Navigator Schools

Academic Success Committee Meeting

Date and Time

Wednesday March 27, 2024 at 4:00 PM PDT

Location

Join Zoom Meeting
ID: 98895605822
Passcode: 025886

(US) +1 309-205-3325
Passcode: 025886

Meeting host: ami.ortiz@navigatorschools.org

Join Zoom Meeting:
https://navigatorschools.zoom.us/j/98895605822?pwd=L1dYakw0SVNQRU9XZi9ZRW92Q1Zpdz09

This meeting will be held in compliance with the Brown Act.

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**4:00 PM**
	Opening Items			

		Purpose	Presenter	Time
A.	Call the Meeting to Order		Chuck Daggs	1 m
B.	Record Attendance and Guests		Chuck Daggs	1 m

Chuck Daggs, committee member and member of the board, will identify guests and hold a roll-call vote to take attendance.

C.	Approve Minutes from Prior Meeting	Approve Minutes	Chuck Daggs	1 m

Committee members will participate in a roll-call vote on the approval of prior minutes.

Approve minutes for Academic Success Committee Meeting on January 31, 2024

D.	Opening Comments from Chief Academic Officer		James Dent	5 m

James Dent, Chief Academic Officer, will provide opening remarks.

II. Academic Topics — 4:08 PM

A.	New Data Dashboard Platform	Discuss	Victoria Garcia	10 m

Victoria Garcia, Academic Data & Assessment Coordinator, will present potential new platforms for Navigator Data Dashboards to replace EduClimber/Tableau

B.	Q3 STAR School-wide Data	Discuss	Crystal O'Rourke	12 m

Crystal O'Rourke, Director of Schools, will review Q3 results.

C.	Each One, Teach One	Discuss	Tina Hill	12 m

Tina Hill, Director of Student Services, will present and discuss with the committee, the possibility of investing in a pilot aimed at increasing reading performance.

D.	Lit Consultancy	Discuss	Crystal O'Rourke	12 m

Crystal O'Rourke, Director of Schools, will discuss the possibility of Navigator working with Lit, an English Language Arts consulting firm.

III. Closing Items — 4:54 PM

A.	Schedule Next Committee Meeting	Discuss	Chuck Daggs	5 m

The committee will confirm the date and time of its next meeting.

		Purpose	Presenter	Time
B.	Adjourn Meeting	Vote	Chuck Daggs	1 m

Committee members will participate in a roll-call vote to adjourn the meeting.

Coversheet

Approve Minutes from Prior Meeting

Section: I. Opening Items
Item: C. Approve Minutes from Prior Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Academic Success Committee Meeting on January 31, 2024

APPROVED

Navigator Schools

Minutes

Academic Success Committee Meeting

Date and Time
Wednesday January 31, 2024 at 4:00 PM

Location
Join Zoom Meeting
ID: 91896473008
Passcode: 903261

(US) +1 305-224-1968
Passcode: 903261

This meeting will be held in compliance with the Brown Act.

Committee Members Present
Alfred Morikang (remote), Chuck Daggs (remote), JP Anderson (remote)

Committee Members Absent
Claire Grissom

Guests Present
Ami Ortiz (remote), Caprice Young (remote), Crystal O'Rourke (remote), James Dent (remote), Mariah Butron (remote), Tina Hill (remote), Tom Peraic (remote)

I. Opening Items

A.

Call the Meeting to Order

Chuck Daggs called a meeting of the Academic Success Committee of Navigator Schools to order on Wednesday Jan 31, 2024 at 4:01 PM.

B. Record Attendance and Guests

C. Approve Minutes from Prior Meeting

Alfred Morikang made a motion to approve the minutes from Academic Success Committee Meeting on 11-27-23.
Chuck Daggs seconded the motion.
The committee **VOTED** to approve the motion.

D. Opening Comments from Chief Academic Officer

Chief Academic Officer, James Dent, welcomed the committee.

II. Academic Topics

A. Unit 2 STAR Assessment Results

James Dent shared that STAR scores at GPS have shown growth.
Hayward Collegiate STAR scores are also on an upwards trend.
Crystal O'Rourke, Director of Schools, spoke to this upward trend as it relates to best practices in coaching and data analysis at HC.
Hollister Prep is increasing steadily.
Watsonville Prep is increasing as well.

Chuck Daggs commented that the trends are going in the right direction

B. Transitional Kindergarten Plan

TK grant for WPS, now 2 TK classes, HC has 1 TK. CD, rely on data. Crystal, seeing better results at K. 25-26 must be offered to all 4 years olds. Plan for 2 new TK classes in 24-25 at GPS, HPS in 25-26. Same as K day, 5-6 hours. AM, excited for the program, shared parent experience. Crystal is TK staff lead.
Crystal O'Rourke shared the Navi TK mission statement.
She shared that WPS had 2 TK classrooms and 1 TK classroom at HC. Next year, 24-25, GPS will have TK. In 25-26, HPS will have TK. Navigator will be in compliance with state TK laws.

We are seeing successes with TK cohorts going into Kindergarten.

James verified we will have additional data from this year, 23-24, to track progress for next year.

Crystal is the TK lead at Navigator.

C. Update on Special Education

Tina offers summary of Cross Country program review, interviewed staff on 12/11-12/13/23. Findings expected 01/29/24. Tier 3 interventions in place, seeing growth in ELA and math across all 4 campuses. CY, Chime in LA, one of the original full inclusion charter schools, we do it right here, best practices and innovation. Since increased salaries, beginning to believe. CD, staffing at traditional school, we have 30 per class, rare at elementary, usually 24-28, one teacher, no SGIs, sped aids little training and no collaboration. We are replicating this very expensive model.
Tina Hill shared an update at SPED.

Cross Country program reviewed all 4 Navigator campuses.
The program reported positive and seamless collaboration amongst Gen-Ed and SPED Staff within the classroom. Tina will report next steps at a later time.

Growth: All Special Ed students are currently receiving interventions. Goals are being adjusted as needed.

Dr. Young commented on the positive staffing trends in this department.

D. English Language Arts Process

Crystal O'Rourke spoke to the ELA Adoption Update and the why behind this decision. Navigator Schools will be adopting a K-5 ELA Curriculum to be piloted in the fall of 2024.

Navigator Schools will form a Curriculum Committee as a next step.

Crystal shared that Navi will be adopting a K-5 curriculum to be piloted in the fall of 2024. Big deal to some of the teachers here who helped build the curriculum. Curriculum Committee discussed, teachers, leaders, student services. ELA PD given to all leaders. JD shared that always using curriculum as a starting point and not an end point, attempting to find "best" starting point. CKLA and Expeditionary Learning (EL) being considered, first time Navi will purchase a curriculum. Potential for consultant support. JP offered that this is impressive. CD, coaching culture is great - JD, coach does 6 classrooms, partner with SGIs. Teachers in classrooms 75-80% of the day. CD, factor in

teacher retention. CY, survey backed up by what teachers are saying. CD, not so much a cost as much as it is an investment.

III. Closing Items

A. Schedule Next Committee Meeting

James will reach out to Claire to get another meeting.
To be discussed later

B. Adjourn Meeting

JP Anderson made a motion to Adjourn meeting.
Chuck Daggs seconded the motion.
The committee **VOTED** to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:52 PM.

Respectfully Submitted,
Tom Peraic

Coversheet

New Data Dashboard Platform

Section: II. Academic Topics
Item: A. New Data Dashboard Platform
Purpose: Discuss
Submitted by:
Related Material:
Navigator Memo for Board_ Adoption of Data Dashboard (In Progress 3_22_24).pdf

April 10th, 2024

To: Navigator Board
From: Caprice Young, Ed.D., Superintendent and CEO and Victoria Garcia, Academic Data and Assessment Coordinator
Subject: *Approval of Contract for Dashboard Development and Ongoing Systems Integration with either Data Design Solutions Holdings, LLC or Qualtrics*
Action: Approve a contract with either Data Design Solutions Holdings, LLC or Qualtrics for either $154,440* (Data Design) or $49,525* (Qualtrics) to create a customizable platform for all pertinent Navigator data including:

Data Design: integration of up to five systems, including our SIS (Infinite Campus), unlimited dashboard KPI customizations, and unlimited student tracker customizations; available in one or three year contracts.

Qualtrics: the platform and user setup, integrations with our current data systems, a fully deployed student level dashboard, virtual leader training, and virtual staff training with one or multi year contracts available.

Summary: *(one or two paragraphs)*

To make it easy for teachers, coaches, administrators, and others to monitor and improve student achievement, Navigator needs automated academic dashboards that fully integrate the information available from a myriad of systems, including our Student Information System Infinite Campus. This contract will provide our team with a systems integrator specializing in educational systems that will create automated uploads, allowing our team to focus our efforts and time on taking action on the data as opposed to inputting and analyzing it.

After surveying the market, the data team identified three leading players to assess in detail: EduClimber (our current solution), Data Design, and Qualtrics. Our review included demonstrations of the solution providers' capabilities, test drives, and consultation with existing customers weighed against our requirements. Pricing differed greatly, primarily based on the amount of support provided by the vendor. People with education-specific data integration skill sets are difficult to find, and the rapidly changing industry knowledge and requirements argues for outsourcing this skill set while maintaining the skills and focus of our internal team of our unique programs and data questions. We are recommending that we contract with either DataDesign or Qualtrics because of their ability to begin work with a fully formed team on May 1, resulting in the initial dashboards being classroom-ready by the start of the 2024-25 school year.

The matrix below summarizes our findings:

Question	EduClimber	Data Design	Qualtrics
Is the system custom built for the client (Navigator)?	No. We have already connected most of our products, but still have imports to build if we want additional data to flow through. All dashboards are created manually by Navigator staff.	Yes. Data Design will build with direction from Navigator. Have some templates already for reference, but all customizable.	Yes. Quatrics will be custom built for Navigator either as a "radio dial DIY" or full service. They do have some templates, but do not have to stay in it, and a single user can handle 100 automations (depending on a frequency).
Are the permissions set up in a way that Navigator can create one report, push out to the staff, and the end user only sees what is applicable for their site and grade? IE, eliminate the need to create individualized data points.	No. Navigator staff must create individual data points for each site and grade and pin appropriately.	Yes, this is a standard feature of the Data Design Dashboard. Navigator pulls one report to send to all staff, that will have permissions for each teacher to only view their specific students.	Yes, and this is done via an upload hierarchy from a CSV with roles etc, and each site sees data for only their site and grade.
Can your program push back to our SIS (Infinite Campus)?	No. Certain data points will sync overnight from Infinite Campus to EduClimber, but EduClimber never pushes back to Infinite Campus.	Yes	Yes, but most SIS's limit what is allowed in.
Do they have the filters we need on a regular basis? Race, Ethnicity, FRL, EL, Disability, Homeless / Foster, etc	Some, many are transferred from our SIS; however, Navigator cannot access all at all points in the system, and we have to manually form some "tags" in order to identify students, leaving room for error.	Yes, the end user can apply their own filters and any data from our SIS can be isolated at any point in the platform.	Yes, the end user can apply their own filters and any data from our SIS can be isolated at any point in the platform.
Can end users edit their own filters (ie, demographic information)?	Potentially, the end user would have to do it themselves, or rely on another Navigator staff member to "pin data". There would need to be additional training to show staff how to isolate those filters and it would not "stick", so they would have to reapply filters each time from the	Yes. From the data we share, users can click into a filter from within any chart and isolate the filters they need to apply in that instance.	Yes. From the data we share, users can click into a filter from within any chart and isolate the filters they need to apply in that instance. Ability to lock or allow this feature for staff.

	search engine.		
Does the platform have the ability to do a "threshold", or alert the end user when a student hits a particular data point?	Yes, we create a "threshold" that allows us to set one or many metrics that once triggered will send an email to staff members with names of students and the data point that was triggered.	Yes, called alerts within Data Design. Teachers have the ability to create their own alerts from their favorite data dashboards as well.	Yes, they are used as a "ticketing system / notification". Users can track the tickets internally like a helpdesk system, or case management for parents as well.
Are the thresholds set up in a way that a Navigator staff member does not need to edit weekly, and only the most current data is being communicated to staff?	Potential, it depends on the assessment, and how many assessments are within an assessment view that could cause a trigger. SEL is an example where this does not work because it requires a Navigator staff member to manually edit all thresholds to "delete a test" so only the most current data point shows up in the email to the staff member, not old and new data sets. Also, due to privacy issues, a different threshold has to be created for every site and grade to protect student privacy and allow end users to only see their applicable students.	Yes, can set up the alert in a way that it will "drop off" data that is "old" or less applicable.	Yes, we set a resolution time or mark as resolved from the above ticketing system. Have the ability to create sub tickets or reminders as well based on triggered results.
Does the platform have a usage report?	No, we can only see the last login and we have to search by user. We have no way of knowing which charts or collections are being accessed the most or by whom.	Yes, we can track which reports are being used by whom and for how long.	Yes, we can track which reports are being used by whom and for how long.
Do you have a google sheet integration?	Potentially, the platform advertises a google sheet integration,but it does not work, and helpdesk ticket has no eta. Also, can only have one tab even when it is functioning from within that Google sheet, eliminating many of the Google sheets we currently use that have multiple tabs within. Requires a Navigator staff member to manipulate and set parameters to pull data, not configured for us as users.	Yes, but this would be considered one of our integrations, but there are no limitations to the number of tabs to integrate this within the platform.	Yes, Qualtrics can pull in data and push that Google data elsewhere as Google is one of their companies they work closely with.

