Navigator Schools

Academic Success Committee Meeting

Date and Time

Monday February 9, 2026 at 4:00 PM PST

Location

Video call link: https://meet.google.com/gaj-rdto-osu

Or dial: (US) +1 802-449-6899 PIN: 509 442 815#

More phone numbers: https://tel.meet/gaj-rdto-osu?pin=4060305604056

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
	The committee Chair will call the meeting to order.			
B.	Record Attendance and Guests	Vote	Claire Grissom	1 m
	Claire Grissom, committee Chair, will identify guests and hold a roll-call vote to take attendance.			

		Purpose	Presenter	Time
C.	Approve Minutes from Prior Meeting	Approve Minutes	Claire Grissom	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 November 10, 2025

			Presenter	Time
D.	Public Comment		Claire Grissom	3 m

The Committee Chair will listen to public comments, if any.

			Presenter	Time
E.	Opening Comments from Committee Chair		Claire Grissom	3 m

The Committee Chair will provide opening comments, if any.

			Presenter	Time
F.	Opening Comments from Chief Academic Officer		Crystal O'Rourke	15 m

Crystal O'Rourke, Chief Academic Officer, will deliver opening comments:

A. Spotlight Video: 5th Grade ELA – Showcasing aligned professional development and academic coaching supporting our ELA priority.

II. Academic Topics   4:24 PM

		Purpose	Presenter	Time
A.	Unit 2 Academic and Coaching Data	Discuss	Andrea Hernandez	20 m

Andrea Hernandez, Director of Schools, will share Unit 2 Academic and Coaching Data for Navigator Schools.

A. Unit 2 STAR Data
B. Coaching WIG

		Purpose	Presenter	Time
B.	Student Culture Data	Discuss	Tina Hill	15 m

Tina Hill, Director of Student Services, will present Student Culture Data, including the Midyear Panorama Survey results and recommended next steps.

III. Closing Items   4:59 PM

		Purpose	Presenter	Time
A.	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 November 10, 2025

Navigator Schools

Minutes

Academic Success Committee Meeting

Date and Time
Monday November 10, 2025 at 4:00 PM

Location
Academic Success Committee Meeting

Monday, November 10 · 4:00 – 5:00pm
Time zone: America/Los_Angeles

Google Meet joining info

Video call link: https://meet.google.com/itw-fvxe-mgy

Or dial: (US) +1 317-936-9098 PIN: 973 919 107#

More phone numbers: https://tel.meet/itw-fvxe-mgy?pin=2232811246053

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

Committee Members Present
Chuck Daggs (remote), Claire Grissom (remote), Margaret "Macke" Raymond (remote)

Committee Members Absent

None

Guests Present

Andrea Hernandez (remote), Crystal O'Rourke (remote), Justin Steiner (remote), Kirsten Carr (remote), Tina Hill (remote), Tom Peraic (remote)

I. Opening Items

A. Call the Meeting to Order

Claire Grissom called a meeting of the Academic Success Committee of Navigator Schools to order on Monday Nov 10, 2025 at 4:04 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 09-15-25.
Chuck Daggs seconded the motion.
The committee **VOTED** unanimously to approve the motion.

D. Public Comment

There was no public comment.

E. Opening Comments from Committee Chair

The Committee Chair had no opening comments.

F. Opening comments from Chief Academic Officer

The Chief Academic Officer shared that Navigator overall outperforms the state and neighboring schools on SBAC Comparison Data and Navigator was recognized by Innovate Public Schools 2025.

II. Academic Topics

A. Revised Implementation Goals

Crystal O'Rourke, Chief Academic Officer, shared Revised Implementation Goals based off of previous Board Member feedback.

B. Unit 1 Data

Andrea Hernandez, Director of Schools, shared progress from beginning of year to unit 1 using the STAR assessment, reading fluency, and academic coaching data.

C.

Social Emotional Learning (SEL) and Student Culture

Tina Hill, Director of Student Services, shared student culture data and next steps using the Panorama survey, student suspension rates, and the PBIS (Positive Behavior Interventions and Supports) framework.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:03 PM.

Respectfully Submitted,
Tom Peraic

Documents used during the meeting

- Academic Success Committee 11-10-25.pdf
- Academic Success Committee 11-10-25.pdf
- Academic Success Committee 11-10-25.pdf

Coversheet

Opening Comments from Chief Academic Officer

Section: I. Opening Items
Item: F. Opening Comments from Chief Academic Officer
Purpose: FYI
Submitted by:
Related Material: Opening Comments - Academic Success Committee 2-9-26.pdf

Opening Comments

See It Video: Mr Q, 5th Grade ELA

As you watch this video, think about:

What is the teacher doing?

What are the students doing?

How do these actions support student literacy development?

Our ELA curriculum ensures that all components of Scarborough's Rope are explicitly taught.

THE MANY STRANDS THAT ARE WOVEN INTO SKILLED READING

LANGUAGE COMPREHENSION

BACKGROUND KNOWLEDGE
(facts, concepts, etc.)

VOCABULARY
(breadth, precision, links, etc.)

LANGUAGE STRUCTURES
(syntax, semantics, etc.)

VERBAL REASONING
(inference, metaphor, etc.)

LITERACY KNOWLEDGE
(print concepts, genres, etc.)

increasingly strategic

SKILLED READING:
Fluent execution and coordination of word recognition and text comprehension.
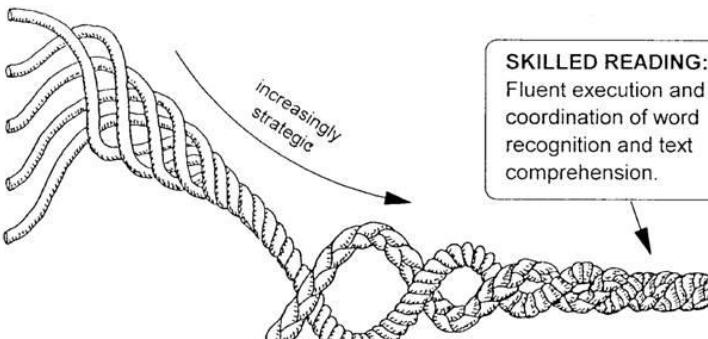
WORD RECOGNITION

PHONOLOGICAL AWARENESS
(syllables, phonemes, etc.)

DECODING (alphabetic principle, spelling-sound correspondences)

SIGHT RECOGNITION
(of familiar words)
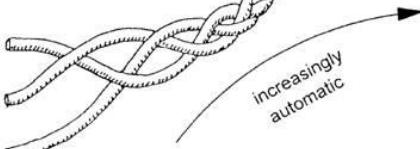
increasingly automatic

Cascading Professional Development planning:
1. The senior leadership team uses progress monitoring data (assessments, walkthroughs, etc) to identify professional development needs.
2. School leaders attend weekly leadership PD where they are trained on a common skill or strategy (eg vocabulary routine).
3. Each school leader then presents to the appropriate instructional staff at the following week's PD
4. School leaders align walkthroughs, coaching action steps, and live coaching the following week to focus on the PD skills

Coversheet

Unit 2 Academic and Coaching Data

Section: II. Academic Topics
Item: A. Unit 2 Academic and Coaching Data
Purpose: Discuss
Submitted by:
Related Material:
Unit 2 Academic and Coaching Data - Academic Success Committee 2-9-26-2.pdf

Unit 2 Data

Network Wide STAR Headlines:

- Tier 1 increased from BOY to U2: 4% in reading and 5% in math
- Tier 3 decreased from BOY to U2: 3% in reading and 5% in math
- Many first grade students "graduated" from the Early Lit test and began taking the STAR Reading test, which affected the Early Lit percent proficient

