, Minnesota Comprehensive Assessment: Students in grades 3 and 5 will increase their MCA academic achievement rate from the school's 2023 baseline by 3 percentage points annually.</p> <p>The grades were changed in the contract to the grades (Students in grades <del>3 and 5</del> and 8) where students will be assessed.</p> <p>According to the MDE Report Card student performance in science went from 0% in FY23 to 9.5% in FY24.</p> <p><b>Continuous Improvement Note:</b> This goal was corrected in Scitech's 10/17/24 revision to cover students in grades 5 and 8 rather than grades 3 and 5. The annual report reflects the pre-revision version of the goal. Please ensure that future annual reports reflect the current version of this goal.</p>	<p>5</p>
<p><b>Contractual Goal #5</b></p>	<p><b>Not Met</b></p>	<p>WBWF: All third graders can read at grade level. Student Achievement Level, Reading Third grade students will decrease the 'does not meet' and 'partially meets' categories from the FY 2023 baseline by 3% annually.</p> <p>MDE Report Card information for Student Achievement Level shows that the 'does not meet' and 'partially meets' categories did not decrease from FY23 (91.4% for both categories) to FY24 (96% for both categories).</p> <p><b>Continuous Improvement Note:</b> The format presented in the instructions for the Annual Report was not utilized. Therefore, the student decrease from FY23 to FY24 was not clear nor presented in the summary of this goal. The format in the instructions should be utilized in the future. Further, the annual report goal listed FY24 as the baseline, whereas the contract version of the goal lists FY23 as the baseline. Please ensure the contract goals in the annual report match those in the school contract.</p>	<p>0</p>
<p><b>Contractual Goal #6</b></p>	<p><b>Not Met</b></p>	<p>WBWF: All racial and economic achievement gaps between students are closed. Per the MN Report Card, and for all grades measured, English Language proficiency (ELP) will increase annually, closing the gap between SciTech Academy and Statewide performance. SciTech will increase their achievement level by 1.5 percentage points per year.</p> <p>Per the MDE Report Card (FY23) the gap between SciTech (46%) and the State (47.3%) was 1.3%. In FY24 the gap between SciTech (40.1%) and the State (46.4%) was 6.3%. For</p>	<p>0</p>

		this goal the gap widened by five percentage points from FY23 to FY24.	
		<p><b>Continuous Improvement Note:</b> The format presented in the instructions for the Annual Report was not utilized. Therefore, the student decrease from FY23 to FY24 was not clear nor presented in the summary of this goal. The format in the instructions should be utilized in the future.</p>	

**WBWF Goal Areas:**

- X All Children Ready for School
- X All Students in 3rd Grade Achieving Grade-Level Literacy
- X Close the Achievement Gap(s) Among All Groups
- All Students Career- and College-Ready by Graduation
- All Students Graduate

WBWF Annual Performance Goal	<u>Rating Categories:</u> Met Partially Met Not Met	Performance Analysis	Points Earned
	FY24 School Rating		
WBWF #1	<b>Met</b> <i>(Internal data for this goal was not sent to the Guild)</i>	<ul style="list-style-type: none"> <li>● All Children Ready for School</li> </ul> The PR-K goal is to achieve a 5% improvement on performance on pre-K specific assessments, ensure that 60% of students perform at or above benchmark level assessments taken at the beginning of K and achieve a 60% completion rate for K screening within the next academic year. The school rated this goal as “met”.	5
WBWF #2	<b>Not Met</b>	<ul style="list-style-type: none"> <li>● All Students in 3rd Grade Achieving Grade-Level Literacy</li> </ul> This is the same as contract goal #5. Whereas the school noted this as “on track” it is unclear how this goal can be “on track” when it was not met. Therefore, this goal is rated as Not Met as there is no justification provided as to how this goal is “on track”.	0
WBWF #3	<b>Not Met</b>	<ul style="list-style-type: none"> <li>● Close the Achievement Gap(s) Among All Groups</li> </ul>	0

		This is the same as contract goal #6. Whereas the school noted this as “on track” it is unclear how this goal can be “on track” when it was not met. Therefore, this goal is rated as Not Met as there is no justification provided as to how this goal is “on track”.	
--	--	--	--

**Point Calculator**

- Each performance standard is worth 5 points if Met
- Performance standards rated Partially Met earn 2.5 points

**Performance Rating Scale**

The performance section of schools’ annual reports will be rated as follows:

**Exceeded** = Performance against Annual Goal Targets met (81-100%)

**Met** = Performance against Annual Goal Targets met (61-80%)

**Approaching** = Performance against Annual Goal Targets met (41-60%)

**Emerging** = Performance against Annual Goal Targets met (21-40%)

**Not Met** = Performance against Annual Goal Targets met (0-20%)

**Overall Performance Rating**

<b>Rating</b>	<b>Approaching</b>
<b>Points Earned</b>	<b>30</b>
<b>Points Possible</b> <i>*please note will vary by school based on total applicable performance standards</i>	<b>50: 7 Contract goals (Goal 1 has a part a and part b), 3 WBWF goals = 10 total goals.</b>
<b>Percentage Achieved</b>	<b>60%</b>
<b>Analysis</b>	<p>Contract Goals: 5/7 contract goals were met, though the school continues to score significantly below the statewide performance on the measures those goals are based on.</p> <p>The identified format for reporting goals was not utilized, presenting only FY24 performance rather than performance over the term of the contract. Therefore it was difficult to determine what the progress was for the two years of the contract. Further, while the Annual Report instructions indicate the school should identify whether a goal was met or not, the annual report did not include this information and some of what was presented was confusing (particularly for goals 5 and 6). For clarity and continuity the format presented in the Annual Report Instructions will be required in future years.</p>

	WBWF Goals: 2/3
<b>Corrective Action?</b>	The goals must be presented in the required format so that all years of the contract are included. The data presented was not clear given the format used.

**Other Contractual Performance**

<p><b>Does the School Have a Performance Improvement Plan (PIP)?</b>  <input checked="" type="checkbox"/> Yes   <input type="checkbox"/> No</p> <p><b>Did the School Report on its PIP in the Annual Report?</b>  <input type="checkbox"/> Yes   <input checked="" type="checkbox"/> No</p>	<p><b>Performance Analysis</b></p>
<p><b>Academic</b></p>	<p><b>PLEASE NOTE:</b></p> <ul style="list-style-type: none"> <li>• Although PIP reporting is not scored during the Annual Report review, per the Guild’s presentation and the insights shared during the Annual Report Workshop, the MN Guild emphasized that all reports are due by <b>November 1, 2024</b>. This was also noted in the AR instructions and through multiple additional communications (newsletters and email).</li> <li>• While SciTech’s Annual Report was submitted following communication with the school, there were some areas where the instructions were not adhered to, particularly regarding the submission of goals and the summary of the Performance Improvement Plan (PIP) for FY24.</li> <li>• The PIP is a vital component of the Annual Report, its absence is notable, especially given its importance highlighted during both the workshop and in the Annual Report Instructions. We appreciate your attention to these details moving forward.</li> </ul>




**Points are NOT awarded for PIP reporting**

Failure to meet generally accepted standards of fiscal management:

## B. FINANCE

### Summary:

The Guild reviewed the information submitted on January 5, 2026, along with the relevant documentation linked below regarding SciTech's financial obligations:

-  25.12-30 SciTech-Finance Inquiries With Responses
-  FY24 SciTech Audit Report
-  FY25 SciTech Annual Report Review Rubric-FINAL

Currently, this results in a **“not met”** status for both the Annual Report review and the Performance Improvement Plan. This rating represents a substantial barrier to extending SciTech’s current three-year conditional contract, as conditions have not been met. A key component of the Guild’s Methodology, as stipulated in its Approved Authorizing Plan (AAP), utilizes the Annual Report to review and assess progress on contract goals. The following is a synopsis of these annual report reviews for the goals section:

- ❖ FY2024: Overall Rating, *“Approaching”* with a 60% met rating.
- ❖ FY2025: Overall Rating, *“Not Met”* with a 10% rating.

### Guild Analysis & Findings:

- Audit (violation of Minnesota Statutes 2024, section 123B.77, subdivision 3); See the message from the auditor regarding FY24 and FY25 Audits:

robj jttcpa.com

to FinMgt, Joe, me ▾

Wed, Dec 31, 2025, 4:45 PM (22 hours ago) ☆ ↶ ⋮

Hello,

This message is to inform you that we will not be able to issue the audit report for FY25 by the statutory deadline, today, December 31, 2025. This is primarily due to the reason that the predecessor audit report (FY24) is not completed yet as of today. We will need that audit and will need to review opening balances before we can begin the audit. We anticipate that we can have the reports issued by February 28, 2026. If any additional information becomes available, we will be sure to notify you promptly.

