



Learning Center



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The Northland Pines Montessori Learning Center (NPMLC) opened its doors in the fall of 2015 and recently successfully completed its eighth school year. The NPMLC is a public charter school that is part of the Northland Pines School District. NPMLC was created by a committee of parents, community members, teachers and administrators. It was created after the success of SOAR Middle School and in hopes to provide elementary students an alternative learning approach that may fit some students better than the traditional model does.

NPMLC approach to education is rooted in Montessori methodology, which was developed by Dr. Maria Montessori, an Italian physician and educator. It is characterized by an emphasis on independence, freedom within limits, and respect for a child's natural psychological, physical and social development. The Montessori approach to learning has been time tested, with over 100 years of success in diverse cultures throughout the world. Montessori students learn to be critical thinkers, work collaboratively, and take ownership of their learning. Students are placed in a multiage learning environment in which students have the opportunity to learn from mentors and become leaders. The hands-on approach to learning emphasizes teaching students concrete concepts before moving onto abstract ideas and often engages students in their learning through play. The learning is very individualized to each child's unique needs. This annual report is an attempt to share what the year at NPMLC was like. If you have any questions or comments about this report or NPMLC please feel free to contact Tony Duffek, NPMLC Principal, at tduffek@npsd.k12.wi.us or 715-542-3632. The best way to learn more about NPMLC is to come and visit, we welcome you all!



Northland Pines Montessori Learning Center Mission ...To support the whole child socially, emotionally, physically and intellectually through the use of Montessori methodology.

Values of Northland Pines Montessori Learning Center:

- Recognize and celebrate the unique gifts of students through personalized learning.
- Create a prepared environment that encourages responsibility to self and others.
- Promote student, family and community engagement.
- Foster citizenship skills through environmental education and organized community learning experiences.



Enrollment

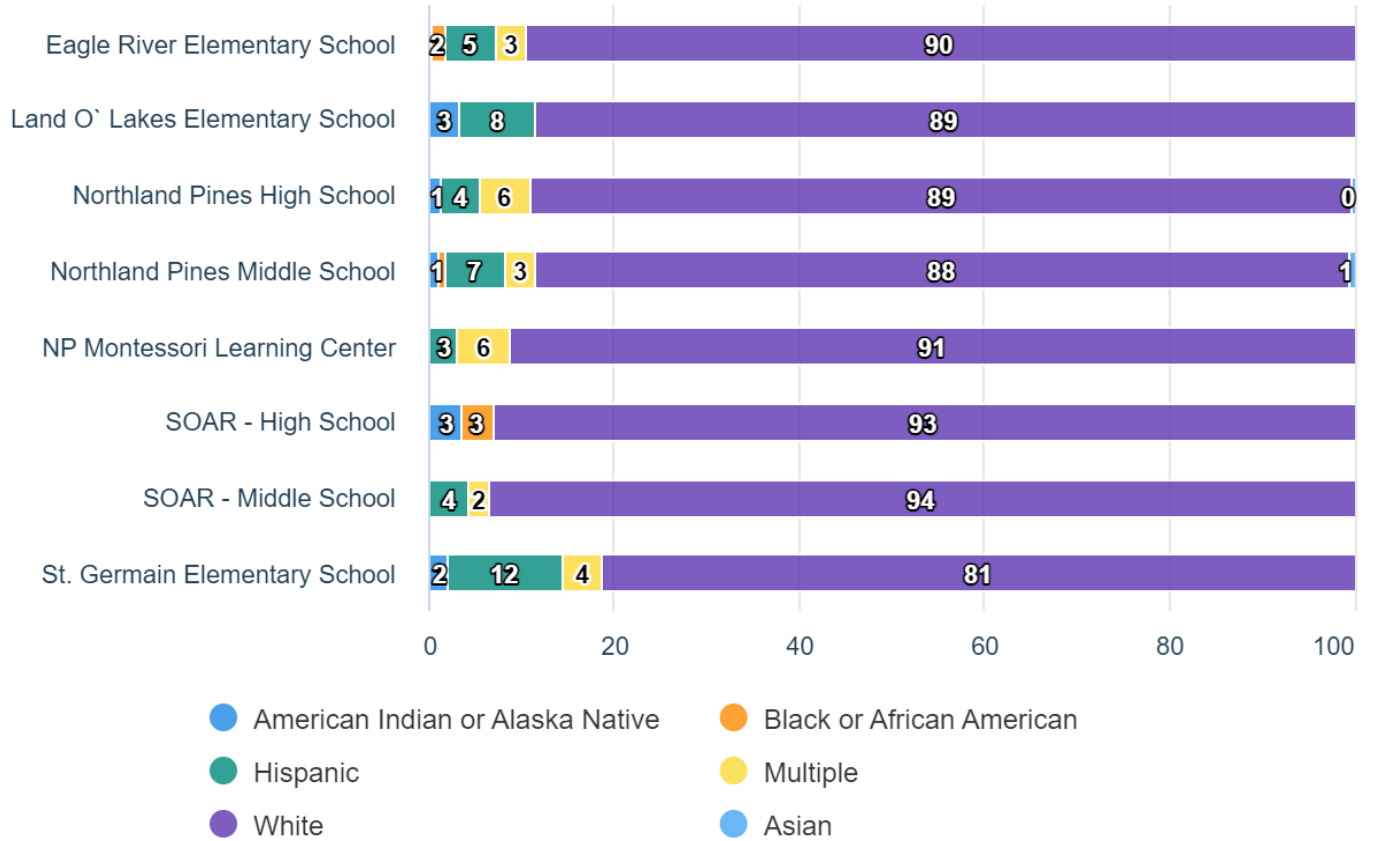
NPMLC opened in the fall of 2015 with 48 students in grades 4K, 5K, 1st, 2nd and 3rd. For the 2016-17 School year it expanded to another classroom, added 4th grade and NPMLC continued to grow enrollment until it reached the capacity of 72 students. At the time of this publication, NPMLC is expecting to open in the fall of 2023 with 72 students and be at capacity again. Aside from being at capacity we have a waiting list that continues to grow. Currently NPMLC has an established waiting list for most grade levels, totaling 24 students. Most of the students on the waiting list are for 4K. The chart below indicates the amount of students in each grade level and how many males vs. females are in each classroom. We had some families that moved out of the district midyear and that is why we are not at 12 at each grade level but we anticipate being at 12 for each grade level going into this next school year.

