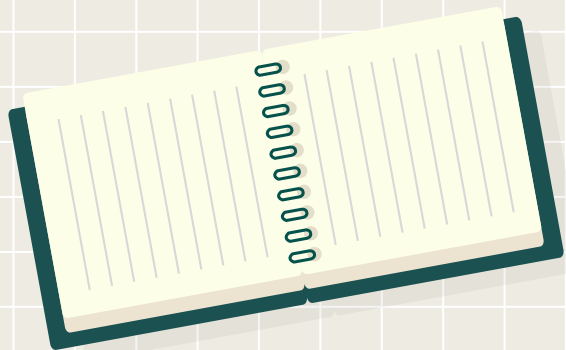# CAO Update
CNCA Board of Directors

October 2023

Camino Nuevo Charter Academy
20 años
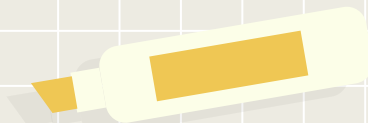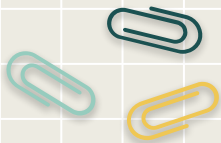
78%

The percent of teachers in CNCA classrooms in 23-24 who have been hired in the last three years

Responsive Systems Leadership

Teacher development redesign to meet the needs of this moment

Priority goals for centralized PD:

Curriculum Training

Gap in non-literacy curriculum training for K-5 teachers, particularly in the last three years

Leader Sustainability

Staff members have largely different needs and school leaders have been attempting to differentiate for all every week

Key Shifts & Elements of the Plan

PD Time
Regular Cadence of Centralized PD designed for new teachers to CNCA (multi-subject yrs 1-3; single-subject year 1)

Classroom Culture Focus
Integration of classroom culture focus into all Content PDs + designated Culture PDs

Coherence with summer onboarding
New Staff Induction as the launching point to PD with sustained learning over time

Example Schedule

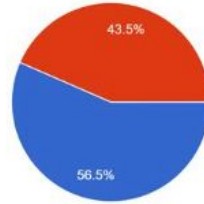|	CNCA Curriculum & Culture Foundations	First Week of School Week of August 7th	August 17	August 24	August 31	September 7	September 14	September 21	September 28	October 5	October 12
New K-5 Teachers						Literacy **Year 1 Teachers Only**	Math			Literacy **Year 1 Teachers Only**	Math
Returning K-5 Teachers PD		School Site PD - CNCA/Site Priorities	School Site PD - CNCA/Site Priorities	School Site PD - CNCA/Site Priorities	School Site PD - CNCA/Site Priorities	Literacy - Site Leaders	Math - Site Leaders	School Site PD - CNCA/Site Priorities	School Site PD - CNCA/Site Priorities	Literacy - Site Leaders	Math - Site Leaders
New 6-8 Teachers: ELD, ELA, RSP, Social Studies, Science						Cross-Site PLC	Content Specific New Teacher PD			Cross-Site PLC	Content Specific New Teacher PD
Returning 6-8 Teachers											
New 6-8 Math Teachers					Release Day (Not on Thursday)		Intellectual Prep				Intellectual Prep
Classroom Culture PD for new K-8 Teachers				Classroom Culture Release 1/2 Day #1 (Site selects the day, NOT during Thursday PD)				Classroom Culture Release 1/2 Day #2 (Site selects the day, NOT during Thursday PD)			

