



Navigator Schools

Academic Success Committee Meeting

Date and Time

Monday September 16, 2024 at 4:00 PM PDT

Location

[Join Zoom Meeting](#)

ID: 99713950028

Passcode: 795836

[\(US\) +1 669-444-9171](#)

Passcode: 795836

Meeting host: ami.ortiz@navigatorschools.org

Join Zoom Meeting:

<https://navigatorschools.zoom.us/j/99713950028?pwd=orb2Pw5t8qVPpmFLbHfWNulplGcsl.1>

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

Agenda

	Purpose	Presenter	Time
I. Opening Items			4:00 PM
Opening Items			
A. Call the Meeting to Order		Claire Grissom	1 m

	Purpose	Presenter	Time
The committee Chair will call the meeting to order.			
B.	Record Attendance and Guests	Claire Grissom	2 m
Claire Grissom, committee Chair, will identify guests and hold a roll-call vote to take attendance.			
C.	Approve Minutes from Prior Meeting	Approve Minutes Claire Grissom	2 m
Committee members will participate in a roll-call vote on the approval of prior minutes. Approve minutes for Academic Success Committee Meeting on May 29, 2024			
D.	Public Comment	Claire Grissom	3 m
E.	Opening comments from Interim Chief Academic Officer	Crystal O'Rourke	10 m
Crystal O'Rourke, Interim Chief Academic Officer, will provide opening remarks.			
II.	Academic Topics		4:18 PM
A.	SBAC Subgroup Data	FYI Neena Goswamy	10 m
Neena Goswamy will present SBAC subgroup data to the Committee.			
B.	NS 2024-2025 Org-Wide WIG: Multilingual Learner Success	FYI Crystal O'Rourke	10 m
Crystal O'Rourke and Ashley Zentz will present the NS 2024-2025 Org-Wide WIG: Multilingual Learner Success to the Committee.			
C.	Acceleration for All	FYI Tina Hill	10 m
Tina Hill will present Acceleration for All to the Committee.			
D.	Leadership Pipeline/Accelerate Partnership	FYI Andrea Hernandez	10 m
Andi Hernandez will present the Leadership Pipeline/Accelerate Partnership to the Committee.			
III.	Closing Items		4:58 PM
A.	Schedule Next Committee Meeting	Discuss Claire Grissom	1 m
The committee will confirm the date and time of its next meeting.			

	Purpose	Presenter	Time
B. Adjourn Meeting	Vote	Claire Grissom	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 May 29, 2024

DRAFT



Navigator Schools

Minutes

Academic Success Committee Meeting

Date and Time

Wednesday May 29, 2024 at 4:00 PM

Location

[Join Zoom Meeting](#)

ID: 98993559246

Passcode: 630571

[\(US\) +1 301-715-8592](#)

Passcode: 630571

Meeting host: ami.ortiz@navigatorschools.org

Join Zoom Meeting:

[https://navigatorschools.zoom.us/j/98993559246?](https://navigatorschools.zoom.us/j/98993559246?pwd=OHUycnhBWUF5dndaL09nWFN2MkxZZz09)

[pwd=OHUycnhBWUF5dndaL09nWFN2MkxZZz09](https://navigatorschools.zoom.us/j/98993559246?pwd=OHUycnhBWUF5dndaL09nWFN2MkxZZz09)

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

Committee Members Present

Chuck Daggs (remote), Claire Grissom (remote)

Committee Members Absent

Alfred Morikang

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 May 29, 2024 at 4:05 PM.

B. Record Attendance and Guests

C. Approve Minutes from Prior Meeting

Claire Grissom made a motion to approve the minutes from Academic Success Committee Meeting on 03-27-24.

Chuck Daggs seconded the motion.

The committee **VOTED** to approve the motion.

D. Opening Comments from Chief Academic Officer

CAO James Dent introduced three topics.

1. ELA Curriculum
2. Multilanguage Learner Priority
3. Academic Team Staffing Updates

II. Academic Topics

A. English Language Arts (ELA) Adoption Update

ELA curriculum adoption process.

Navigator will deepen educator knowledge on Science of Reading, review curriculum, and pilot a curriculum during the 24-25 school year.

A team of educators and leaders across the network met at Gilroy Prep today on May 29th for curriculum exploration. A survey was completed that will be used to inform next steps in which curriculum Navigator adopts.

B. 2024-25 Academic Priority - Multi-language Learners

The academic priority next year will be Multilanguage Learners. James Dent provided background information on the California Dashboard assessment, ELPAC. Navigator results on this assessment during the 23-24 school year helped inform this priority for the 24-25 school year.

James Dent shared information regarding California dashboard information over the last two academic years, followed by growth goals for each school site next year. Dr. Young recommends that Navigator aims for the highest ratings (blue) according to state indicators.