Grade	Number of students	Females	Males
4K	11	7	4
5K	12	6	6
1	11	5	6
2	12	4	8
3	12	6	6
4	11	6	5
TOTAL	69	34	35

Racial Diversity

Although NPMLC has a diverse population it does not have a great deal of diversity when it comes to race and ethnicity. NPMLC racial diversity is similar to what the rest of the NPSD schools have, as you can see in the chart on the next page. Even though there is not a great deal of racial diversity there is a diverse group of learners. We have advanced learners, students with disabilities, students from homes of low socioeconomic status and struggling learners just like any school does, and they all are successful in the Montessori setting. Below are a few graphs that portray the diversity in Northland Pines Montessori Learning Center compared to the Northland Pines School District.

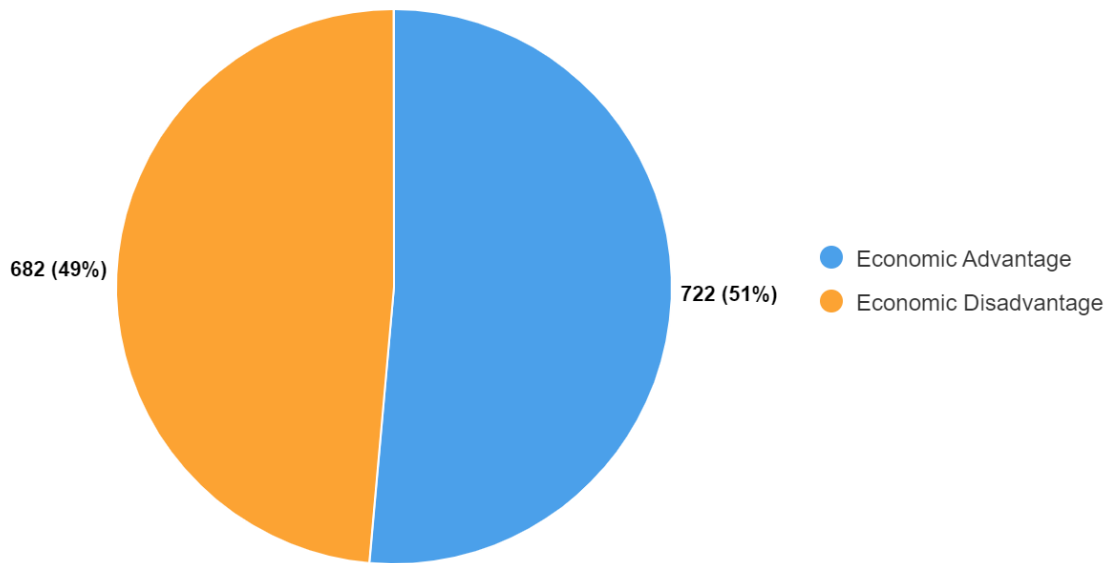
Northland Pines School District Ethnicity Percentage By Building



