



Date: August 18, 2020
To: Navigator Schools Board of Directors
From: Kirsten Carr
Subject: Organizational Health Update

Information

In addition to ensuring our students receive a high quality Navigator education, Navigator is continuing to focus on overall student, family, and staff wellness, especially during this time. We know every member of the extended Navigator family has been experiencing some level of stress through this period of pandemic and, not only do we want to know and understand their pressures, we want to be able to provide support when possible.

Navigator has conducted the traditional end of year surveys for students, staff, and families as well as sending out shorter, targeted surveys. Since the beginning of the COVID pandemic, Navigator has conducted four family surveys and four formal staff surveys. In addition to the responses to the questions dictated by our LCAP goals, listed below are sentiments shared through these surveys:

- 1) Families:
 - a) LCAP
 - i) I feel my child is safe and supported at school - 87% strongly agree/agree
 - ii) How likely are you to recommend Navigator Schools to other families - 96% very likely/likely
 - b) COVID support surveys (2019-20 school year)
 - i) How supported do you feel by your child's school 86% very supported/supported
 - ii) Families laid off or furloughed due to COVID - 17%
- 2) Staff:
 - a) LCAP
 - i) I am proud to say I work at Navigator Schools - 99% strongly agree/agree
 - ii) I would recommend working at Navigator to family or friends - 91% strongly agree/agree
 - b) COVID support surveys (2019-20 school year)
 - i) After two months of distance learning, what is your stress level:
 - (1) High stress - 7%
 - (2) Stressed but managing - 40%
 - (3) I'm a little tense but I've got this - 46%
 - (4) Cool as a cucumber - 6%

- ii) Do you think we have created a solid educationally beneficial balance of synchronous and asynchronous learning:
 - (1) Yes! Let's take our online learning on the online road - 29%
 - (2) We are learning to drive but not ready to leave the parking lot - 71%
 - (3) No! We can't even get out of park - 0%

Navigator made a commitment of transparency and support to staff and families and both groups of stakeholders shared this contributed to their high levels of satisfaction. Brief surveys will be sent to both families and staff after the first week of school to gauge level of satisfaction, ability for children to engage, and areas of concern.

In addition to the formal surveys, Navigator held several parent town halls, informational meetings, and a distance learning orientation to provide families with an opportunity to ask questions, seek clarification, and understand the proposed distance learning models and eventual implementation. A family Facebook group serves as a conduit of information from family to family as well as a source of helpful hints and information. Engagement staff is continuing to work with families who need assistance with connectivity and/or community resource support.

Staff communication and engagement were additional areas of focus with weekly staff meetings during the school year with informal Zoom polls, break-out room conversations, opportunities to provide feedback, and socialization activities. Ensuring staff feels supported, included, and equipped to handle the inevitable changes necessitated by this pandemic, Navigator will continue with monthly all staff meetings, directors are attending daily staff huddles, and frequent short check-in surveys throughout the period of distance learning.