C. 2024-25 Academic Team Staffing Updates

James Dent reported that Crystal O'Rourke will be moving to Interim CAO. Andi Hernandez will be transitioning into the Director of School's position. There are a few openings at the support office level. James Dent also reported that Navigator will be providing support to additional out-of-network school sites through Navi Impact.

III. Closing Items

A. Schedule Next Committee Meeting

Tom Peraic stated the next meeting will be September 16th, 2024. It will focus on any new information from the 23-24 school year in addition to reviewing the first few weeks of the 24-25 school year.

B. Adjourn Meeting

Chuck Daggs made a motion to Adjourn Meeting.

Claire Grissom 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 4:37 PM.

Respectfully Submitted,
Tom Peraic

Documents used during the meeting

- Academic Excellence Committee 5-29-24.pdf

Coversheet

Opening comments from Interim Chief Academic Officer

Section: I. Opening Items
Item: E. Opening comments from Interim Chief Academic Officer
Purpose: FYI
Submitted by:
Related Material: NS Academic Success Committee 9-16-24.pdf



Academic Success Committee

9-16-24



Executive Summary - CO

Our sites and support office teams working hard to launch our priorities, including Multilingual Learner Success and Acceleration for All. As you review this deck, please consider which topics should be moved to the full board versus just staying here in the slide deck.

Today's Topics:

1. SBAC Subgroup data (Neena)
2. NS 2024-25 Org-Wide WIG: Multilingual Learner Success (Ashley and Crystal)
3. Acceleration for All (Tina)
4. Leadership Pipeline/Accelerate Partnership (Andi)





Topic 1: SBAC Subgroups (Neena)

Overall, Navigator Schools continues to outperform 2022–23 state and district averages. And like the rest of the nation, we are still recovering from the pandemic. Our goal is to return to post-pandemic achievement levels, which includes increasing proficiency levels for our subgroups.

Our Multilingual Learner (ML) org-wide priority will be key to ensuring our students designated as English Learners are on track to getting reclassified. The Acceleration for All block will provide in-school intervention and acceleration supports for all students at their academic level.



SBAC Math: Mixed Results, Still Leading State Averages

Percent of students proficient or advanced in CA SBAC Math

	2018-19	2022-23	2023-24	2022-23- 2023-24 Change
State	34%	32%	Not yet available	Not yet available
GPS	69%	50%	55%	+5%
HC	N/A	65%	57%	-7%
HPS	72%	52%	53%	+1%
WPS	N/A	34%	41%	+7%

**All 2023-24 results are preliminary*

SBAC ELA Performance: Outpacing State, Room for Growth

Percent of students proficient or advanced in CA SBAC ELA

	2018-19	2022-23	2023-24	2022-23- 2023-24 Change
State	45%	43%	Not yet available	Not yet available
GPS	81%	68%	63%	-5%
HC	N/A	68%	63%	-5%
HPS	87%	68%	68%	0%
WPS	N/A	38%	48%	+10%

**All 2023-24 results are preliminary*

Establishing CAST Baselines with Steady Growth

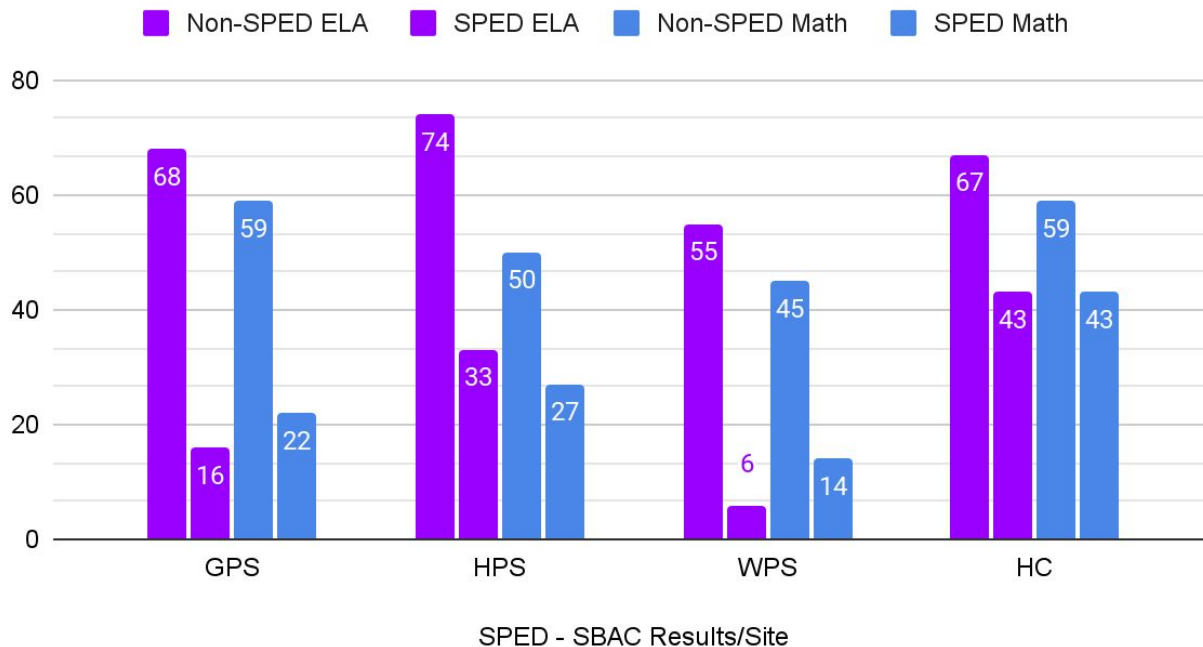
Percent of students proficient or advanced in CA CAST Science

