



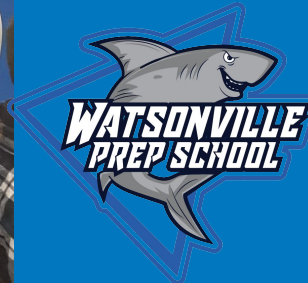
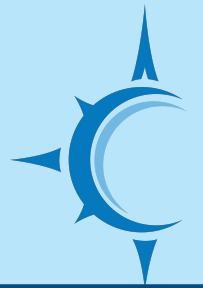
# Navigator Schools 2023-24 Opening and Goals

Crystal O'Rourke, Director of Schools | August 29, 2023

# Executive Summary

1. All schools had a strong start.
2. Navigator has three organizational goals for 2023-24: Data Driven Instruction, Intervention for All in Need, and Strong Student Culture. This year we are working to understand what is needed to move from incremental improvement to life changing success for ALL students.
3. United by our shared mission, our phenomenal principals will promote organizational goals while focusing on objectives unique to each school. Some common themes include:
  - a. We outperformed district and state SBAC averages in 2023, and know we need to do more.
  - b. We believe chronic absenteeism has negatively impacted both student achievement and well-being, but schools are succeeding in reducing chronic absenteeism.
  - c. Fostering social-emotional learning at GPS is pivotal for enhancing overall staff and student well-being and fostering a positive school and learning environment.
  - d. *Our work fostering talent development internally is paying off.*

# 1. All sites had a strong start!



2. Navigator has three organizational goals for 2023-24: Data Driven Instruction, Intervention for All in Need, and Strong Student Culture. This year we are working to understand what is needed to move from incremental improvement to life changing success for ALL students.

Goal	Strategy
<p><b>1. Strong Data-Driven Instruction (DDI) practices resulting in a ten percentage-point (or greater) increase in SBAC scores by site</b></p>	<ul style="list-style-type: none"> <li>● Org-wide Illustrative Math small group implementation</li> <li>● Daily Intellectual Prep for instructional staff</li> <li>● <i>Ongoing data-analysis and action planning using daily CFUs and post-unit assessments</i></li> </ul>
<p><b>2. Academic intervention for all students performing below grade level in math and reading</b></p>	<ul style="list-style-type: none"> <li>● Skills-based math a reading intervention (during and after school)</li> <li>● Site coaching and planning support from Intervention Specialist</li> <li>● <i>Ongoing data-analysis and action planning using academic progress monitoring data</i></li> </ul>
<p><b>3. Strong student culture through Circle implementation/Second Step SEL program</b></p>	<ul style="list-style-type: none"> <li>● Site leadership observe two or more circles per week, and use implementation checklist to provide feedback</li> <li>● Teachers consistently administer SEL survey</li> <li>● <i>Ongoing data-analysis and action planning using student SEL surveys and behavior reports</i></li> </ul>



3. United by our shared mission, our phenomenal principals will promote shared, organizational goals while focusing on objectives unique to each school.



**Quincy Lucero Long,  
Hayward Collegiate**



**Andi Hernandez,  
Watsonville Prep**



**Gabby Roldan,  
Hollister Prep**



**Missy Corral,  
Gilroy Prep**





# Gilroy Prep School

## B.O.Y. 2024

Missy Corral, Principal | Opened August 22, 2011

		CA 2022	GUSD 2022	2022	GPS 2023
Academics	SBAC Proficient in ELA %	47.0	41.1	67.9	68.0
	SBAC Proficient in Math %	33.4	29.8	53.4	50.0
	SBAC Proficient in Science %	29.5	30.1	41.8	41.0

# GPS

## Student Profile

4. GPS outperformed district and state SBAC averages in 2023.

			GPS
Attendance	2023	Chronic Absenteeism Rate %	23.5
		Average Daily Attendance (ES) %	92.8
		Average Daily Attendance (MS) %	92.8
Enrollment	BOY 2024	Enrollment Goal	540.0
		Enrollment (August 15)	538.0
		Empty Seats	2.0
		Empty Seats %	0.2
		Returning Students %	98.0
		English Learner %	27.0
		Students With Disabilities %	9.0
EOY 2023	Free or Reduced-Price Lunch %	48.0	