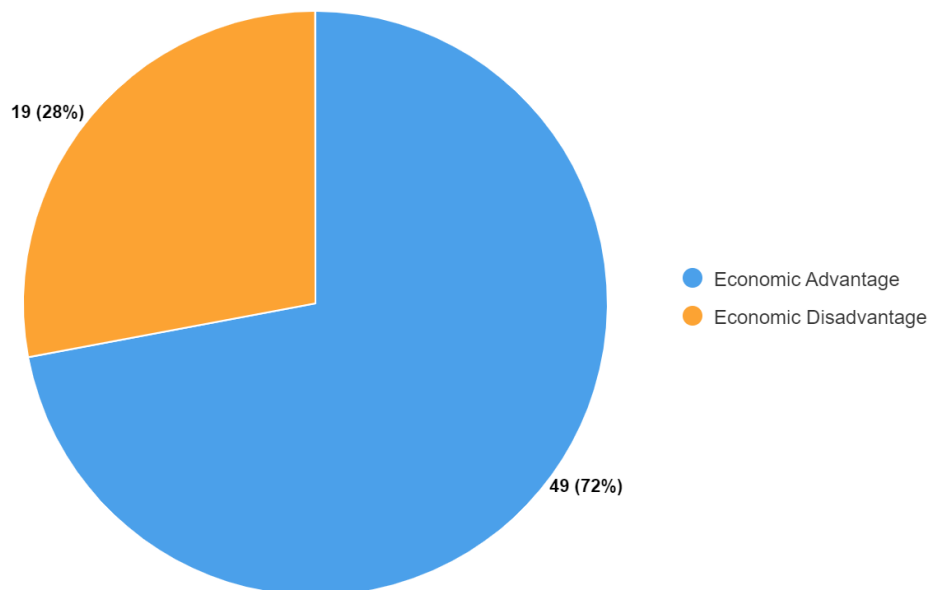
Socioeconomic Status

The charts on the next page show the enrollment percentages of students identified as economically advantaged versus students that are economically disadvantaged. NPMLC does not have as many students that are economically disadvantaged, but data indicates that NPMLC does not have much of an achievement gap between economically disadvantaged versus economically advantaged students.

Northland Pines School District Socioeconomic Status



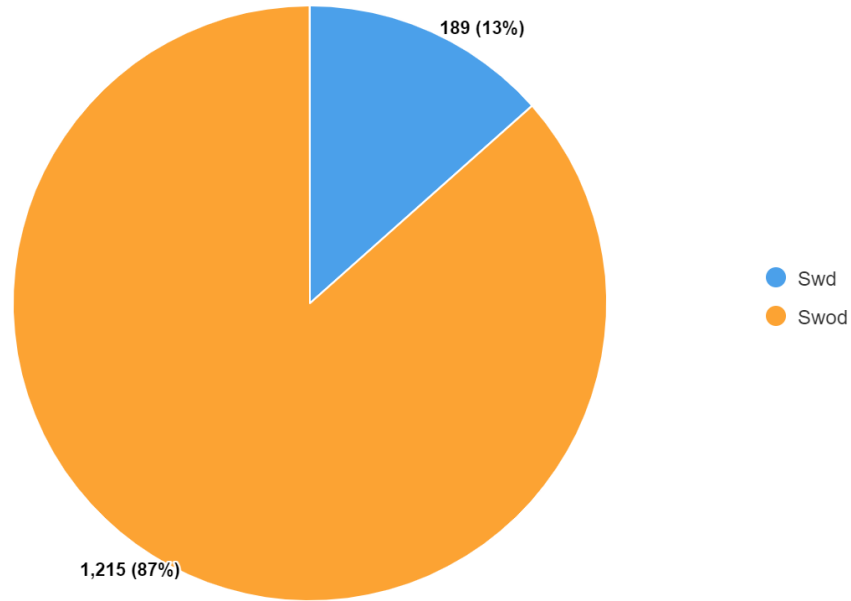
Northland Pines Montessori Learning Center Socioeconomic Status