GPS STAR

Percentage Point Increases by Grade and Subject

HC STAR

Percentage Points Gained

Percentage Points Gained

Percentage Point Increases by Grade and Subject
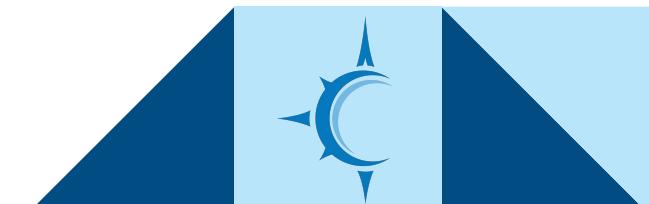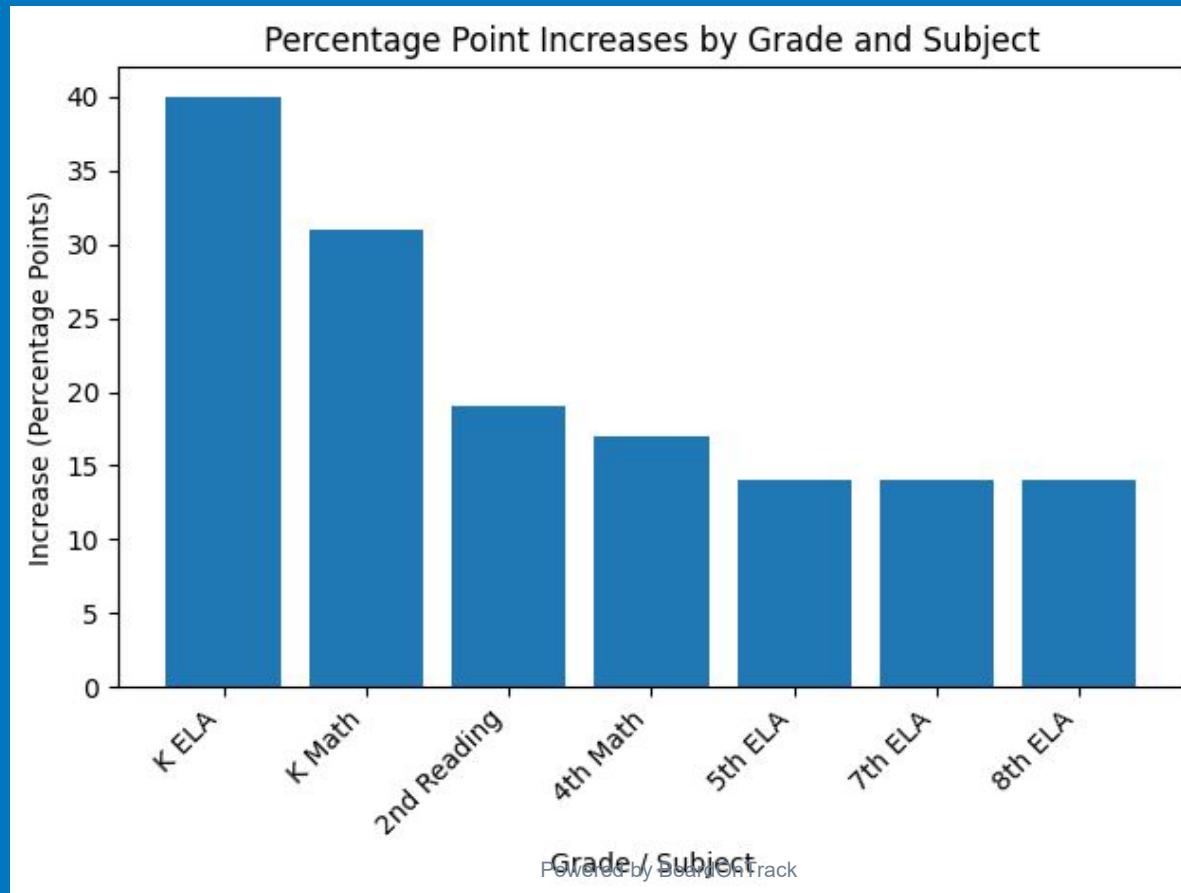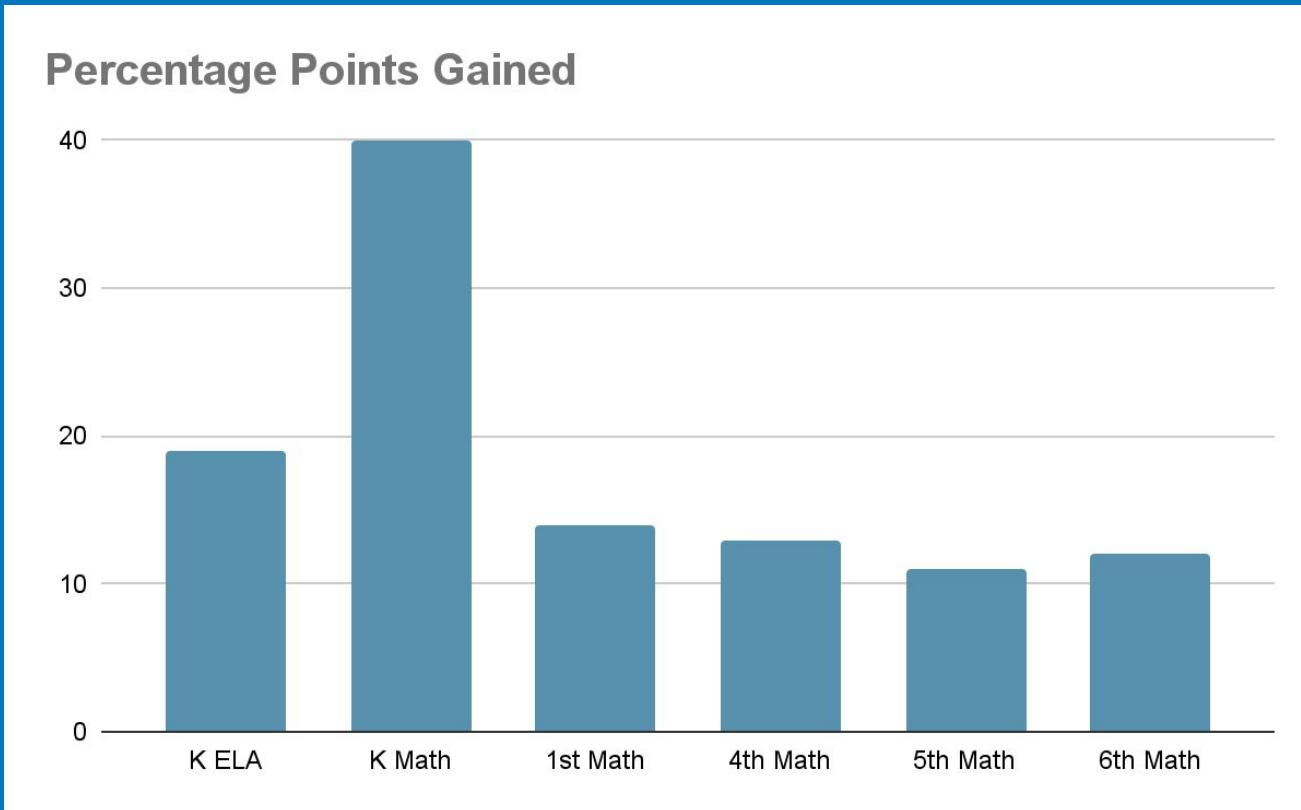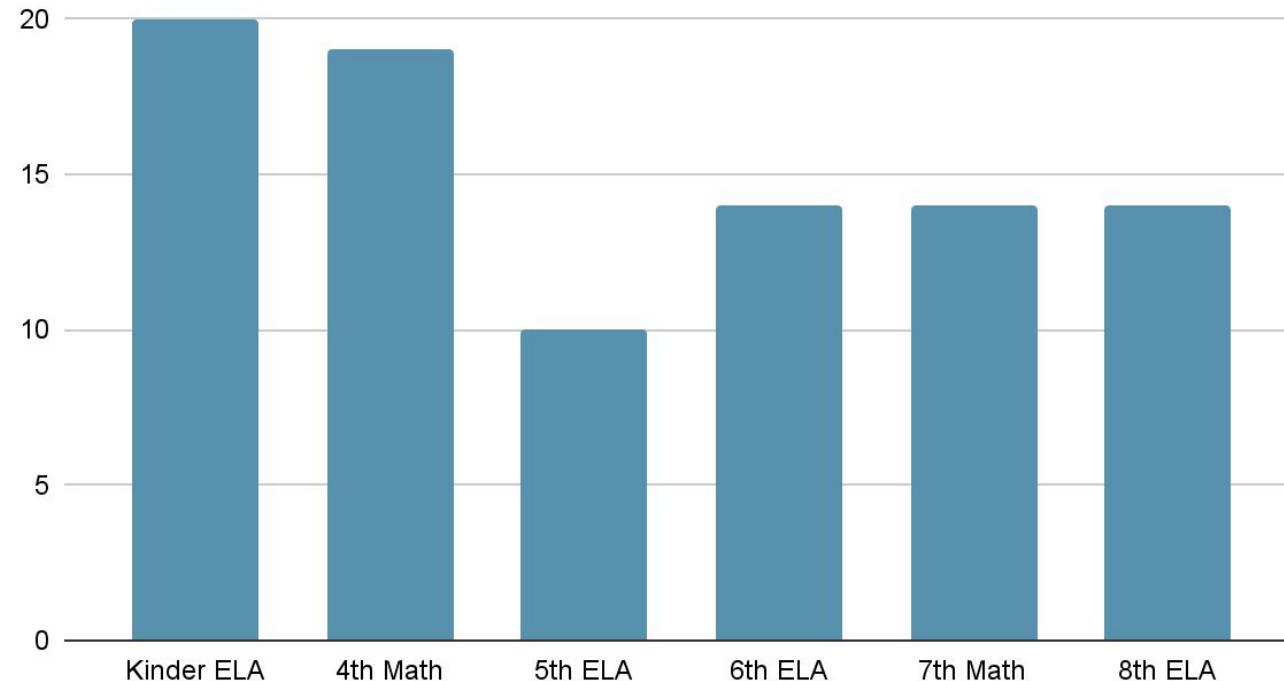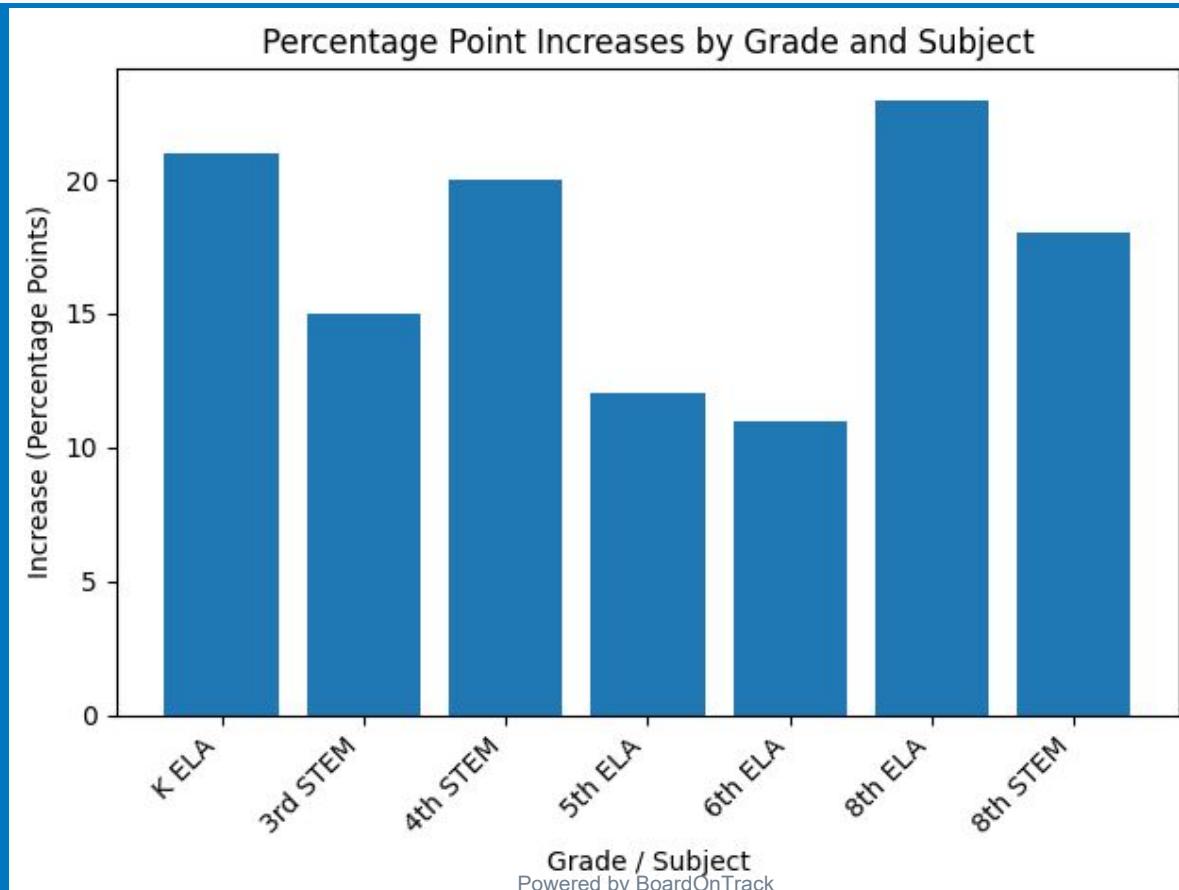
Navigator Schools Network Wide Unit 2 STAR Results