### Strengths

- Outperforming CA average
- Fully enrolled as of Aug 21

### Next Steps

- Improve Tier 1 Instruction
- Intervention
- Reducing chronic absenteeism
- SEL



# 1. Teacher, VP, and Principal Retention

TK		KN		1		2		3		4		5		6		7		8		Avg
TKA	TKB	KN A	KN B	1 A	1 B	2 A	2 B	3 A	3 B	4 A	4 B	5 A	5 B	6 A	6 B	7 A	7 B	8 A	8 B	
		4	4	4	1	4	4	4	2	4	4	2	2	2	1	4	4	4	2	3.11

VP					PR	Avg
EE	ES	MS	K6 A	K6 B	Sch	
4	4	4			4	4.00

**Colors**

- Returning
- Change GL
- Pos Tran
- New
- Vacant

**Status Code**

- 4 = Returning
- 3 = Changed Grade Level
- 2 = Position Transition
- 1 = New
- 0 = Vacant

# GPS Staff Profile

5. GPS staff is proud of where they work, and the school is fully staffed for all instructional positions largely due to our success in cultivating internal talent.

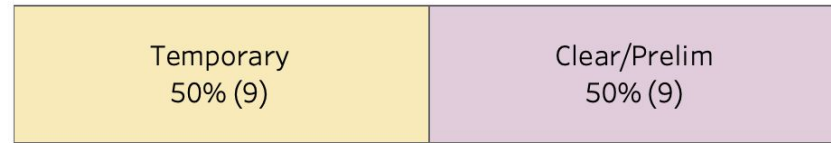
## 2. Staff Count

Teachers	Total Staff
18	87

## 3. Vacancies

Teaching	Non-Teach.
0	2

## 4. Teaching Credential Type



## 5. Teacher and Admin Retention Status





6. We believe chronic absenteeism has negatively impacted both student achievement and well-being.

- **Reduce chronic absenteeism from 23.5% to 13%**

Staff member dedicated to attendance needs (attendance coordinator)

- Home visits
- Weekly phone calls
- Daily data communication to staff and families
- Weekly updates to MTSS team

Weekly attendance award given to class with highest weekly attendance

Coaching check ins with teachers

## 7. We recognize that SBAC state scores serve as a crucial indicators of overall student academic progress.

- **Increase average ELA SBAC scores from 68% to 80%.**
- **Increase average Math scores from 50% to 70%.**
- **Increase average Science scores from 41% to 51%.**

Coaching on Intellectual Prep for Tier 1 instruction during staff meetings and 1:1 feedback sessions

Tier 2 and tier 3 interventions for math and ELA

- Added staff for in-school and after school interventions
- Frequent walkthroughs
- Specific feedback/live coaching
- Weekly meeting w/ intervention specialist
- Leadership team - weekly data analysis
- Leadership team - unit data analysis to determine STAR growth goals met

Academic Challenges

- AR and math fact challenge

Piloting new science curriculum in 6-8 (Open SciEd)

- Directly aligned with Next Gen Science Standards based on EdReports

8. We believe that fostering social-emotional learning is pivotal for enhancing overall staff and student well-being and fostering a positive school and learning environment.

- **Increase the average of students who self identify as having strong emotional regulation skills from 50% to 70%.**
- **Increase staff survey data regarding trust in principal from 71% to 80%.**

Continue to implement staff circles

- prep to complete badge work
- coaching
- bi-yearly staff surveys

Staff survey data

- Navigator-made; Valor-made
- LT analysis

Launch student circles

- 4-week lesson intro
- staff trainings
- weekly walkthroughs
- specific feedback/live coaching

Student survey data



# Hayward Collegiate

## B.O.Y. 2024

Quincy Lucero Long, Principal | Opened August 19, 2019

		CA 2022	HaUSD 2022	2022	HCC 2023
Academics	SBAC Proficient in ELA %	47.0	34.3	50.0	67.0
	SBAC Proficient in Math %	33.4	18.5	59.3	64.0
	SBAC Proficient in Science %	29.5	17.8		

# HCC

## Student Profile

HCC achieved a sharp reduction in chronic absenteeism in 2023 accompanied by a 17 percentage point increase in SBAC ELA performance.