	2018-19	2022-23	2023-24	2022-23- 2023-24 Change
State	30%	30%	Not yet available	Not yet available
GPS	55%	41%	41%	0%
HC	N/A	N/A	52%	N/A
HPS	45%	40%	44%	+4%
WPS	N/A	N/A	23%	N/A

**All 2023-24 results are preliminary* Powered by BoardOnTrack

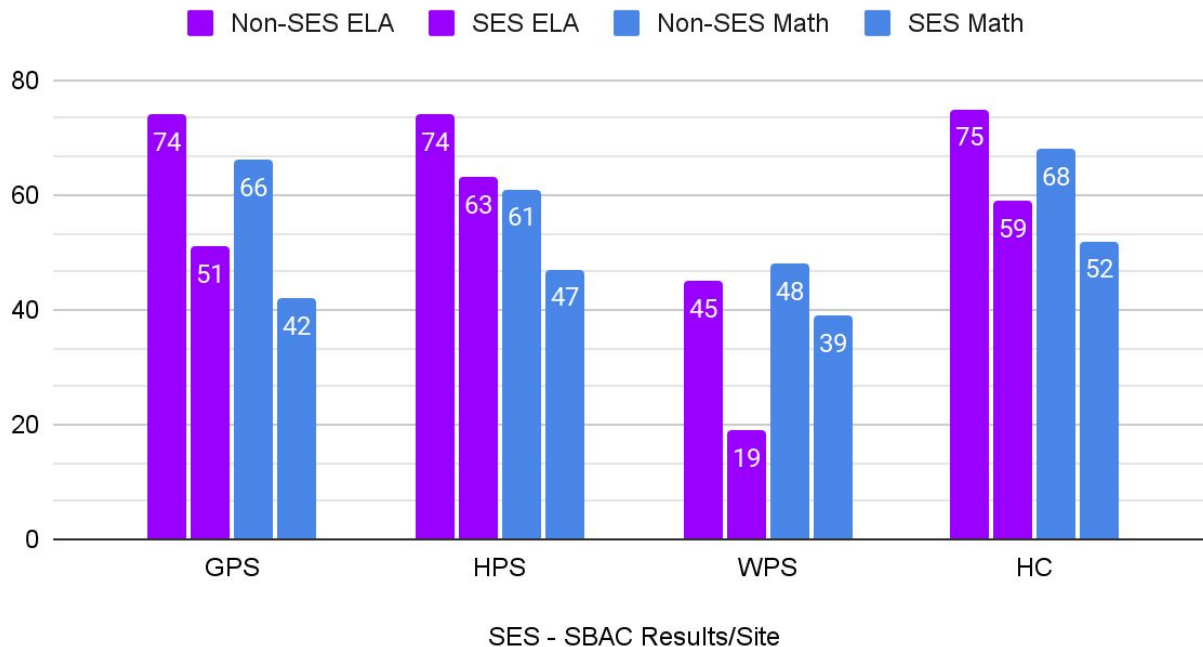
Special Education (SPED) - SBAC Preliminary Results