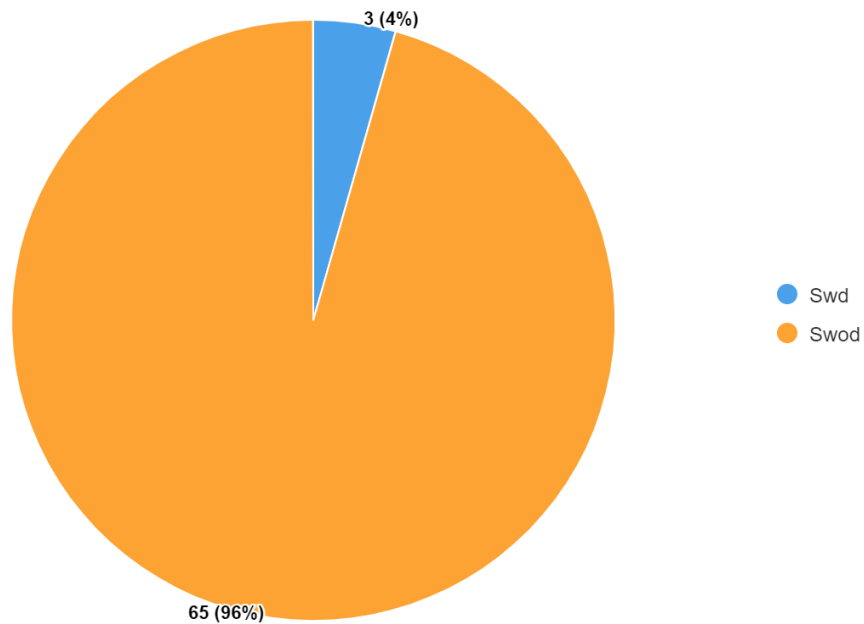
Students With Disabilities Demographics

The charts below show the enrollment percentages of students identified with a disability versus students that are not identified as having a disability. NPMLC does not have as many students identified with disabilities as NPSD or the state average.

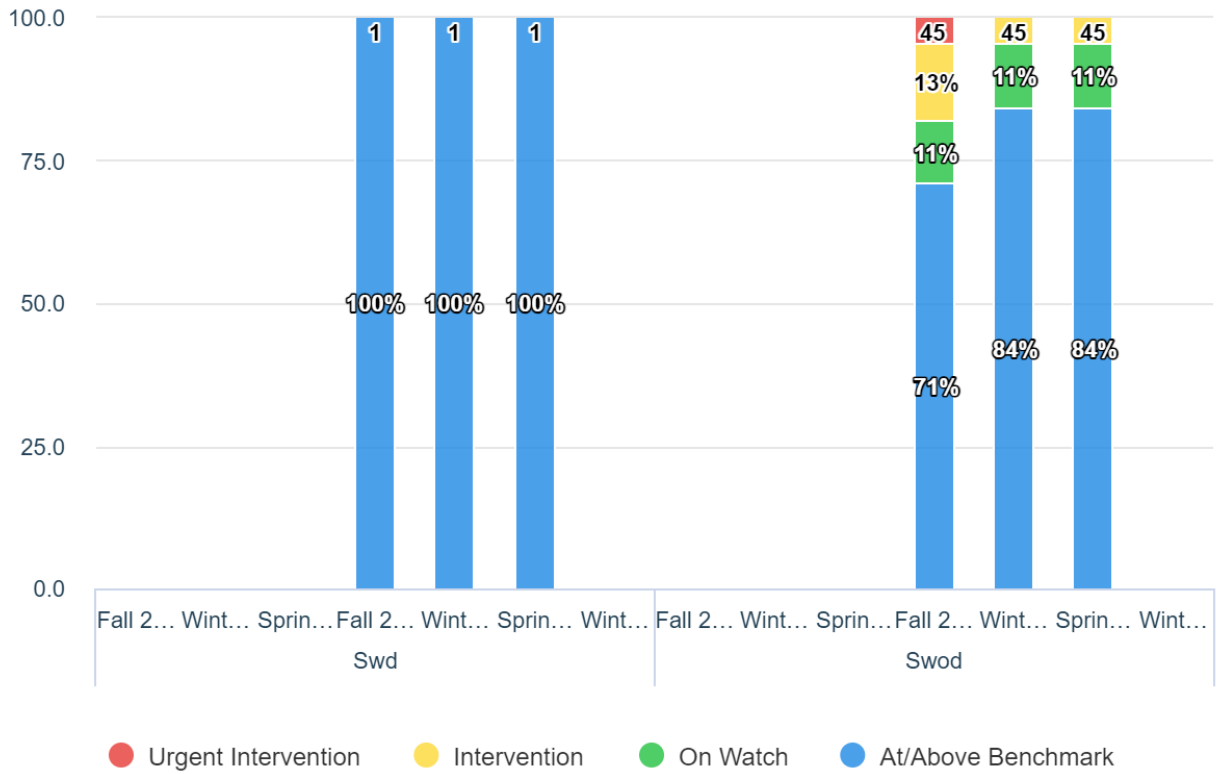
Northland Pines School District Students With and Without Disabilities



Northland Pines Montessori Learning Center Students With and Without Disabilities