			HCC
Attendance	2023	Chronic Absenteeism Rate %	9.9
		Average Daily Attendance (1-4) %	94.7
		Average Daily Attendance (KN) %	93.1
Enrollment	BOY 2024	Enrollment Goal	207.0
		Enrollment (August 15)	200.0
		Empty Seats	7.0
		Empty Seats %	3.0
		Returning Students %	99.0
		English Learner %	26.0
		Students With Disabilities %	6.0
EOY 2023	Free or Reduced-Price Lunch %	52.0	

### Highlights

- 5 percentage-point gain in SBAC math
- 17 percentage-point gain SBAC ELA
- Sharp reduction in chronic absenteeism
- Enrollment increase of 25%

### Next Steps

- 1st year of SBAC Science!
- Return to pre-pandemic attendance
- Increase academic success rates



## 1. Teacher, VP, and Principal Retention

TK		KN		1		2		3		4		5		6		7		8		Avg
TKA	TKB	KN A	KN B	1A	1B	2A	2B	3A	3B	4A	4B	5A	5B	6A	6B	7A	7B	8A	8B	
1		2		1		1		2		3	4	2								2.00

VP					PR	Avg
EE	ES	MS	K6 A	K6 B	Sch	
					4	4.00

### Colors

- Returning
- Change GL
- Pos Tran
- New
- Vacant

### Status Code

- 4 = Returning
- 3 = Changed Grade Level
- 2 = Position Transition
- 1 = New
- 0 = Vacant

## 2. Staff Count

Teachers	Total Staff
8	37

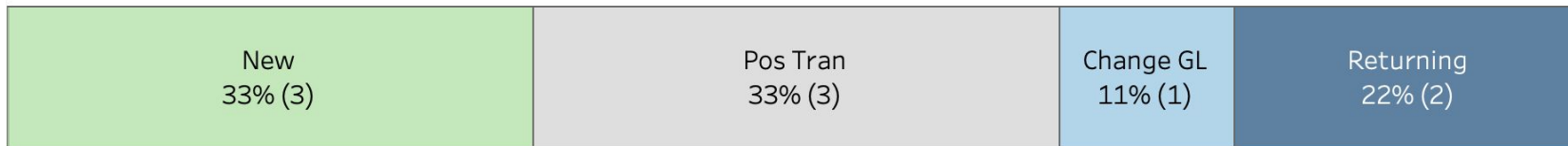
## 3. Vacancies

Teaching	Non-Teach.
0	2

## 4. Teaching Credential Type



## 5. Teacher and Admin Retention Status



# HCC Staff Profile

10. Many members of our team have taken on new roles this year!

We retained all but one instructional staff member whom we wanted to return.

100% of staff feel proud of where they work and are personally invested in the mission as per end of year survey.

# 11. We believe a connected community with **rigorous expectations** leads to academic success!

## We'll measure rigorous expectations as...

- **80%+ of scholars achieve a 3 or 4 on ELA and Math SBAC**
- **85% of scholars making growth goals on benchmark assessments**
- **75% of scholars on grade level on benchmark assessments**

## We'll achieve this through...

- Strong emphasis on Intellectual Prep for Tier 1 instruction in PD
- Focus on strengthening our writing and math pedagogy
- Targeted Tier 2 and 3 accelerating interventions

## 12. We believe a **connected community** with rigorous expectations leads to academic success!

### We'll measure community connection as...

- **80%+ of students feel emotionally secure as measured on the SEL survey**
- **90% of families would recommend HC to other parents**

### We'll achieve this by...

- Monthly SEL focus for teachers and students
- Development of the Family Teacher Association
- Continued emphasis on culturally responsive and restorative practices (ie cultural celebrations, teaching pedagogy, monthly sunshine calls)