Do you have an intervention tracker for students?	Yes, however in trials of this during our 22 - 23 school year this portion of the platform works best with automated systems like STAR, and not with in person interventions.	Yes, for both in and out of school interventions.	Yes, customizable to our needs.
Based on the above for MTSS, does the intervention track program effectiveness, and can interventionists enter / edit their own data points etc?	Potentially, Navigator staff have to set permissions to give access to edit data points, and it is limited to numerical points that never provided meaningful program effectiveness in the capacity we were using for after school intervention.	Yes, we can track intervention both in and out of school in a module called Out of School Time (OST Module) that would track, you guessed it, out of school time! This is included in the Student Tracker.	Yes, customizable to our needs and with the use of filters.
Can staff enter their own data points directly into the platform? Example, interventions, BPST / Fluency, participation, etc.	Potential, we have not tried this outside of interventionists since that was not giving us the data we needed, but "yes".	Yes, Navigator staff can enter their own data, and then that data can also feed back to our SIS (Infinite Campus); numeric and or written responses.	Yes, Navigator staff can enter their own data via an intake form that is tied to a staff ID; numeric and or written responses.
Can your platform import written responses? IE, Google, assessments via Illuminate, MTSS comments, etc.	No	Yes, for Google's integration, that will include Google surveys and will allow you to see the written responses and Google classroom assignments. Google survey's output is Google sheets, so it will be part of the Google integration. From Illuminate: Exams: This file contains the historical records for formative assessments, benchmark assessments, common core assessments, state standardized assessments, English-language development assessments, (or any other assessments available). If any of these exams is stored in another system, then separate files can be produced to meet the requirement.	Potential as it depends on the source, but very likely yes.

Is there an ability to a use a training course? IE, put staff through training from within the system? Students?	No	Yes, the C&I Module is sold separately, but we can add that for you all to have access to right away.	Yes, including videos and quizzes through their SM Basecamp, not through the "library". This allows a dashboard with four minute videos or less, and then we can create an intake form to use as a CFU (check for understanding) to track completion.
Do you have an internal ticket system, like our own helpdesk, or actions, that allow us to track when staff and students are completing tasks?	Potential for tasks, similar to Google comments where we can assign tasks and mark completed, but we have never utilized this feature.	Potential, but Data Design would need to understand your use case for the “internal help desk” and what it’s for before they commit to this.	Yes, Qualtrics can use this as a threshold where Navigator support can assign thresholds to staff to monitor students, parent contact information, or internal tech issues. The history stays attached to a user.
Can your platform create questionnaires or surveys for staff and students?	No	Potentially, Data Design has built surveys in their platform for clients in the past, but it’s the same consistent survey sent to students at regular intervals. If this is what you are looking for, this is feasible.	Yes to both questionnaires and surveys, and they do not have to login to the platform. Instead they can get access through a link and it merges; IE students can access from our SIS or parents from an email or text.
Do you have translations available?	Potential if we upload via forms, we likely have to do the translations on our own first.	Yes, currently we have access to 250 languages for translation, but if there is a language within your student population that they do not have, it can easily be added to our library.	Yes, 76 languages are available.
Do you have the ability to house resources, like a digital library ?	No	Yes, our C&I Module currently allows you to embed videos & PDFs for staff reference & training. *Could supplement or replace our professional development and scope and sequences but would come with a significant additional cost.	Potentially, their "library" is a place to save surveys, but not resources for staff.
Can the platform message parents?	Yes	Yes	Yes, via emails, SMS text, social media, or QR codes.

Is there live ongoing support available?	No, only online chat or email helpdesk. The only live support is public office hours.	Yes, in the initial phase can meet weekly for 4 to 6 months, then it tapers off to monthly and a helpdesk. Though verbally stated that we can keep the ongoing support going. *Smaller company / education only	Yes, included in the license, the ecosystem is 24 / 7 live support ("follows the sun" - 39 locations globally so always someone available to meet our hours). Customer success is 30 minutes of support, and the platform is built out so you can watch screen shots and 30 hours of self paced content (3 - 5 minutes each). *Larger company / education and businesses alike

Price	Need to Verify as we are up for renewal this year. Would need to consider keeping on for one more year as we transition to another platform.	**Option 1: Fully Customized** **Total Contract Value: $154,440*** *Price per Student: $88 Available in 1 year or 3 year contracts Assumptions: 1. Up to 5 systems integrated, including SIS 2. Unlimited Dashboard KPI customizations 3. Unlimited Student Tracker customizations Either $88 or $50 per student depending on the plan we choose Additional cost for the C&I module	$250 an hour past our implementation phase, and they do have multi year contracts available. year 1: implementation is more 1x + hours to build Access to Tech: $ reoccuring every 12 months The proposal includes the following deliverables: Platform and User Setup Integrations with Your Data Systems A Full Deployed Student Level Dashboard Virtual Leader Training Virtual Staff Training *Can always reduce scope to bring the price down. Optional Add-ons: • SMS Text (50,000 credits): $500 • Single Sign On: $1,500 Annual technology cost: $14,450 Client shall pay Isobar the total fee of $49,525. Awarded Date + 30 Days Qualtrics Implementation $11,025 Custom Development Services $36,250 Training Services $4,050 **TOTAL FEE $49,525**
How Long is the onboarding process	NA as we already have functioning, but we would need to renew.	3 months once we sign the contract. So if we sign up at the end of April it will be ready for August and they will train staff.	6 - 8 weeks initially depending on our availability; this is if they do it for us, or we co build with them. Additional requests depend on our needs, and it becomes an additional $250 an hour past our implementation

			phase. Can always do a call or chat with support at no additional cost.
NOTES	Already set up many of our systems to flow into EduClimber, but would need to build imports for others. Training would still be a must for all.	Each system will be an integration. So, from the list we provided, Data Design would integrate: SIS (which does include all grades or any assessments that are already in the SIS) Illuminate Google Classroom Renaissance Learning Data Design allows up to 5 systems, or it becomes an extra 10k per integration past that point. SIS counts as "one" so anything embedded in SIS would be "covered".	Tech side - 24 hour support and Implementation partner - both train and do for us, and that will impact the cost.
Systems			
ST Math	no	potential	potential
AR Word Count	no - want me to create an import manually, issue being each row is singular book, so how do we get the CSV to recognize student ID's, and then take a sum of a column of numbers? If we can solve this, can the platform even accept numbers into the millions? - Ticket pending 3/13/24	potential - they have "experience" with this already	potential
Lexia	yes - requires export / import	potential	potential
Reading Plus	yes - requires export / import	potential	potential
STAR	yes - auto	potential - counts as separate from Illuminate	potential
ELPAC	yes - requires export / import	potential	potential
CAASPP	yes - requires export / import	potential	potential
Assessments	yes - auto from Illuminate	potential from Illuminate - Separate from Renaissance	potential

ALEKS	yes - requires export / import	potential	potential
BPST / Fluency	yes - requires export / import	potential from SIS	potential
Grades	yes - MS auto overnight, K - 5 auto quarterly	potential from SIS	potential

Coversheet

Q3 STAR School-wide Data

Section: II. Academic Topics
Item: B. Q3 STAR School-wide Data
Purpose: Discuss
Submitted by:
Related Material: Academic Excellence Committee 3-27-24.pdf

Navigator Schools
Charting a new course in education

Academic Excellence Committee

3-27-24

Navigator Schools
Charting a new course in education

Executive Summary

Quarter 3 STAR data is in and shows _____. As we enter SBAC season, schools are beginning to ramp up end of year review.

We are excited to share an exciting pilot and potential supporting grant opportunities to fund this effort.

Our ELA adoption is adding firepower with some outside support from an old friend of Navigator in the form of a consultancy called “Lit”.

Today’s Topics:

1. Data System Upgrade
2. Q3 STAR School-wide Data (Crystal)
3. Each One, Teach One (Tina)
4. Lit Consultancy (Crystal)

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Topic 1: New Data Dashboard

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Topic 2: STAR Q3

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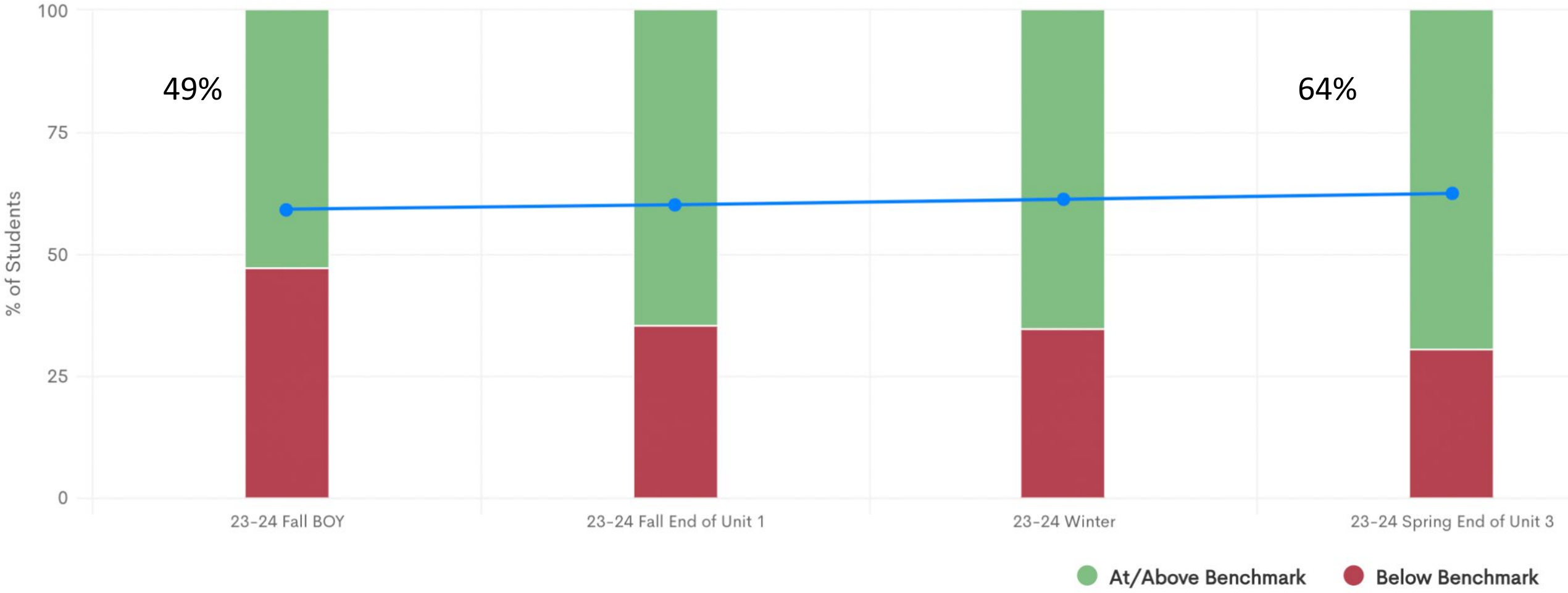
GPS STAR Math Schoolwide



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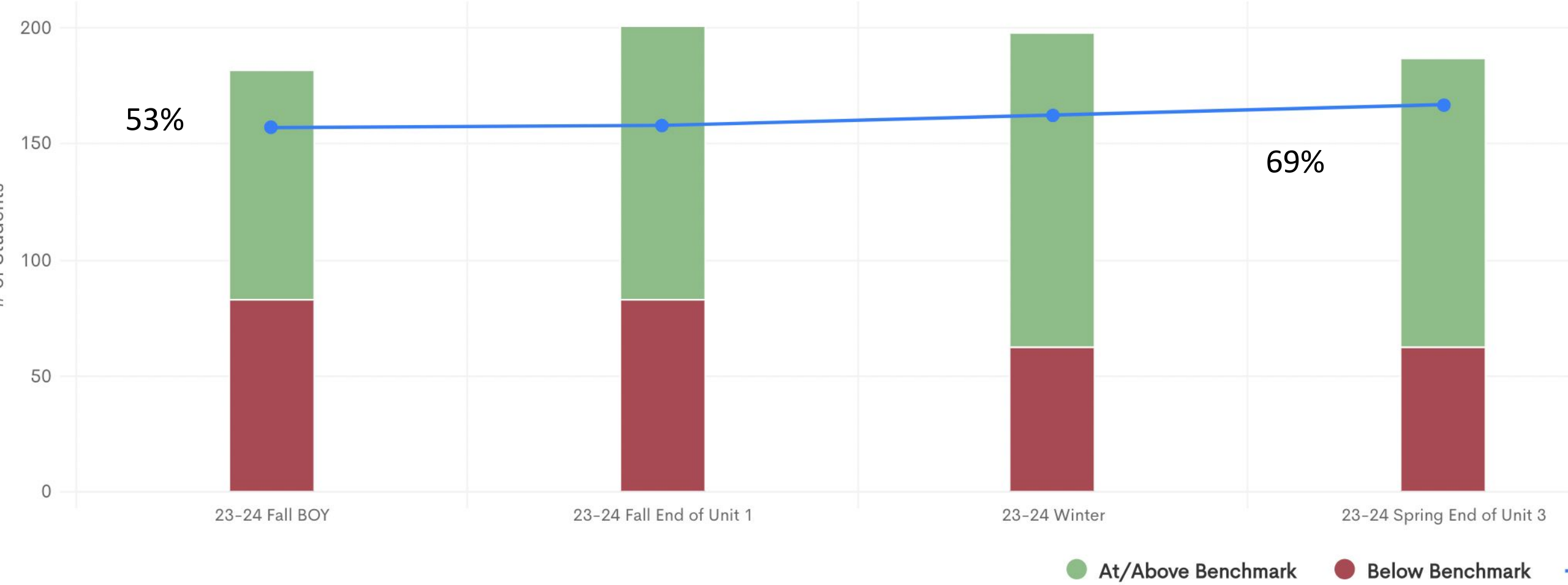
HC STAR Math Schoolwide