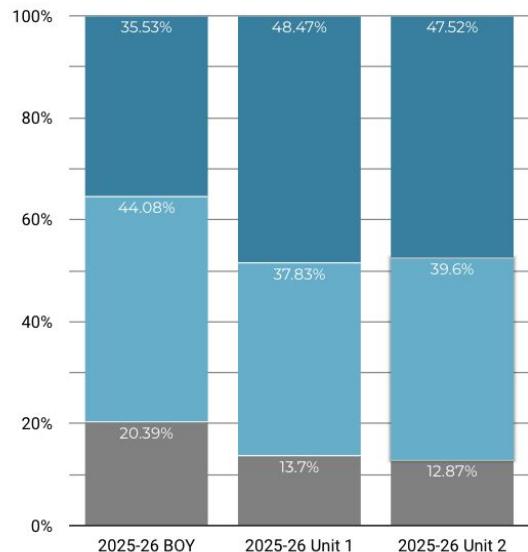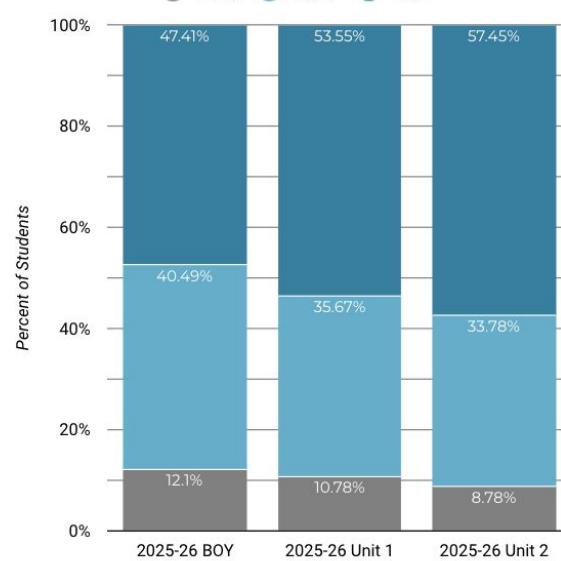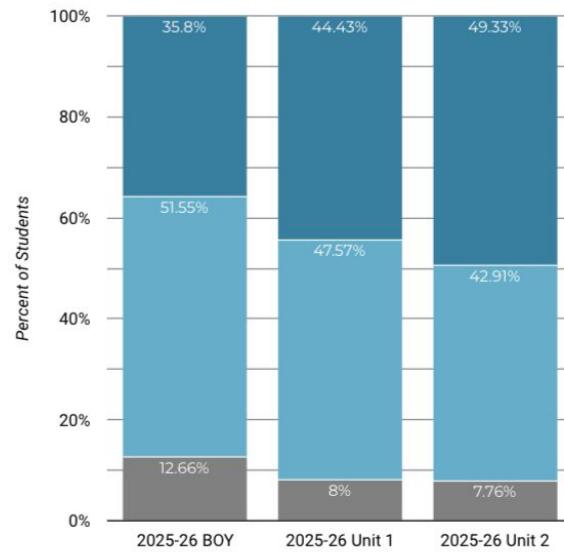
Gilroy Prep Unit 2 STAR Results
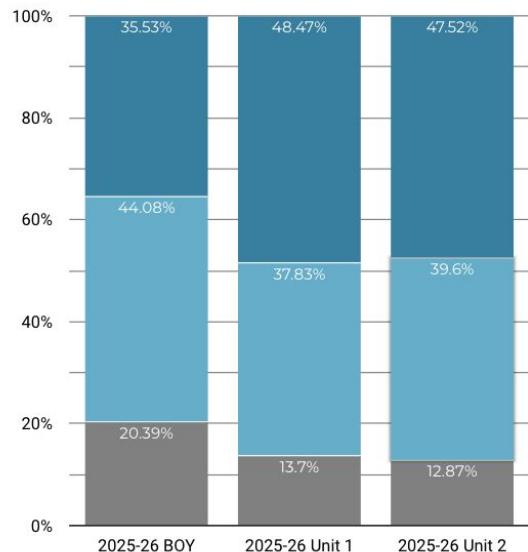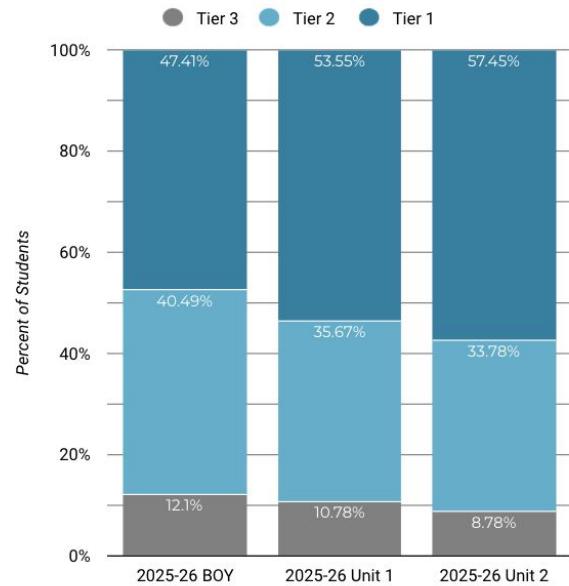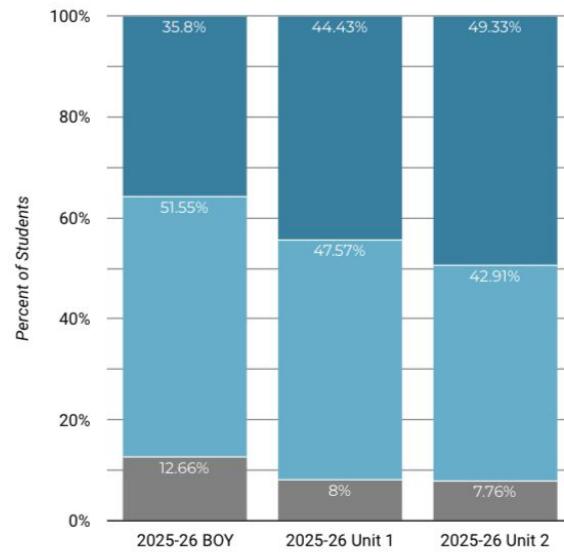
Hayward Collegiate Unit 2 STAR Results
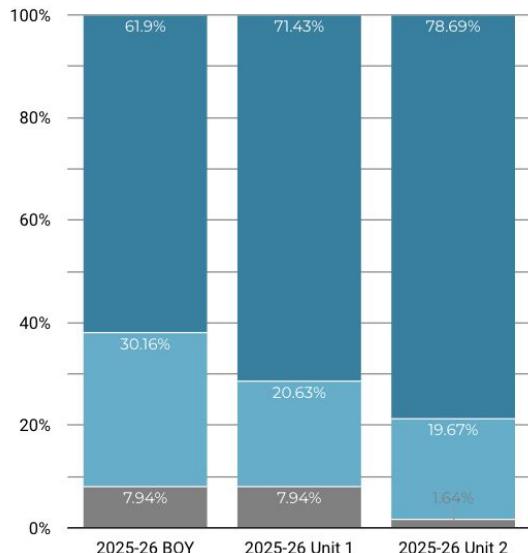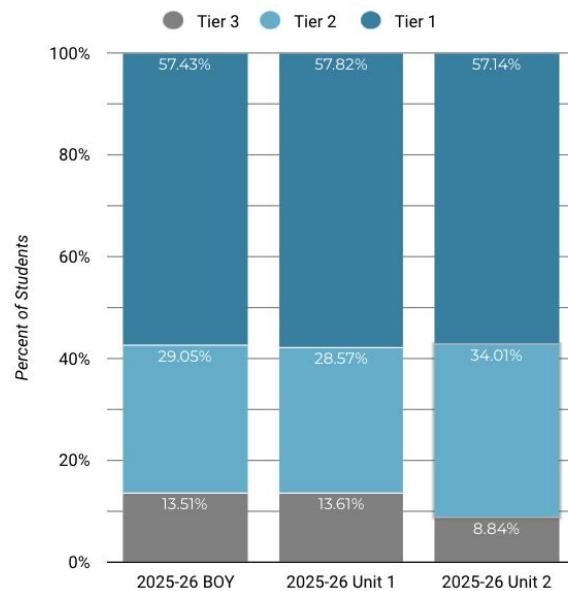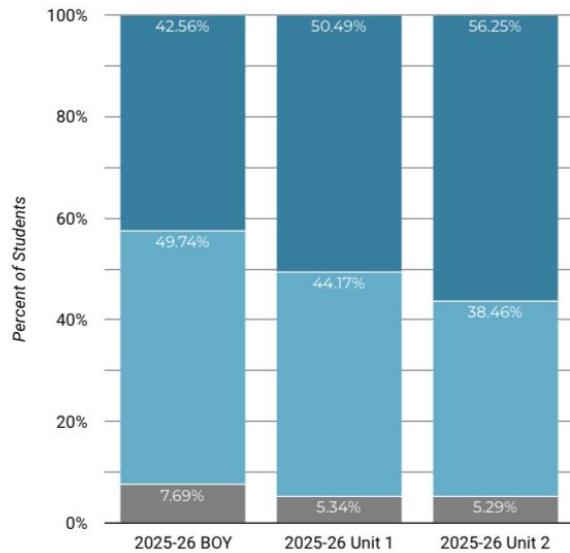
