



SIFA
LEARNING ACADEMY CHARTER SCHOOL

ANNUAL REPORT



S.Y. 2024-2025

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I. EXECUTIVE SUMMARY

School Year 2024-2025 marked a transformative period for SIFA Learning Academy Charter School. The year began with significant organizational restructuring aimed at realigning personnel, programs, and resources with our school’s mission and vision. While these transitions presented both operational and emotional challenges, they also served as a necessary step toward strengthening the foundation of our institution. The theme, “**Transition to Precision: A Renewed Commitment to Excellence,**” captured our collective effort to refocus on instructional quality, operational integrity, and student-centered practices.

Throughout the year, faculty and staff worked collaboratively to stabilize systems, improve instructional delivery, and strengthen communication across all departments. Despite the challenges, SIFA continued to uphold its commitment to academic rigor, creativity, and character development in every learning experience.

Key Highlights and Milestones Achieved

- **Strategic Realignment of Personnel:** The transition to a refined and cohesive team ensured that all staff members were aligned with SIFA’s academic and operational priorities.
- **Curricular Enhancement:** Continued integration of STEAM-focused lessons and phenomena-based learning grounded on NGSS (Next Generation Science Standards) and Common Core Standards, reinforced our mission to deliver engaging, relevant, and inquiry-driven instruction.
- **Student Development Initiatives:** Students participated in inter-house competitions, community service projects, and STEAM showcases that fostered leadership, collaboration, and innovation.
- **Operational Improvements:** Streamlined communication processes between departments and improved data-driven decision-making enhanced school-wide efficiency and accountability.
- **Community Engagement:** Increased partnerships with local organizations and families strengthened SIFA’s community presence and promoted shared responsibility for student success.

Alignment with the School’s Mission and Vision

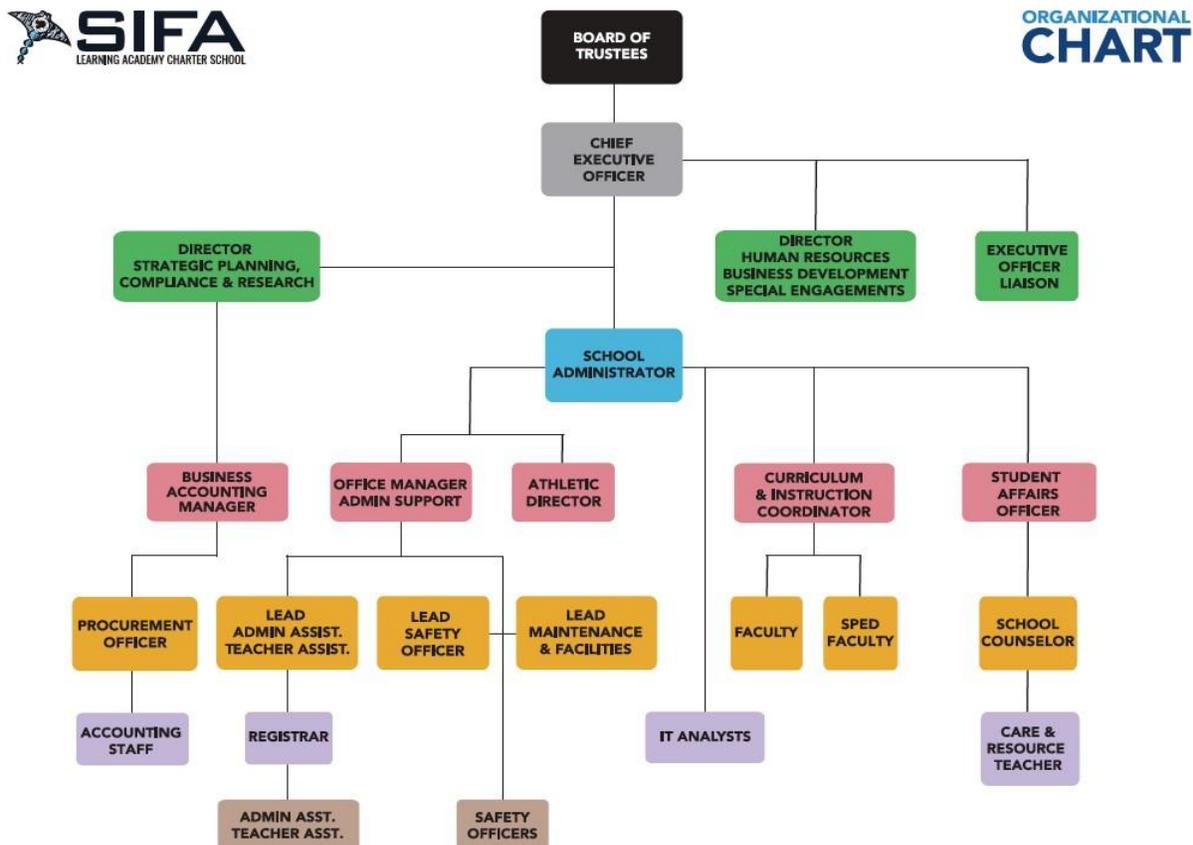
Every initiative this year has been anchored in our mission and vision to prepare middle school students through engaging and relevant STEAM content and to develop strong critical thinking

skills for success beyond the classroom. The restructuring of personnel and the enhancement of academic programs directly support our vision of becoming a **leading STEAM-based secondary middle school in Guam.**

The “Transition to Precision” initiative reaffirmed our commitment to excellence, ensuring that every decision and improvement made this year contributes to shaping responsible, innovative, and globally minded learners. By remaining true our purpose, SIFA continues to empower its students to become productive citizens who will create solutions for Guam and the world.

II. HUMAN CAPITAL HIGHLIGHTS

SIFA Organizational Chart



Rev. 01/2025



SIFA Board of Trustees

Dr. Anthony Jay Sunga

Chairman of the Board of Trustees Chief Executive Officer

Mr. Carl Torres II

Vice-Chairman of the Board of Trustees

Mr. Troy Lizama

Member

Ms. Melissa Palomo

Member

Mr. Cris Ortiz

Member

Mrs. Marivic Schrage

Member

Mrs. Frea Abalain-Vidallon

Member (Non-Voting)

Executive Management Team

Mr. Ron Ravela	Mrs. Maria Ravela	Mrs. Frea Vidallon
<i>Director of Planning, Compliance and Research</i>	<i>Director of Human Resources / Business Development</i>	<i>Executive Office Liaison</i>

Administration

Mrs. Evangeline Tucker Acda

School Administrator



Ms. Kella Hernandez	Mrs. Jane Mangligot	Mrs. Evangeline Tucker Acda
<i>Business and Accounting Manager</i>	<i>Office Manager</i>	<i>Athletic Director</i>

Our Learning Engineers: The Team that Makes SIFA Thrive

DESIGNATION	ASSOCIATES	BACHELORS	MASTERS	PHD	NO DEGREE	TOTAL
ADMIN	0	3	1	1	2	7
COUNSELOR	0	2	2	0	0	4
TEACHER	2	21	1	0	6	30
ADMIN SUPPORT	10	3	0	0	17	30
	12	29	4	1	25	71

Employee Name	Title	Position	Educational Attainment	Responsibility
Abalain-Vidallon, Frea	Executive Office Liaison	Admin	Bachelors	
Acda, Evangeline	Administrator of Student Affairs	Admin	Bachelors	
Acda, Romulo	Teacher	Faculty	Bachelors	
Acda, Yvonne	Safety Officer	Admin Support	N/A	
Ada, Lina	Lead Admin/TA	Admin Support	Associates	
Aguilar, Gabrielson	Teacher	Faculty	Bachelors	
Alegre, Kristian	Counselor	Counselor	Masters	
Alura, Rey	Teacher	Faculty	Bachelors	
Asanoma, Flora	Teacher	Faculty	Bachelors	
Bartolome, Arnel	IT Specialist	Admin Support	Bachelors	
Battung, Abbie	Curriculum Resource Coordinator	Admin Support	Associates	
Bejerana, Felipe	Safety Officer	Admin Support	N/A	



