



Date: June 4, 2021

To: Navigator Schools Board of Directors

From: James Dent, CAO and Crystal Toriumi, Model Implementation Coordinator

Subject: Model Providing Update

### **Objectives**

1. The Board will receive grant updates.
2. The Board will be briefed on work with our current partner schools.
  - a. MOUs for 2021-22
  - b. End of year survey data
  - c. Key learnings from 2020-21
3. The Board will be briefed on next steps for model providing.

### **Grant Update**

On December 4, 2020, Navigator received a grant from the Charles and Helen Schwab Foundation in the amount of \$250,000, with the purpose of increasing Navigator's impact through model providing partnerships. The grant award of \$250,000 is for a one-year period and will help to sustain our model-providing efforts through the 2021-22 school year. The funds received from the Schwab grant have allowed Navigator to pay for salaries that benefit our partner schools as well as that of our own Navigator schools through professional development and coaching.

### **Current Partnership Work**

#### **MOUs for 2021-22**

All of the current Navigator partner schools have signed up for another year of partnership, and each organization's CEO has voiced excitement to continue their work with Navigator during the 2021-22 school year!

#### **Navigator partnership schools for 2021-22:**

- **GEM Prep (five schools)**
- **Hayward Collegiate Charter School (one school)**
- **Yu Ming (two schools)**

#### **End of Year Survey Data**

Navigator administered the end-of-year partnership survey during the first week of June (see attachment for raw survey data). Of the eight school leadership team members who participated in the survey:

- 100% agreed or strongly agreed that their partnership with Navigator positively impacted their leadership practices,
- 83% found the Educational Leadership Team meetings to be extremely valuable,

- 100% found the weekly principal/principal manager meetings to be valuable or extremely valuable, and
- 85% would strongly recommend a Navigator partnership to other organizations who want to improve their school program.

Comments in the survey listed some of Navigator’s top strengths as being: the team’s ability to support strategic work, their depth of knowledge, organization, personalization and collaboration. Two suggestions for growth areas were having in-person site walkthroughs at the beginning of the year to stamp the model, as well as furthering our work around Diversity, Equity, and Inclusion (DEI).

The model providing team is proud of the June survey results, as it shows overall satisfaction with the partnership services Navigator is providing. The team also appreciates the pushes as we strive to improve the Navigator model-providing program.

The model-providing team is planning to perform school visits during the month of September to all 2021-22 partner schools, which will include school walkthroughs. We will also be hosting a summer book study on *Culturally Responsive Teaching and the Brain*, by Zaretta Hammond, and reflecting on how we may use lessons learned to support future DEI work with partner schools, as well as within Navigator.

### **Key Learnings from 2020-21**

#### Successes

- Optimal partnership success is achieved when the principal manager and principals directly collaborate with the model-providing team. This allows for big picture, strategic planning and “boots on the ground” implementation to occur simultaneously.
- In-person visits are extremely beneficial to ensuring successful implementation of the academic model.
- Creating model classrooms with a small number of pilot teachers at each site was a successful strategy at GEM Prep. The pilot classroom strategy will be applied to future Navigator partnerships in their Year 1 of implementation.

#### Challenges

- Wonderful Prep hired a new CEO at the beginning of 2020-21. The CEO decided not to continue the Navigator partnership in 2021, contrary to both site principals’ requests to continue. The model-providing team acknowledges the challenge of new leadership (especially at the CEO level) arriving midyear who may not have an aligned partnership vision with Navigator.
- The global pandemic presented challenges in terms of growing our partnership network. All of our partnerships up to this point have resulted from school leaders visiting Navigator Schools and seeing our great practices in the classrooms. The model-providing team sought new strategies to grow partnerships this year, and we are also looking forward to once again welcoming Navigator visitations in 2021-22.

### **Next Steps for Partnership Development**

Navigator will implement the following strategies to further our model providing efforts:

- We will continue to provide high-quality services to our current partners through coaching and site visits. We will continue to seek ongoing feedback on partnership satisfaction via informal conversations and formalized surveys. We will use that information to tailor our services to best fit the needs of our partners.
- Navigator is opening up teacher and leadership [summer professional development](#) workshops to all educators, free of charge. The intent is to share Navigator's best practices with educators across the state and to open the doors for future partnerships.
- The team will continue to map demand, assess current partners' willingness to increase spending to meet costs, and develop a strategic marketing plan to attract new partnerships.

We look forward to keeping the Board informed as we continue our model-providing work in the 2021-22 school year.