# Hollister Prep School

## B.O.Y. 2024

Gabriela Roldan, Interim Principal | Opened August 17, 2017

		CA 2022	HSD 2022	2022	HPS 2023
Academics	SBAC Proficient in ELA %	47.0	35.3	67.2	68.0
	SBAC Proficient in Math %	33.4	22.0	54.7	52.0
	SBAC Proficient in Science %	29.5	22.8	28.2	36.0

			HPS
Attendance	2023	Chronic Absenteeism Rate %	21.0
		Average Daily Attendance (ES) %	92.9
		Average Daily Attendance (MS) %	92.2
Enrollment	BOY 2024	Enrollment Goal	540.0
		Enrollment (August 15)	532.0
		Empty Seats	8.0
		Empty Seats %	1.5
		Returning Students %	99.0
		English Learner %	30.0
		Students With Disabilities %	14.0
EOY 2023	Free or Reduced-Price Lunch %	49.0	

# HPS

## Student Profile

13. HPS achieved an 8 point increase in science test scores (CAST).

### Strengths

- Above state average in SBAC scores
- 8 percentage-point gain in Science

### Next Steps

- Intervention
- Reducing chronic absenteeism
- Improve Tier 1 Instruction
- SEL



## 1. Teacher, VP, and Principal Retention

TK		KN		1		2		3		4		5		6		7		8		Avg
TKA	TKB	KN A	KN B	1A	1B	2A	2B	3A	3B	4A	4B	5A	5B	6A	6B	7A	7B	8A	8B	
		4	1	3	0	3	4	4	3	4	3	3	3	4	4	4	2	2	4	3.06

VP				PR	Avg	
EE	ES	MS	K6 A	K6 B	Sch	
4	2	4			2	3.00

### Colors

- Returning
- Change GL
- Pos Tran
- New
- Vacant

### Status Code

- 4 = Returning
- 3 = Changed Grade Level
- 2 = Position Transition
- 1 = New
- 0 = Vacant

# HPS

## Staff Profile

14. A high percentage of HPS teachers have clear or preliminary credentials (71%).

## 2. Staff Count

Teachers	Total Staff
17	91

## 3. Vacancies

Teaching	Non-Teach.
1	4

## 4. Teaching Credential Type



## 5. Teacher and Admin Retention Status



15. In order to foster a love of learning, we need HPS scholars at school!

● **Reduce chronic absenteeism from 21% to 11%**

- Attendance Coordinator
- Weekly attendance award given to the class with the highest weekly attendance
- Coaching check-ins with teachers
- Teacher/family connections to foster engagement

16. HPS commits to developing “top tier teams of educators” who drive phenomenal outcomes for all students.

- **Raise ELA SBAC scores from 68% to 78%.**
- **Raise Math scores from 52% to 62%.**
- **Raise Science scores from 36% to 46%.**

Tier 2 and tier 3 interventions for math and ELA

- Intervention Specialist
- Adding before school interventions
- PDs around effective intervention practices
- Frequent intervention walkthroughs
- Specific feedback/live coaching
- Weekly and unit data analysis

Piloting new science curriculum in 6-8 (Open SciEd)

- Directly aligned with Next Gen Science Standards based on EdReports

17. HPS believes that implementing strong SEL programs will foster a school community founded on relational commitments.

- **80% of staff leading student circles will score proficient based off of the Valor rubric**

Continue to implement Staff Circles

- prep time to complete badge work
- coaching
- bi-yearly staff surveys

Launch student circles

- 5-week lesson intro
- Staff trainings
- Weekly circle walkthroughs
- Specific feedback/live coaching

Staff survey data

- Navigator-made
- LT analysis

Student survey data

- Panorama survey
- LT analysis/MTSS

PBIS fidelity



# Watsonville Prep School

## B.O.Y. 2024

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Andrea Hernandez, Principal | Opened August 13, 2019

		CA 2022	PVUSD 2022	2022	WPS 2023
Academics	SBAC Proficient in ELA %	47.0	27.2	36.5	38.0
	SBAC Proficient in Math %	33.4	17.3	38.2	34.0
	SBAC Proficient in Science %	29.5	16.7		29.0