Benton-Wood, Maria	Adminstrator of Student Affairs	Admin	Bachelors	
Calma, Conrad	IT Specialist	Admin Support	Associates	
Castro, Breanna	Teacher	Faculty	Associates	
Chapman, Judkina*	TA/Admin Assistant	Admin Support	Associates	
Concepcion, Jennifer	Registrar	Admin Support	N/A	
Crisostomo, Kanani	Paraeducator	Admin Support	N/A	
Cruz, Jonah	Teacher	Faculty	N/A	
Cunanan, Rhichelle	Admin & Accounting Assistant	Admin Support	Associates	
Cundiff, Georgina	Safety Officer	Admin Support	N/A	
De Vera, Jacquilyn	Curriculum Resource Coordinator	Admin Support	N/A	
Delgado, Jasel	Substitute Teacher	Admin Support	N/A	
Duenas, Johanna	Teacher	Faculty	Bachelors	
Eustaquio, Rhyco	Teacher	Faculty	N/A	
Francisco, Merycris	Procurement Officer	Admin Support	Associates	
Hernandez, Kella	Business and Accounting Manager	Admin	Bachelors	
James, Sincerely	Safety Officer	Admin Support	N/A	
Kuma, Makleen	Safety Officer	Admin Support	N/A	
Leong, Cyndee	Teacher	Faculty	Bachelors	
Lizama, Ashantay	TA/Admin Assistant	Admin Support	N/A	
Madriaga, Milagros	Teacher	Faculty	Masters	
Madriaga, Noberto	Safety Officer	Admin Support	Associates	
Makichy, Makinory	Safety Officer	Admin Support	N/A	
Manauis, Alhanna	Teacher	Faculty	Bachelors	
Mangligot, Jane	Office Manager	Admin Support	Associates	

Mangligot, Sharmaine	TA/Admin Assistant	Admin Support	Associates	
Mannaky, Serf	Teacher	Faculty	Bachelors	
Merto, Alaunah	Counselor	Counselor	Bachelors	
Mesias, Elyssa	TA/Admin Assistant	Admin Support	Bachelors	
Navato, Katherine	Accounting Officer	Admin Support	N/A	
Ollet, Joel	Chief of Administration & Operations	Admin	Bachelors	
Pangelinan, Joylyn	Teacher	Faculty	Bachelors	
Pangelinan, Tanya	Teacher	Faculty	Bachelors	
Paulino, Joseph	Administrator of Student Affairs	Admin	Bachelors	
Plantilla, Maria	Teacher	Faculty	Bachelors	
Poblete, Romeo	Teacher	Faculty	N/A	
Quejado, Gerrilin	Counselor	Counselor	Masters	
Quidachay, Jerome	Safety Officer	Admin Support	N/A	
Quinto, Lawrence	Teacher	Faculty	Bachelors	
Quitugua, Daniel	Teacher	Faculty	Bachelors	
Ravela, Maria	Human Resources Director	Admin	N/A	
Ravela, Ronaldo	Planning, Compliance, and Research Director	Admin	N/A	
Ravela, Zuriel	Computer Analyst	Admin Support	Bachelors	
Rebamonte, Arnie Joy	Teacher	Faculty	Associates	
Reyes, Luke	Teacher	Faculty	N/A	
Roces, Kenneth	Teacher	Faculty	N/A	
Romulo, Elma	Safety Officer	Admin Support	N/A	
Sabangan, Al Jenzel	Teacher	Faculty	Bachelors	
Sablan, Dylan	Administrator of Student Affairs	Admin	Masters	

Sachuo, Nenjeleen	Safety Officer	Admin Support	N/A	
Sahagon, Sara	Teacher	Faculty	N/A	
Santos, Alizae	TA/Admin Assistant	Admin Support	Associates	
Santos, Ariel	Teacher	Faculty	Bachelors	
Santos, Danielle	Safety Officer	Admin Support	N/A	
Santos, Tommy	Teacher	Faculty	Bachelors	
Soaladaob, Ariella	Paraeducator	Admin Support	N/A	
Soriano, Emmanuel	Counselor	Counselor	Bachelors	
Stilwell, Craig	Teacher	Faculty	N/A	
Sunga, Anthony	Chief Executive Officer	Admin	PhD	
Sunga, Rhema	Teacher	Faculty	Bachelors	
Tucker, Jada	Teacher	Faculty	Bachelors	
Yutuc, Sophia	Teacher	Faculty	Bachelors	
Zapata, Camille	Teacher	Faculty	Bachelors	

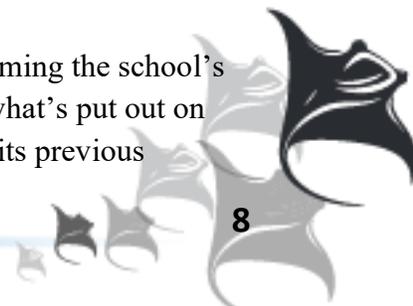
III. GOVERNANCE AND COMPLIANCE

Board Activities, Major Decisions, and Compliance Updates

During School Year 2024-2025, SIFA Learning Academy Charter School faced a significant governance challenge involving an “*Unlawful Detainer*” lawsuit filed by the previous landlord – Eagle Land Holdings, Inc. The Board of Trustees, demonstrating prudence and strong leadership, made a difficult yet strategic decision to address the facility issue directly and initiate an exploration of future facility options that will ultimately serve as either a long-term or permanent “**Home of the Manta Rays.**”

Throughout this process, the Board remained steadfast in its commitment to transparency and accountability. The Board of Trustees fully supported the SIFA Administration’s actions to ensure compliance with Guam Procurement Law and adherence to Audit standards.

It is important to note that both Unlawful Detainer cases were dismissed, affirming the school’s position and compliance with all applicable legal requirements. Contrary to what’s put out on the media news channels, SIFA has **no outstanding financial obligations** to its previous



landlord. In both Unlawful Detainer cases filed, no monetary compensation was demanded.

Policies Adopted and Revised

In alignment with recommendations from the Guam Academy Charter Schools Council (GACSC), the SIFA Board of Trustees adopted the following governance and operational policies as of June 27, 2025, reinforcing its dedication to sound fiscal management, data integrity, and transparent administrative operations:

- SIFA Board Policy 202-1: Designation of Financial Signatories
- SIFA Board Policy 105-2: School Ownership of Financial and Student Information Systems (SIS)
- SIFA Board Policy 105-3: System backup and Data Integrity

These policy adoptions reflect the Board’s proactive governance approach and its continued emphasis on risk management, fiscal oversight, and operational efficiency.

Accreditation, Licensing, and Charter Compliance

SIFA Learning Academy Charter School proudly received the renewal of its Charter from the Guam Academy Charter Schools Council (GACSC) in April 2024. The renewal underscores SIFA’s unwavering commitment to fulfilling and exceeding the provisions of its charter, serving as a testament to its dedication to educational excellence and community service.

Additionally, the **Accrediting Commission for Schools, Western Association of Schools and Colleges (ACS WASC)** granted SIFA a six-year accreditation status through June 30, 2031, with a mid-cycle visit scheduled during the 2027–2028 school year, the maximum term of accreditation possible.

This recognition reflects the Commission’s strong confidence in SIFA’s leadership, academic quality, and institutional effectiveness.

Key Strengths Identified by ACS WASC:

- A dedicated and caring staff committed to student success
- Relevant STEAM integration and real-world project-based learning
- Strong parent engagement and a safe, supportive environment
- A robust school culture fostered through the House System, and cultural programming.

SIFA’s governance and compliance achievements this school year demonstrate the institution’s resilience, accountability, and continuous growth, anchored by a shared vision to empower students through innovation, integrity, and excellence.