- The noted statute “requires reporting entities to submit audited financial data to the commissioner of the Minnesota Department of Education (MDE) and to the Office of the State Auditor (OSA). Minnesota Statutes 2024, section 123B.77, also states the required timelines for the reporting of financial data to the commissioner (MDE). The statutory deadline for the FY 2025 Audited Final Uniform Financial Accounting and Reporting Standards (UFARS) Data Submission and Fiscal Compliance Table Data Submission reporting is November 30, 2025, and Audit Reports are due by December 31, 2025.”
- Findings (that have been repeated over several years). This significant concern because SciTech is in its eighth (8) year of operations and is under a Performance Improvement Plan (PIP). The school was awarded a three-year contract with the ability to move to a five-year contract if the PIP was met.

Per the FY24 Preliminary Audit:

**We have previously audited SciTech Academy's 2023 financial statements, and we expressed an unmodified opinion on those audited financial statements in our report dated February 1, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2023, is consistent, in all material respects, with the audited financial statements from which it has been derived.**

- Three findings were identified in this audit:
  1. Noncompliance with MN Statute - Late submission of audits
  2. Prompt payment of local Government bills. Over 50% of the bills reviewed did not meet the statute requirement of 35 days: 14/22
  3. Uncollateralized deposits 11 of 12 months
- Numbers two and three immediately above were repeat findings from the previous year and not addressed. From FY23, the auditing firm commented that its Corrective action findings were “not implemented.”

Per the July 31, 2025 Budget:

**Administration**

Salaries/Wages	14,133	14,133	467,358	3%
Benefits	2,236	2,236	146,998	2%
Purchased Services	6,603	6,603	266,700	2%
Supplies/Materials	8,454	8,454	75,500	11%
Dues/Memberships	-	-	72,616	0%
<b>Total Administration</b>	<b>31,425</b>	<b>31,425</b>	<b>1,029,172</b>	<b>3%</b>

**General Education**

Salaries/Wages	9,656	9,656	1,011,575	1%
Benefits	1,451	1,451	265,348	1%
Purchased Services	4,244	4,244	21,000	20%
Supplies/Materials	1,285	1,285	98,350	1%
Other Expense	-	-	297	0%
<b>Total General Education</b>	<b>16,636</b>	<b>16,636</b>	<b>1,396,570</b>	<b>1%</b>

Budget Allocation Concerns:

- Total spending on Administration is \$1,029,172, while General Education's budget is \$1,396,570. There should be a larger discrepancy between these two figures.
- Administration's Supplies and Materials nearly equal to those of General Education.
- \$72,616 allocated to Dues/Memberships
- \$834,480 allocated to transportation.
- Special Education has its own budget of 150,000 above the regular transportation.

**Current Rating:**

**Not Met**

Financial Performance Review	
School Name and Number:	SciTech Academy (4261)
Date of Report:	Jan 28, 2026
Minnesota Authorizer Performance Evaluation System (MAPES): Measures Addressed	
5: Performance Outcomes and Standards 6: Ongoing Monitoring and Oversight	7: Charter Contracting, Renewal, and Termination Decisions 11: Authorizer Compliance to Responsibilities in Statute

Overview:			
This Financial Performance Review is part of SciTech Academy's renewal/annual oversight process.			
Indicators	Ratings	Comments	Points Earned
	Met Partially Met Not met NA		
The school has a budget approved by its Board; the budget is being followed or amended, when necessary, based on student enrollment changes or other appropriate reasons	Not Met	<ol style="list-style-type: none"> <li>The school is currently receiving excess funding from MDE. According to the minutes from October 24, 2025, "The budget will be updated in November and December, expected to be around 325 students, but now enrollment is at 312." A revised budget for FY26 has not yet been submitted or made available on Google Classroom.</li> <li>The absence of a valid audit and complete financial statements makes the review incomplete and puts SciTech out of compliance with MN statute for two straight years.</li> </ol>	–
The school finances are appropriately managed as evidenced by the audit and monthly reports	Not Met	<ol style="list-style-type: none"> <li>For the monthly board minutes review, financial reports are often not included with board packets, reflected on the SciTech website, or uploaded to the Guild's Google Classroom Reporting System (GCRS). Overall, reports are not always posted in a timely manner, making it difficult to monitor finances regularly.</li> <li>Per the audit and minutes: Despite knowing that finances are an integral part of the school's health and a concern of its authorizer, the minutes from the Special Meeting on January 9,</li> </ol>	–

