





Our Mission

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

Our Vision

Northstar empowers students to value their diverse abilities, chart a successful course for their lives, and create their own futures.

We cultivate communities where people of all abilities thrive.



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As I reflect on Northstar's 2023 – 24 school year, I am proud of the many accomplishments and milestones we have reached together. We officially broke ground on our gym and community center in the Winter, and by the time the students left for Summer we were thrilled to see the first signs of vertical construction. We welcomed our school's first full-time counselor to our staff, strengthening our commitment to student well-being. Perhaps most heartwarming was seeing a student graduate who had been with Northstar since kindergarten—a testament to our dedication and support.

Students embraced this year's school theme and illuminated our halls, demonstrating their academic and social achievements. Every senior graduated, with 50% enrolled in post-secondary education programs, 38% entered the workforce and 6% took on the challenge of both joining the workforce and enrolling in a post-secondary education program. Students from all grades gained significant improvement in social skills, with 67% of students meeting their IEP/IAP social goals, and 80% demonstrating overall growth in social skills. At our Career Center, all graduates exited with a plan in place; 44% decided to continue their education while 48% entered the workforce. A total of 85 industry credentials were earned. All students demonstrated significant growth in their employability skills and 86% increased their level of workplace independence.

As 2024-2025 marks my final year as Head of School, I take great comfort and pride in knowing that Northstar Academy and Career Center is well-positioned for continued success. I have complete confidence that our next Head of School will embrace our students and the Northstar Family as a whole while continuing to lay a strong foundation for Northstar's future. Thank you for all of your continued support and dedication to Northstar; it truly makes a difference in the lives of our students.

With deep gratitude,

A handwritten signature in blue ink that reads "Crystal Trent". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Crystal Trent
Head of School

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Darian Plumb

Kira Rhorer

David Rosko

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Hailey Shinault

Mario Thornton

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Northstar Spirit

Ever wondered how Northstar chooses the drawing on our annual T-shirts? Every design begins as a work of student art! After the year's school theme is decided, our art teacher, Mrs. Rhorer, has students interpret the theme into an art project.

Students sketch their designs in art class, then staff cast votes for their favorites. The selection for 2023-2024, representing our school theme "Illumination," includes depictions of all things that glow or shine, such as candles, fireflies, light bulbs, and more. "I like the contest because it is inclusive of all voices," said P.E. teacher Ms. Pigg, "Everyone who wants to submit art gets the chance to do so."

Student designs are hung up for several days for everyone to admire and vote on. "It's difficult to choose just one," said School Counselor Mrs. Hughes, "because there are so many great options!" The winning design is printed on the back of T-shirts. On the day of distribution the winner is announced and every Northstar student and staff member receive a shirt, just in time for Homecoming. The t-shirts are a great way to emphasize our school's community spirit, and start the year off with fun and friendly competition.

Northstar Academy Outcomes

Social Skills Outcomes

80% Percentage of students who demonstrated an increase in overall social skills.

Overall Academic Outcomes

Math

49% of students gained up to one grade levels

13% of students gained up to three grade levels

Reading

65% of students gained up to one grade level

15% of students gained up to three grade level

100% of seniors graduate

38%

entered the work force

6%

both entered the work force and enrolled in post-secondary education program

50%

enrolled in post-secondary education programs

Specialized Small Group Reading Instruction

100% of students demonstrated improvement in the area of reading

67% of students gained up to one grade level in **comprehension**

31% gained up to three grade levels

52% gained up to two grade levels

84% gained up to one grade level in **reading accuracy**

63% showed improvement in overall **reading rate**

92% of students demonstrated growth in **reading fluency**





SENIOR ESSAY

Northstar seniors work all year to advance their writing skills. As graduation approaches, their hard work culminates with their senior essay at Baccalaureate, where they reflect on their time at Northstar and the moments that have helped them reach graduation.

“Learning has always been a challenge for me because... [I] have had trouble with focus and concentration, not to mention how I can easily forget things I’ve just learned. I remember times where I felt like I would struggle on a test or quiz because I was worried about having to get a perfect grade to be a super student.

I first started at Northstar back in January of 2020 when I was only 14 years old and enrolling in 8th grade. It was chosen to be my new learning environment because it was a place where I could be accepted for the kind of person I was, which is someone who is creative and smart even though he has difficulty with concentration. ***Northstar has always been one of those environments where the people there will make you feel welcome and are always there to help you along the way no matter the disability you have.*** Northstar was also a good fit for me because the classes are small and don’t have too many students, unlike some schools which can have about 30 students in a single class. Everyone who works at Northstar has always been so nice and supportive of me throughout my journey here, whether it was teachers or case managers who lent a helping hand along the way. Northstar has always been a safe and loving environment and I feel that it’s right where I belong.