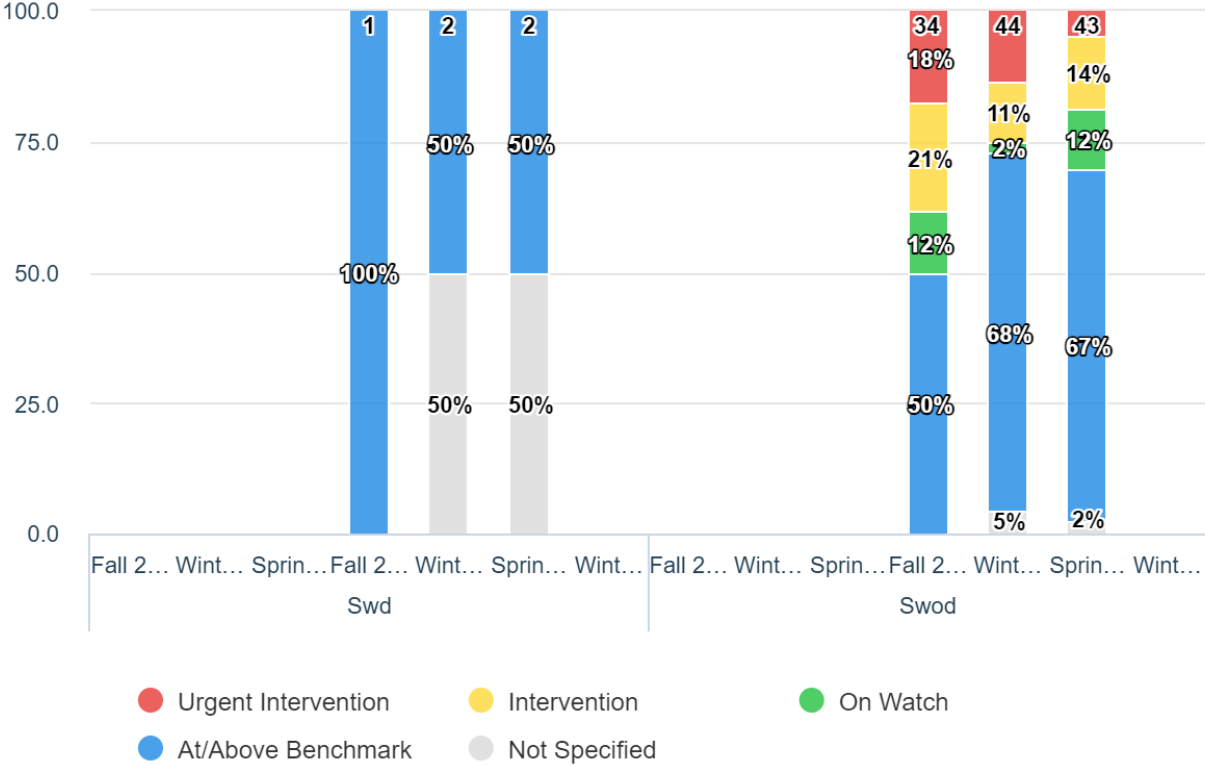


Students with Disabilities Versus Students Without Disabilities STAR Math Scores



Students with Disabilities Versus Students Without Disabilities STAR

Literacy Scores



Demographic Conclusion

As you can see from the charts above, Northland Pines Montessori Learning Center is not as diverse as the rest of the district when it comes to the amount of students that are from lower socioeconomic status and for students with disabilities. Although, you can see that students with disabilities actually outperform students without disabilities. When looking at data of students that are from low socioeconomic status compared to those that are not from low income families there is also not a great difference between the two groups. The same is true when looking at different ethnicities. This information indicates that NPMLC is not very diverse but NPMLC does not have the achievement gaps that the state of Wisconsin has when it comes to academically disadvantaged students.

Student Achievement

Charter Schools are accountable for student learning and often have more levels of accountability than traditional schools. Charter Schools have to take part in state assessments such as the Forward Exam. They also have to take part in a universal assessment to track student progress. NPMLC has chosen STAR as the universal assessment to track student progress in basic math and literacy skills. NPMLC sets annual goals with the use of STAR and other data and uses a dashboard to report on these goals to the Northland Pines School District Charter School Governance Board and Northland Pines School District School Board. Below is the dashboard of goals, action steps and results for the 2022-2023 school year.

<i>Mission: To support the whole child socially, emotionally, physically, and intellectually through the use of Montessori pedagogy.</i>			
<i>Goal</i>	<i>Baseline Data</i>	<i>Action Plan</i>	<i>End of Year</i>
NPMLC will use the ELA unit plans, best instructional practices and PLCs to enhance student learning for all students in the area of ELA. By the end of the year 75% of our students will be proficient or advanced in the reading and STAR literacy assessment based on national norms.	Reading: Green - 44% Blue - 6% Yellow - 22% Red - 28% Early Literacy: Green - 69% Blue - 15% Yellow - 12% Red - 4 %	- Use of new Collaborative Team Agendas to enhance teacher collaboration. - Use of EBLI in 3rd and 4th grade. - Use of small group instruction. - Use STAR to foster more data collection and analysis. - Upgraded Superkids curriculum utilized in E1 classroom.	Reading: Green - 66% Blue - 14% Yellow - 17% Red - 3% Early Literacy: Green - 91% Blue - 0% Yellow - 9% Red - 0 %
NPMLC will enhance student learning for all students in the area of mathematics. By the end of the year 80% of our students will be proficient or advanced in the STAR Mathematics assessment based on national norms.	Math: Green - 67% Blue - 10% Yellow - 16% Red - 7%	- Continue utilizing new scope and sequence and grade level presentations for mathematics.	Math: Green - 83% Blue - 13% Yellow - 4% Red - 0%
NPMLC will enhance Responsive Classroom Practices to create a positive classroom culture, effective classroom management and engaging academics. In an end of year staff survey 100% staff will indicate that they improved their use of Responsive Classroom practices which resulted in		- Staff collaborate to create an updated list of "have to do" Responsive Classroom practices. - Collaboration around RC practices at staff meetings. - Implement Responsive Classroom professional development opportunities during staff meetings. - Piloting Fly Five in E1 and	- We updated our "have to do" list with Responsive Classroom and it is evident that we are implementing better and better each year. - We spent a handful of staff meetings focusing on Responsive Classroom practices. - We piloted Fly Five but