IV. ACADEMIC PERFORMANCE

Student Achievement Data

During the 2024–2025 school year, SIFA Learning Academy Charter School successfully participated in the Smarter Balanced District-Wide Assessment (DWA) in collaboration with the Guam Department of Education (GDOE). This marks a significant milestone in aligning our assessment participation with island-wide academic measures.

It is important to note that SIFA was unable to participate in the November 2024 pre-assessment sessions, which were intended to familiarize students with the format and expectations of the DWA. In addition, technical difficulties encountered during the testing period further impacted the smooth administration of assessments. These circumstances likely influenced student performance outcomes.

Moreover, the DWA assessment tool is grounded in the Common Core State Standards (CCSS), while SIFA’s instructional framework is founded on the Next Generation Science Standards (NGSS) and STEAM-based, phenomenon-driven learning. While there is natural overlap in skill development—such as critical thinking, reasoning, and problem-solving. Our emphasis on inquiry-based learning means SIFA’s curriculum is uniquely designed to engage students in real-world applications of knowledge rather than rote content alignment.

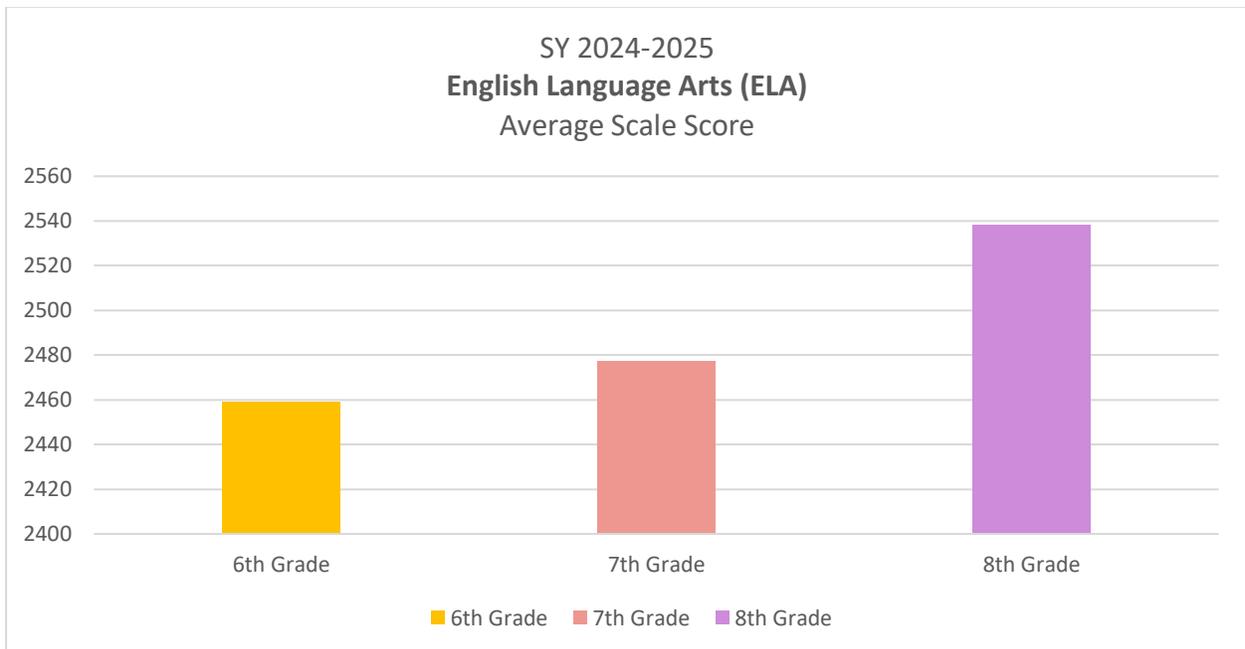
Below is a summary of SIFA’s academic results for the 2024–2025 DWA administration:

During the 2024–2025 school year, Science is Fun Academy Charter School (SIFA) participated in the **Smarter Balanced District-Wide Assessment (DWA)** administered by the **Guam Department of Education (GDOE)**. The assessment measures student proficiency in **English Language Arts (ELA), Mathematics, and Science** for Grades 6–8, evaluating mastery of college- and career-ready standards.

The data below provides a comprehensive overview of SIFA’s student performance in each subject area. The results reflect both the **average scale score** and the **percentage of students meeting or exceeding proficiency standards**. These indicators are used to guide instructional decisions, identify areas of strength, and determine focus areas for improvement.

1. English Language Arts (ELA)

- **6th Grade** – Students in Grade 6 earned an **average scale score of 2459**, with **23% meeting or exceeding the proficiency standard**. While the majority of students are approaching grade-level expectations, targeted interventions in reading comprehension and writing fluency remain a focus for continued growth.
- **7th Grade** – The **average scale score was 2477**, with **22% of students demonstrating proficiency**. Results indicate a consistent performance level compared to Grade 6, with students showing emerging strengths in literary analysis but ongoing challenges in academic vocabulary and evidence-based writing.
- **8th Grade** – Students achieved an **average scale score of 2538**, with **41% meeting or exceeding proficiency**. This represents a notable improvement compared to Grades 6 and 7, suggesting that literacy-focused strategies implemented in the middle grades are yielding positive outcomes as students prepare for high school-level coursework.

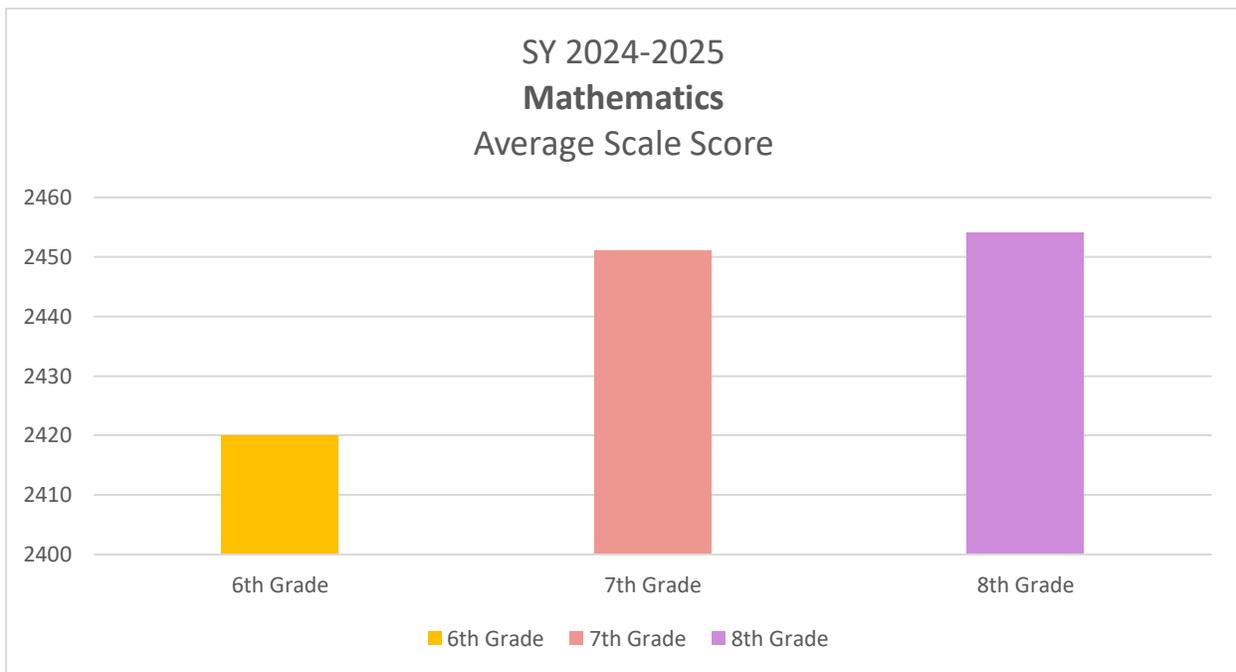


Summary:

Across all grade levels, SIFA's ELA results show progressive growth, with proficiency increasing from 23% in Grade 6 to 41% in Grade 8. This trend suggests that sustained literacy interventions and writing across the curriculum are having a measurable impact on student achievement.