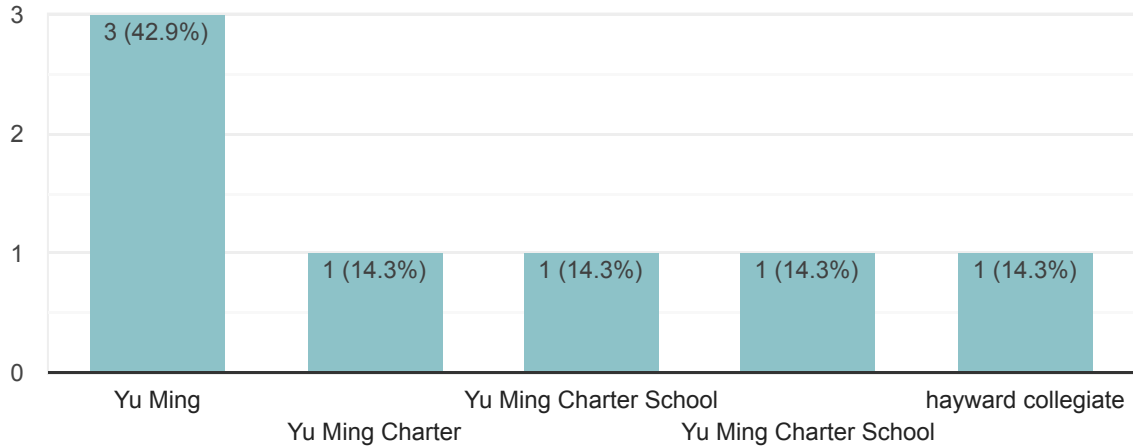
# Navigator Partnership Feedback- June 2021

7 responses

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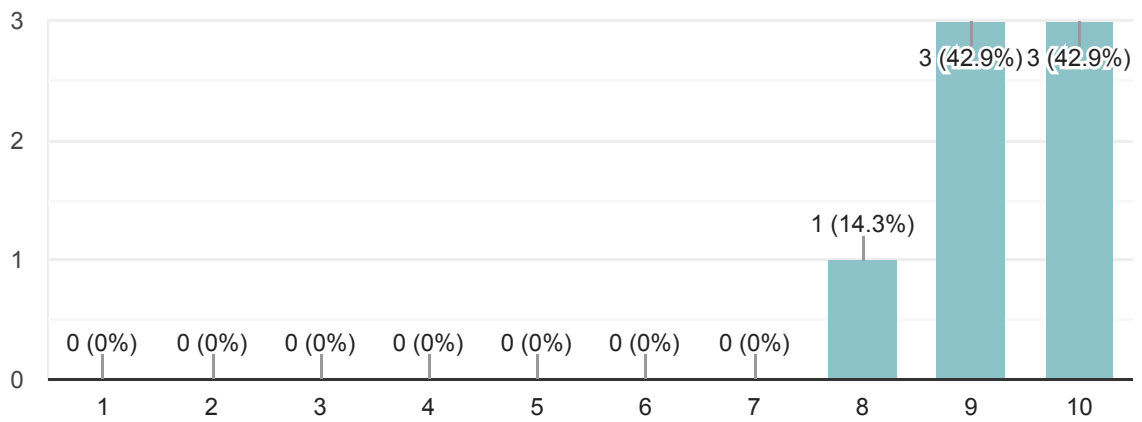
Please share your organization:

7 responses



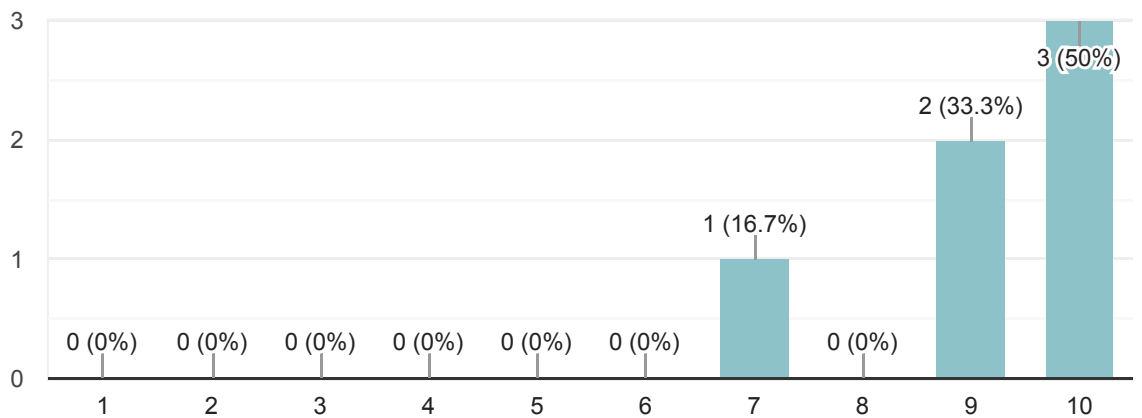
To what extent has your partnership with Navigator positively impacted your educational leadership practices?

7 responses



On a scale of 1-10, how valuable do you find the weekly ELT Collaborative Video Review meeting?