			WPS
Attendance	2023	Chronic Absenteeism Rate %	24.3
		Average Daily Attendance (ES) %	92.5
Enrollment	BOY 2024	Enrollment Goal	468.0
		Enrollment (August 15)	449.0
		Empty Seats	19.0
		Empty Seats %	4.0
		Returning Students %	95.0
		English Learner %	52.6
		Students With Disabilities %	10.0
	EOY 2023	Free or Reduced-Price Lunch %	80.0

# WPS

## Student Profile

18. WPS decreased chronic absenteeism by nearly 6 percentage points.

### Strengths

- Decreased chronic absenteeism from 30.6% to 24%
- K-2 84% proficiency in early reading assessment (end of yr)





### 1. Teacher, VP, and Principal Retention

TK		KN		1		2		3		4		5		6		7		8		Avg
TKA	TKB	KN A	KN B	1 A	1 B	2 A	2 B	3 A	3 B	4 A	4 B	5 A	5 B	6 A	6 B	7 A	7 B	8 A	8 B	
1	4	4	1	0	2	4	2	4	4	4	1	0	3	3	3					2.50

VP					PR	Avg
EE	ES	MS	K6 A	K6 B	Sch	
			2	1	4	2.33

**Colors**

- Returning
- Change GL
- Pos Tran
- New
- Vacant

**Status Code**

- 4 = Returning
- 3 = Changed Grade Level
- 2 = Position Transition
- 1 = New
- 0 = Vacant

# WPS Staff Profile

19. Experienced teachers have returned to lead new Grade 6 classrooms.

### 2. Staff Count

Teachers	Total Staff
14	85

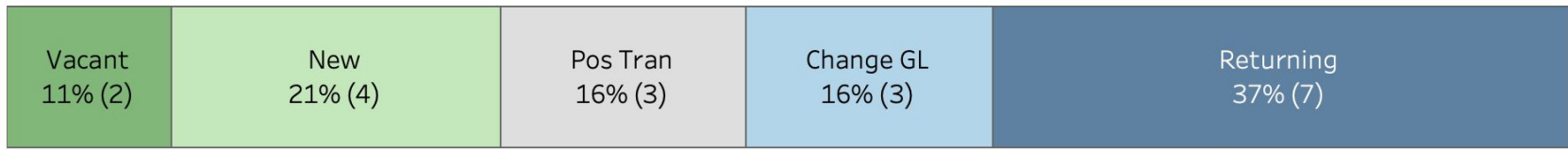
### 3. Vacancies

Teaching	Non-Teach.
2	3

### 4. Teaching Credential Type



### 5. Teacher and Admin Retention Status



- EOY Staff Survey: 92% staff feel cared about their growth and development

20. In order to achieve phenomenal outcomes and a love for learning, we need WPS scholars at school.

- **Reduce chronic absenteeism from 24% to 14%.**
- **Increase ADA from 92.55% to 97%.**

#### Attendance Coordinator

- Home visits
- Weekly phone calls
- Daily data communication to staff and families
- Weekly updates to MTSS team
- Frequent parent meetings

Weekly attendance recognition school-wide

Teacher/family connections to foster engagement (newsletters, phone calls, etc.)

## 21. We commit to developing “top tier teams of educators” who drive phenomenal outcomes for all students.

- **Raise ELA SBAC scores from 37% to 50%.**
- **Raise Math scores from 37% to 50%.**
- **Raise Science scores from 29% to 39%.**

Improving Tier 1 Instruction through coaching

Increased Intervention for Reading

- Extended day Reading Club
- Ignite Reading
- Intervention Specialist support and training
- PDs around effective intervention practices
- Frequent intervention walkthroughs
- Weekly and unit data analysis

Increased Intervention for Math

- Extended-day Math Club

Piloting new science curriculum in 6-8

22. Implementing strong SEL programs at WPS will provide students with the social and emotional skills needed to thrive in high school, college, and beyond!