Hollister Prep Unit 2 STAR Results
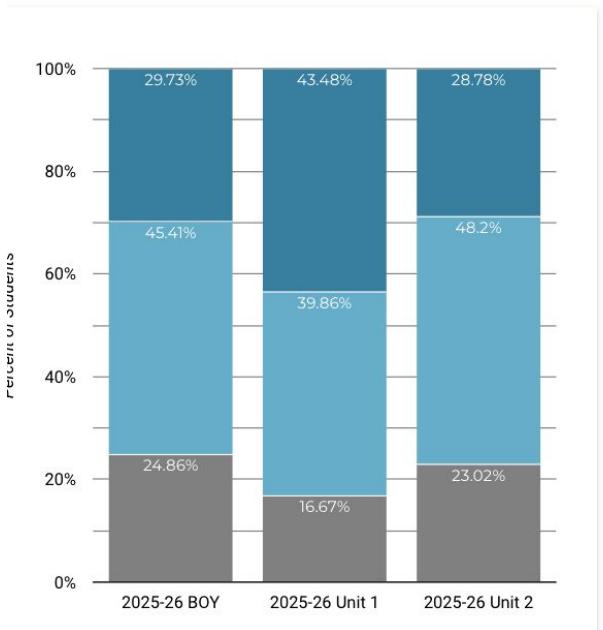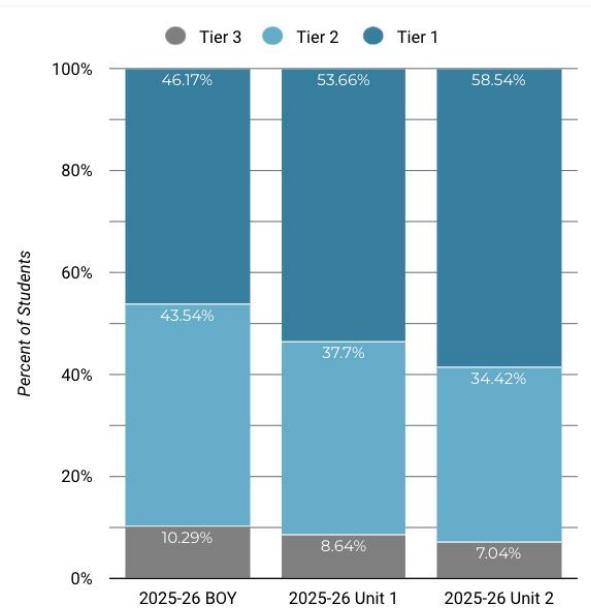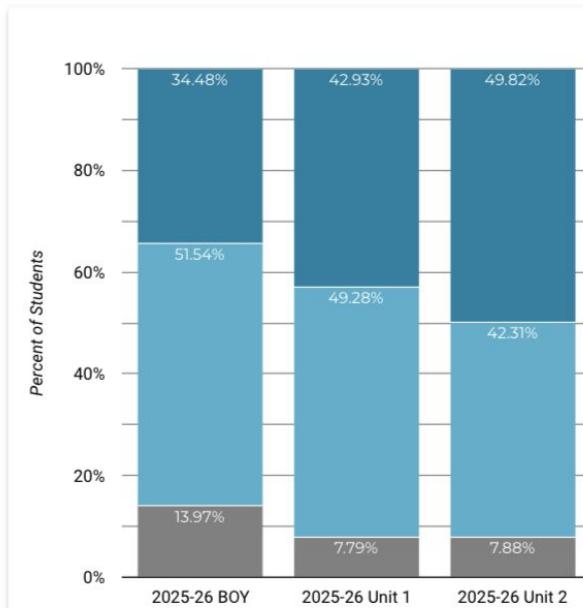
Watsonville Prep Unit 2 STAR Results
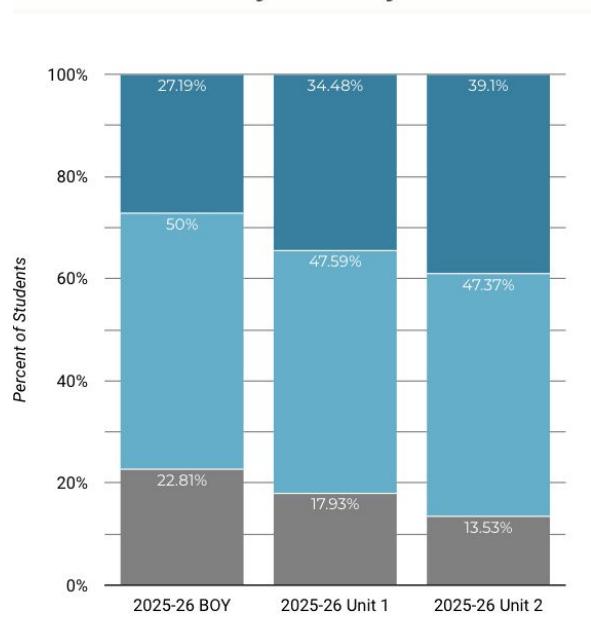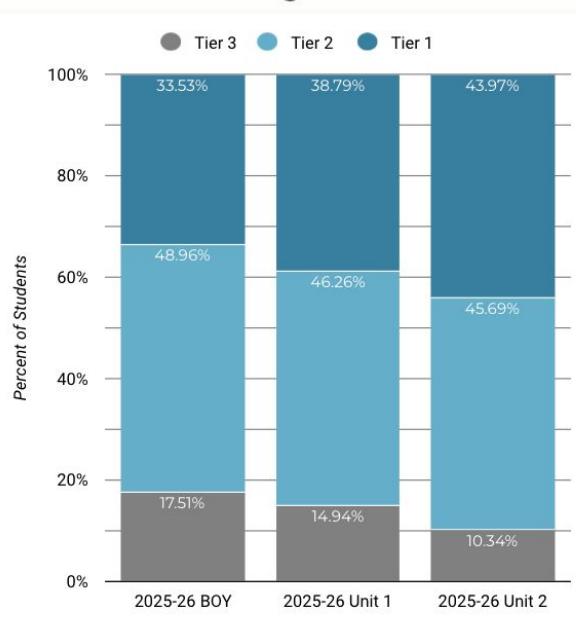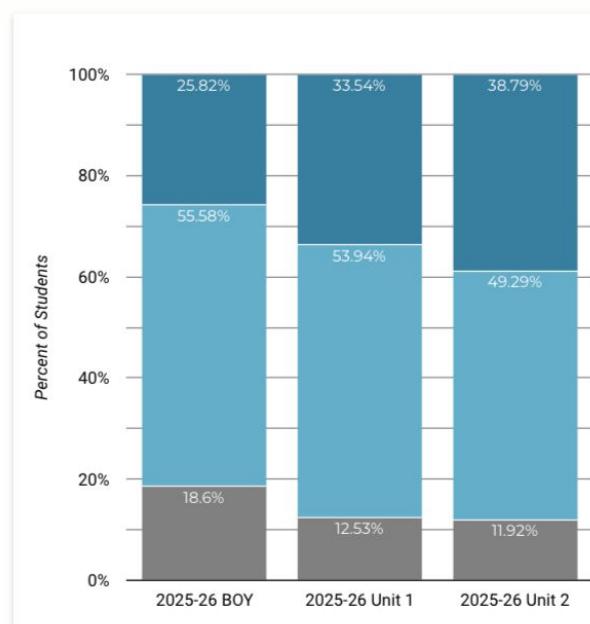
Coaching Widely Important Goal