Additional Data Used

Years at CNCA	Years Teaching Total	Literacy				Math			Recommend for K-5 Literacy PD	Recommend for K-5 Math PD	Recommend for Classroom Culture PD?
		ELA SBAC Proficiency	i-Ready Reading Proficiency	i-Ready Reading Progress Toward Annual Typical Growth	Assessment of Spanish Reading Proficiency	Math SBAC Proficiency	i-Ready Math Proficiency	i-Ready Math Progress Toward Anual Typical Growth			
8	8	N/A	9.09%	79%	34.78%	N/A	9.09%	59%	no	no	no
4	4	N/A	40.91%	104%	57.69%	N/A	36.36%	88%	no	no	no
1	1	N/A	29.17%	113%	83.33%	N/A	33.33%	90%	no	yes	no
2	2	26.09%	40.91%	100%	39.13%	27.27%	40.91%	119%	no	yes	no
0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	yes	yes	yes
1	1	N/A	28.57%	136%	66.67%	N/A	38.10%	138%	no	yes	no
2	2	0.00%	28.57%	130%	23.81%	9.52%	19.05%	115%	no	yes	no
2	2	21.05%	31.58%	142%	68.42%	31.58%	52.63%	131%	no	yes	no
1	1	23.81%	47.62%	167%	66.67%	33.33%	52.38%	165%	no	yes	no
6	6	28.13%	28.13%	207.00%	43.75%	31.25%	46.88%	126%	no	no	no
1	16	35.48%	51.61%	186.00%	48.39%	32.26%	77.42%	152%	no	yes	no
2	7	26.23%	22.95%	119.00%	37.70%	36.07%	N/A	N/A	no	yes	no
0	2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	yes	yes	yes
0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	no	no	no
3	9	N/A	N/A	N/A	N/A	30.65%	38.71%	74%	no	no	no
0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	no	no	yes
2	4	N/A	N/A	N/A	N/A	32.79%	44.26%	175%	no	no	no
						30.00%	23.33%	201%			
4	4	45.90%	45.90%	253%	N/A	N/A	N/A	N/A	no	no	no
		53.33%	53.33%	117%							

Initial Feedback: Classroom Culture PDs

I feel prepared to implement clear and effective routines in my classroom.
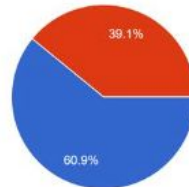23 responses

- Stongly agree
- Agree
- Neutral
- Disagree
- Stongly disagree

43.5%
56.5%

I gained tools from today's session that will help me create a safe and positive classroom environment.
23 responses

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

39.1%
60.9%

Responsive Systems Leadership

Leader development revisions to meet the needs of the moment

Leader Experience Levels

Principals 4/6

Assistant Principals of Student Supports 5/6

Assistant Principals of Instruction 6/8

Differentiated Leader

Learning Leaders **COLLECTIVE**

Learning Leaders **SCHOOLS**

Learning Leaders **ROLE TEAM**

Learning Leaders **LAB**

Competencies We're Addressing

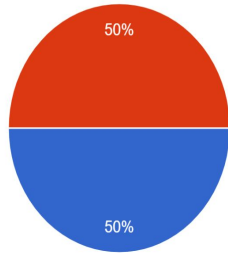|		
	Visionary Leadership	Leader **sets a compelling vision and laser-focused plan** for student achievement and makes progress towards goals
	Culture Leadership	Leader **ensures vibrant learning culture** among staff characterized by growth mindset, collaboration, and trust
	Strategic Prioritization	Leader **prioritizes the most important leadership work** based on the school's vision, mission, and goals.
	Instructional Leadership	Leader understands and uses standards, pedagogical knowledge, assessments and data to **guide instruction**
	Systems Leadership	Leader creates, implements, builds coalition, and maintains **effective systems**

20 años | Camino Nuevo Charter Academy

Initial Feedback: LAB #1

Aligning around finding the highest leverage, bite-sized action step as a focus supports me in best leading my school towards school improvement.
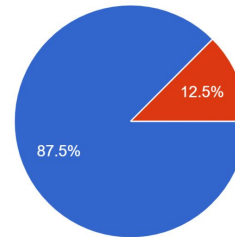
8 responses

- ● Strongly agree
- ● Agree
- ● Somewhat agree
- ● Somewhat disagree
- ● Disagree
- ● Strongly Disagree

Aligning around who and how to prioritize for coaching as a focus supports me in best leading my school towards school improvement.
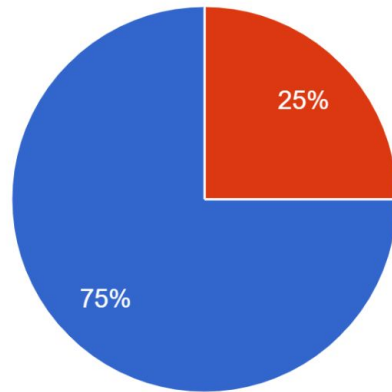
8 responses

- ● Strongly agree
- ● Agree
- ● Somewhat agree
- ● Somewhat disagree
- ● Disagree
- ● Strongly Disagree

LAB #1 Feedback (Cont'd)

Today's session supported my development as a school leader.

8 responses

- 🔵 Strongly agree
- 🔴 Agree
- 🟠 Somewhat agree
- 🟢 Somewhat disagree
- 🟣 Disagree
- 🔵 Strongly Disagree

25%

75%

?

Questions