- **80% of staff leading student circles will score proficient based off of the Valor rubric.**

### Continue Staff Circles

- prep time for badge work
- coaching
- bi-yearly staff surveys

### Launch student circles

- 5-week lesson intro
- Staff trainings
- Weekly circle walkthroughs

### Staff survey data

- LT analysis

### Student survey data

- Panorama survey

### PBIS fidelity

# Thank you!



**Navigator Schools**

Charting a new course in education

# Appendix A.

## Student Profile Data: All Schools

			GPS	HCC	HPS	WPS	
<b>Academics</b>	2022	SBAC Proficient in ELA %	67.9	50.0	67.2	36.5	
		SBAC Proficient in Math %	53.4	59.3	54.7	38.2	
		SBAC Proficient in Science %	41.8		28.2		
	2023	SBAC Proficient in ELA %	68.0	67.0	68.0	38.0	
		SBAC Proficient in Math %	50.0	64.0	52.0	34.0	
		SBAC Proficient in Science %	41.0		36.0	29.0	
<b>Attendance</b>	2023	Chronic Absenteeism Rate %	23.5	9.9	21.0	24.3	
		Average Daily Attendance (1-4) %		94.7			
		Average Daily Attendance (ES) %	92.8		92.9	92.5	
		Average Daily Attendance (KN) %		93.1			
		Average Daily Attendance (MS) %	92.8		92.2		
<b>Enrollment</b>	BOY 2024	Enrollment Goal	540.0	207.0	540.0	468.0	
		Enrollment (August 15)	538.0	200.0	532.0	449.0	
		Empty Seats	2.0	7.0	8.0	19.0	
		Empty Seats %	0.2	3.0	1.5	4.0	
		Returning Students %	98.0	99.0	99.0	95.0	
		English Learner %	27.0	26.0	30.0	52.6	
		Students With Disabilities %	9.0	6.0	14.0	10.0	
	EOY 2023	Free or Reduced-Price Lunch %	48.0	52.0	49.0	80.0	
	<b>Staff</b>	BOY 2024	Total Staff	87.0	37.0	91.0	85.0
			Staff Vacancy (Non-Teaching)	2.0	2.0	4.0	3.0
Total Classroom Teacher Assignments			18.0	8.0	18.0	16.0	
Staff Vacancy (Teaching)			0.0	0.0	1.0	2.0	
Returning Teacher %			61.0	14.0	33.0	38.0	
Returning Teacher			11.0	1.0	6.0	6.0	
Reassigned Teacher			0.0	1.0	8.0	3.0	
New Teacher			7.0	6.0	3.0	5.0	
New Teacher (2024) was SGI or TNT (2023)			5.0	3.0	2.0	2.0	
Teacher has Clear or Preliminary Credential			9.0	3.0	12.0	8.0	
Teacher has Temporary Credential			9.0	5.0	5.0	6.0	
Temporary Credential %			50.0	62.5	29.4	42.9	
Current Teacher Count			18.0	8.0	17.0	14.0	

## 1. Teacher Retention in Context

Level	Class	HCC	WPS	HPS	GPS
TK	TK A	1	1		
	TK B		4		
KN	KN A	2	4	4	4
	KN B		1	1	4
1	1 A	1	0	3	4
	1 B		2	0	1
2	2 A	1	4	3	4
	2 B		2	4	4
3	3 A	2	4	4	4
	3 B		4	3	2
4	4 A	3	4	4	4
	4 B	4	1	3	4
5	5 A	2	0	3	2
	5 B		3	3	2
6	6 A		3	4	2
	6 B		3	4	1
7	7 A			4	4
	7 B			2	4
8	8 A			2	4
	8 B			4	2
VP	EE			4	4
	ES			2	4
	MS			4	4
	K6 A		2		
	K6 B		1		
PR	Sch	4	4	2	4
Average		2.22	2.47	3.05	3.27

### Beginning of Year (2024)

This table features teachers, vice principals, and principals, aligned to four designations on a numerical scale of 0-4. The continuum ranges from vacant position (0) to returning to role (4).

0	Vacant
1	New
2	Position Transition
3	Changed Grade Level
4	Returning

### Admin Codes

EE: Gr. TK-2

ES: Gr. 3-5

MS: Gr. 6-8

VP: Vice Principal

PR: Principal

# Appendix B.

Staff: All Schools