6 responses



If your ranking for the weekly ELT Collaborative Video Review meeting was 6 or lower, please share ways to improve these interactions

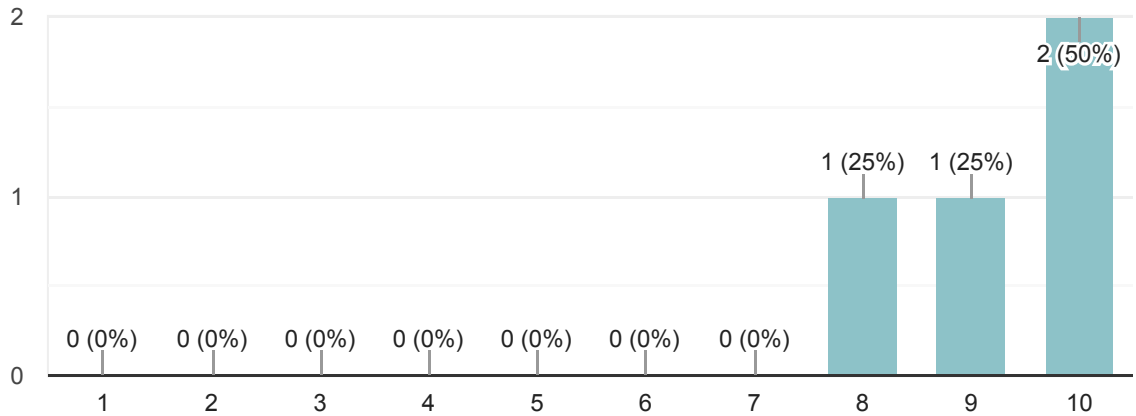
0 responses

No responses yet for this question.



On a scale of 1-10, how valuable do you find our weekly Principal/Principal Manager weekly meeting? (please only answer if you attend the Principal/Principal Manager meeting)

4 responses



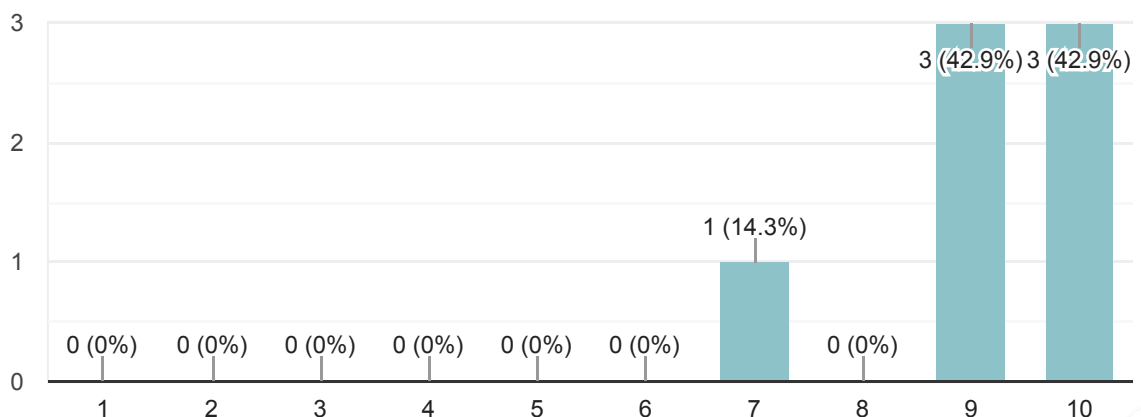
If your ranking for the Principal/Principal Manager meeting was 6 or lower, please share ways to improve these interactions

0 responses

No responses yet for this question.

How likely would be to recommend a Navigator partnership to another organization wanting to improve their school program?

7 responses



## Why or why not?

5 responses

Navi has figured out a lot of things and has systems down. I feel like their expertise and coaching has helped me grow as a leader.

I have learned a lot from weekly coaches meeting with Navi this year about how to generate what and how action steps for my coachees, learn from other coaches how to provide effective support for their coachees.

A little bit depends on matching - the Navi structure is very tied to Relay/TLAC and not all schools use those for coaching. Otherwise, I would recommend.

I find the collaboration very impactful especially with Crystal's warmth and expertise

Navi has a good mix of plug and play practices like ELT meetings that help new orgs shift their academic culture.

## What are the top two strengths of Navigator's partnership team?

5 responses

Flexibility, depth of knowledge

Organized and resourceful

Personalization - meeting our needs and being willing to adapt/be flexible. Modeling - your team doesn't recommend/suggest anything without demo-ing, sharing video and resources to support.

Both Crystal and James are super resourceful and strategic! It's been super helpful to discuss the coaching system with them this year. The in person walkthrough was also very impactful -- helped to build buy in with our leadership team

The individuals - Crystal is amazing!



What are the top two areas of growth for Navigator's partnership team?

3 responses

Find a way to do a live walkthrough experience with partners at the beginning of the year to stamp the model (that was really strong, and stamped in a way PD sessions did not, a very tangible "See It" for the model). Can't think of another push at this moment.

I cannot think of anything right now! It's been a great experience

DEI work...almost all leadership is Caucasian so just ensuring they are equipped to handle urban environments where the school demographics is not the same or with school leaders of color

Is there anything else you would like to share about your partnership with Navigator?

1 response

You're amazing and Im so grateful to be a partner here

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