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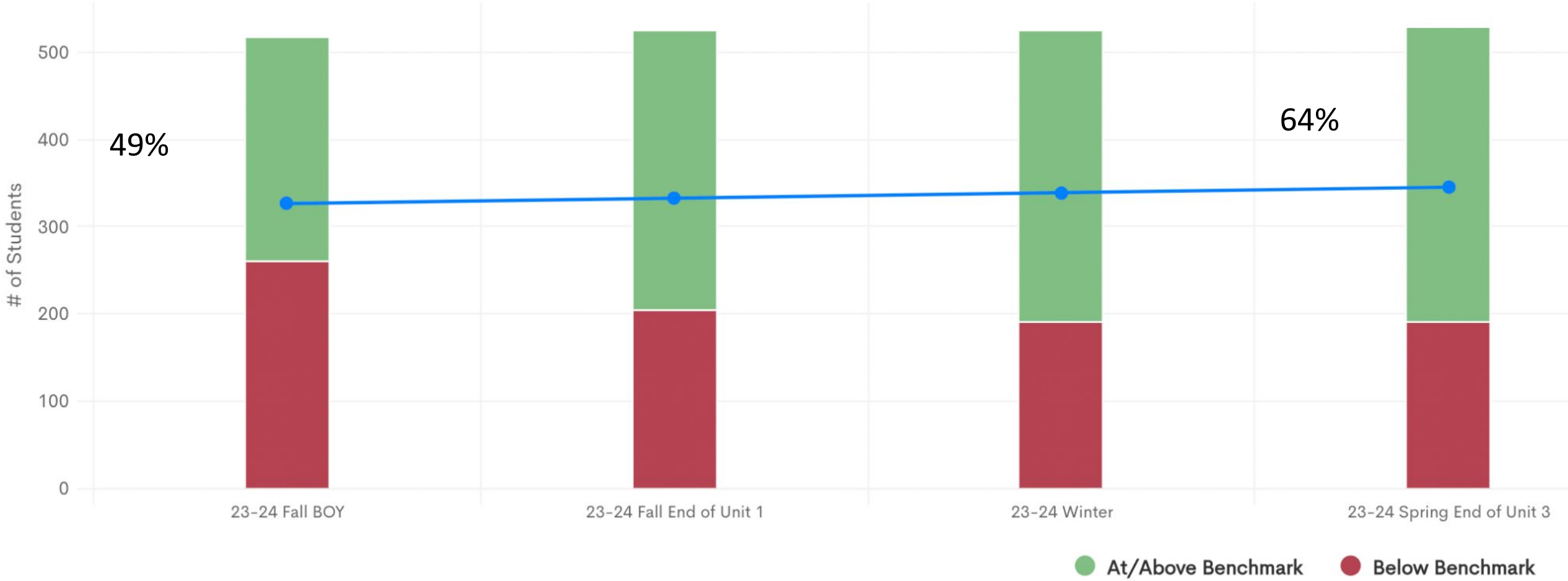
HPS STAR Math Schoolwide



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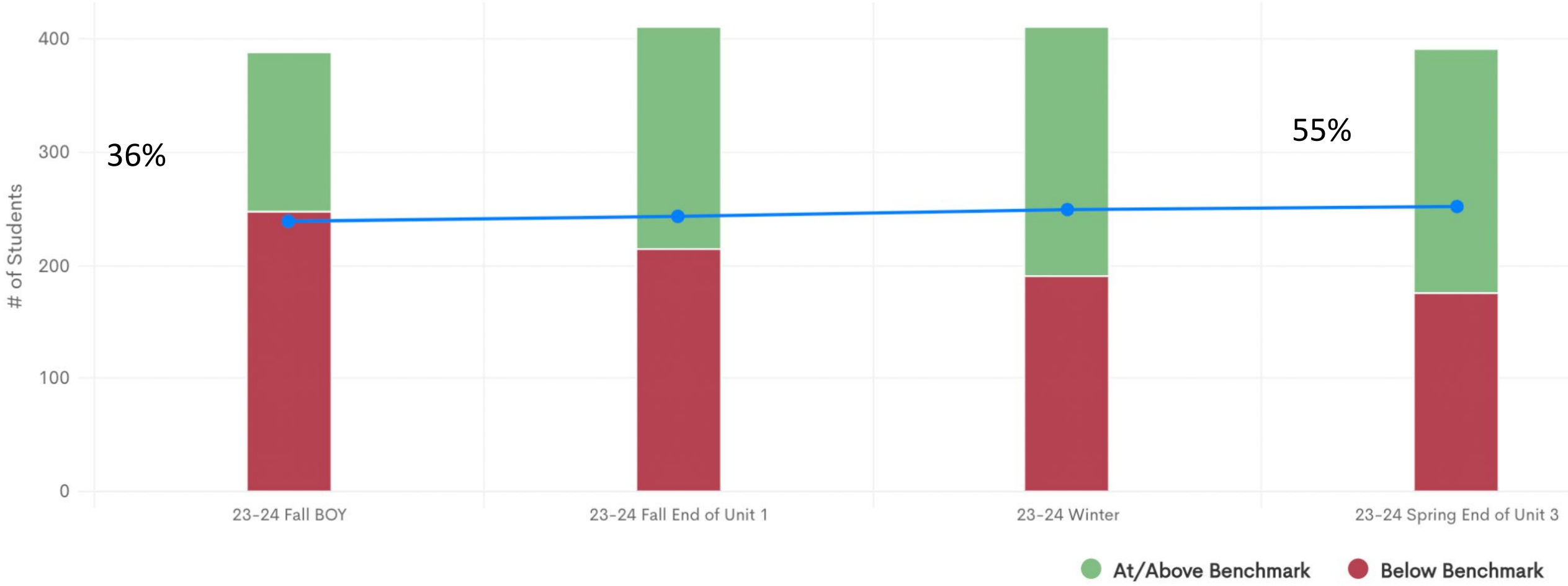
WPS STAR Math Schoolwide



The Reading Slides are a little hard to understand

We will talk through these on Tuesday.

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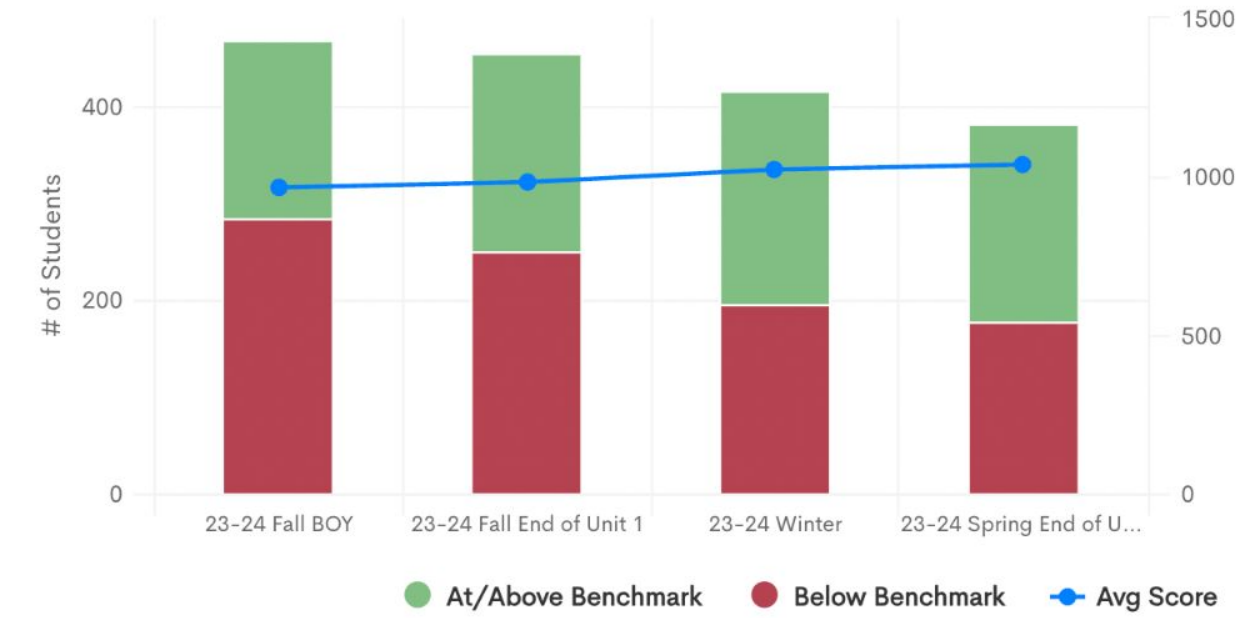
GPS STAR Reading Schoolwide

STAR - STAR Early Literacy

STAR w/Pct of Mas

STAR - STAR Reading

STAR w/Pct of Mas



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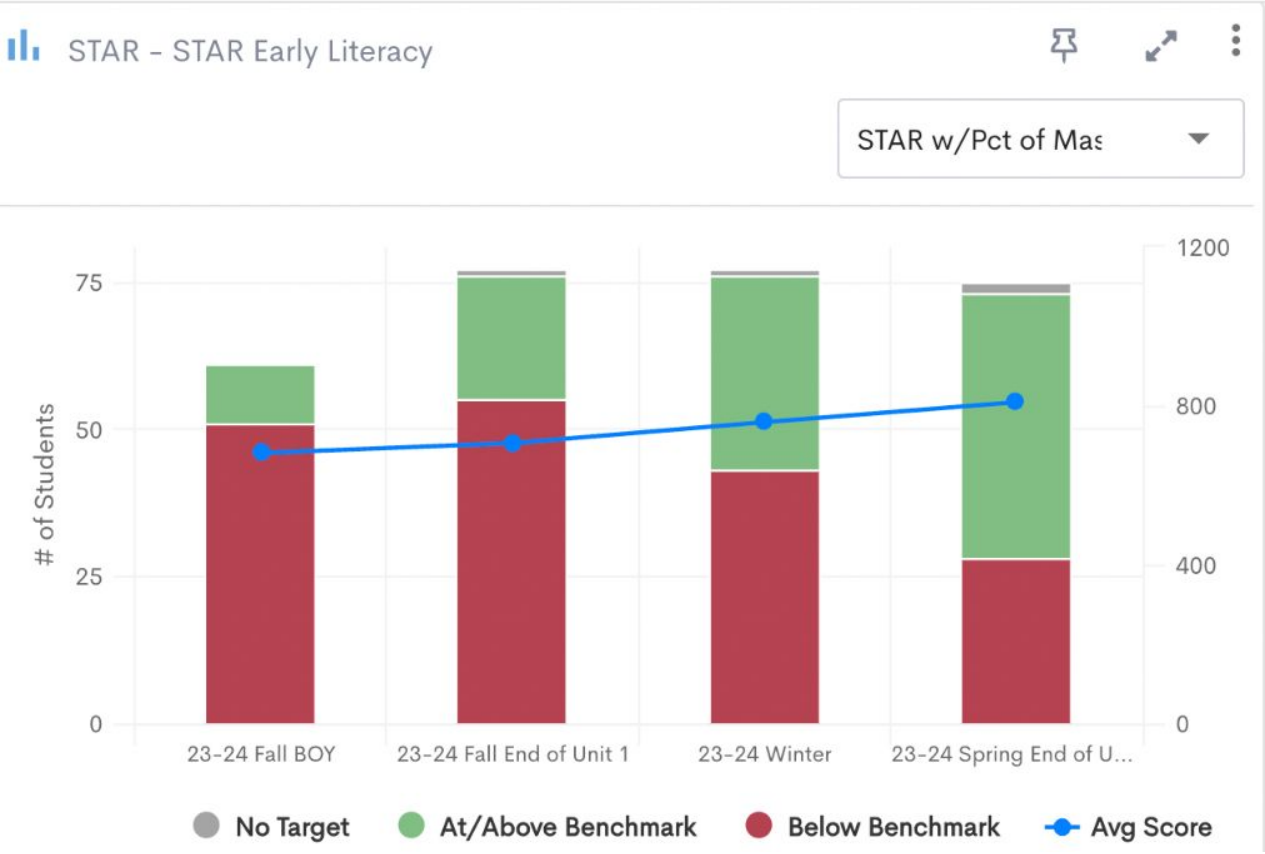
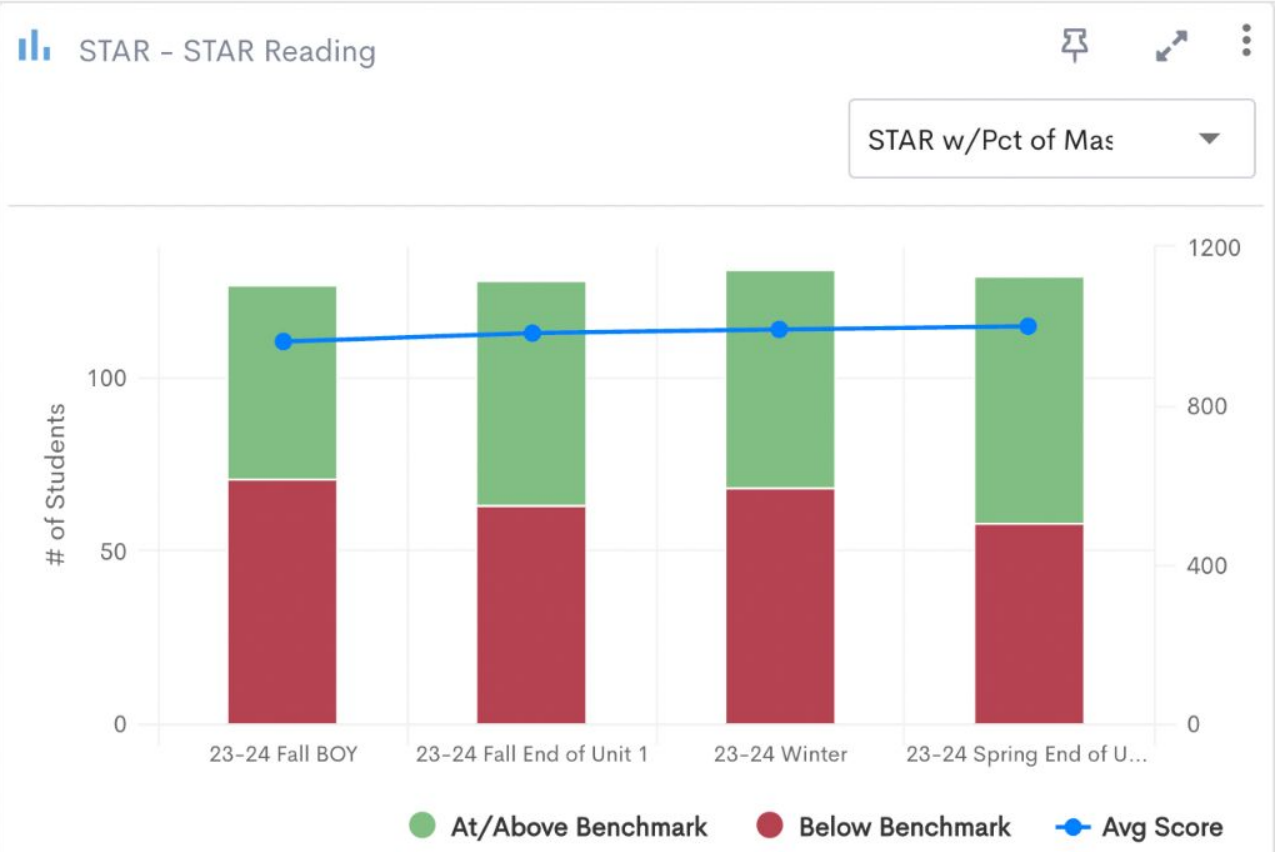
HC STAR Reading Schoolwide