Unit 2 WIG:

School leaders and coaches will use student outcome and implementation data to prioritize and inform a cohesive coaching cycle

What we accomplished:
- All leadership 1-1 meetings now include video review that results in a action step for the principal that moves their leadership practices forward.
- All leadership 1-1s review curriculum embedded assessment and coaching data. That data is used to prioritize walkthrough and additional live coaching support for the upcoming week.
- Data point: 1-1 leadership meeting agendas include: video review → specific data → priority focus with action step → walkthrough plan

Learnings and next steps:
- Video review is highly impactful as a tool for self-reflection and improvement! We reviewed exemplar video with all of the principals and saw immediate implementation with the other principals.

Unit 2 WIG:

By winter break, 60% of teachers meet look fors:
*Instructional staff ensures **all students have opportunities to independently practice reading fluently** and pausing to unpack key moments in the text to demonstrate understanding.
***Instructional staff using Tracking Not Watching (TNW) to monitor student discussion**, using a data-collecting system to track mastery and gap trends, and pausing to address trending errors whole-class.

What we accomplished:
- Each coach chose two teachers to work with to build model classrooms so that we could film and codify what best practices look like across the schools and grade spans.

Learnings and next steps:
- We did not meet our WIG goal: Avg 40% in independent practice and 20% in TNW. We commit to continuing to work with staff on moving these look fors forward through professional development and coaching.

Unit 3 WIG:

80%+ OF K-2 teachers have strong implementation of the DI routines.

Unit 3 WIG:

By February 27 all 3-5 Vice Principals run a data meeting with each of their ELA teachers

Cycle 3 WIGs

Coaching Systems and Structures	
Leading: NS SO team facilitates practice clinics focused on Oral Blending & Segmenting (Jan 7) and Multisyllabic Decoding (Jan 21) for all K-5 coaches and principals.	Completion of practice clinics Practice clinic agendas and materials (video evidence) PD calendar – time is held sacred
Leading: Leaders train teachers on priority DI routines and reinforce: **Turnkey Practice Clinics to teachers:** Oral Blending & Segmenting (Jan 14) and Multisyllabic Decoding (Feb 4) . **Walkthrough feedback to teachers aligned with these routines** **Coaching conversations include monitoring and follow up on these routines**	Evidence of DI routine look-fors used in walkthroughs Coaching action steps tied to DI routines Walkthrough feedback referencing specific routines
Lagging: By Friday, February 27 ≥80% of K–2 teachers observed demonstrate strong implementation of at least 2 priority DI routines: Oral Blending & Segmenting+ Multisyllabic Decoding	Walkthrough data using DI routine look-fors Video audit of routines 8/10 classrooms demonstrate proficiency and alignment to routine CFS Measured during ICV#4

Data Meetings and Responsiveness G3-5

Lead: On Jan 14, SO team (Crystal and Celeste) lead a fishbowl data meeting at SLT and gather feedback on glows, grows and proposed implementation plan. **Includes explicit focus on:** **Using CEA data to identify specific unfinished learning** **Naming the reteach plan (model and/or discourse, intervention or whole group, TNW monitoring plan)**	Attendance and completion of system-led training Training artifacts (slide deck, protocols, annotated exemplars) Leader self-assessment or exit ticket demonstrating: Ability to name the purpose of the data meeting Ability to articulate what changes in instruction should occur
Lead: On Jan 28, SO team and/or Lit lead data meeting training for 3-5 coaches and princpals **Includes explicit focus on:** **Using CEA data to identify specific unfinished learning** **Naming the reteach plan (model and/or discourse, intervention or whole group, TNW monitoring plan)**	Attendance and completion of system-led training Training artifacts (slide deck, protocols, annotated exemplars) Leader self-assessment or exit ticket demonstrating: Ability to name the purpose of the data meeting Ability to articulate what changes in instruction should occur
Lead: During the first two weeks of Feb, SO team will collect data on data meeting rollout and use time on 2/11 to debrief and make adjustments, with the goal of equipping 3–5 VPs to take this work to all teachers they support during the final two weeks of February	Throughout February: Observe meetings Record video Celebrate wins Collect stakeholder feedback
Lagging: By Friday, February 27 3-5 coaches facilitate a data meeting with each teacher that results in an action step that includes a clear reteach plan. **Includes explicit focus on:** **Using CEA data to identify specific unfinished learning** **Naming the reteach plan (model and/or discourse, intervention or whole group, TNW monitoring plan)**	Teacher action steps in coaching dashboard VP-led data meeting agendas and notes Coaching notes from principal 1:1s referencing data meeting facilitation Video of VP/T meetings Video of P/VP planning meetings

Coversheet

Student Culture Data

Section: II. Academic Topics
Item: B. Student Culture Data
Purpose: Discuss
Submitted by:
Related Material: Student Culture Data - Academic Success Committee 2-9-26-3.pdf

Student Culture Data and Next Steps

Navigator Winter 2025 - 3rd-5th

Grades 3–5

553 responses | show breakdown
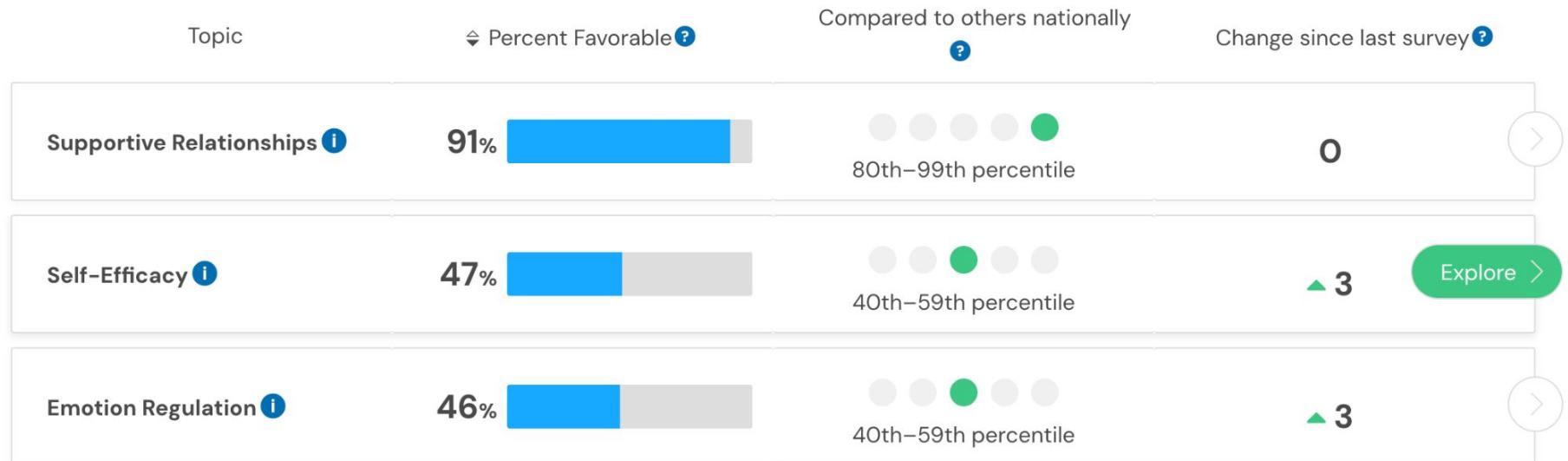
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Topic	Percent Favorable	Compared to others nationally	Change since last survey
Supportive Relationships ⓘ	**91**%	80th–99th percentile	0
Self–Efficacy ⓘ	**47**%	40th–59th percentile	▲ 3 Explore ❯
Emotion Regulation ⓘ	**46**%	40th–59th percentile	▲ 3