SPED - SBAC Results



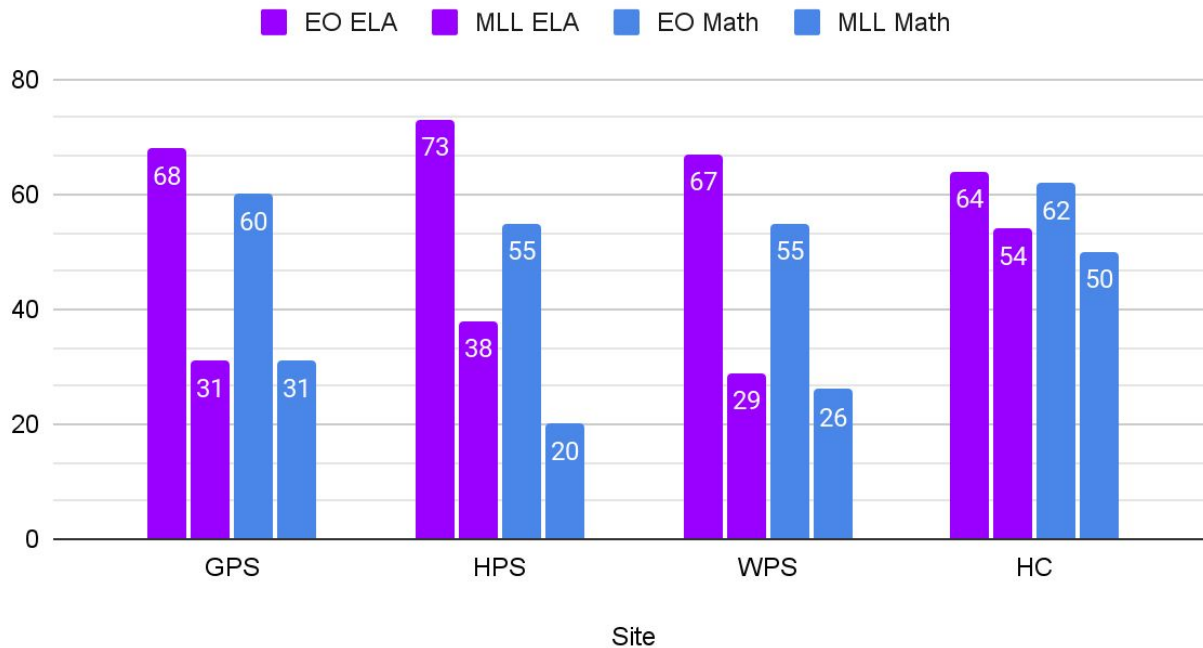
Socio-Economic Status (SES) - SBAC Preliminary Results

SES - SBAC Results



Multilingual Learners (MLL) - SBAC Preliminary Results

MLL - SBAC Results



Questions and Feedback



Navigator Schools

Charting a new course in education

Topic 2: Org-Wide WIG: Multilingual Learner Progress (Ashley and Crystal)

As you can see from our subgroup SBAC data, as well as our ELPAC data, our students classified as English Learners are academically behind our students who are not English Language Learners. Navigator's number one priority this school year is ML progress.

This fall, we adopted English 3D as our designated ELD curriculum, and are implementing structured student talk strategies (Integrated ELD) in all classrooms.



Multilingual Learners: Org-Wide Wildly Important Goal (WIG)

Why: Disaggregated results on SBAC, ELPAC, STAR, and the CA Dashboard all show a gap in our English Learner Progress

What (WIG): All ML students classified as “English Learners” will grow one level on the ELPAC or maintain a Level Four in order to achieve RFEP status and get to Green on the CA Dashboard.

How (Lead Measures):

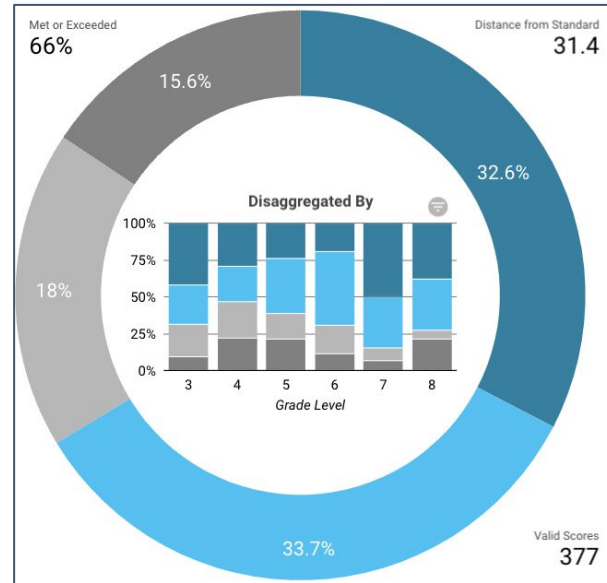
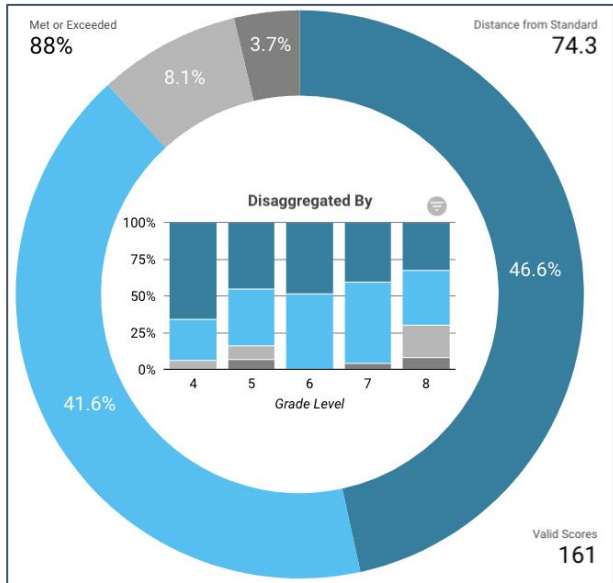
- Designated ELD - English 3D
- Integrated ELD - Structured Student Talk
- Frequent formative assessment and data analysis
- Strong and focused coaching support
- Honor and celebrating learning multiple languages - (eg Duolingo Club for staff and students, translation for all comms)



Our RFEP students outperform our EO students in ELA!