2. Mathematics

- **6th Grade** – The average scale score was 2420, with 4% of students meeting or exceeding proficiency. This result highlights the need for strengthened foundational numeracy skills and additional support in problem-solving and conceptual understanding.
- **7th Grade** – Students earned an average scale score of 2451, with 13% demonstrating proficiency. While overall proficiency remains low, growth from Grade 6 to 7 indicates incremental improvement, particularly in procedural fluency and application of mathematical reasoning.
- **8th Grade** – The average scale score was 2454, with 8% of students meeting or exceeding proficiency. Performance data show that while students demonstrate progress in computation, challenges persist in multi-step problem-solving and algebraic concepts.



Summary:

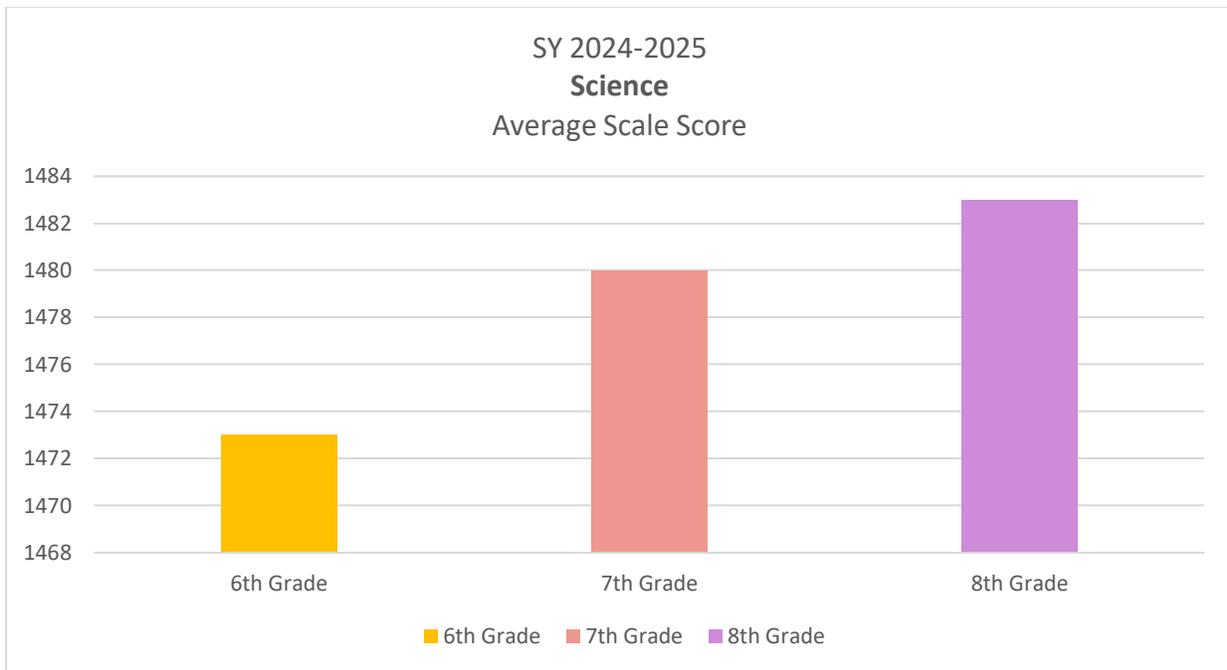
SIFA's mathematics data reflect a continuing area of focus. Although gradual improvement is observed between Grades 6 and 7, proficiency rates remain below expectations. The school plans to strengthen math instruction through differentiated small-group teaching, targeted remediation, and the integration of real-world problem-solving tasks.

3. Science

- **6th Grade** – The average scale score was 1473, with 15% meeting or exceeding proficiency. Results indicate that a majority of students are performing below grade-level expectations in science reasoning and content knowledge. Targeted interventions focusing

on scientific inquiry, data interpretation, and conceptual understanding of Earth and life sciences are recommended to strengthen foundational skills.

- **7th Grade** – Students achieved an **average scale score of 1480**, with **24% meeting or exceeding proficiency**. Compared to Grade 6, this represents a **9% increase in proficiency**, suggesting that ongoing instructional supports and laboratory-based learning experiences are contributing to measurable academic growth. Continued emphasis on hands-on investigation and cross-disciplinary connections is encouraged to further student engagement and comprehension.
- **8th Grade** – The students demonstrated an **average scale score of 1484**, with **32% meeting or exceeding proficiency**. This reflects a continued upward trend in performance across the middle school grade span. Students are showing improved ability to apply scientific concepts, construct explanations, and analyze experimental results. Strengthening advanced inquiry skills and integrating STEM applications will help sustain this momentum as students transition to high school.



Summary:

Across Grades 6–8, SIFA’s Science results show **consistent growth in both scale scores and proficiency rates**, with proficiency increasing from **15% in Grade 6 to 32% in Grade 8**. This positive trajectory suggests that the school’s emphasis on **inquiry-based learning, hands-on laboratory experiences, and data-driven instruction** is effectively enhancing student achievement in science. Continued focus on differentiated instruction and early-grade intervention will support further improvement in overall science proficiency.

Despite these challenges, SIFA students demonstrated growth in conceptual understanding, collaborative problem-solving, and scientific reasoning, which were evident through progress monitoring tools, classroom-based performance assessments, and project exhibitions. Continued alignment efforts between NGSS and CCSS learning outcomes will remain a focus area for SY 2025–2026.

Curriculum Implementation and Innovations

SIFA’s academic philosophy is rooted in the belief that learning should be relevant, experiential, and connected to the real world. As a STEAM-focused, NGSS-aligned institution, our curriculum emphasizes Phenomenon-Based Learning, an approach where students investigate authentic, observable phenomena that connect multiple subject areas and spark curiosity-driven inquiry.

Through this approach, students at SIFA:

- Engage in hands-on, inquiry-driven investigations that mirror authentic scientific and engineering practices.
- Participate in interdisciplinary learning experiences that merge science, technology, engineering, arts, and mathematics to address complex, real-world issues.
- Develop 21st-century competencies such as communication, collaboration, critical thinking, and creativity, essential for global citizenship.
- Showcase their learning through STEAM Exhibitions and Student-Led Conferences, demonstrating mastery through projects, prototypes, and portfolios rather than traditional testing alone.

SIFA continues to innovate by:

- Integrating design thinking and coding into core subjects.
- Expanding community partnerships for place-based learning in Guam’s environmental, cultural, and technological contexts.
- Incorporating global learning connections through international projects that link SIFA students with peers abroad.

Through these innovations, SIFA redefines what academic excellence looks like in a modern, culturally responsive charter school, one that values depth over drill, creativity over conformity, and understanding over memorization.

