



CEO Update

20
años

Camino
Nuevo
Charter
Academy



August 2024

2024-25 Priorities

Feedback We've Heard

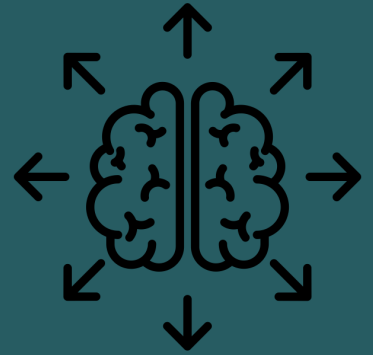
Glows

- **Intellectual Engagement vision is right**
 - Components of this year's vision are the right next step
 - Feels like we're building off what we've started in an aligned way
- **Belonging is the right priority (but the vision was unclear)**

Grows

- **Intellectual Engagement vision could be too much – will this all fit in a year?**
- **Disconnect between the Belonging vision language (e.g., disrupting exclusionary practices) and the strategies named**
- **Intellectual Engagement & Belonging are in service of student learning – need to show how they connect**

Intellectual
Engagement



2022-23

- Focus on little “e” engagement
- Q3 & Q4: Added Instructional Routine & “why/how” questions

2023-24

- 8-Week Vision (all of Q1)
- Instructional Routine
- Instruction and planning at the level of the standard/shift

2024-25

- 8-Week Vision
- Deepening our understanding of what intellectual engagement is & how to facilitate it

Bridging
Toward
Belonging



- Introduction at the Success Conference

- Bridging conversations (1:1s)
- Bridging activities in PD
- Bridging activities with students

- Moving from learning about each other to disrupting exclusionary practices

Unlocking Minds & Hearts



Camino
Nuevo
Charter
Academy

Fostering a Culture of Belonging



From CNCA's Commitment to Belonging (Equity Plan):

Creating a culture of belonging without othering across all sites helps advance a sense of connectivity, safety, and appreciation for all members of the Camino community. We believe that a diverse community makes Camino strong. All backgrounds, heritages, communities, and experiences belong. **Camino is committed to disrupting exclusionary (oppressive) structures/practices and ensuring all identities are protected, celebrated, valued, and centered.** It is critical to incorporate principles of shared decision-making, co-creation, empathy, and self-reflection to ensure parents, students and staff feel a sense of belonging and purpose at Camino.

Intellectual Engagement



From CNCA's Definition of Intellectual Engagement:

In CNCA classrooms, 90%+ of students are doing the heavy lifting – as evidenced by writing and discussion – while learning content that is aligned to the rigor of the grade level. This requires all teachers to engage in intellectual preparation that is grounded in Common Core standards and shifts.



Camino Nuevo Charter Academy Strategic Plan Overview

Success Equation

2027-2028 Vision

By 2028, Camino Nuevo students attend some of the highest performing Tk-12 schools in Los Angeles, where their wellbeing is nurtured, they see themselves as successful, and they feel they belong.

2024-2025 Org Wide Priority

Unlocking Minds & Hearts

Belonging & Intellectual Engagement

Coaching
Year 1

Anti-
Exclusionary
Practices

Our Mission

Camino Nuevo Charter Academy educates students in a college preparatory program to be literate, critical thinkers, and independent problem solvers who are agents of social justice with sensitivity toward the world around them.

Excellence - Equity - Community - Innovation - Joy



Camino Nuevo Charter Academy Strategic Plan Overview

2027-2028 Vision

By 2028, Camino Nuevo students attend some of the highest performing Tk-12 schools in Los Angeles, where their wellbeing is nurtured, they see themselves as successful, and they feel they belong.

X
Year 1 - CNCA leaders will be trained in a common CNCA Coaching framework, emphasizing assets and stakeholder growth and retention, including the development of adaptive skills to foster belonging.

Our Mission

Camino Nuevo Charter Academy educates students in a college preparatory program to be literate, critical thinkers, and independent problem solvers who are agents of social justice with sensitivity to the world around them.

X
Camino's Commitment to Belonging: Creating a culture of belonging without othering across all sites helps advance a sense of connectivity, safety, and appreciation for all members of the Camino community. We believe that a diverse community makes Camino strong. All backgrounds, heritages, communities, and experiences belong. Camino is committed to disrupting oppressive structures and ensuring all identities are protected, celebrated, valued, and centered. It is critical to incorporate principles of shared decision-making, co-creation, empathy, and self-reflection to ensure parents, students and staff feel a sense of belonging and purpose at Camino.

2025 Org Wide Priority

Unlocking Minds & Hearts

Classroom and Community

Learning & Intellectual Engagement

Camino is committed to disrupting exclusionary (oppressive) structures/practices and ensuring all identities are protected, celebrated, valued, and centered.

In CNCA classrooms, 90%+ of students are doing the heavy lifting - as evidenced by writing and discussion - while learning content that is aligned to the rigor of the grade level.