NS Org-Wide ELA SBAC Results

Standard Not Met
 Standard Nearly Met
 Standard Met
 Standard Exceeded



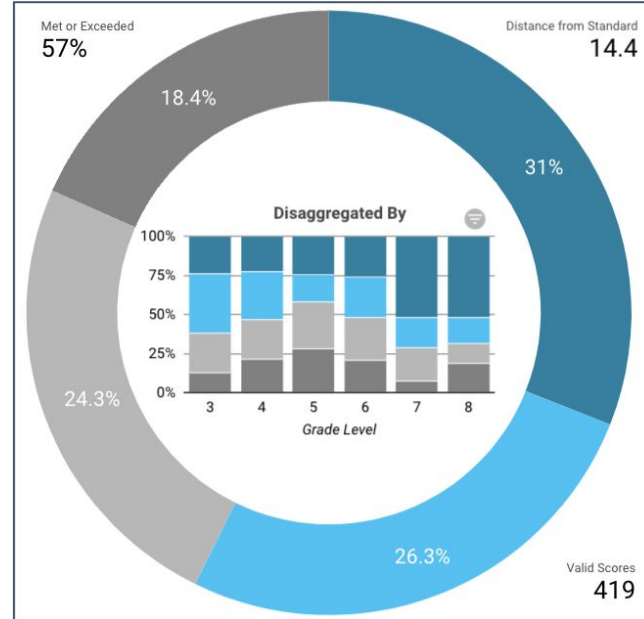
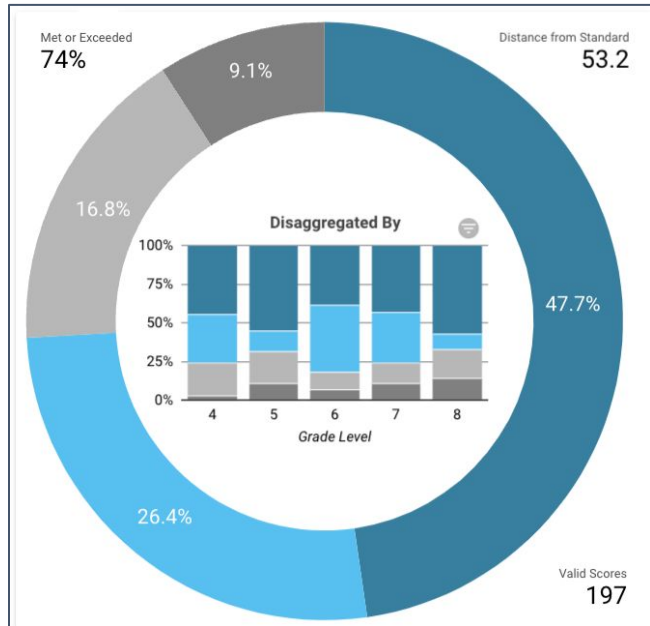
RFEP Students

English Only
Powered by BoardOnTrack

Our RFEP students outperform our EO students in math!

NS Org-Wide ELA SBAC Results

Standard Not Met
 Standard Nearly Met
 Standard Met
 Standard Exceeded



RFEP Students

English Only
Powered by BoardOnTrack

Understanding the Goal

Dashboard

ELPI



Students who are not yet proficient in English should progress in their proficiency each year and reach proficiency in five to seven years. *CDE

English Language
Proficiency
Indicator

ELPI

THE KEY Measure

ELPAC is scored on four performance levels:

Level 1 - Minimal Developed

Level 2 - Somewhat developed

Level 3 - Moderately Developed

Level 4 - Well Developed

ELPI splits scores further into SIX levels...