Academic Excellence & Student Achievement

1. 2025 MATHCOUNTS
Chapter Competition Silver Medalist and State Competition Qualifier: Ronin Jolley

2. 47th Island-Wide Science Fair
1st Place Division 3 (Physical Science, Computer, Math): Ronin Jolley
2nd Place Division 3 (Environmental Sciences): Caleb Knapp
3. 2025 Scripps Spelling Bee
1st Runner-Up: Lance Sanchez
4. Thermo Fisher Junior Innovators Challenge
Ronin Jolley (Class of 2025 Salutatorian) selected among the top 10% of students nationwide for this prestigious STEM competition, running through October 2025.
5. Class of 2025 Promotion
117 8th Graders Promoted
Valedictorian: Alezandra Jilienne Miranda | GPA 99.227
Salutatorian: Ronin Jolley | GPA 99.181
6. NJHS Induction
7 Manta Rays qualified and were inducted as new members.
7. 3rd Annual Korean Community K-Pop Dance Competition
2nd Place Manta Ray Dance Troupe
3rd Place Team Aizna
8. 8th Rotaract Marianas Youth Leadership Conference
12 SIFA Student leaders participated
9. Student-Athletes Academic Standing
219 student-athletes, all maintaining a GPA of 3.4 or above

SIFA Team Results

Girls Rugby – *Champions*
Girls Volleyball – *2nd Place*
Girls Bowling – *2nd Place*
Boys Bowling – *3rd Place*
Boys Soccer – *3rd Place*
Boys Rugby – *3rd Place*
Girls Soccer – *4th Place*
Girls Basketball – *4th Place*
Boys Basketball – *5th Place*
Boys Volleyball – *8th Place*
All-Island Cross Country – *Top Male Runner* (out of 170 island-wide athletes)

85 students participated in *SIFA's Cross Country team* — the largest in the whole IIAAG league

Special Programs

1. Character Development Program (CDP)

The Character Development Program (CDP) serves as a restorative and transformative intervention model designed to guide students facing behavioral or academic challenges. It provides a structured framework of accountability, mentorship, reflection, and service.

Program Objectives:

- Promote behavioral improvement through individualized mentorship and structured reflection.
- Support academic accountability through targeted monitoring and goal setting.
- Foster personal growth, responsibility, and resilience in students.
- Reduce repeat behavioral incidents through proactive engagement.
- Provide opportunities for restorative service and community re-engagement.

By emphasizing mentorship over punishment, the CDP reinforces SIFA's commitment to educating the whole child—academically, socially, and emotionally.

2. SIFA International Programs

The SIFA International Program (Immersion Program) offers students from around the world an opportunity to experience academic excellence intertwined with Guam's rich cultural heritage. Designed around SIFA's STEAM-based curriculum, the program fosters curiosity, creativity, and innovation while providing personalized academic and cultural support.

Students in this program gain:

- Immersive exposure to Guam's unique traditions and environment.
- Rigorous academic preparation within a global learning framework.
- A holistic experience that connects education, culture, and personal growth.

Benefits for Local Students

- ***Cultural Exchange and Global Awareness***
Local students gain firsthand exposure to diverse cultures, languages, and perspectives, fostering empathy and intercultural understanding.
- ***Enhanced Communication Skills***
Interacting with international peers encourages students to practice effective communication, collaboration, and active listening across cultural boundaries.

- ***Global Citizenship Mindset***
Students develop a broader worldview, recognizing their role in a globally connected society and appreciating cultural diversity as a strength.
- ***Collaborative Learning Opportunities***
Joint projects and classroom interactions promote teamwork, creative problem-solving, and mutual learning across different educational approaches.
- ***Motivation and Inspiration***
Exposure to international peers' academic and personal goals inspires local students to aim higher, explore global opportunities, and value lifelong learning.
- ***Language and Cultural Enrichment***
Engaging with students from Korea, Japan, and Taiwan enhances linguistic curiosity and builds appreciation for cross-cultural communication.
- ***Community Building and School Spirit***
Hosting international students cultivates a welcoming, inclusive campus culture where all students take pride in representing SIFA and Guam.

SIFA's international initiative underscores our belief that learning knows no borders, it is a bridge connecting diverse learners through shared discovery and innovation.

3. After-School Enrichment Programs

Beyond the classroom, SIFA fosters student passions through a wide range of after-school enrichment programs that extend learning beyond academics.

During the 2024–2025 school year, students participated in clubs and activities such as:

- Robotics
- Drama
- Knitting and Crochet
- E-Sports
- K-Pop Dance
- Book Lovers' Club

These offerings not only nurture diverse interests but also build community, confidence, and creativity, reflecting SIFA's holistic approach to student development.

Teacher Professional Development and Instructional Coaching

Throughout the 2024–2025 school year, SIFA Learning Academy Charter School maintained its strong commitment to continuous professional growth and instructional excellence among its faculty and staff. A series of professional development (PD) opportunities were strategically

planned and implemented, beginning in July 2024 prior to the start of the academic year and continuing through the end of the school year.

These PD sessions were designed to strengthen instructional effectiveness, curriculum integration, and student engagement within SIFA's STEAM and NGSS-aligned framework. Workshops emphasized both pedagogical innovation and practical classroom strategies, ensuring teachers are well-equipped to meet diverse learning needs and promote inquiry-driven instruction.

SIFA's partnership with the University of Makati, Philippines, further enhanced this initiative by providing instructional coaching and academic consultation. Through this collaboration, faculty members received targeted support in lesson design, assessment practices, and reflective teaching—bridging research-based strategies with classroom application.

The following are examples of professional development topics and focus areas provided during the 2024–2025 school year:

- Adult Numeracy Workshop by Heidi Schutz-Jones, Director of the Technology Education Research Center in Massachusetts.
- Effective Teaching for Student Learning by Marivic Schrage, Med CTE.
- Special Education Training by Ms. Judy Roberto, GDOE Division of Special Education
- Epilepsy Awareness Workshop
- CPR Training
- Competency-Based Teacher Standards
- Learner-Centered Psychological Principles
- Unlocking Next Generation Science Standards
- Integrating Next Generation Science Standards (NGSS) Into a STEAM-based Curriculum
- Health Insurance Portability and Accountability (HIPAA) Act of 1996, Awareness Workshop.
- "Looking Through a New Lens: Strategies to Meet the Needs of Today's Students", Conscious Discipline professional development training by GDOE C&I and UOG.
- Family Educational Rights and Privacy Act (FERPA) Awareness Workshop.
- Mandatory Reporting Workshop.

Professional Development: International Conferences

SY 2024-2025, SIFA strengthened its commitment to continuous learning and global collaboration by sending select teachers to participate in **international conferences** aligned with our STEAM-focused vision, through Guam Department of Education.

These opportunities provided faculty members with exposure to innovative instructional practices, emerging educational technologies, and cross-cultural exchange within the global education community.

Participation in these events has enriched classroom instruction, encouraged interdisciplinary collaboration, and supported the integration of international best practices into our local curriculum. Teachers returned with actionable insights that have been shared through internal professional learning sessions, ensuring that the benefits of these experiences extend across the entire teaching team.

- Solutions Tree: Mathematics Summit in Baltimore, Maryland, December 2024
- Get Your Teach On! Conference in Las Vegas, January 2025

V. STUDENT ENROLLMENT & DEMOGRAPHICS

Enrollment Overview

For the 2024–2025 academic year, the school achieved an **actual enrollment of 486 students** against a **projected target of 496**, resulting in a variance of **10 students (2% below projection)**. While enrollment fell slightly short of the target, the variance remains within the acceptable margin for a developing charter institution in its early growth phase. Continued focus on early recruitment campaigns and community engagement will be key to achieving full capacity in subsequent years.

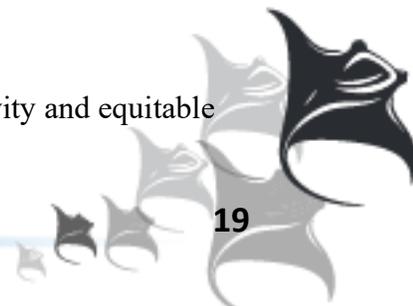
Out of the 486-student population, 117- 8th Grade students were promoted. Out of the 117 8th graders 84 attended SIFA from 6th Grade all the way to 8th Grade.