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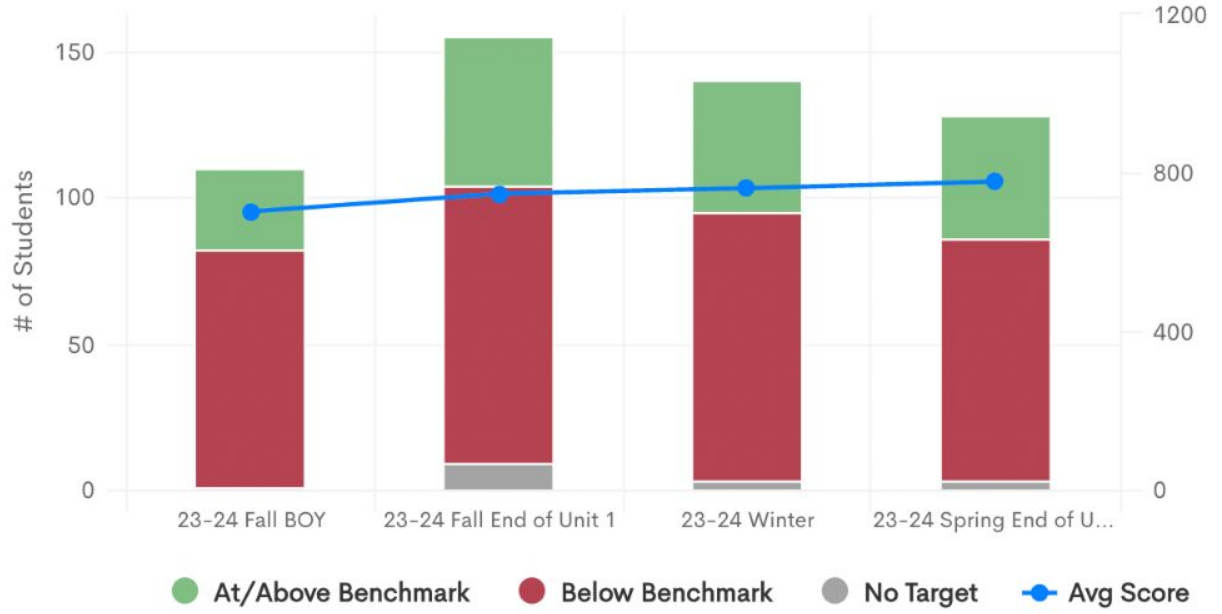
HPS STAR Reading Schoolwide

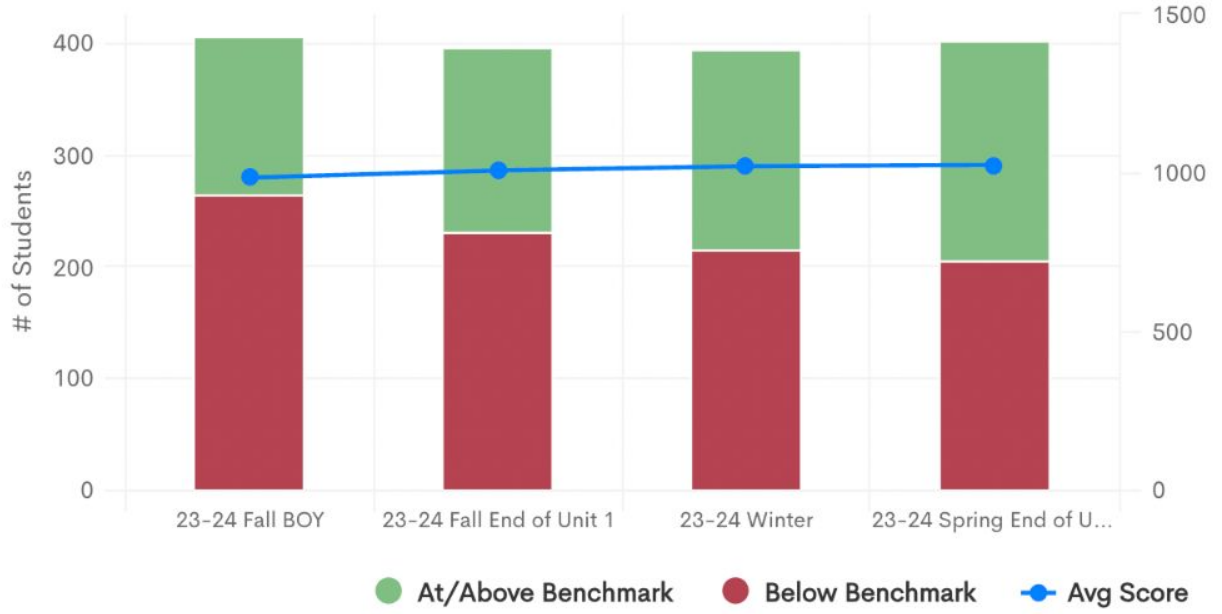
STAR - STAR Early Literacy

STAR w/Pct of Mas



STAR - STAR Reading

STAR w/Pct of Mas



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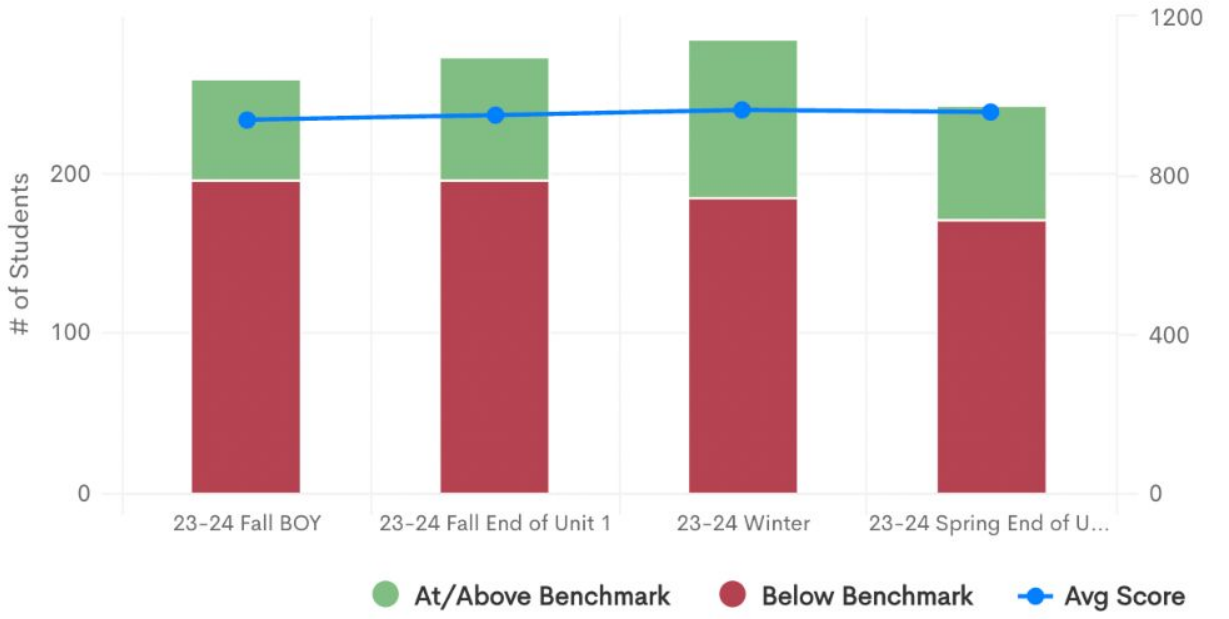
WPS STAR Reading Schoolwide

STAR - STAR Early Literacy

STAR w/Pct of Mas

STAR - STAR Reading

STAR w/Pct of Mas



TK Update (Bonus Data)

40/60 Kinder students attended TK

	Percent above reading fluency goal in K (Unit 3)	Average Correct Words Per Minute
Attended TK	70%	(Data at Committee Meeting)
Did not attend	60%	(Data at Committee Meeting)

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Topic 3: Each One, Teach One Pilot

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Each One, Teach One

This is an intervention strategy that Navigator is pursuing next year at WPS. See the following slides for a description of Each One, Teach One that we used for a grant submission.

Each One, Teach One

We all took language class in high school and it did not help many students. Send any of us to take one-on-one Spanish classes in Guatemala for a month and we would find that pretty effective. How do we lower the ratio in schools? Utilize the kids themselves. There is an African Proverb, *"Each One, Teach One,"* born out of slavery here in the United States. The idea is that if you learned reading or math, pass it down to the next one.

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ELA Adoption Timeline

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- spotlights current reading ecosystem's areas of strength and
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Cost, Funding and Timeline

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Total L&D cost: $67,500

Total partnership cost: $98,500

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Timeline:

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SSF Strong Start Grant due April 1, 2024

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Navigator Schools
Charting a new course in education

Coversheet

Each One, Teach One

Section:	II. Academic Topics
Item:	C. Each One, Teach One
Purpose:	Discuss
Submitted by:	
Related Material:	Academic Excellence Committee 3-27-24.pdf

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Navigator Schools
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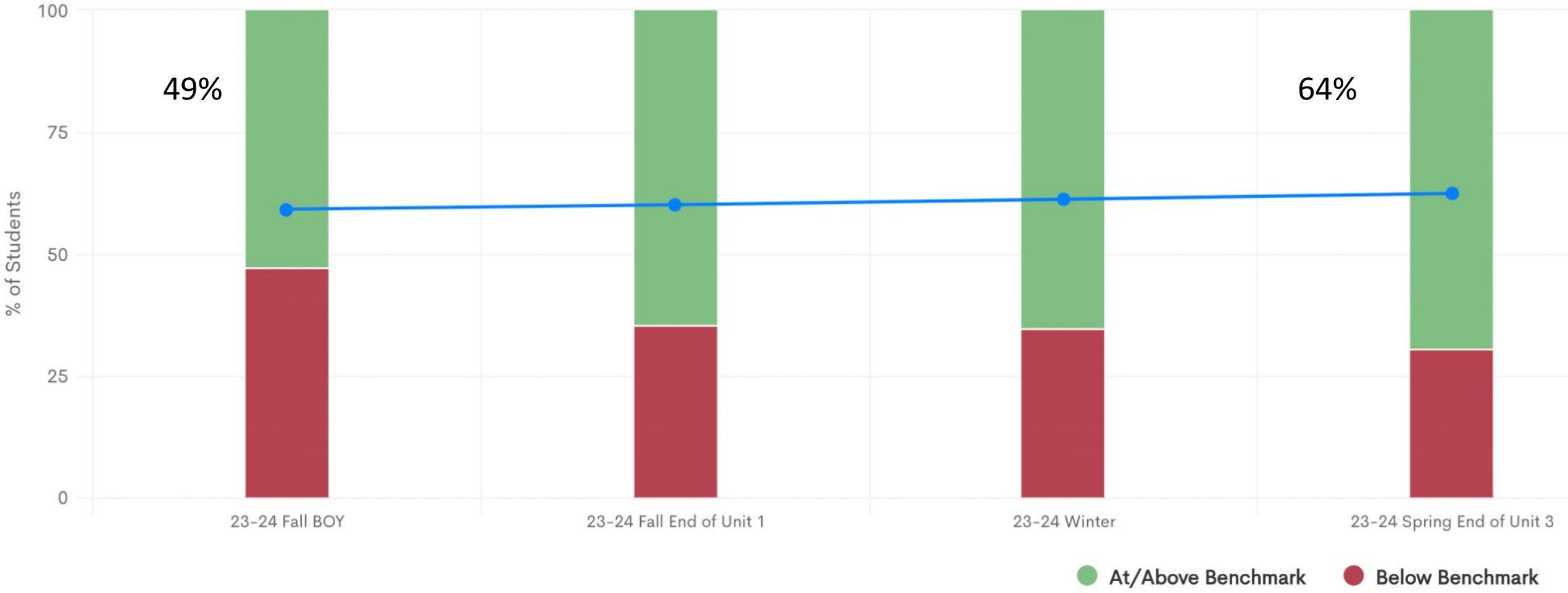