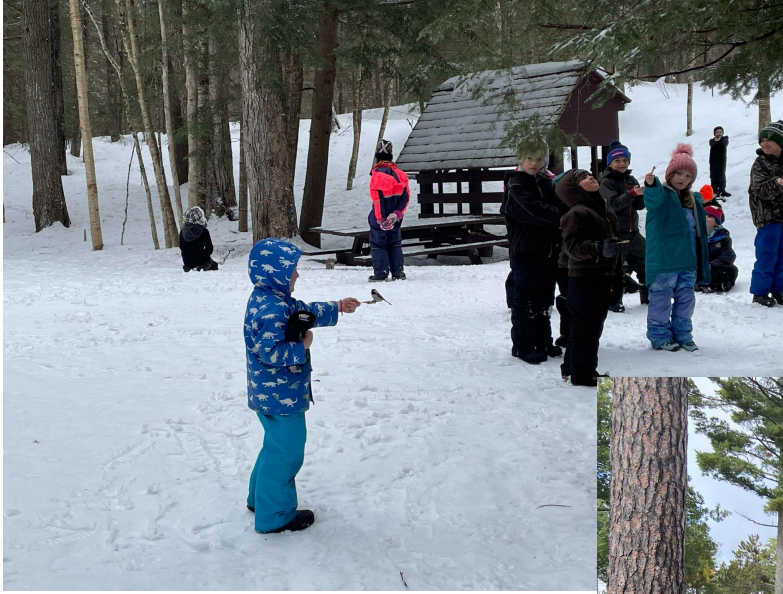
students academic success.		E2. Fly Five is a social and emotional skills curriculum created by Responsive Classroom.	determined that it is not the best fit for NPMLC classrooms. It simply takes too much time and resources and we are already doing a lot with SEL -100% of staff that completed the end of year survey indicated that they improved their use of Responsive Classroom practices which resulted in students' academic success.
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Community and Outdoor Education

Teaching citizenship and environmental education are key ingredients of Montessori education. Students’ education is not limited by the four walls of the classroom, but their classroom extends into the outdoors and community as well. At NPMLC we have always valued environmental education and bringing students into the outdoors and bringing the outdoors into the classroom. The outdoor learning we implemented is something that we will continue to do and build upon in the future. We have begun a scope and sequence of outdoor learning that will tie standards to outdoor learning activities in our outdoor classrooms. We will continue to work on this going into the next school year. The purpose of this is to make our outdoor learning more purposeful and to help us use our outdoor learning resources more frequently and strategically. We look forward to building onto this in the future. Below are just a few pictures of some of the environmental education that took place this year.

To the right students are planting vegetables in our garden beds.





To the left students are at Anvil Lake Trail learning about bird adaptations and feeding wild birds. Below a class spent a day learning at the school forest.



To the left students are hammering in organic fertilizers to help our apple trees grow.



To the right students are on a field to Grandpa's Farm. NPMLC took field trips to Wildwood Zoo, State Parks, Discovery Center, and more.



Solar Panels

During the 2022-2023 school year solar photovoltaic (PV) and a battery energy storage system (BESS) were installed on the campus of Northland Pines Montessori Learning Center/St. Germain Elementary School. These solar panels are some of the first in the state of their kind used with a school. They are slanted at 45 degree angles to help snow runoff during the winter and they collect solar energy from the back of the panels allowing them to gather energy from solar reflection off of the snow as well. Batteries are also stored on campus so excess energy produced by the solar panels can be stored for future use. This innovative solar system will help save the district money so more funds can be used for learning rather than energy costs. They also provide a great learning resource for students so they can learn about solar energy. To the right is a picture of students during the ribbon cutting ceremony.



