



Date: June 14, 2019

To: Board of Directors

From: James Dent, Chief Academic Officer and Heather Parsons, DCI

Re: Site Leadership Development Priority 2018-19

Objectives:

1. To update the board on the codification of the Site Leadership Development Program
2. To update the board on the development of our leadership pipeline for future site leaders

The 2019-20 school year was monumental for Navigator in developing and codifying our leadership development program as well as preparing and placing new leaders for the upcoming school year.

Instructional Design for Leadership Development

Both site teams have been an integral part of the instructional design process for our leadership development program. They helped us identify existing gaps, gave input on solutions, as well as piloted and evaluated solutions. Together we were able to complete the meeting structures and Criteria for Success documents for the core elements:

- Becoming an Excellent Coach
- Leading a Data-Driven School

Next Steps

With the leadership coaching process designed, tested and evaluated, we can now move to the production of the training workshops and publication of these assets on www.navilearning.org. Additionally, we will begin instructional design process for our final leadership training module, Managing Effective Teams.

Preparing and Placing New Leaders

Navigator has retained one hundred percent of its site leadership team for the second year in a row. All eight of our current coaches will be returning to GPS and HPS next year, and we will be adding three coaches to launch WPS.

HPS

Debbie Benitez will continue to lead her team of Lisa Ucello, Nick Backich and Shawna Freitas. Debbie has not only been developing her site admin, but has also been mentoring Gabrialla Roldan and Ray Glass, who will both be entering leadership positions next year. She sent three of her teammates to RELAY GSE, and two others to Innovate for additional professional development. She herself attended The Together Leader training.

GPS

Crystal Toriumi will continue to lead GPS with Missy Corral by her side as VP of Academics (VPA). Both Crystal and Missy attended the Innovate trainings this year to help them in their first year as site leaders. Crystal will take on one a new VP of Culture and Operation (VPCO), Mariah Butron. Mariah has excelled as a GPS teacher in both the humanities and STEM departments. She attended RELAY GSE to begin her coaching development this year, and has helped to coach her peers. Aimee Hubbard, the current VPCO, will be moving to the support office to head up our fundraising efforts.

WPS

Andi Hernandez has hired two bilingual teammates, Gabriela Roldan from HPS as VP of Academics and Natalie Alvarez for the VP of Culture and Operations. Gabby has worked as a teacher in training as well as teaching fourth, fifth and sixth grades over the past five years. She has been trained at RELAY GSE and has coached other teachers at HPS. We are excited to have her help launch WPS. Natalie is new to Navigator and has had a successful career thus far as a teacher and member of the site leadership in her years of service in Salinas school districts.

In 2019-20, three of our leaders will attend Innovate Public Schools' Principal Fellowship program. Additionally, several new teachers at each site have been identified as mentor teachers for the 2019-20 and will begin to learn the Navigator coaching strategies.