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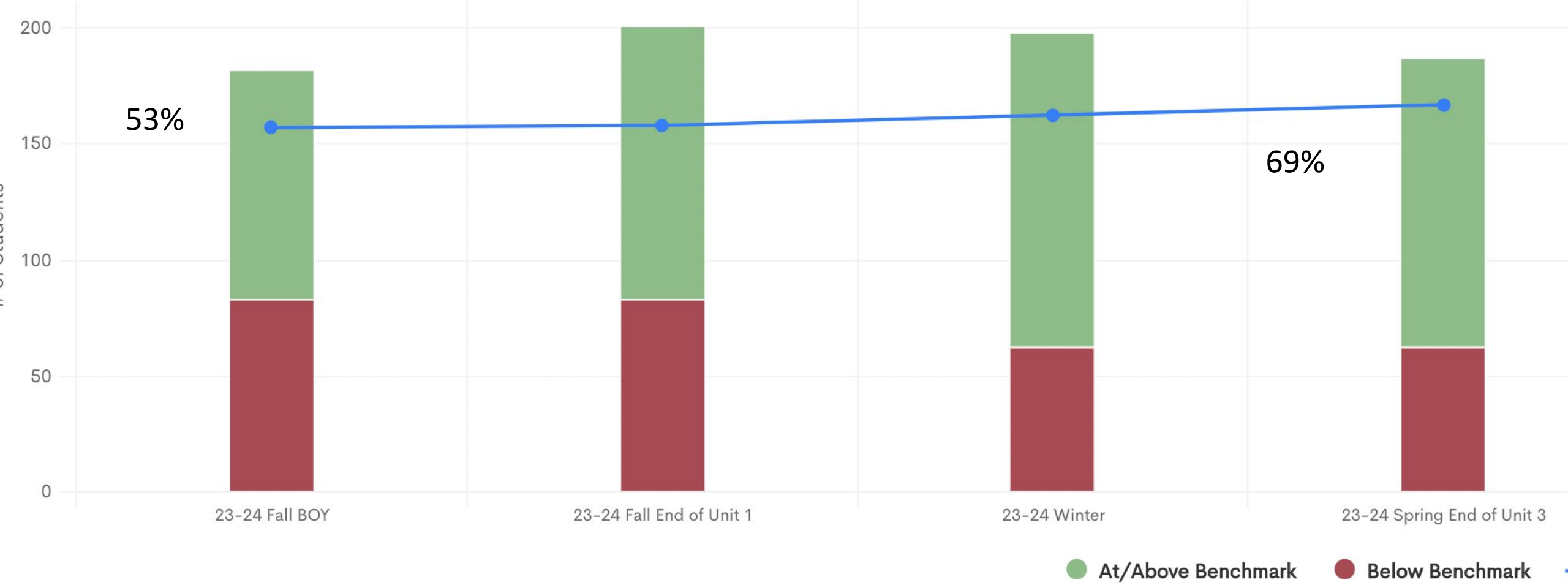

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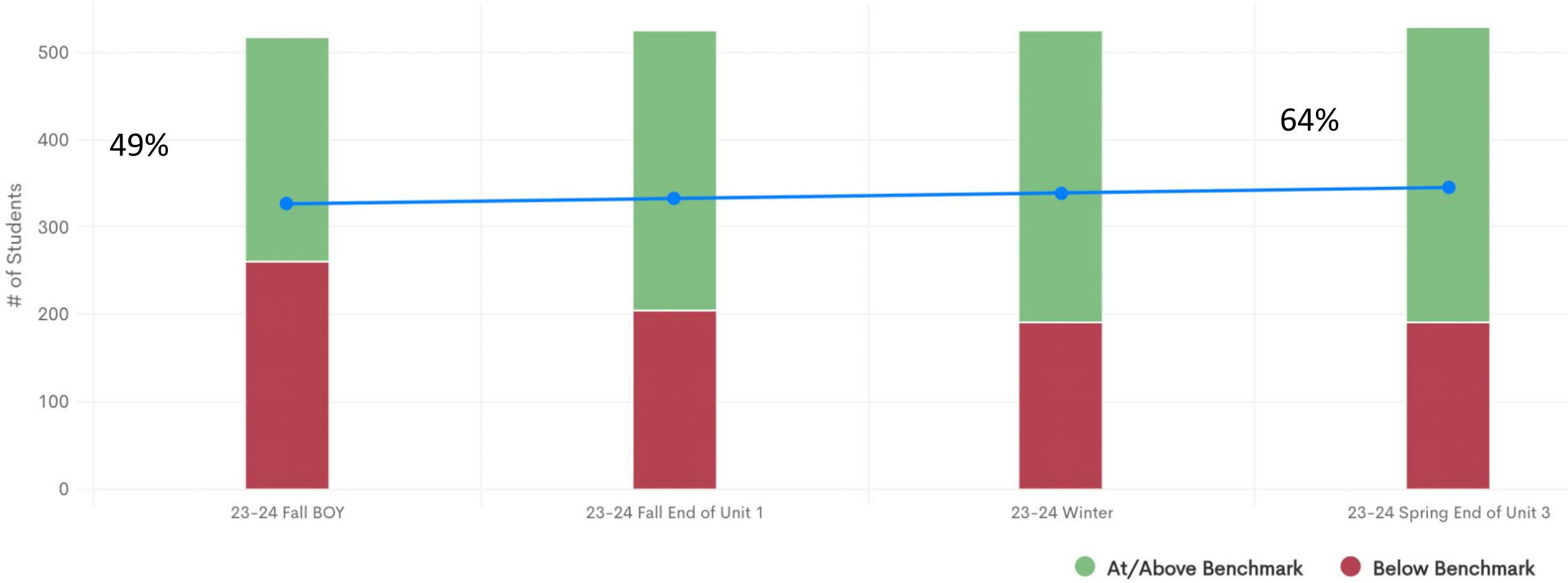

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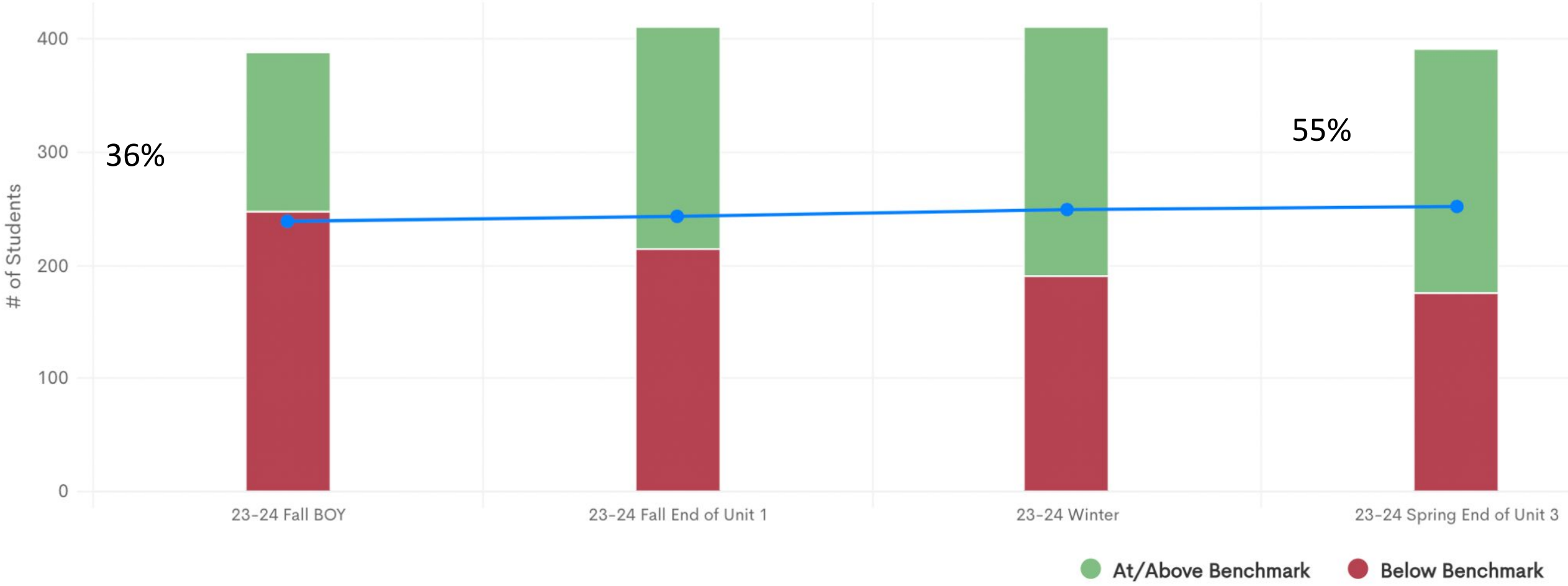

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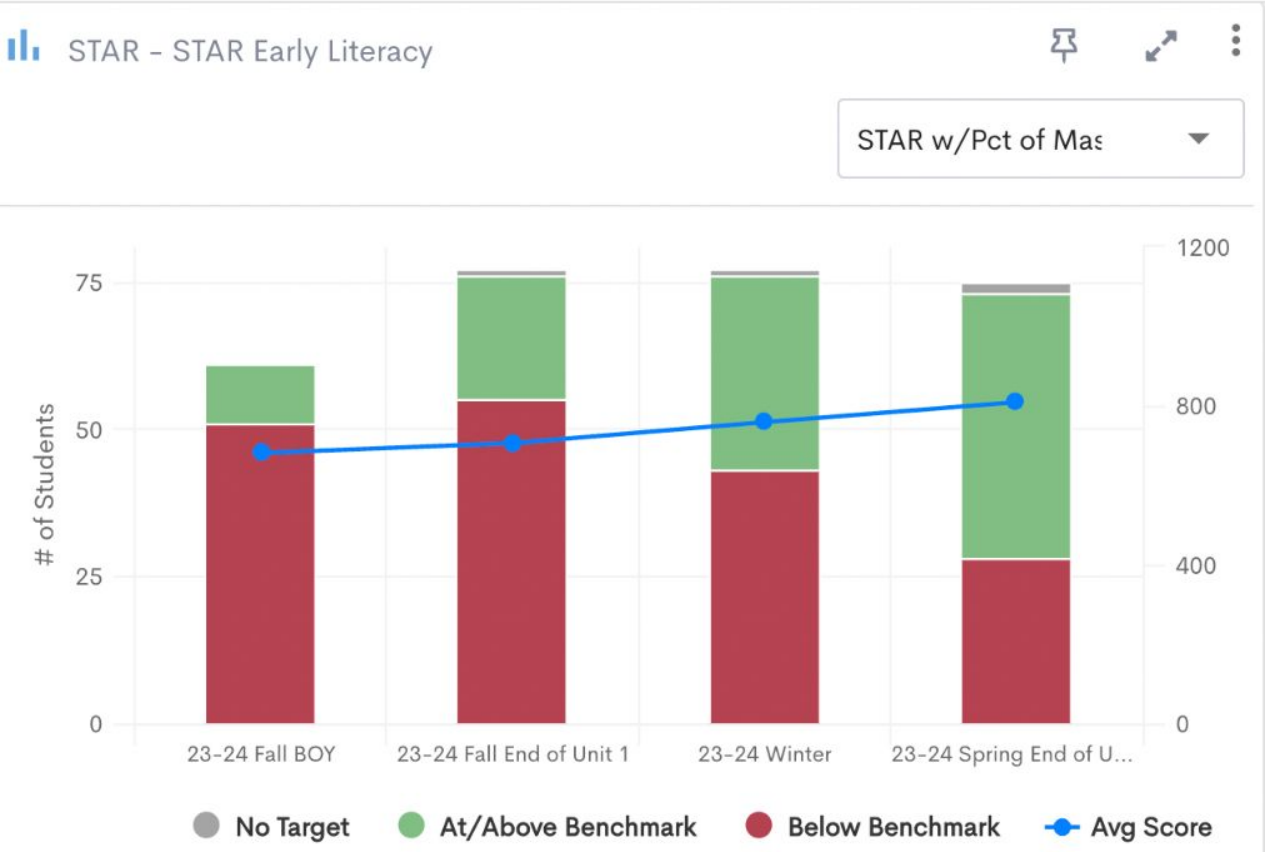