Other Topics

Navigator Winter 2025 - 6th-8th
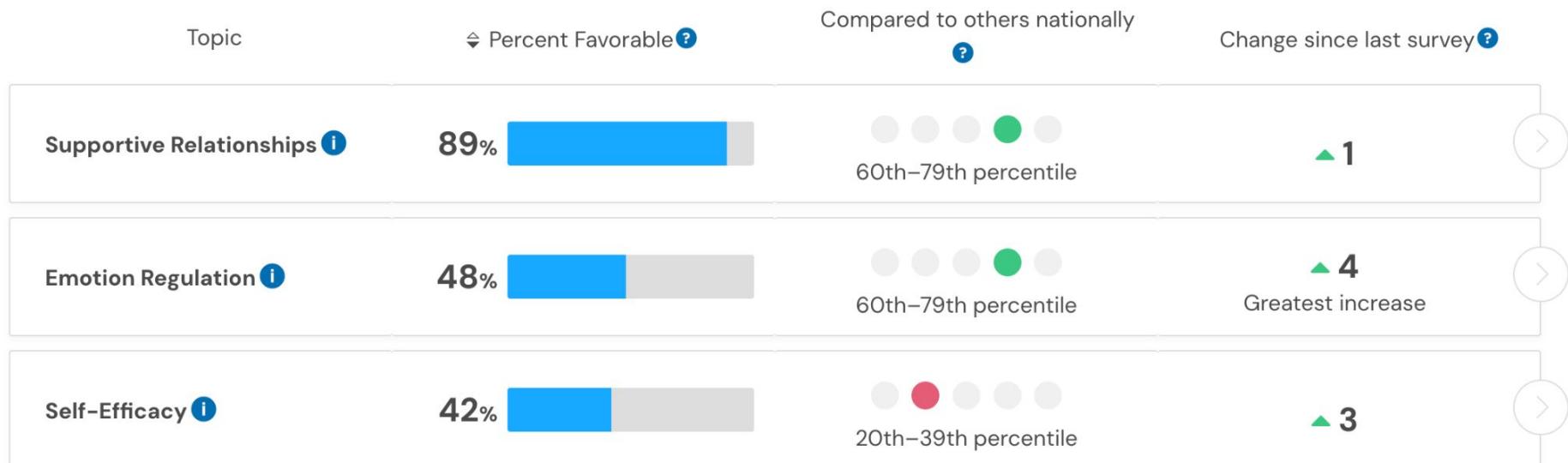
GPS Winter 2025 - 3rd-5th

Grades 3–5

175 responses | show breakdown

📄 Save as PDF

Topic	⇕ Percent Favorable ?	Compared to ? others nationally ⇕	Change since last survey ?
Supportive Relationships ⓘ	**89%**	60th–79th percentile	0
Emotion Regulation ⓘ	**44%**	40th–59th percentile	▲ 4 Greatest increase
Self-Efficacy ⓘ	**44%**	20th–39th percentile	▲ 2

Explore ›
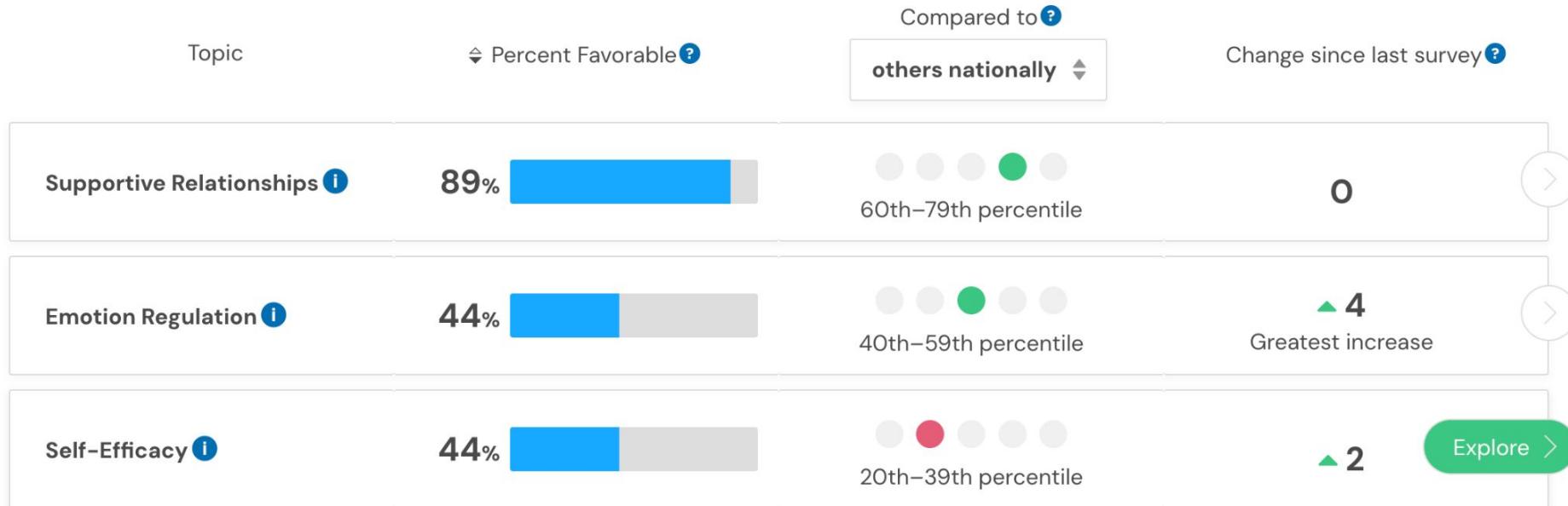
GPS Winter 2025 - 6th-8th

Grades 6–12

161 responses | show breakdown

Save as PDF

Topic	⇕ Percent Favorable ?	Compared to ? others nationally ⇕	Change since last survey ?
Supportive Relationships ⓘ	**87**%	⚪⚪⚪🟢⚪ 60th–79th percentile	▲1
Emotion Regulation ⓘ	**44**%	⚪⚪🟢⚪⚪ 40th–59th percentile	▲1
Self–Efficacy ⓘ	**39**%	⚪🔴⚪⚪⚪ 20th–39th percentile	▲2 Greatest increase
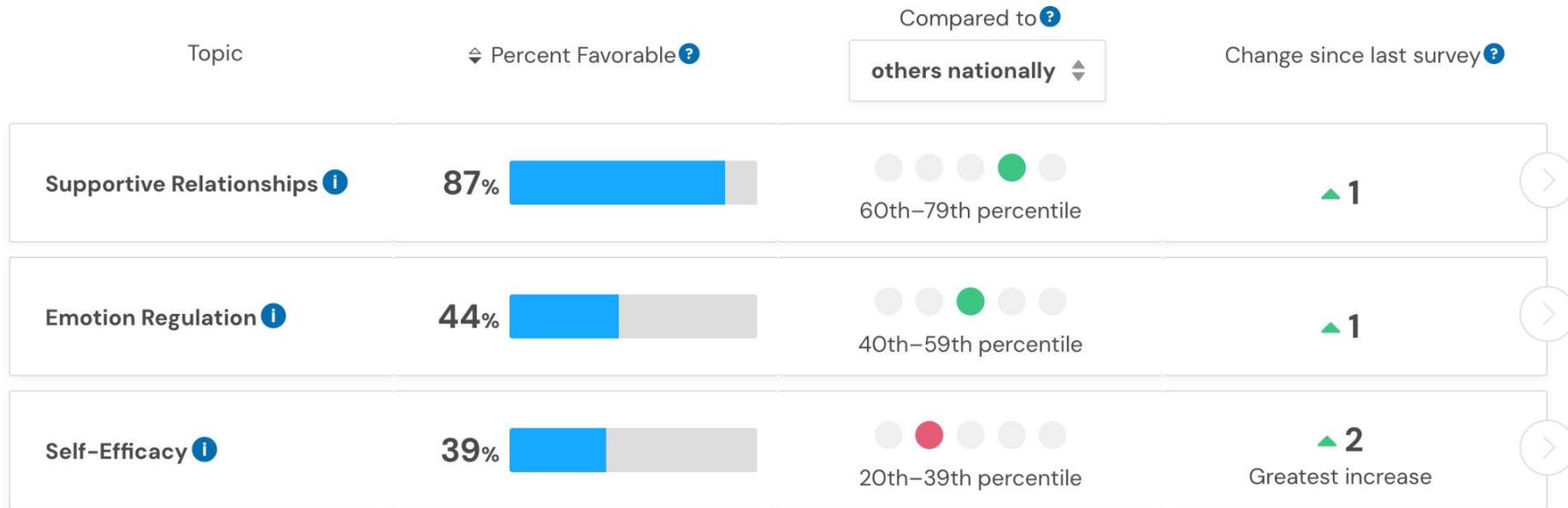
HC Winter 2025 - 3rd-5th

Grades 3–5

82 responses | show breakdown

 Save as PDF

Topic	⇕ Percent Favorable ?	Compared to ? others nationally ⇕	Change since last survey ?
Supportive Relationships ⓘ	**89**% ▮▮▮▮▮	● ● ● 🟢 ● 60th–79th percentile	▲1 Greatest increase Explore ›
Self–Efficacy ⓘ	**43**% ▮▮▯▯▯	● 🔴 ● ● ● 20th–39th percentile	0 ›
Emotion Regulation ⓘ	**41**% ▮▮▯▯▯	● 🔴 ● ● ● 20th–39th percentile	▼2 ›
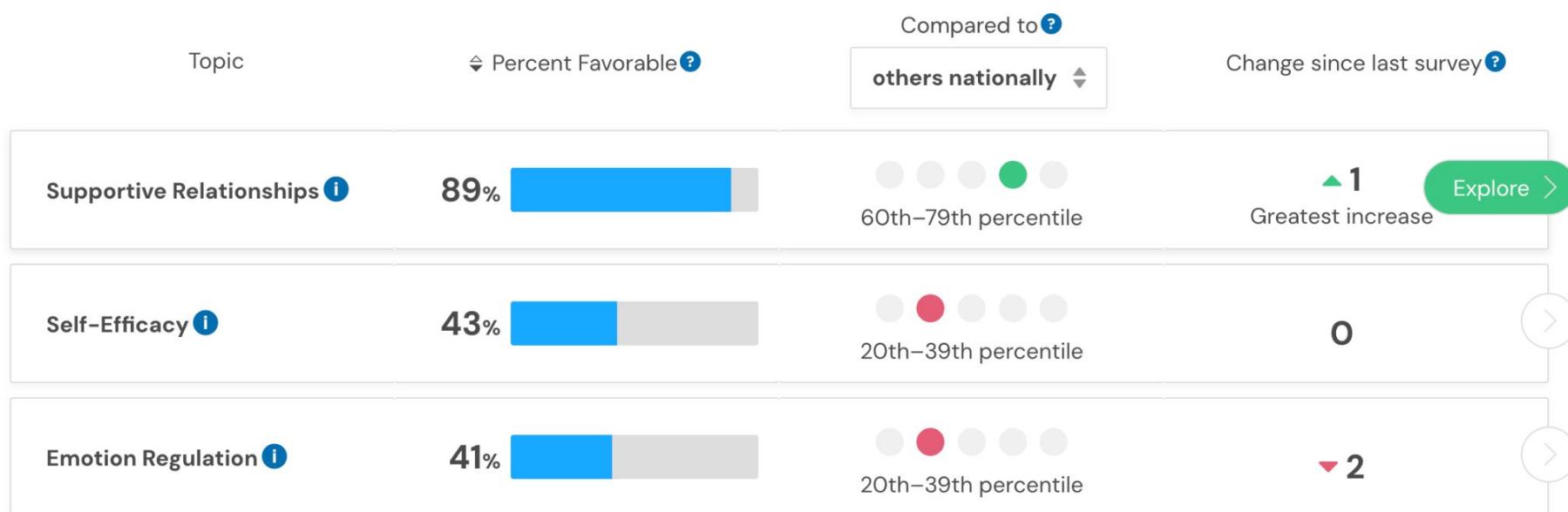
HC Winter 2025 - 6th