I have many people to thank. First of all, I want to thank my family, especially my mother and father who have helped me get started here and have been there for me throughout my Northstar journey. ***There have been so many people at Northstar who have helped me here, and I have appreciated all of them.*** I

want to thank Mr. Latham who I've had since 9th grade, Mr. Rosko who I've admired for his intelligence and sense of humor, Mr. Bradner, who I've loved because he has always been so eccentric. Mrs. Gerhard, whose health class

was the first Northstar class I ever had. I also appreciate Mrs. Shaheen who has been a blessing to me. I'm also thankful for my case manager, Mrs. Clelland, who's the number one person I would always turn to when things seemed complicated. I'm grateful for the assistance of Mrs. Ramsey and Mrs. Huennekens throughout my Northstar school years. There are many people who had been part of Northstar in the past that have worked with me. I am grateful for Mrs. Culley, who helped start my Northstar journey, Miss Pastore, Mrs. Bingham, and Mr. Hamilton. I thank them for their support. ***Overall, I want to thank Northstar for the impact it has had on me.***"



Career Center Outcomes

86% of students increased their level of workplace independence in areas of critical need



85 industry credentials earned

81% of students graduated with at least one industry credential

100% of students demonstrated significant growth in employability skills, like critical thinking and decision-making

Career Center students gain work experience with community partners, like Wings of Hope Ranch, practicing job skills training, specialized workplace social skills, and productivity training.

A photograph of several students ice skating at an indoor rink. In the foreground, a girl in a grey sweater and blue scarf is skating towards the right, and a boy in a brown plaid jacket is skating towards the left. Other students are visible in the background, some standing and some skating. The rink has a white ice surface and a glass barrier. The title "Skate Around" is overlaid in large orange letters on a white rectangular background.

Skate Around

Northstar students love taking trips off campus!

Bundled in their winter gear, they loaded onto buses and took off to an exciting field trip location: Richmond Ice Zone. Once there, students of all ability levels took to the ice for a special Northstar-only free skate.

Under the guidance of skating staff members, students navigated the challenges of ice skating, from finding balance to racing matches. Students cheered on their peers, extending helping hands to those still finding their footing on the ice.

"It was really, really fun," said middle school student Hunter, "the best part was playing with my friends and seeing who wins first when we raced."

Unique activities like ice skating are not only a departure from the classroom routine, but allow opportunities for students to build and grow relationships.

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The Illumination Gala

On April 24, 2024, Northstar held its annual gala, The Illumination Gala, at Main Street Station. This event is our schools largest fundraising initiative, raising over \$118,000 in support of our students!

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.....

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Statement of Financial Position

For Fiscal Year Ending June 30, 2024

Assets

Cash and Other Investments	\$8,131,740
Tuition and Other Receivables	\$1,048,555
Property and Equipment Net	\$8,008,600
Total Assets	\$18,111,318

Liabilities and Net Assets

Accounts Payable	\$428,208
Total Liabilities	\$2,990,843
Net Assets	\$15,120,475
Total Liabilities and Net Assets	\$18,111,318

Expenses

Program Services	\$3,495,426
Management and General	\$474,601
Fundraising	\$314,164
Total Expenses	\$4,284,191

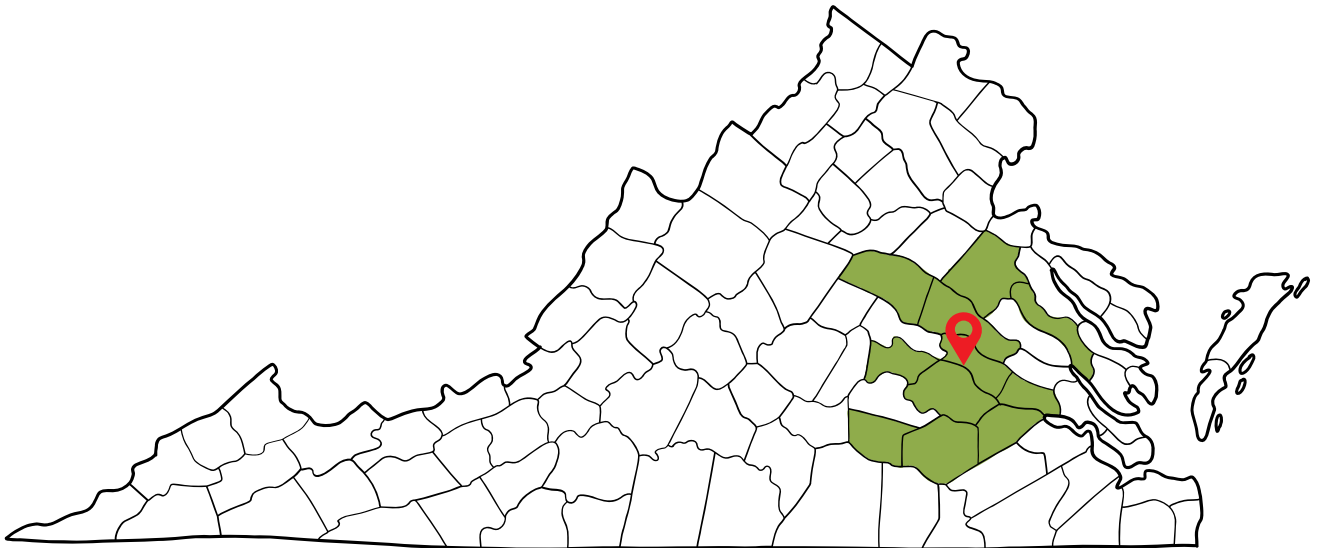
Revenue and Support

Net Tuition and Fees	\$3,595,869
Fundraising	\$564,226
Programs and Services	\$37,450
Special Event Revenue	\$118,932
Total Revenue & Other Support	\$4,260,177

Cultivating a Community Where Diverse Learners Can Grow



Students at Northstar represent many cities and counties surrounding our campus, which is located in Glen Allen, Virginia



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