X
CNCA Philosophy of Teaching & Learning: Our approach ensures that all Camino Nuevo students are literate, critical thinkers, and independent problem solvers who are agents of social justice with sensitivity toward the world around them. Rooted in ethnic studies pedagogy, our instructional approach is data-driven, prioritizes social-emotional learning, and centers the instructional pillars that set the stage for authentic inquiry lessons: know the standards, universally design lessons, and get students talking.



Excellence - Equity - Community - Innovation - Joy

Unlocking Minds & Hearts: **Belonging** & **Intellectual Engagement**



All stakeholders foster belonging through compassionate listening so that we are able to **engage in courageous conversations, dialogue and questioning** enabling collaboration and authentic communication

Unlocking Minds & Hearts: **Belonging** & **Intellectual Engagement**



The proactive response of all stakeholders to macro- and micro-aggressions establishes a culture of safety and support, enabling students and staff to take intellectual risks and develop growth mindsets.

Unlocking Minds & Hearts: **Belonging** & **Intellectual Engagement**



We build inclusive school and organizational culture that celebrates all stakeholder identities (latinx, black, asian, indigenous, LGBTQIA). Within this inclusive environment, **students are empowered to build off of each other's ideas, enhancing engagement and learning outcomes.**

24-25 Strategies

Coaching Year 1 (3 year)

At CNCA, we cultivate a culture of excellence through coaching all team members, prioritizing:

- **Relationships & Belonging:** Building trust and fostering a sense of belonging among team members.
- **Student Achievement Data:** Using data insights to drive coaching strategies that enhance student achievement.
- **Assets-Based Differentiation:** Tailoring coaching approaches to individual needs while emphasizing strengths and potential.
- **Consistency:** Ensuring reliability and equity in our coaching practices.
- **Coherent Professional Learning:** Connecting to other network and external professional growth and learning opportunities
- **Transformation:** Inspiring personal and collective growth, driving positive change across our school community.

Our coaching approach promotes not only individual growth and self-efficacy, but also strengthens collective efficacy, empowering every team member to achieve excellence.

Anti-Exclusionary Practices

Anti-exclusionary practices at Camino Nuevo requires all stakeholders to be vigilant in identifying and confronting systemic inequalities and discriminatory behaviors that marginalize members of our community. This entails not only implementing inclusive policies but also fostering a culture where all forms of exclusion are actively challenged and corrected. By stepping forward to address both overt acts of discrimination and subtle, everyday biases, we will create a safe and supportive environment where everyone feels valued and respected in a learning atmosphere that nurtures diversity, equity, and belonging.

Coaching Philosophy

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3 years, 2 priorities, 1 strategy: Coaching

Year 1: States of Being training for SLT, Principals, and some HSO Directors.

- ❖ All of their coachees will also benefit: HSO Directors, Leadership Teams, & teachers coached by Principals.

Year 2: APs and SOMs trained in States of Being*

- ❖ Coachees benefit: All teachers, classified staff members

Year 3: Teachers & Family & Student Coordinators & Classified Staff trained in States of Being*