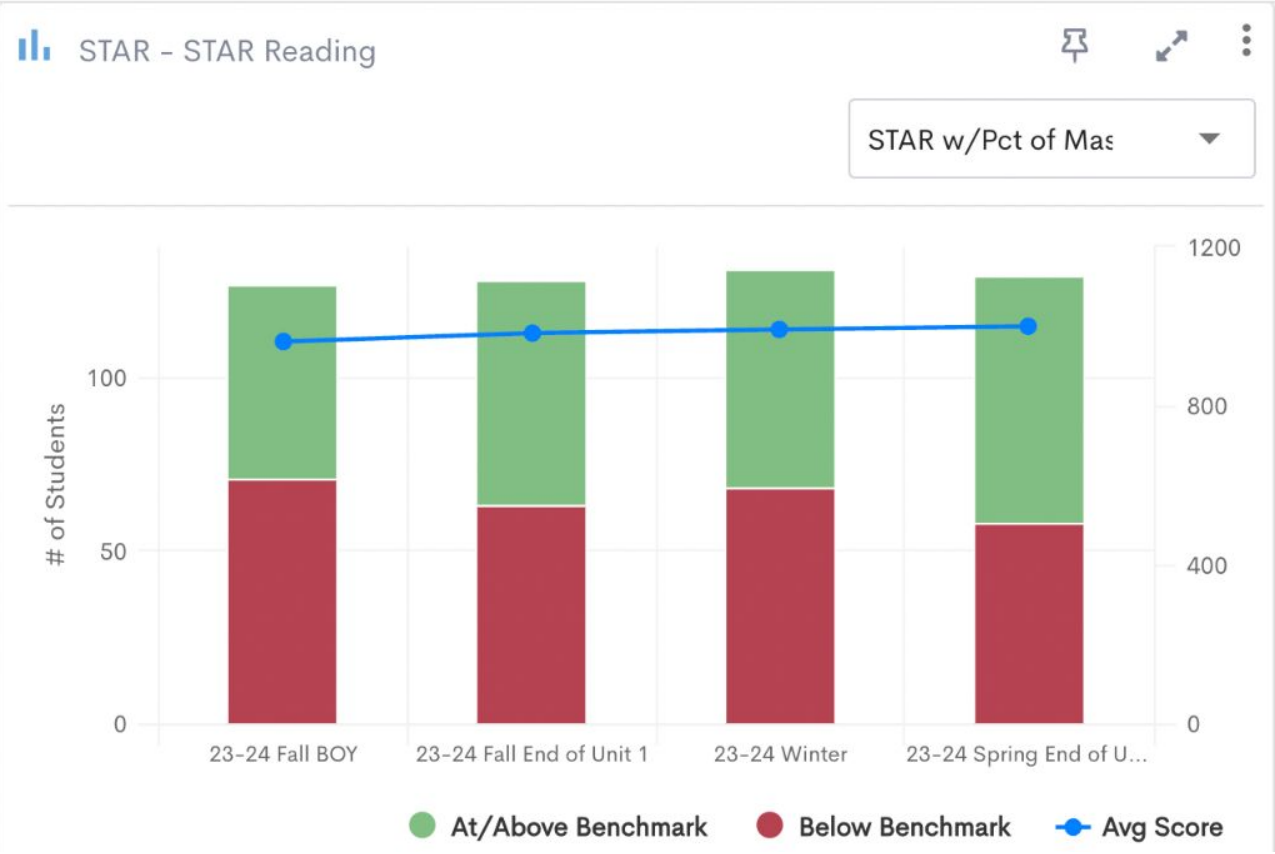

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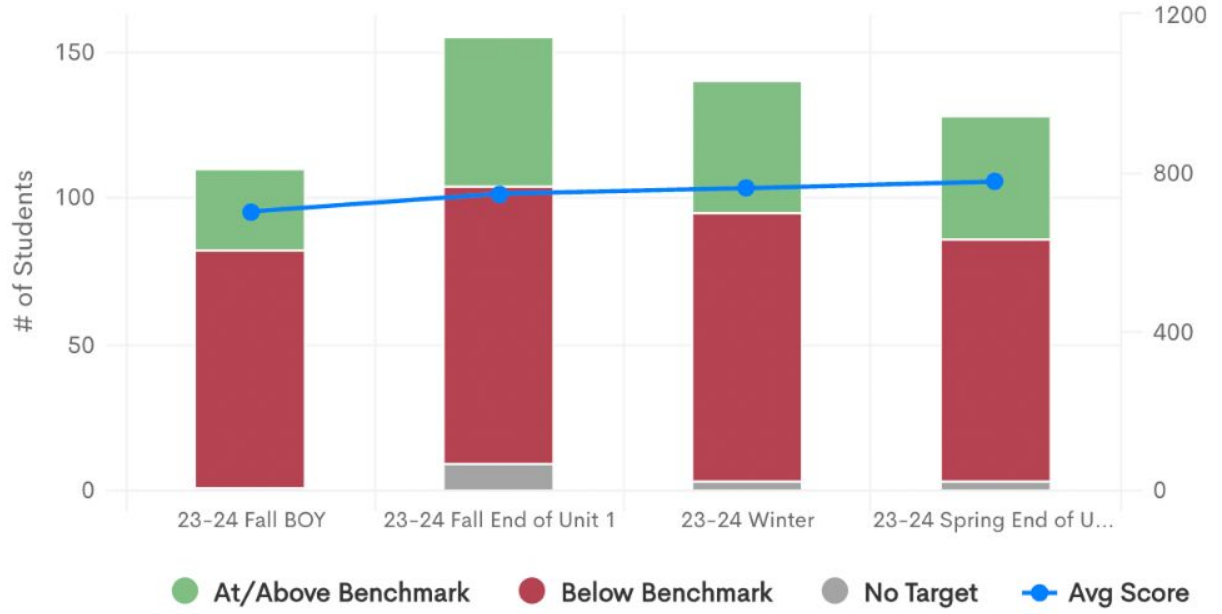

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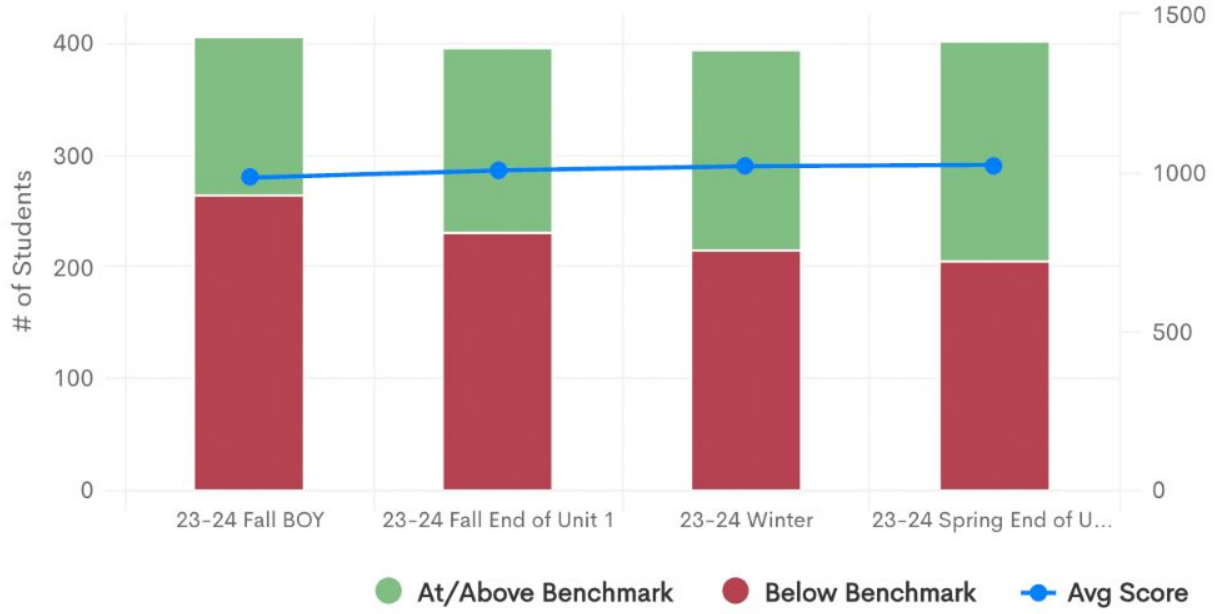

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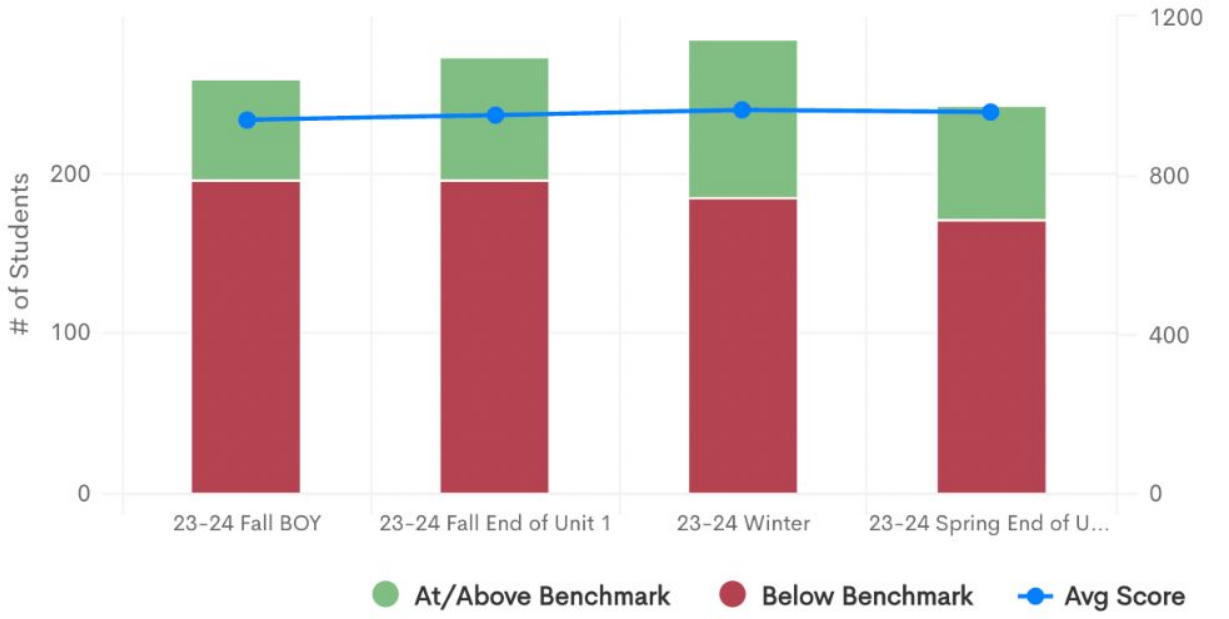

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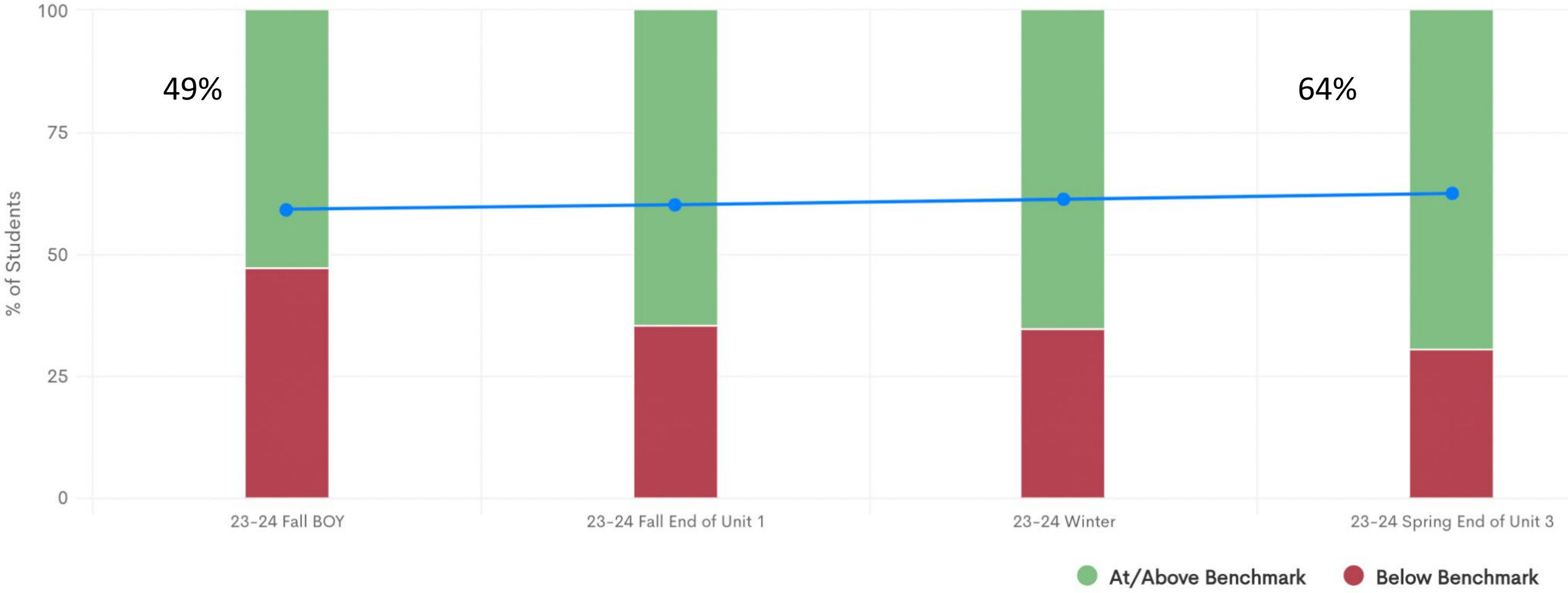

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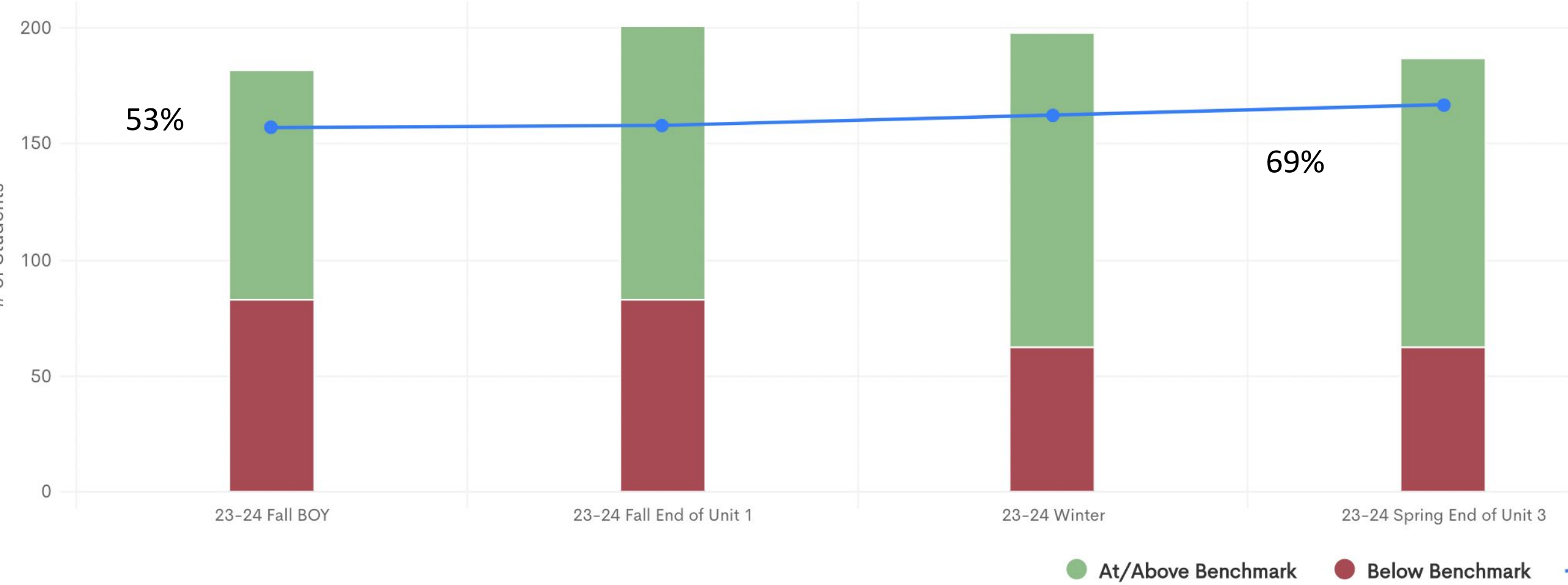