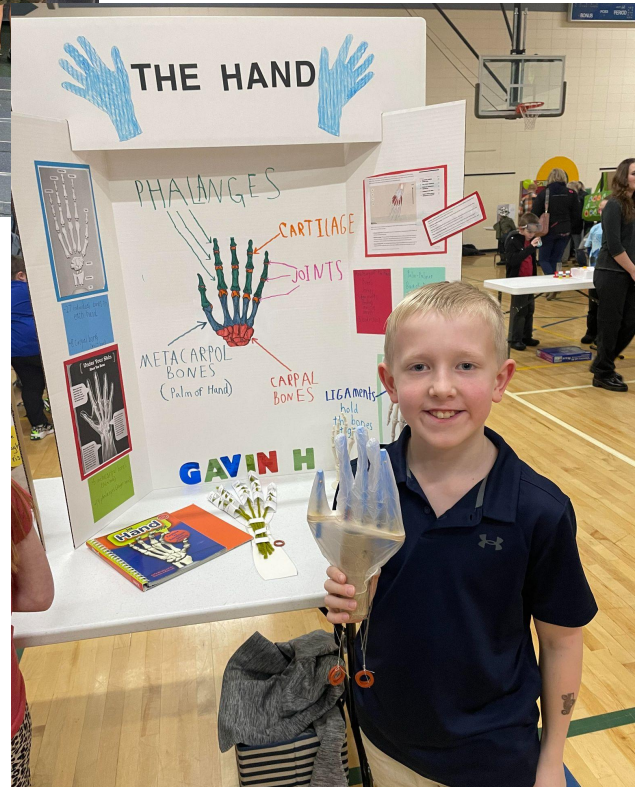
Family Engagement

The 2022-2023 school year is the first year since the pandemic that NPMLC was able to bring back family events. It was great to have more families in the building, more engagement with families supporting education and simply bringing people together. Bringing family events back after not being able to for a few years allowed NPMLC to reinvent some new traditions as well. NPMLC joined the St. Germain PTO which has allowed for more collaboration and coordination between the two schools. For example, NPMLC joined St. Germain in the Reading Heroes program. A program to get students motivated to read by partnering with the Plum Lake Fire Department and Vilas County Sheriff's Department. The schools also started a Virtues Breakfast Program which celebrates students' Virtues once a month with a family breakfast and awards ceremony. The schools also started a combined Pines Pride Assembly at the end of each trimester. Aside from these new traditions, NPMLC was able to bring back other family events such as family hikes, Montessori Peace Night, Reading Night, the Science Fair, Family Friendship Night, Movie Night, Breakfast and Scrams and more. Having more family events has helped boost morale, a sense of community, collaboration and support for the school. Below are some pictures of some of this year's family events.



To the left are the May Virtues Award Recipients. Once a month students were recognized with a family breakfast and award ceremony to celebrate students Virtues.

To the right a student is presenting his science project for the Science Fair. Other school sponsored family events consisted of Reading Night, Montessori Peace Night, Movie Night and more.



NPMLC partnered with the PTO to put on the Reading Heroes Program, Son +1 Night, Mother +1 Night, the Family Friendship Night and more.



Financials

NPMLC was one of six schools in Wisconsin that was granted a Wisconsin DPI Charter School Planning Grant in the Fall of 2014 in the amount of \$150,000. The vision and plan of NPMLC would not have been achieved without these funds. These funds were essential as they were used to pay for all of the Montessori materials, furniture and supplies which cost about \$30,000 for each room. The other major expense the grant funds were used for was to pay for professional development for the NPMLC teachers. Each teacher was required to become Montessori trained and all of them attended courses to receive their Montessori Certification.

NPMLC receives an annual building budget for supplies, professional development and maintenance as deemed necessary. Sharing the building and resources of St. Germain Elementary School makes the charter school sustainable and fiscally responsible. The NPSD Board of Education has been supportive and provided the resources necessary to make the school successful. Even though NPMLC was successful and had been financially sustainable, a grant opportunity arose in the spring of 2018. The State of Wisconsin Received 95 million dollars to support and expand charter schools, therefore, we pursued this grant opportunity.

In June of 2018 NPMLC received notification that it would receive a grant in the amount of \$307,306. NPMLC received half the grant funds during the 2018-19 school year and the other half during the 2019-20 school year. These funds were not to be used for basic operational costs such as salaries of staff. Instead, these funds were used to purchase materials and technology for the classrooms, used to improve outdoor classroom spaces, enhance the current curriculum, and provide funding for staff professional development.

In addition to the charter school implementation grant funds NPMLC has also been recognized as a model Mentor School and has received \$10,000 each year for three years starting in 2019. These funds were used to pay teachers for their time in supporting other charter schools, paid for site visits for charter schools to come to our school and we use some funds for student activities such as field trips, school events, family events and other activities that we would otherwise have to fundraise for. These mentor grant funds have allowed NPMLC to take part in a variety of great educational field trips and activities without having to fundraise. The mentor grant funds no longer exist so NPMLC will need to begin more fundraising to support field trips and other special student activities. NPMLC has now joined the St. Germain PTO and they collaborate in fundraising which will be beneficial.