Grades 6–12

22 responses | show breakdown
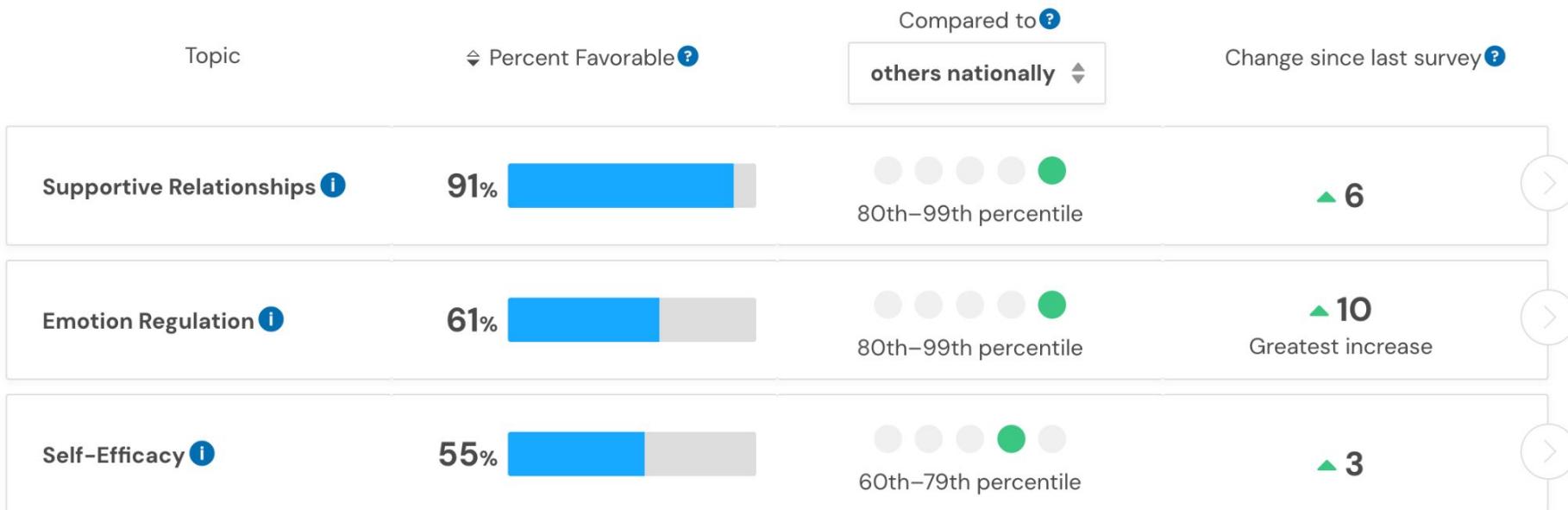
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Topic	⇕ Percent Favorable ❓	Compared to ❓ others nationally ⇕	Change since last survey ❓
Supportive Relationships ℹ️	91%	80th–99th percentile	▲ 6
Emotion Regulation ℹ️	61%	80th–99th percentile	▲ 10 Greatest increase
Self-Efficacy ℹ️	55%	60th–79th percentile	▲ 3
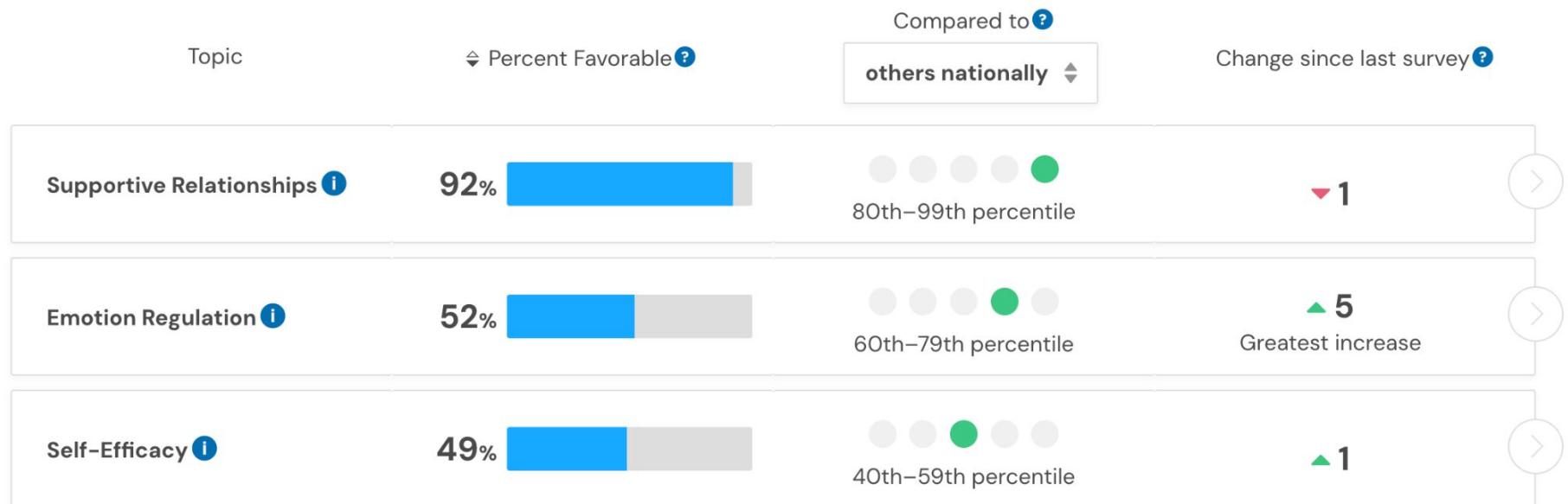
HPS Winter 2025 - 3rd-5th

HPS Winter 2025 - 6th-8th
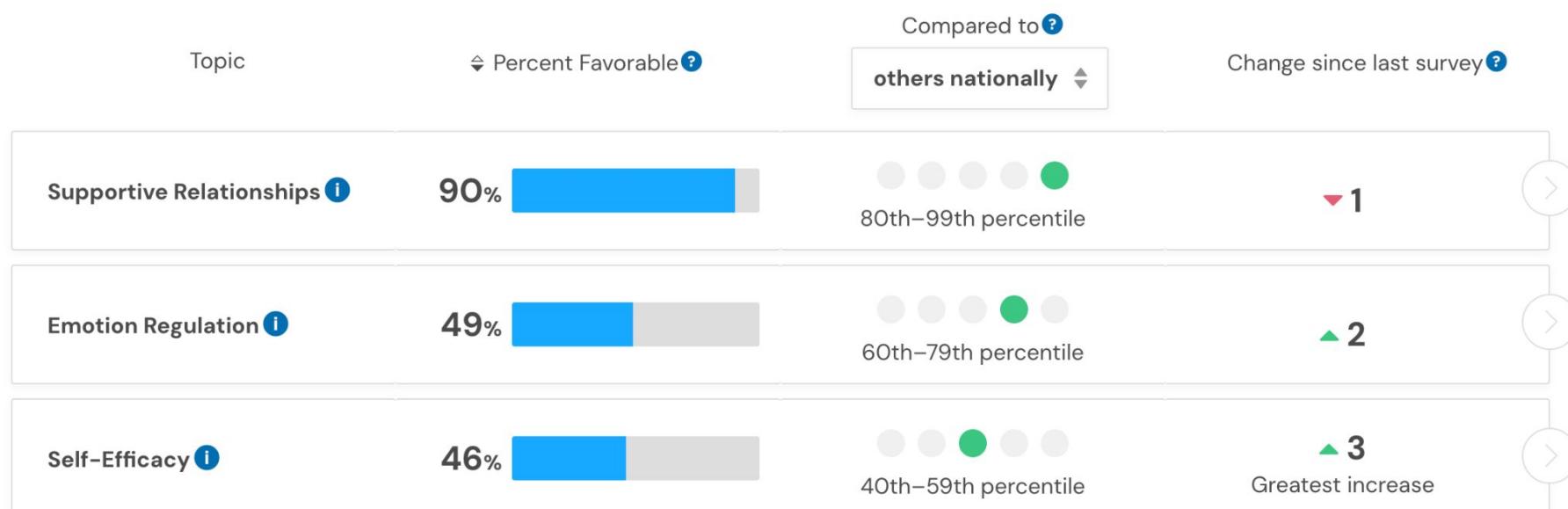
WPS Winter 2025 - 3rd-5th