- ❖ Students & families benefit

*Ongoing support & development for groups trained in previous years



Staff Retention

Staff Retention from Last Year to This Year

SLT



100%

School Leaders



98%

Teachers



80%

Data as of 7/31/24

BUR Conexión

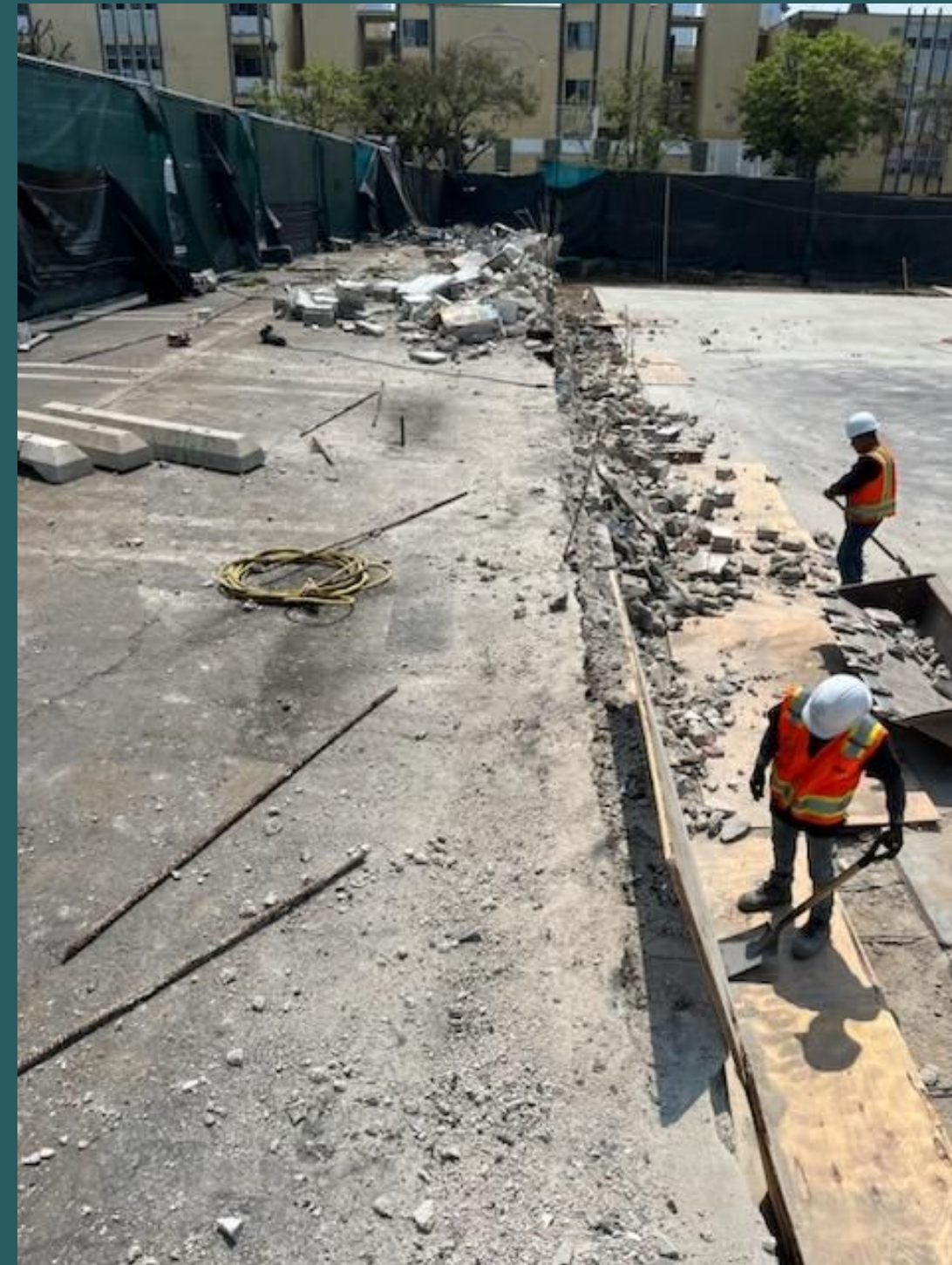
BUR Conexión Headlines

- Overall, this project is going well despite setbacks
- There will not be a disruption to Burlington opening on time for the new school year
- Some work will need to be completed after school starts, but there will be no impact on the educational environment



A few challenges

- Additional requests by the Building Department for soil tests
- Additional permits needed
- Design changes
- Redesign of walls/fences
- Failure of the existing retaining wall between the Burlington Playground and Parking Lot which needed demolition and new construction



Project Highlights

- CMU walls around the Yellow House are completed.
- The new Conexion Walkway to connect the Burlington Campus is still in progress.
- New concrete surface was installed at Playground and will have the sport court surface installed soon.
- New play equipment was installed at both BUR Centro and the elementary.
- A new CMU retaining wall is currently being installed between the Playground and Parking Lot.
- The unattractive fence has been removed along Burlington and crews are currently installing a new corrugated metal privacy fence.
- The front planters have been removed to install a new entry door for 697 Burlington.
- Fire sprinkler main lines are being relocated.



AVANCE

Residency Los Angeles

23-24 Avance Data: Year 1

Notes!

- ❖ Avance started the 2023-24 school year with 18 residents. Two residents exited the program early in the program. Sixteen residents completed the residency year in the first year of implementation
- ❖ The data reflects the 16 residents who completed their residency year



Resident Completion Data

Completed the Avance Residency year with a Preliminary Credential

56%

9 out of 16 residents

Completed the Avance Residency year pending CA State Credentialing Requirements

44%

7 out of 16 residents

Resident CNCA Hiring Data

Avance Residents hired as Teacher of Record for the 24-25 School Year	Avance Residents hired at Camino Nuevo Charter Academy for the 24-25 School Year	Percent of CNCA schools that hired at least 1 Avance Resident as Teacher of Record
69%	69%	100%
11 out of 16 residents	11 out of 16 residents	11 out of 16 residents

24-25 Changes:

The following changes reflect learnings from the first year of implementation and how Avance Residency has adapted the program to ensure greater resident success and satisfaction in the upcoming year.

- ❖ Invite LMU Fieldwork Instructors to the Mentor PD to allow for collaboration and ensure that residents receive aligned coaching and feedback
- ❖ Adapt the multiple-subject takeover to incorporate a more gradual release of responsibility
- ❖ More incremental testing deadline for passing individual subtests rather than an overall passing score for state requirements to support residents in meeting CA State Credentialing requirements