4

3 High

3 Low

2 High

2 Low

1

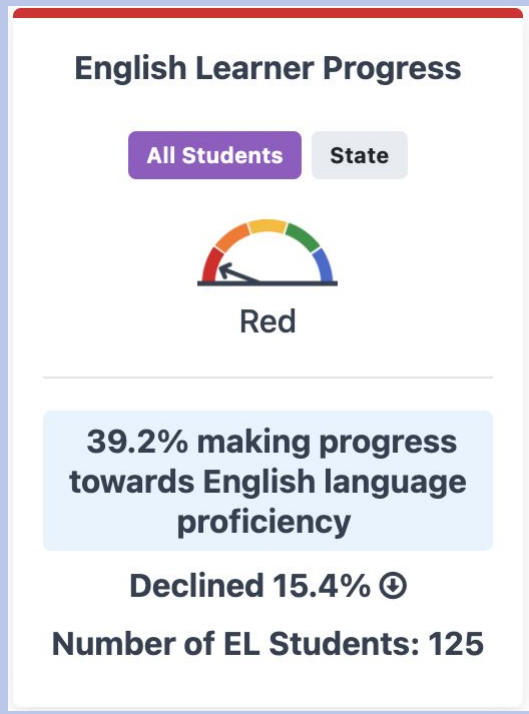
ELPI

Student must move up
one level
or stay at level 4 each
year.

How does this help students?



Why we are in the red



Students who met ELPI Goal:

54.6% \Rightarrow 39.2%

2022 2023

How do these numbers motivate you?

How do we get to green?

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>	INCREASED <i>from Prior Year (by 1.9 p.pts or more)</i>
VERY HIGH <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)	Blue
HIGH <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)	Green
MEDIUM <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow (None)	Green
LOW <i>35.0% to 44.9% in Current Year</i>	Red ▪ English Learners	Orange (None)	Orange (None)	Yellow
VERY LOW <i>34.9% or less in Current Year</i>	Red (None)	Red (None)	Red (None)	Orange

Move GPS ELPI to

55%

This chart shows the criteria for every color.

4
3 High
3 Low
2 High
2 Low
1

GPS
WIG

Move the GPS school
ELPI
from
39% to 55%

We are in the Blue!

HC

Students who met ELPI
Goal:

26% ⇒ 62.1%

2022

2023

How do these numbers motivate you?

How do stay at Blue?

Move HC ELPI to
65%

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>	INCREASED <i>from Prior Year (by 1.9 p.pts or more)</i>
VERY HIGH <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)	Blue
HIGH <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)	Green
MEDIUM <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow (None)	Green
LOW <i>35.0% to 44.9% in Current Year</i>	Red ▪ English Learners	Orange (None)	Orange (None)	Yellow
VERY LOW <i>34.9% or less in Current Year</i>	Red (None)	Red (None)	Red (None)	Orange

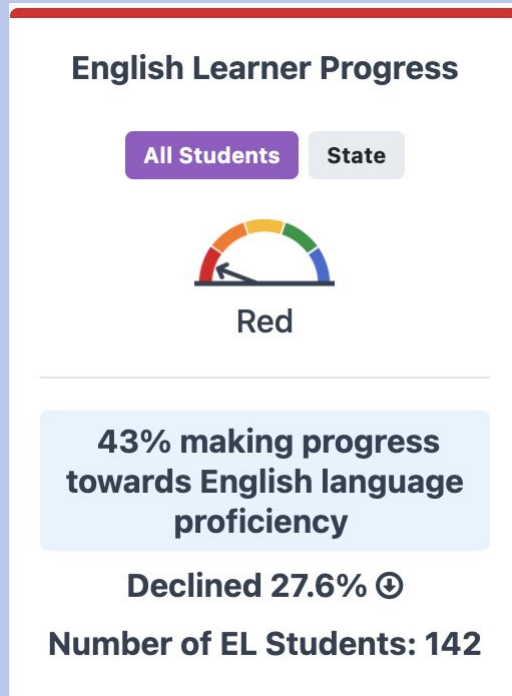
This chart shows the criteria for every color.

4
3 High
3 Low
2 High
2 Low
1

HC
WIG

Move Hayward
Collegiate ELPI
from
62.1 % to 65%

Why we are in the red



HPS
Students who met
ELPI Goal:

70.5% ⇨ 43%

2022 2023

How do these numbers motivate you?

How do we get to green?

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>
VERY HIGH <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)
HIGH <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)
MEDIUM <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow (None)
LOW <i>35.0% to 44.9% in Current Year</i>	Red ▪ English Learners	Orange (None)	Orange (None)

Move HPS ELPI to
55%

This chart shows the criteria for every color.

4
3 High
3 Low
2 High
2 Low
1

HPS
WIG

Move the HPS
school ELPI from
43% to 55%

Why we are in the yellow

WPS

English Learner Progress

All Students

State



Yellow

53.3% making progress towards English language proficiency

Maintained 0.6%

Number of EL Students: 180

Students who met ELPI Goal:

52.8% → 53.4%
2022 2023

How do these numbers motivate you?

How do we get to blue

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>
VERY HIGH <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)
HIGH <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)
MEDIUM <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow • English Learners
LOW	Red	Orange	Orange

Move WPS ELPI to
65%

This chart shows the criteria for every color.