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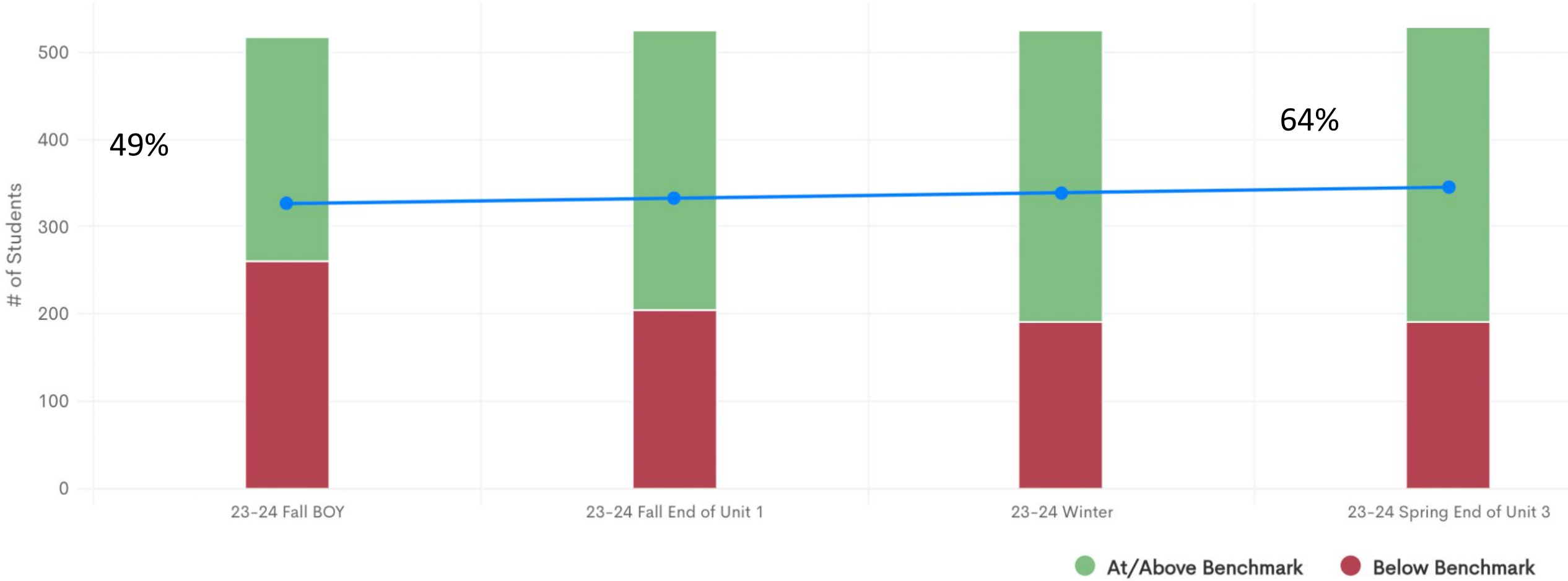

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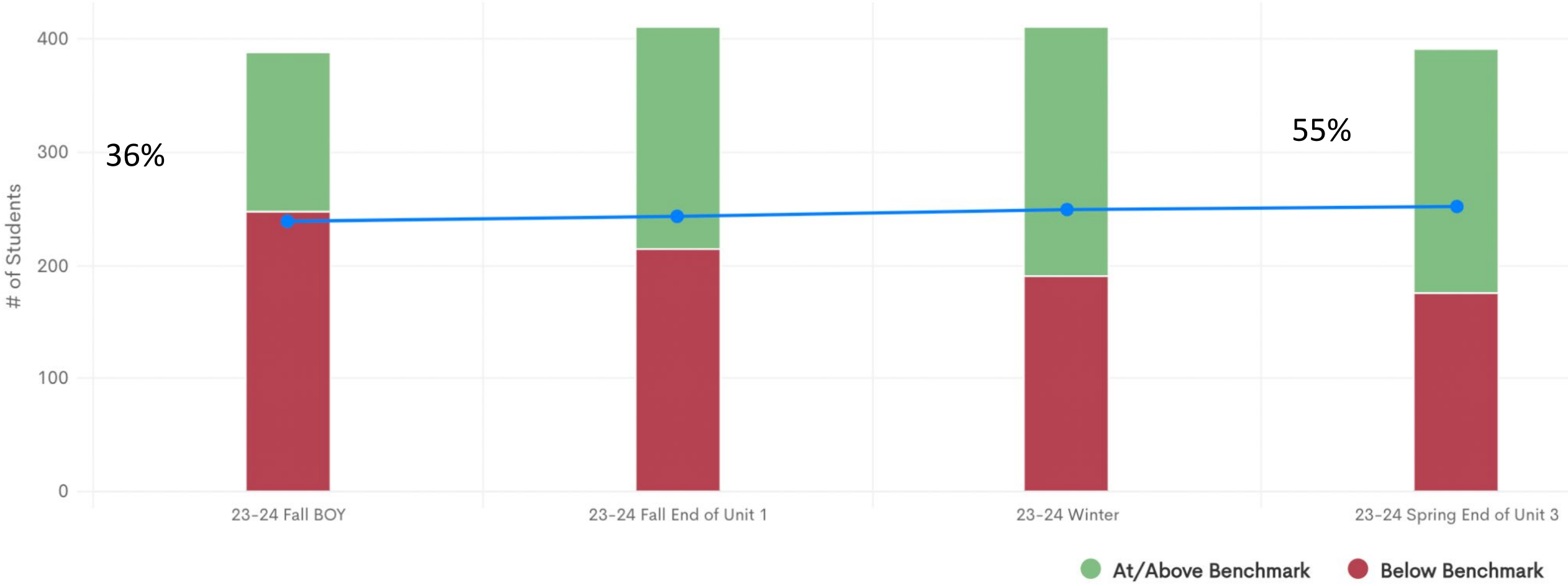

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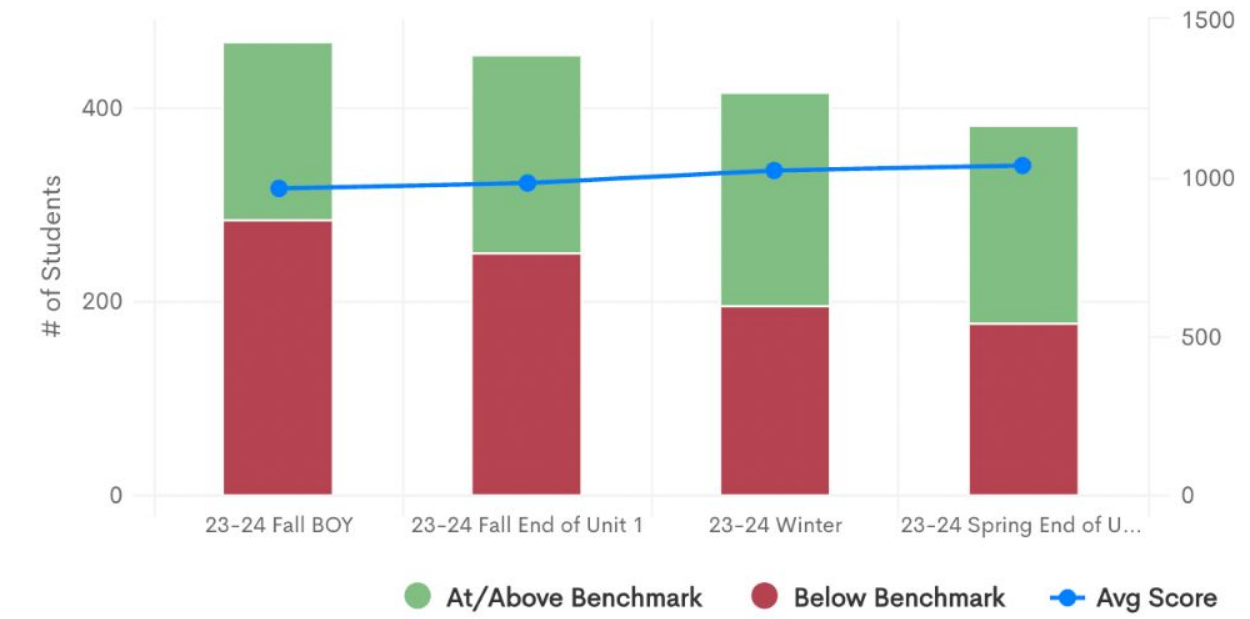

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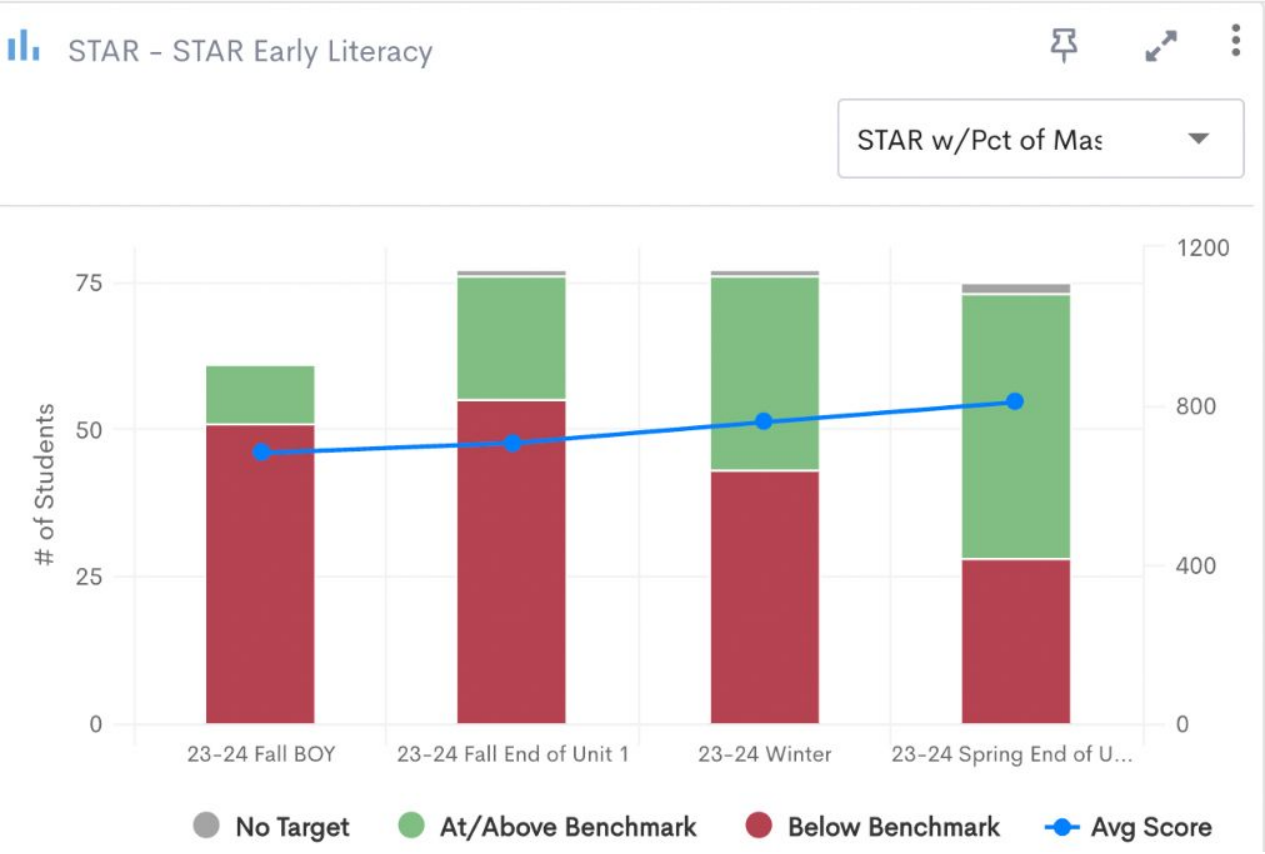