Grades 3–5

124 responses | show breakdown

Save as PDF

Topic	Percent Favorable	Compared to others nationally	Change since last survey
Supportive Relationships	92%	● ● ● ● 🟢 80th–99th percentile	▲1 Explore
Self-Efficacy	49%	● ● 🟢 ● ● 40th–59th percentile	▲9 Greatest increase
Emotion Regulation	43%	● 🔴 ● ● ● 20th–39th percentile	0
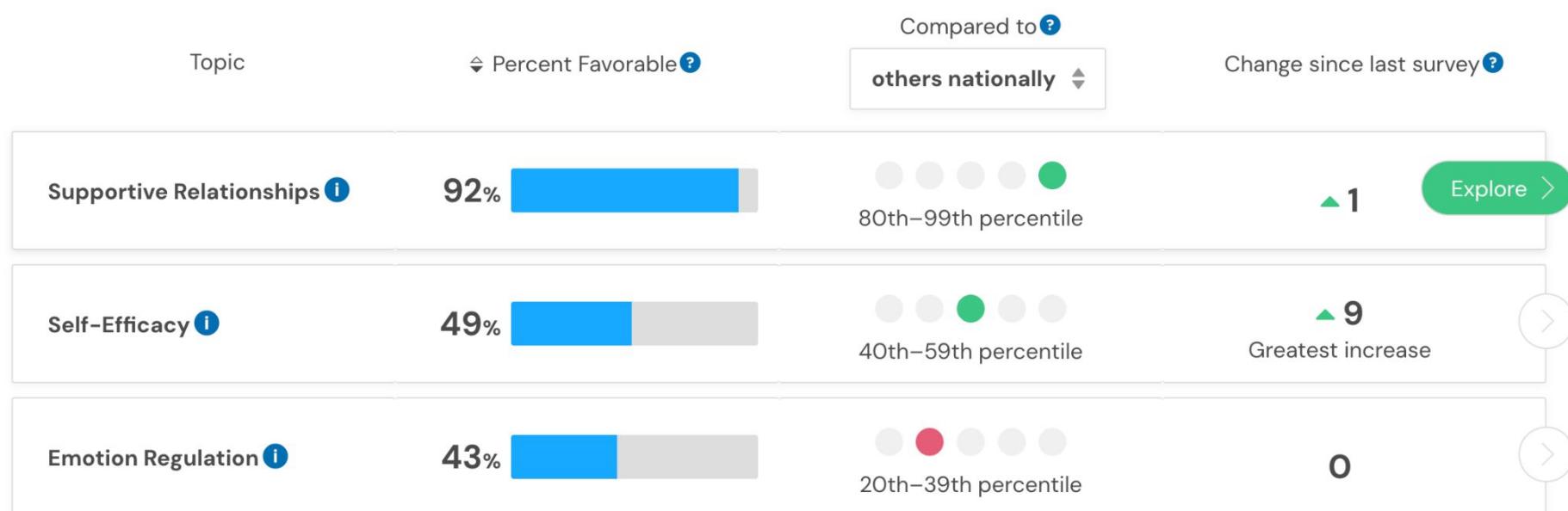
WPS Winter 2025 - 6th-8th

Grades 6–12

41 responses | show breakdown

Save as PDF

Topic	⇕ Percent Favorable ❓	Compared to ❓ others nationally ⇕	Change since last survey ❓
Supportive Relationships ℹ️	**89**%	⚪⚪⚪🟢⚪ 60th–79th percentile	▲2
Emotion Regulation ℹ️	**50**%	⚪⚪⚪🟢⚪ 60th–79th percentile	▲8 Greatest increase
Self-Efficacy ℹ️	**34**%	🔴⚪⚪⚪⚪ 0th–19th percentile	▲1
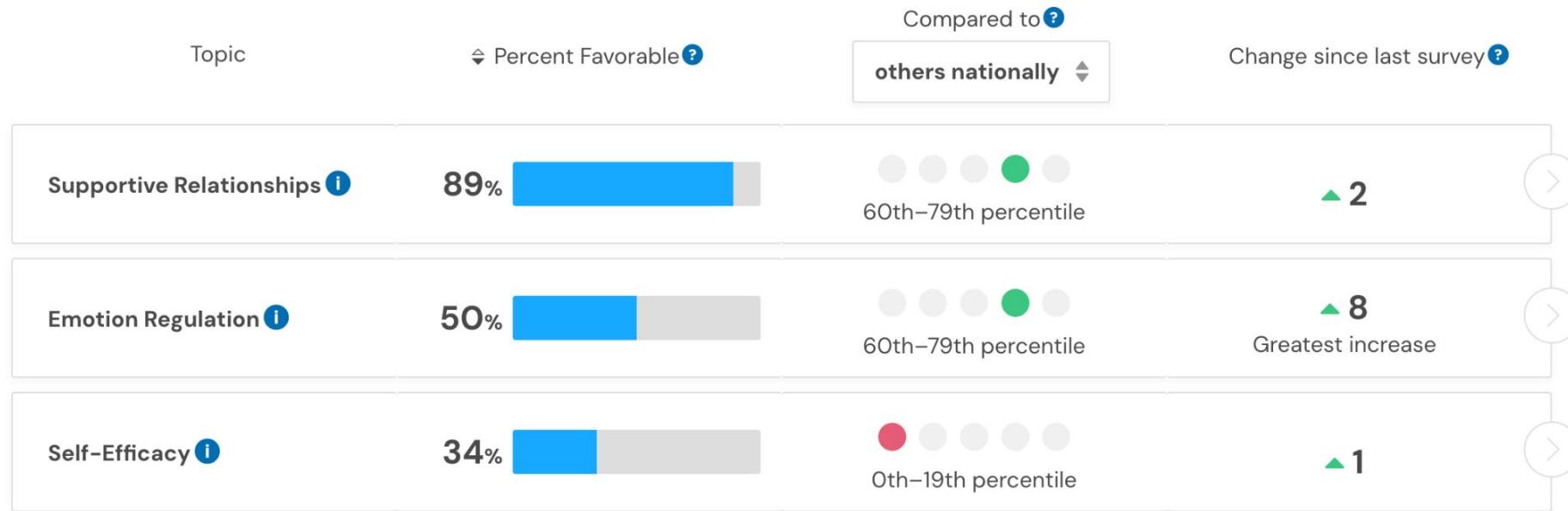
GPS Major Behaviors Unit 1/2

Alternatives to suspensions

- 5 Students - 5 incidents

In-School Suspension

- 1 student - 1 incident

Out of school suspensions

- 0 students

2024-25 suspensions - 4 students - 4 events
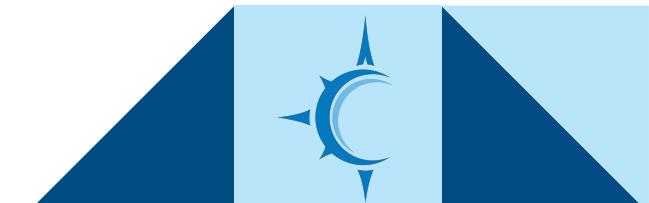
HPS Major Behaviors Unit 1/2

Alternatives to suspensions

- 7 Students - 16 incidents

In-School Suspension

- 3 student - 3 incident

Out of school suspensions

- 2 students - 3 events

2024-25 suspensions - 16 students - 16 events
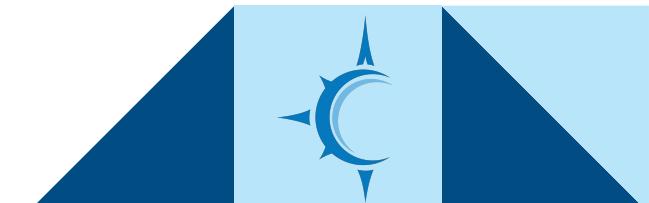
WPS Major Behaviors Unit 1/2

Alternatives to suspensions

- 4 Students - 9 incidents

In-School Suspension

- 1 student - 1 incident

Out of school suspensions

- 2 students - 3 events

2024-25 suspensions - 10 students - 27 events
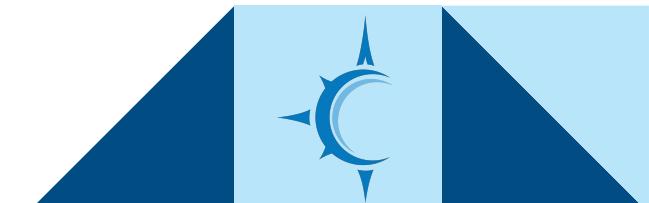
Trends and Next Steps

- New Panorama Data is being analyzed at sites during MTSS meetings
  - Teams need to look at individual cohort data
    - Plan next steps
- Wellness team look fors
  - Whether there was growth with 6th grade in self-efficacy.
  - Other areas of growth/need
    - Plan how to support campuses with tier 3
- Meet with MTSS teams to plan next steps for Major behaviors.

Thank You!