Without the grant funds we would not have been able to open NPMLC. Without the support of the Charter School Governance board, the district and the Northland Pines School Board we would not be able to sustain the financial health that we have now. The finances we have are setting up NPMLC to be sustainable and to provide high quality Montessori methodology and amazing educational opportunities.

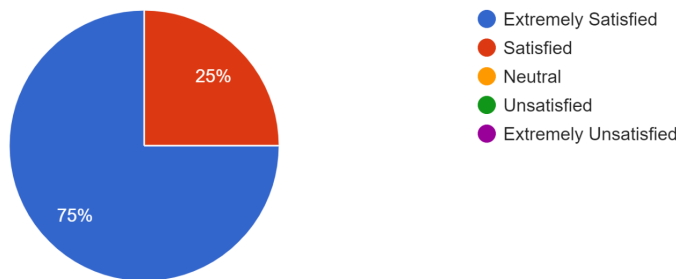
Parent Survey

Every year NPMLC sends home an anonymous electronic survey to check for parent satisfaction, see what we are doing well and to gain insights on what we can do to get better. Typically we use a simple Google Form. This year the NPSD used School Perceptions to do a survey district wide and we extracted the data on what NPMLC parents indicated on that survey so that is what we used this year. Additionally we did our annual Google Form Survey. There were some positives from the survey and like always things we can learn from. Below are some data charts showing the results. These graphs show that parents and students are satisfied with NPMLC. The School Perceptions survey showed that NPMLC scored in the 85 percentile when it came to the question “How likely would you be to recommend our school to a friend or family member?” NPMLC had the highest rating in the district. This data indicates that overall families and students are satisfied with the school but there are areas for improvement as well.

There were many positive comments about staff, the school, and how warm, nurturing and caring the school is. The survey also asked what we can do to improve. The most common area that was suggested for improvements is providing parents more updates on how their children are progressing academically. We will add a parent-teacher conference in the spring next school year and we will seek other ways to help keep parents informed.

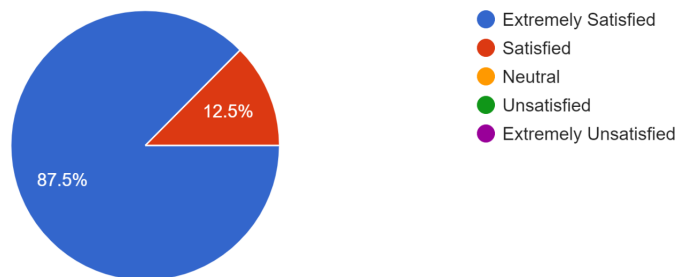
What is your level of satisfaction with NPMLC?

16 responses



How satisfied is your child with NPMLC?

16 responses



2022-2023 School Year Summary

The 2022-2023 School year was a successful school year and a breath of fresh air as it seemed to be back to reality after the impacts of COVID. Students showed great growth this year. This is due to the teachers spending the past several years modifying and improving curriculum and programming for students. Their hard work, dedication and care is what has brought the school such success. It also helped that we were able to keep students in school more frequently and get parents more involved in their children's education. This is the first school year we did not have to keep students home for extended periods of time due to COVID and the first year we were able to have families back into the building for family events, volunteering, and to partner in person in their child's education. Parents seemed happier, students seemed more connected and best of all we are seeing student learning increase. This is needed because the years of COVID did have a negative impact on student learning but we are finding ways to turn this around.

Thanks to great teachers, a supportive St. Germain Elementary School and community, a dedicated Charter School Board, and a supportive NPSD School Board, NPMLC has been able to not only develop but thrive in its eight years of existence. We have a lot to celebrate, however NPMLC will always have work to do and seek ways to improve.

Below is our district mission statement and the core values that St. Germain Elementary and Northland Pines Montessori Learning Center staff identified and created.

The Northland Pines community guarantees rigor, relevance, and relationships to prepare all learners for life.

RELATIONSHIPS	HIGH EXPECTATIONS	ATTITUDE	COLLABORATION	INNOVATION
We will cultivate relationships by creating a positive atmosphere through connections that are meaningful, compassionate and develop a genuine understanding of ALL.	We are dedicated to rigorous yet achievable goals to ensure ALL students and staff reach their full potential.	We will maintain a positive outlook by encouraging continuous improvement to achieve our greatest potential.	We will work as a professional learning community to support our students, staff, and families to ensure continuous improvement.	We will be flexible and creative as we provide rigorous, engaging and relevant experiences that meet the changing needs of ALL learners.

ALL staff BELIEVE in ALL students