Year	Projected Enrollment	Actual Enrollment	Variance
2024–2025	496	486	10

Demographic Breakdown

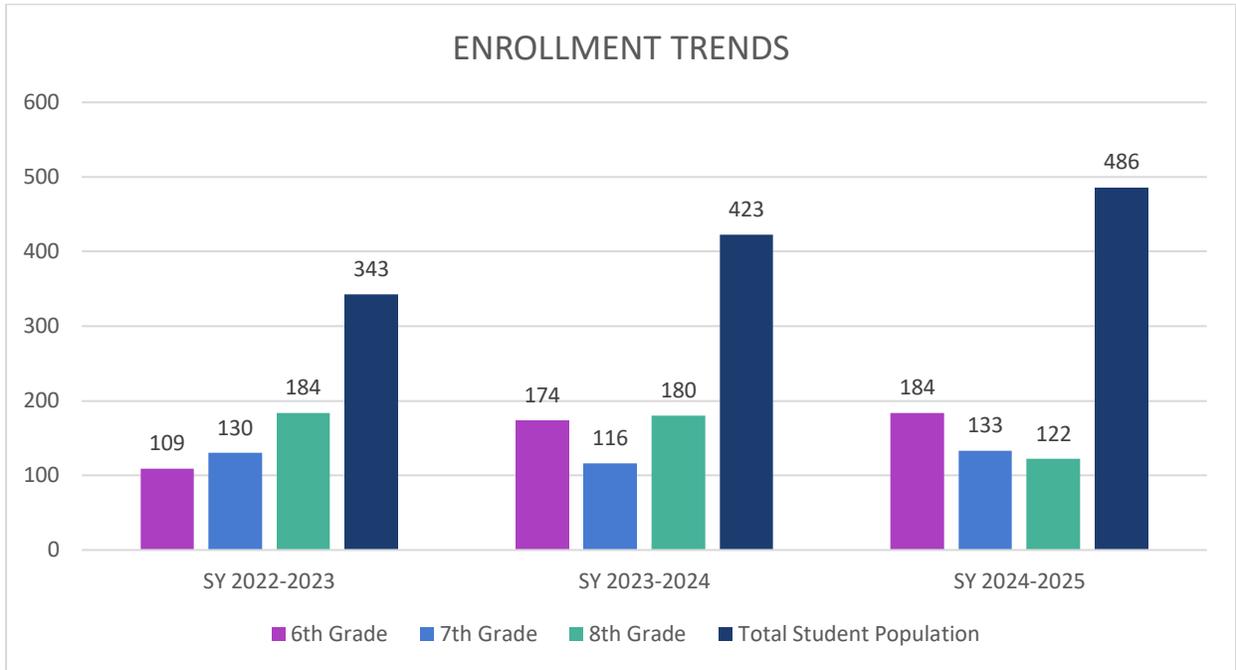
The student body reflects a diverse population, with balanced representation across grade levels and an inclusive mix of student backgrounds.

These visual representations demonstrate the school’s commitment to inclusivity and equitable access for all learners.

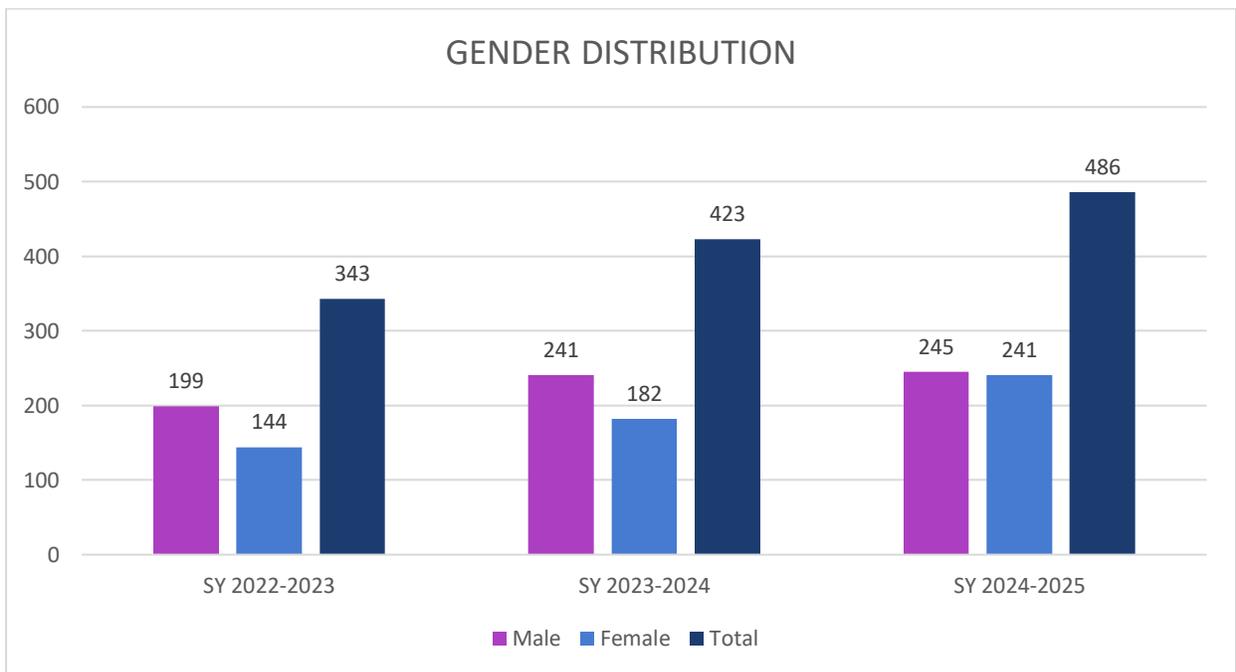


Demographic highlights include:

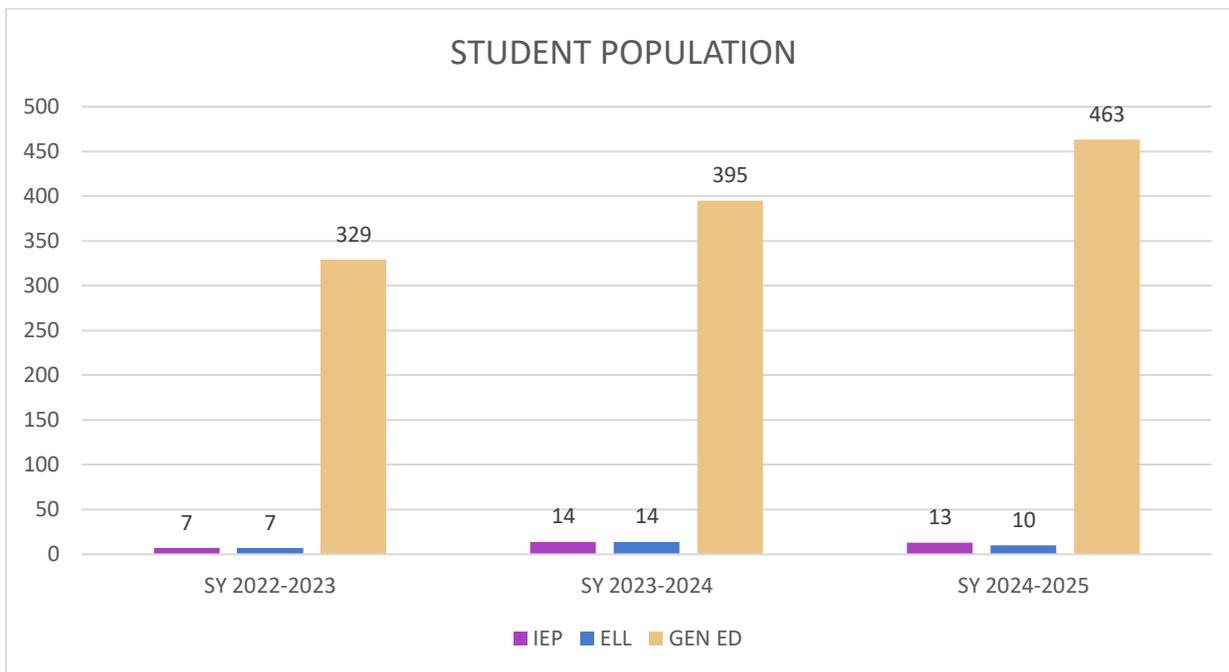
Grades Served: 6–8 (Middle School)