		<p>2026, included the following: <i>“The Finance Registry &amp; October Financial report overview was tabled.”</i> This indicates that the board does NOT review the finances on a monthly basis.</p> <p>3. At the same meeting, the minutes stated, <i>“No further discussion was made”</i> regarding the FY24 audit. This is concerning, as there were long-standing findings and an audit that was overdue by 1 year.</p>	
New in legislation: Minn. Stat. 124E.07 Subd 6 (C) “ (c) The board of directors must establish a finance committee that meets regularly and includes at least one member of the school's board.	Not Met	<ol style="list-style-type: none"> <li>1. A desk review was conducted over a 12-month period, focusing on the minutes, notes, and references pertaining to the finance committee. At the time of the review, no information was available from the finance committee.</li> <li>2. Following the authorizer's request for clarification, a brief synopsis of the committee meeting was provided; however, there were no detailed minutes or records of the committee members. Notes from the meeting were limited.</li> <li>3. Law related to finance committees came into effect on July 1, 2025, and committee notes were not included until October 2025.</li> </ol>	--
State finance reports are filed appropriately and on time	Met	The MN Guild has not received any notifications that payments were not made on time.	5
State/federal taxes, pensions, insurance, etc. are paid as required	Met	The MN Guild has not received any notifications that payments were not made on time.	5
The budget includes revenue for anticipated future needs, i.e. a reserve fund	Not Met	<ol style="list-style-type: none"> <li>1. While the school operates within a sufficient budget, concerns persist regarding excessively high transportation costs compared to other schools.</li> <li>2. The administration budget is inordinately high in comparison to funds allocated for general education.</li> <li>3. Questions about why revenue is not being directed toward hiring specialists to support students in critical academic areas such as math, reading, and science, particularly given their notably low performance.</li> </ol>	–
The patterns of expenditures are consistent with the mission, program and goals of the school	Not Met	<ol style="list-style-type: none"> <li>1. A revised MDE ADM has been confirmed; however, it is a concern as to how the enrollment reduction will affect the FY26 budget, given that the school was overpaid for 50% of the year. See information below.</li> <li>2. According to the January 2026 MDE Report, titled ADM_EL_Estimates, 230 out of 315 students were classified as</li> </ol>	--

		<p>“EL/ADM,” representing the Average Daily Membership of eligible students participating in the English Language Learners (ELL) program within the district. A list of staff provided by the school to the Guild on January 16, 2026, identified two teachers working with EL students: one is licensed in 5-12 Communication Arts/Literature (referred to in the SciTech report as the Academic Improvement ESL/ELL teacher), while the other holds a K-12 certification in English Language Learners. Given the enrollment numbers for EL students, having only one K-12 certified EL teacher is insufficient.</p> <ol style="list-style-type: none"> <li>3. The staffing report included one World Language teacher for Somali and one for Arabic. Along with another educator licensed as a Short Call Substitute (who is not a World Language Teacher), these instructors do not adequately address the EL needs of the school.</li> <li>4. SciTech Academy promotes itself on its website as a “<i>STEM Based Learning</i>” institution. However, the current staffing does not support this designation. The staff list included only a Middle School (5-8) Science teacher and a 5-8 Technology teacher, with no other STEM personnel referenced. Moreover, the MCA performance in math and science remains significantly below expectations.</li> </ol>	
The school audit contains no material findings	<b>Not Met</b>	<p>The audit was not met due to the following:</p> <ol style="list-style-type: none"> <li>1. The FY2024 audit was not completed until January of 2026,</li> <li>2. The 2025 audit has not been completed as of January 21, 2026,</li> <li>3. The FY2024 audit did not have any material findings; however, there were long-standing findings that have not been resolved. The report issued with this financial rubric contains specific recommendations that have not been implemented.</li> </ol>	--
Additional comments.		<p>Per the audit: On January 6, 2026 the MN Guild received the following notification from SciTech Academy, “<i>We received the FY24 Audit yesterday, and I have attached it for your reference. Additionally, this report has been submitted to the new audit firm that is working on the FY25 report. We expect to receive a timeline and release date for the FY25 Audit report soon, as the firm is already actively working on it and anticipates finalizing it shortly.</i>”</p>	
<b>Point Calculator</b>	<b>Rating Scale</b>		