4
3 High
3 Low
2 High
2 Low
1

WPS
WIG

Move HPS ELPI from
53.4% to 65%

ELPI Level last year

sub scores

Grade	ELPAC Scale Score	ELPI Level	Overall	Oral	Written	Listening	Speak
4	1435	1	Level 1 - B	Level 2	Level 1	Level 2	Level
4	1439	1	Level 1 - B	Level 2	Level 1	Level 2	Level
4	1449	2L	Level 2 - S	Level 2	Level 1	Level 1	Level
4	1456	2L	Level 2 - S	Level 2	Level 1	Level 2	Level
4	1496	3L	Level 3 - M	Level 3	Level 2	Level 2	Level
4	1513	3H	Level 3 - M	Level 4	Level 2	Level 2	Level
4	1514	3H	Level 3 - M	Level 4	Level 2	Level 2	Level
4	1514	3H	Level 3 - M	Level 4	Level 2	Level 2	Level
4	1517	3H	Level 3 - M	Level 3	Level 3	Level 2	Level
4	1549	4	Level 4 - V	Level 4	Level 3	Level 3	Level
4	1528	4	Level 4 - V	Level 4	Level 3	Level 3	Level

Target scores to move up a level

2023 DASHBOARD TECHNICAL GUIDE: ELPI

Table 3: Scale Score Split by Grade Level

Grade	2L SS Range	2H SS Range	3L SS Range	3H SS Range
K	1374-1397 (24 pts)	1398-1421 (24 pts)	1422-1447 (26 pts)	1448-1473 (26 pts)
1	1411-1432 (22 pts)	1433-1454 (22 pts)	1455-1480 (26 pts)	1481-1506 (26 pts)
2	1424-1446 (23 pts)	1447-1470 (24 pts)	1471-1500 (30 pts)	1501-1531 (31 pts)
3	1448-1467 (20 pts)	1468-1487 (20 pts)	1488-1510 (23 pts)	1511-1534 (24 pts)
4	1459-1478 (20 pts)	1479-1498 (20 pts)	1499-1523 (25 pts)	1524-1548 (25 pts)
5	1467-1489 (23 pts)	1490-1513 (24 pts)	1514-1536 (23 pts)	1537-1559 (23 pts)

[ELPI Technical Guide](#)

Student Scores

You'll be tracking scores for these students on ELA and IM assessments.

Key Next Steps

- ✓ Designated ELD - Staff have been working to deepen their knowledge of student data and new English 3D curriculum
- ✓ Integrated ELD - We are strengthening our integrated ELD strategies through structured student talk routines



Questions and Feedback



Navigator Schools

Charting a new course in education

Topic 3: Acceleration for All (Tina)

Acceleration for All is up and running at Navigator! Each campus has designated blocks within their school day to allow for targeted interventions for students who are performing below grade level in math and/or reading. Additionally, students at and above grade level will get opportunities to accelerate their learning through extended studies and projects on topics of interest.



Acceleration for All will support academic growth for all students

Why: 2023-24 SBAC results show strong discrepancies between our 1s, 2s, 3s and 4s. We need a plan that supports ALL students in accelerating their academics in order to meet their full potential so that they can access “high school, college, and beyond.”

What: All schools will have a 30 minute “Acceleration for All” block within the school day. Students at all levels will receive the support needed to accelerate their learning.

How:

- All hands on deck from staff
- Frequent formative assessments, data analysis, and regrouping
- High quality programs for all levels
- Ignite reading tutoring
- Staff training on program implementation
- Coaching and support from leadership teams