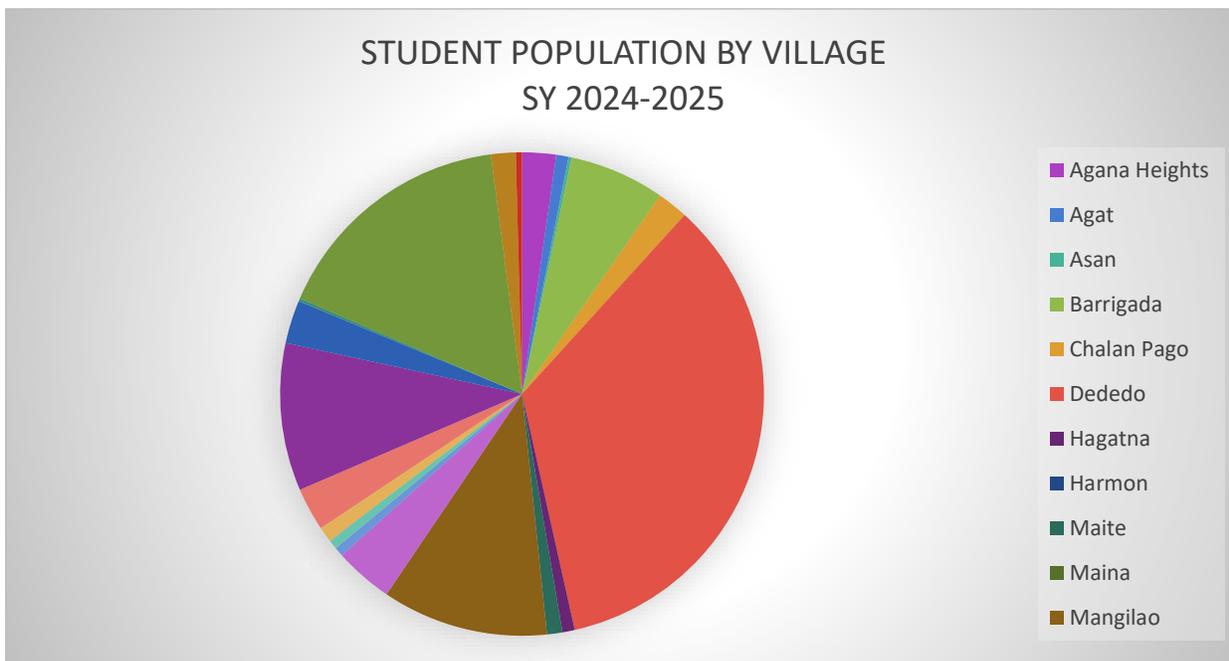
Student Population by Gender



Student Populations Served: General education, special education (IEP/504)



Student Population by Village



Ethnic Representation: Majority Native Chamorro, with representation from Filipino, Chuukese, Korean, and other Pacific Islander communities.

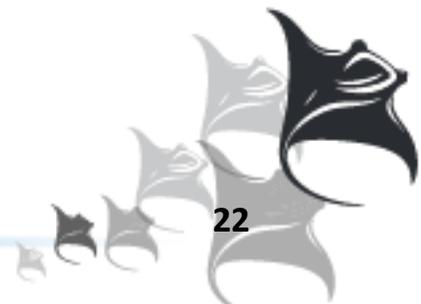


Attendance and Retention

The school maintained an **average attendance rate of 84.6%** for the 2024–2025 academic year. While this reflects steady engagement, targeted interventions are being developed to address attendance challenges related to transportation, health, and family circumstances.

The **student retention rate** remained strong, demonstrating consistent satisfaction and confidence in the school’s academic environment and student experience. Finalized retention data will be reported following completion of the re-enrollment cycle, but preliminary trends indicate stability above **90%**.

Efforts such as parent outreach programs, student mentorship initiatives, and early communication regarding re-enrollment have contributed to sustaining student commitment to the school community.



VI. CULTURE & COMMUNITY ENGAGEMENT

SIFA continues to cultivate a school culture rooted in collaboration, empathy, and innovation; empowering students, staff, and families to thrive together as one vibrant learning community.

School Culture Initiatives

Throughout the year, SIFA strengthened its identity as a community of learners who lead with heart and purpose. School-wide initiatives such as House System events, Spirit Weeks, and Character Education assemblies promoted teamwork, positive behavior, and school pride among students.

Parent and Community Involvement

SIFA's culture of engagement extends beyond the classroom through active parent participation and community collaboration. The Parent-Athlete program became a cornerstone of family involvement this year, fostering strong partnerships between parents, coaches, and students to build accountability, sportsmanship, and wellness.

Parents also took part in various campus activities from volunteering at student showcases to supporting fundraising and cultural events, strengthening the bridge between home and school.

Partnerships with Local and International Organizations

This year marked an exciting milestone as SIFA forged a strategic partnership with the University of Makati, advancing our mission to empower educators, enhance curriculum, and ensure that every student thrives. Through this collaboration, both institutions committed to sharing expertise in STEAM education, leadership development, and innovative teaching practices.

Locally, SIFA continued to work alongside organizations, extending our impact within the broader island community and inspiring students to be agents of positive change.

Extracurriculars, Clubs, and Student-Led Initiatives

For School Year 2024–2025, SIFA directed its initiatives toward strengthening the **House System** and expanding **Co-Curricular Student Organizations** to promote leadership, collaboration, and student engagement beyond the classroom.

The following student organizations were officially registered and active during the school year:

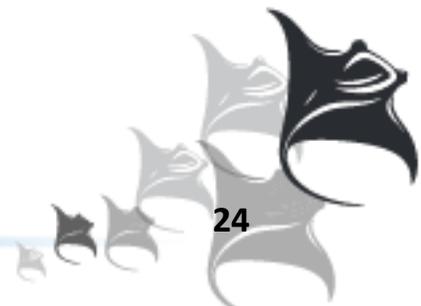
1. SIFA House System
2. National Junior Honor Society (NJHS)
3. Student Government Association (SGA) – Registered member of the *National Association of Student Councils (NASC)*
4. 8th Grade Class Council
5. 7th Grade Class Council
6. 6th Grade Class Council
7. MathCounts – Officially recognized member of the *National Math Club*
8. Science Club
9. Robotics Club
10. Guardians of the Manta Ray Legacy (Yearbook Club)

SIFA students exemplified curiosity and leadership through robust participation in co-curricular and service-oriented programs. Our Manta Rays proudly represented the school in academic competitions including UOG Math Day, MathCounts, the Scripps Regional Spelling Bee, and the Islandwide Science Fair, showcasing their intellectual rigor and passion for discovery.

Student leadership took center stage as participants attended leadership conferences hosted by Rotaract Marianas and AOLG, fostering essential skills in communication, collaboration, and civic engagement.

The National Junior Honor Society (NJHS) continued to embody the spirit of service, leading impactful initiatives such as participation at the Annual CANstruction event, a Book Drive partnership with KUAM Spark Ambassadors, and multiple community clean-up and outreach programs.

In essence, SIFA's Culture & Community Engagement initiatives this year have strengthened our collective identity, where students learn not only to excel but to serve, lead, and connect with purpose.



VII. FINANCIAL OVERVIEW



OFFICE OF CHIEF EXECUTIVE OFFICER

October 20, 2025

Mrs. Evangeline Cepeda
Chairwoman
Guam Academy Charter Schools Council

Subject: Status Update of FY2023 Financial Audit Report for the SY2024–2025 Annual Report

Dear Madame Chairwoman Evangeline Cepeda & Charter Council Members,

In line with SIFA’s continued commitment to transparency, accountability, and open communication with the Charter Council, we respectfully submit this explanation regarding the **unavailability of the FY2023 Financial Audit Report** for inclusion in the **School Year (SY) 2024–2025 Annual Report**.