<ul style="list-style-type: none"> <li>• Each performance indicator is worth 5 points if Met</li> <li>• Performance indicators rated Partially Met earn 2.5 points</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Exceeded</b> = Performance Indicators met (81-100%)</li> <li>• <b>Met</b> = Performance Indicators met (61-80%)</li> <li>• <b>Approaching</b> = Performance Indicators met (41-60%)</li> <li>• <b>Emerging</b> = Performance Indicators met (21-40%)</li> <li>• <b>Not Met</b> = Performance Indicators met (0-20%)</li> </ul>
Overall Performance Rating	
<b>Rating</b>	<b>Not Met</b>
<b>Points Earned</b>	<b>10</b>
<b>Points Possible</b>	<b>40</b>
<b>Percentage Achieved</b>	<b>20%</b>
<b>Analysis</b>	<ul style="list-style-type: none"> <li>• 2 indicators were met out of 8 possible</li> <li>• The school received a rating of <b>Not Met</b></li> </ul>



## C. Governance/Operations

### Summary:

Key documents referenced in this section:

- A.  23.03-17 SciTech Renewal Evaluation Report.docx.pdf
- B.  23.09-13 Follow-up to meeting on August 31, 2023
- C.  24.01-25 Scitech PIP.docx (1).pdf
- D.  25.11-21 - Guild Presentation to SciTech Board.docx

The referenced timeline found in Document D above was initially proposed by the Guild in a letter and during a presentation to the SciTech board on November 21, 2025. SciTech responded on December 18, 2025, requesting an extension of the deadline to January 15, 2026, which was accepted. The Guild is always willing to grant additional time, but it's important to clarify that, throughout this process, since 2023, the Guild has not requested any new information. Instead, it has requested existing information regarding SciTech's programs and responsibilities as specified by statute.

The documentation received from SciTech on November 12, 2025, has been reviewed and does not clearly address the PIP indicators. The performance improvement plan consisted of two distinct parts:

1. Contract goals
2. Governance/Operations and Finance Indicators

### Guild Analysis & Findings:

1. Updates and information regarding the Contract goals have been provided to the Guild. However, the Governance/Operations and Finance indicators have not fulfilled the requirements specified in the Performance Improvement Plan (PIP). This observation has been reflected in the feedback contained within SciTech's FY24 and FY25 MN Guild Annual Report ratings rubrics. SciTech's document, titled "SciTech's Contract Performance Improvement Plan (PIP)," and the "SciTech Academy 2025 Performance and Progress Report.pdf" both contained limited compliance information. However, it is important to note that an entire section of the original PIP has not yet been addressed and is absent from both documents referenced above.
2. This highlights a persistent issue since the renewal process. During the renewal process, SciTech did not address the majority of the indicators specified in the Guild's approved renewal application. The information requested, to be submitted by December 31, 2023, was meant to provide the Guild with insights throughout the previous contract period. This information was essential for evaluating the success of the previous contract and for establishing the terms of the current contract. Compliance with the current Performance Improvement Plan (PIP) is necessary for the Guild to approve the final two years of this five-year contract.

3. A further summary of key communications concerning compliance history: During a visit to SciTech on August 31, 2023, as confirmed in link B above, the Guild Executive Director, Guild Education Specialist, SciTech Board Chair, and SciTech Executive Director collectively determined that it would be more constructive to identify each 'not met' indicator and outline how these issues will be addressed by the board and school moving forward, rather than focusing on past compliance with the indicators. Although the school submitted information, it did not meet the requirements outlined in the Performance Improvement Plan (PIP). The indicators comprise a compilation of state laws, contractual obligations, and MN Guild requirements essential for compliance and for the components of a high-quality charter school. This information has also been communicated in link C, starting on page 8: Performance Improvement Elements and related notes, as well as in link D.
4. As outlined in link A above, the report includes the ratings for each indicator, along with an explanation of what is necessary to achieve a 'met' rating. For context, within the same document, 22 out of 27 indicators were assigned a "not met" rating. You can find the specific indicators detailed on pages 20-39.
5. As noted above the SciTech communication dated December 18, 2025, a request for additional time to address the MN Guilds' requirements was requested, specifically regarding item #5 of the PIP. Accompanying this request was a document that included the SciTech comment, *"Each indicator seems to have the correct data as of today, December 18, 2025."* However, as explained above, the indicators have not been met as outlined in the PIP.

**Current Rating:**

**Not Met**

MINNESOTA GUILD