Consistent small group interventions support students in their area of need

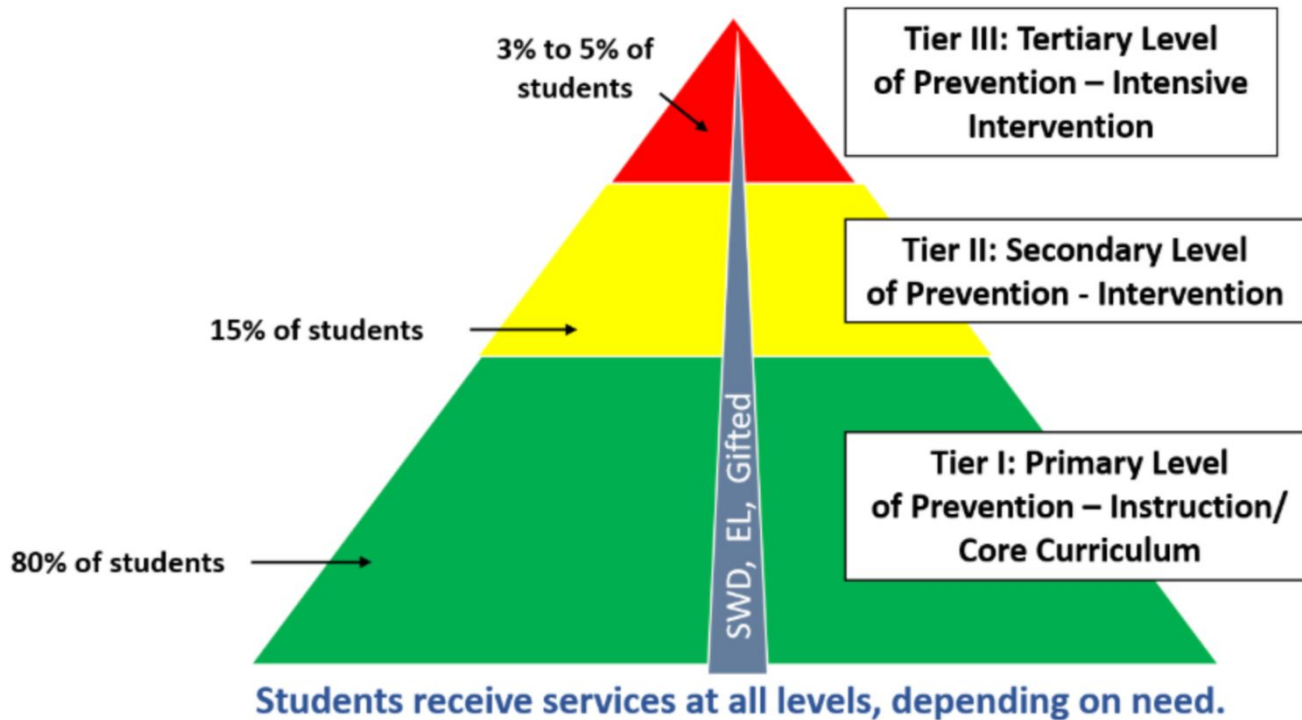
Prioritizing interventions

- #1 priority is learning to read
- #2 reading to learn
- #3 math grade level proficiency



The ultimate goal is to move students up the proficiency tiers

Essential Component: Multi-Level *Prevention* System



Process for individualized data tracking

Even though Navi has over a 1,000 scholars, we are able to dial in on every scholar's individual needs in the following ways:

- Identify major needs for each scholar using key data points (SBAC, ELPAC, fluency)
- Key site leaders reviewed and prioritized initial interventions based off of data
- Assign VPs to oversee their specific grade bands
- All hands on deck: Altering additional support staff schedules to be available during the Acceleration block (eg school psychologists, vice principals, attendance specialist, Ed specialists, etc.)
- Data is reviewed by core academic team and students are regrouped as they progress



Questions and Feedback



Navigator Schools

Charting a new course in education

Topic 4: Leadership Pipeline (Andi)

This school year, Navigator is partnering with the [Accelerate Institute](#) to develop a proactive leadership development model that includes tools and processes to support schools in building staff capacity across all levels.

We are piloting the model at our Gilroy Prep site in 2024-25, and plan to apply our learnings at all campuses next school year. This development model will positively impact existing and future schools as we grow as a network.



The Accelerate Leadership model uses the following steps to cultivate new leaders:

STEP 1

School and Ideal Leader Profile The principal will spend time creating the ideal leader profile by articulating their school's unique context, and current strengths and challenges. The outcome of this step is to truly understand the characteristics needed to cultivate future leaders.

Owner: Principal
Support: Executive

STEP 2

Talent Mapping Once the principal has identified the characteristics of ideal leaders for their school, they take time to map out the current talent. This includes looking at current and future positions for their staff members.

Owner: Principal
Support: Executive

STEP 3

Leadership Development Plan Principals work collaboratively with the rising leaders to create individual leadership development plans. These plans help identify development areas and opportunity projects to help grow talent within their schools.

Owner: Principal
Support: Executive

ON-GOING

Principal Handbook To reduce leader burnout, it is imperative that school leaders and leadership teams take stock of the important protocols and systems needed to ensure the school runs effectively. To do this, the principal and leadership team collaboratively organize and compile all pertinent information about the school including culture, operations, and curriculum.

Owner: Rising Leader
Support: Principal

Transformational Leadership Building Blocks

TRANSFORMATIONAL LEADERSHIP BUILDING BLOCKS



Next Steps

- Weekly leadership assignments for GPS site leaders with ongoing feedback given to the Director of Schools (DoS)
- DoS shares learnings and best practices with the other site principals coaching
- Executive team (ICAO, DoS, and DPS) meets monthly with the Accelerate team to focus on network-wide leadership development, which can include leadership pipeline as it relates to growing new schools and increasing quality and capacity at our current school sites.



Questions and Feedback



Navigator Schools

Charting a new course in education

Thank You!



Navigator Schools

Charting a new course in education