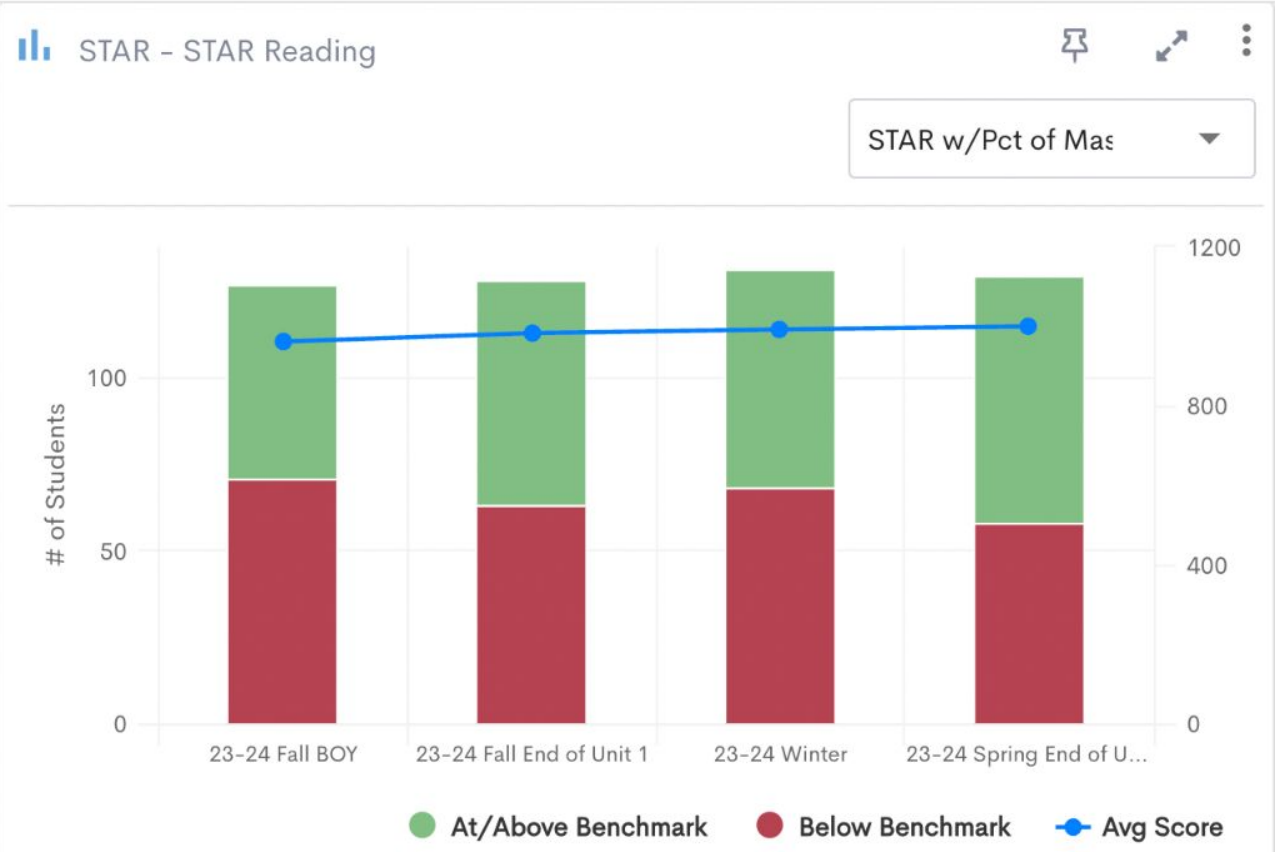

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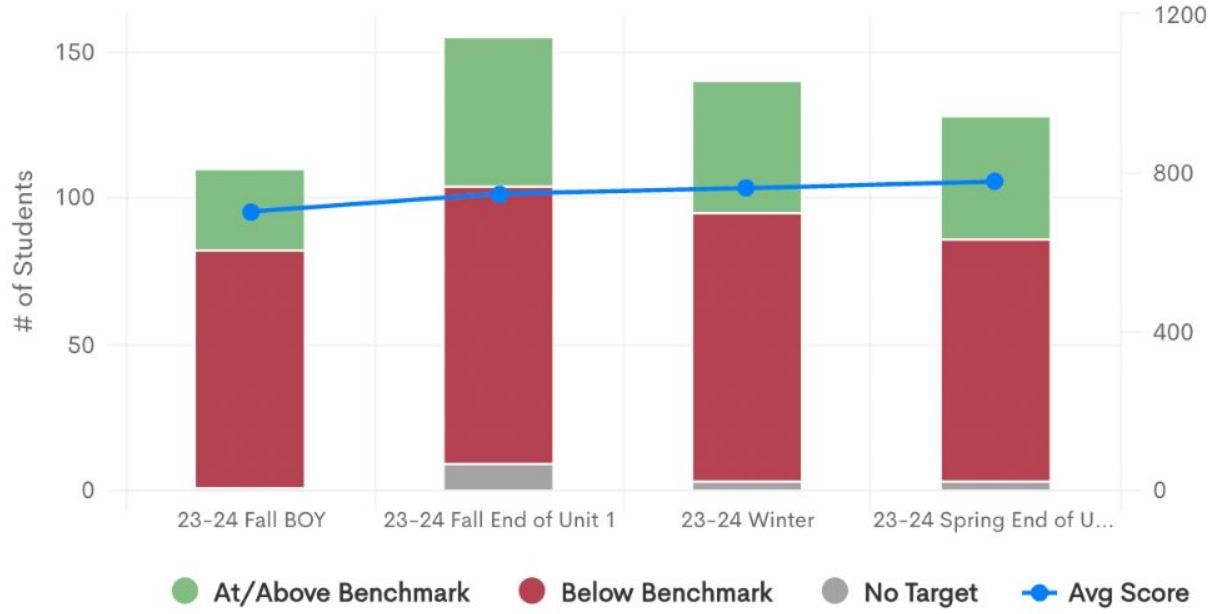

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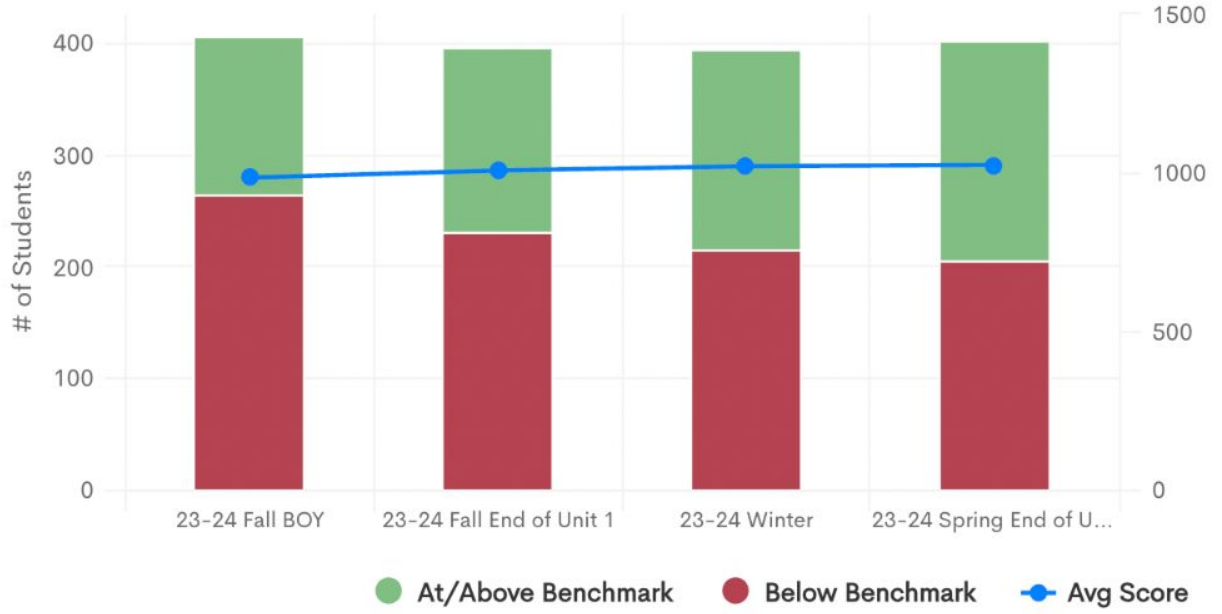

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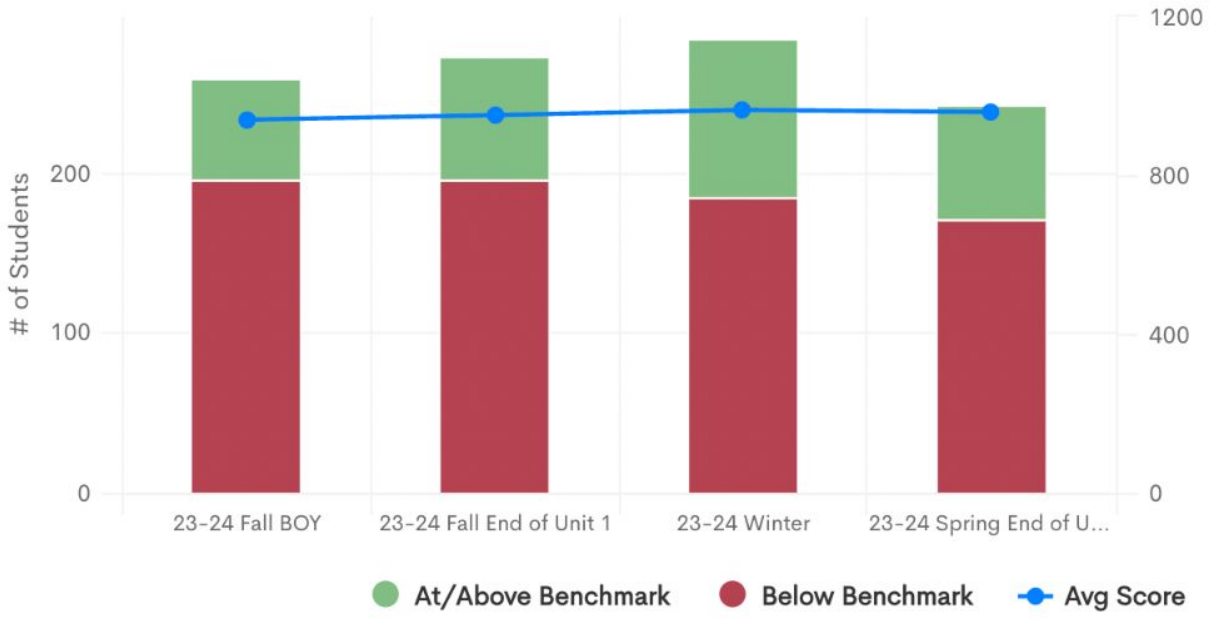

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Older students left the pandemic more depressed, more connected to electronics, and more disengaged from school than ever before. Younger students left distance learning with lower basic skills. How do we fight these issues? We need to help our older youth give back to their younger peers, which will fight the disengagement and provide meaning to their lives. We will never be able to create 1:1 ratios in our schools *unless* we leverage our older students.

COVID changed the education landscape by increasing the prevalence of instructional staff transitioning mid-year. This leads to flux and transition for students until the new teacher is adequately trained and ready. In addition, more of our staff moved out of state and we are finding a smaller hiring pool of candidates than ever before. Navigator Schools was unable to maintain the student-to-teacher ratio at the same levels as before the pandemic. While our 2022-23 scores significantly exceeded the state and local districts, we saw a dip of over 20% in both math and ELA, with an increased gap amongst subgroups. To summarize, we have battled through learning loss, a teacher shortage, and increased student to teacher ratios. Our new program,“Each One, Teach One” aims to reverse this trend of lower student achievement, not only in our own schools, but in schools across America.

Navigator's "Each One, Teach One” program is an opportunity for students in grades 4-8 to tutor TK-3 grade students in reading. For teachers, the additional support from our students allows them to focus more of their time and energy on struggling readers. In our schools, we observed that the student tutors free the teacher to focus on their readers that need the most intensive instruction. In addition, teachers provide coaching to the student tutors to ensure they are growing and learning themselves. For student tutors, the program provides them an experience in teaching others. In the long-run, our goal is for "Each One, Teach One" tutors to feel confident entering the teaching profession as a result of participating in our program. With the seemingly intractable nationwide teacher shortage, teacher recruitment is ever more important and pressing for Navigator. The "Each One, Teach One" program allows our older students to explore the teaching profession with the support of our credentialed teachers. As our tutors enter high school, the experience with tutoring over several years will certainly influence their career choices. The "Each One, Teach One" program addresses the teacher shortage in our classrooms for the 2023-34 school year and takes a long-term view of developing our future educators.

Each One, Teach One

Navigator Schools has attempted tutoring programs in the past, but the pandemic has made them a necessity to reduce the ratios in our classrooms. Our tutoring programs were more organic and based on teacher-student relationships. The paradox of how it was structured - the more experienced staff have more relationships thus, more tutors - ignores the needs of first-year teachers and teachers new to Navigator. In the 2022-23 school year, we began pilots at two schools including twenty percent of students at two grade levels. What we saw was very promising. Student reading fluency and comprehension showed improvement and the relationships between the students was remarkable. Tutors and tutees sought each other out and teachers reported students asking if they could go longer. One of the most interesting outcomes was that our students with the most challenging behaviors reported that they loved tutoring the younger students and that some thought it was the best part of the day. The SSIF grant will support improvements and the expansion of the tutoring program with the goal of all TK-3rd grade classrooms receiving tutoring by 2024-25.

"Each One, Teach One" is centered on increasing student achievement rapidly with the resources (money, people) we have available. The SSIF grant will fund the expansion of the tutoring program, which includes systematizing how we train tutors to join the program. The systemization and expansion of our tutoring program ensures that more of our students benefit from the tutoring in reading. Every TK-3rd grade classroom will be paired with a 4th-8th grade classroom. Student tutors will support during a designated block and they will focus on reading instruction, which is primarily taught in small groups of 8 or fewer students. Tutors will support younger students during their independent station, which includes components of decoding, fluency, and comprehension. We have identified when in our daily schedules students will tutor, where students will tutor (TK-3), and this funding will allow us to expand “Each One, Teach One” to all Navigator sites, serving students in need of academic support. Our tutoring program has existed in various forms across our schools and this grant will give us the resources to expand it to all of our sites, serving even more academically disadvantaged students.

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Each One, Teach One

We already created turn-key materials that older students can use

1. Phonics
2. Reading Comprehension
3. Literature Studies

Costs:

1. Coordinator for WPS in Y1
2. Coordinators for roll-out at other sites in 2025

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Topic 4: ELA Adoption Update

ELA Adoption Timeline

Feb-May 2024	Aug 2024-March 2025	April 2025	2025-2026 school year
• ELA committee meets monthly to deepen learning on the SoR, and explore potential curriculum for adoption	• Instructional staff pilot curriculum in classrooms and provide ongoing feedback	• Select curriculum for adoption	• Launch new curriculum

Who is Lit?

Lit, an organization whose mission is to "help school and system leaders build, implement, and sustain reading ecosystems that live at the intersection of research and instructional equity."
-wearelit.org

Why does Navigator want to partner with Lit?

- Systems-leadership coaching approach that is aligned with our current practices
- Outside expertise to thought-partner on curriculum and model implementation
- Founders, Nikki Bridges and Jesse Rector, were core members of Relay Graduate School of Education, which remains foundational to Navi’s leadership development

What does Lit offer?

Literacy Quality Review (LQR) Deliverables (March-April)

Finalized READ report that formalizes the observations gathered during
LQR process and:

- spotlights current reading ecosystem's areas of strength and
- spotlights the current reading ecosystem's areas of prioritization
- provides recommendations for improving your reading ecosystem, grounded in the relevant research around the science of reading and equitable instructional practice

What does Lit offer?

Learn and Design Cycle (L&D) Deliverables (May 2024-May 2025)

- Establish a clear vision for a reading ecosystem aligned with research and instructional equity
- Select and pilot research-aligned reading curriculum and assessment to match that vision
- Develop systems and structures to ensure equitable reading outcomes for all students
- Create an ongoing plan for change management, prioritization, and stakeholder engagement

Cost, Funding and Timeline

Cost:

Total LQR cost: $31,000

Total L&D cost: $67,500

Total partnership cost: $98,500

Funding:

Anticipated SSF Funding: 75K-100K

Timeline:

Lit visiting GPS: March 26, 2024

SSF Strong Start Grant due April 1, 2024

Thank You!

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