The completion of the FY2023 audit has been delayed due to several operational and transitional challenges that required additional time and attention to resolve. The details are outlined below:

A. Staff Transition

We experienced a staff turnover in early May 2025, involving a key position — the Accounting Manager, who separated due to personal reasons after several leave of absence. As a result, the remaining SIFA team was left managing complex financial files and records without the benefit of a proper handover or adequate training.

To address this, SIFA management promptly hired additional accounting staff and reassigned responsibilities to distribute the financial reporting workload more effectively. More recently, SIFA has also engaged the services of a CPA consultant who now serves as a fractional Comptroller/CFO. This consultant provides professional guidance, oversees audit communications, and supports management in expediting the completion and accuracy of SIFA’s financial reports.

B. Restatement of FY2022 Financial Report

During the course of the financial audit conducted by Ernst & Young, the SIFA Board approved a proposal to restate the FY2022 financial report to ensure the accurate recording of lease expenses and related payables, including the recognition of overpayments made in prior years. This adjustment resulted from a corrected interpretation of the Lease Agreement, necessitating the restatement and proper application of GASB 87 (Leases) to ensure compliance with applicable accounting standards.

The restatement had a material impact on the financial statements for FY2022 and also affects the ongoing audit of FY2023. SIFA management, our CPA consultant in close coordination with the auditors, is actively



working to finalize both fiscal year reports, with the goal of closing out the restatement and audit process by November 30, 2025.

C. Our Commitment

SIFA recognizes the importance of timely and accurate financial reporting and sincerely apologizes for any inconvenience caused by the delay. The school remains steadfast in its commitment to transparency, accountability, and full compliance with all financial and audit requirements.

While the transition and reconciliation process require time and considerable effort, SIFA is confident that it is on the right path toward restoring sound financial reporting and strengthening internal controls. The management team continues to work diligently to ensure that all outstanding matters are addressed and future audits remain current.

Rest assured that upon completion of the financial reports, a copy will be promptly furnished to your office.

Should you have questions or concerns, please do not hesitate to contact me at ceo@sifalacs.com or Mr. Ron Ravela, Planning, Compliance, and Research Director at per@sifalacs.com.

Respectfully,

Dr. Anthony Jay Sunga
Chief Executive Officer
Chairman of the Board of Trustees
SIFA Learning Academy Charter School



VIII. FACILITIES & OPERATIONS

Facility Updates, Improvements, and Relocations

In June 2025, SIFA officially vacated the Eagle facility, marking the completion of our transition from the site effective June 1, 2025. Following this relocation, SIFA secured a temporary satellite office at Tumon Sands Plaza, ensuring continuity of operations and administrative support throughout the summer term.

All GDOE-owned Promethean Boards and assets were successfully inventoried and removed from the Eagle facility, demonstrating our commitment to accountability and adherence to state property management requirements.

Through the Memorandum of Understanding (MOU) with Guam Community College (GCC), SIFA achieved a historic milestone, becoming the first and only charter school to formally align with an institution of higher learning. This collaboration has proven mutually beneficial, strengthening our academic pathways and enhancing opportunities for student career readiness. This partnership stands as a model for innovative educational synergy within Guam’s charter system.

Discussions remain ongoing regarding the acquisition of a dedicated front office space and the potential allocation of additional classrooms within the GCC campus to support SIFA’s operational and instructional needs.

It is important to note that the current agreement with GCC remains temporary, as SIFA continues to pursue the procurement process for a permanent, long-term facility to sustain the school’s growing population and evolving program requirements.

Technology Integration and Infrastructure Upgrades

To support SIFA’s expanding instructional programs and digital learning goals, significant investments were made in technology infrastructure:

- **218 Mini PCs** were procured and deployed across classrooms, enhancing access to digital learning tools and supporting the integration of STEAM-based curriculum.
- **Internet bandwidth** was upgraded to accommodate the increase in connected devices and to ensure reliable connectivity during the District-Wide Assessment (DWA) period held at the Tiyan Facility.
- A total of **23 exterior CCTV cameras** were installed at the Tiyan campus, complementing the existing comprehensive classroom surveillance system to enhance campus safety and accountability.

Safety and Emergency Preparedness Updates

SIFA remains steadfast in maintaining a safe, secure, and responsive learning environment. The school continues to review and update its safety and emergency protocols to align with best practices and address evolving campus needs. Staff are regularly briefed on emergency procedures, and updates are disseminated to ensure full compliance with safety standards.

IX. LOOKING AHEAD: GOALS FOR NEXT YEAR

As we move into the next academic year, our focus remains steadfast on continuous improvement, academic excellence, and community engagement. The following priorities outline our roadmap for growth and success.

Academic Targets and Strategic Priorities

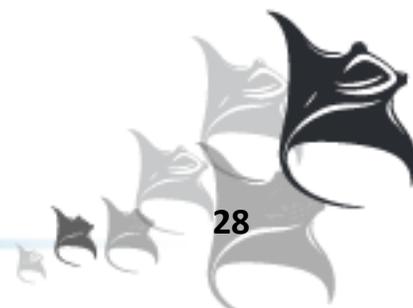
Our primary academic goal is to achieve a significant increase in District-Wide Assessment (DWA) results. To support this, we will implement targeted instructional interventions, data-driven instruction, and peer collaboration to strengthen teaching and learning outcomes.

In alignment with our commitment to innovation and 21st-century skills, we will develop and launch specialized programs addressing the needs of middle school students in Guam, with a focus on STEAM (Science, Technology, Engineering, Arts, and Mathematics). These initiatives will foster critical thinking, creativity, and problem-solving; empowering our students to become future-ready learners.

Enrollment Growth and Retention Strategies

We recognize that our students and faculty are the heart of SIFA. To support sustainable growth, we will launch a comprehensive community engagement campaign to highlight and showcase who SIFA truly is—beyond the headlines. This effort aims to authentically represent our mission, values, and accomplishments to the greater Guam community through outreach events, media features, and partnerships.

Our retention strategy will focus on creating a positive, inclusive, and supportive environment for both students and staff. We will strengthen mentorship programs, celebrate achievements, and ensure that all members of the SIFA community feel valued and inspired to remain part of our journey.



Professional Development Goals

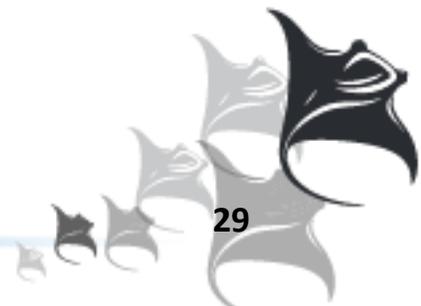
We are committed to **empowering our educators** through meaningful and relevant professional development. The goal is not only to refine teaching techniques but to **elevate professional capacity**, leadership, and innovation within the classroom. Workshops, coaching, and collaborative learning communities will be designed to align with our strategic goals and foster excellence across all disciplines.

Long-Term Vision (3–5 Year Trajectory)

Looking ahead, our long-term vision for SIFA is to be recognized as a **leading institution of academic innovation and community partnership** in Guam. Over the next three to five years, we aim to:

- Strengthen our academic performance across all grade levels, to include High School.
- Expand STEAM and other enrichment programs.
- Build sustainable partnerships with local industries and higher education institutions.
- Enhance campus facilities to support growth and innovation.
- Cultivate a culture of excellence, integrity, and belonging for all.

Through these strategic initiatives, SIFA will continue to evolve, honoring our mission while preparing our students, faculty, and community for a future defined by excellence and opportunity.



GET IN TOUCH

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