



Academic Excellence Committee

3-27-24

Executive Summary

Quarter 3 STAR data is in and shows _____. As we enter SBAC season, schools are beginning to ramp up end of year review.

We are excited to share an exciting pilot and potential supporting grant opportunities to fund this effort.

Our ELA adoption is adding firepower with some outside support from an old friend of Navigator in the form of a consultancy called "Lit".


Today's Topics:

1. Data System Upgrade
2. Q3 STAR School-wide Data (Crystal)
3. Each One, Teach One (Tina)
4. Lit Consultancy (Crystal)



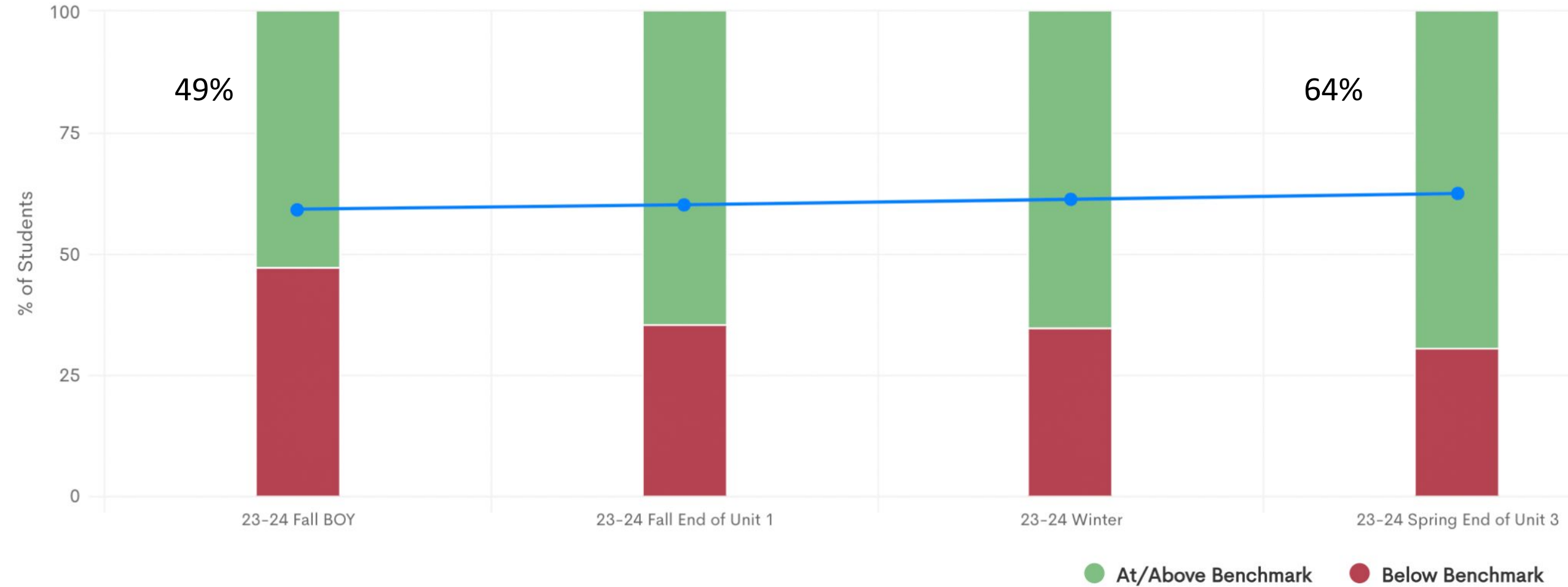


Topic 1: New Data Dashboard

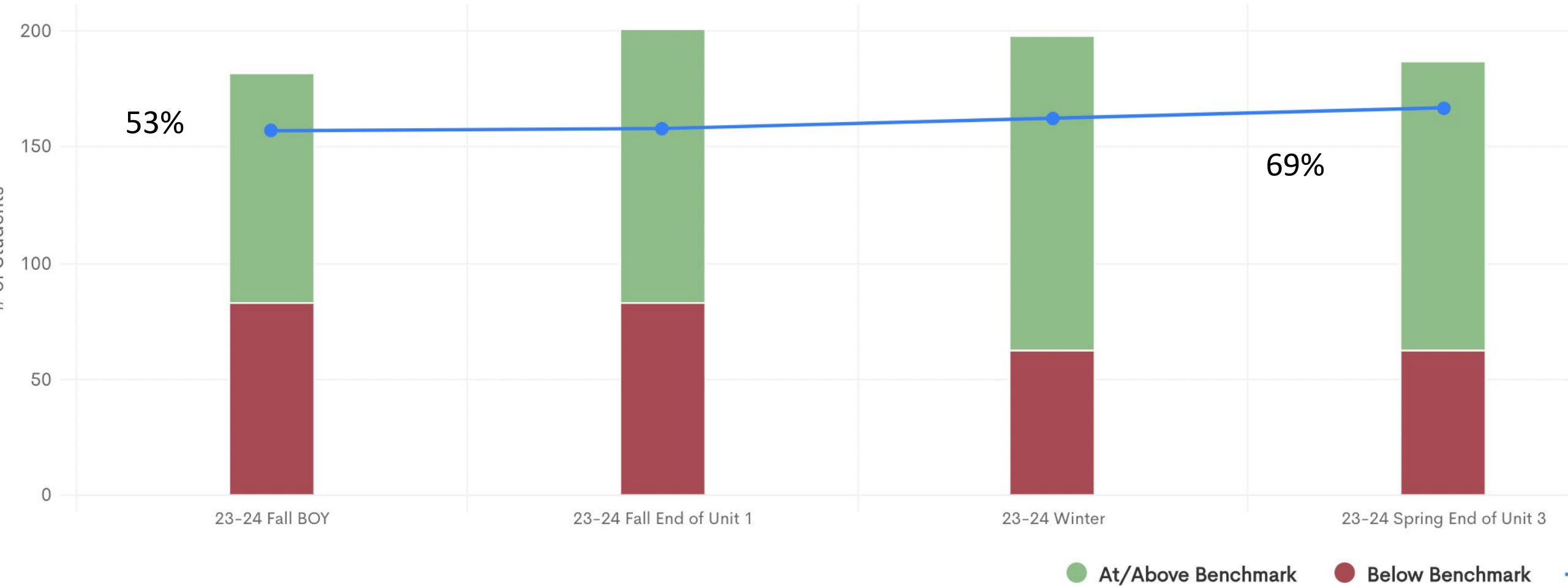


Topic 2: STAR Q3

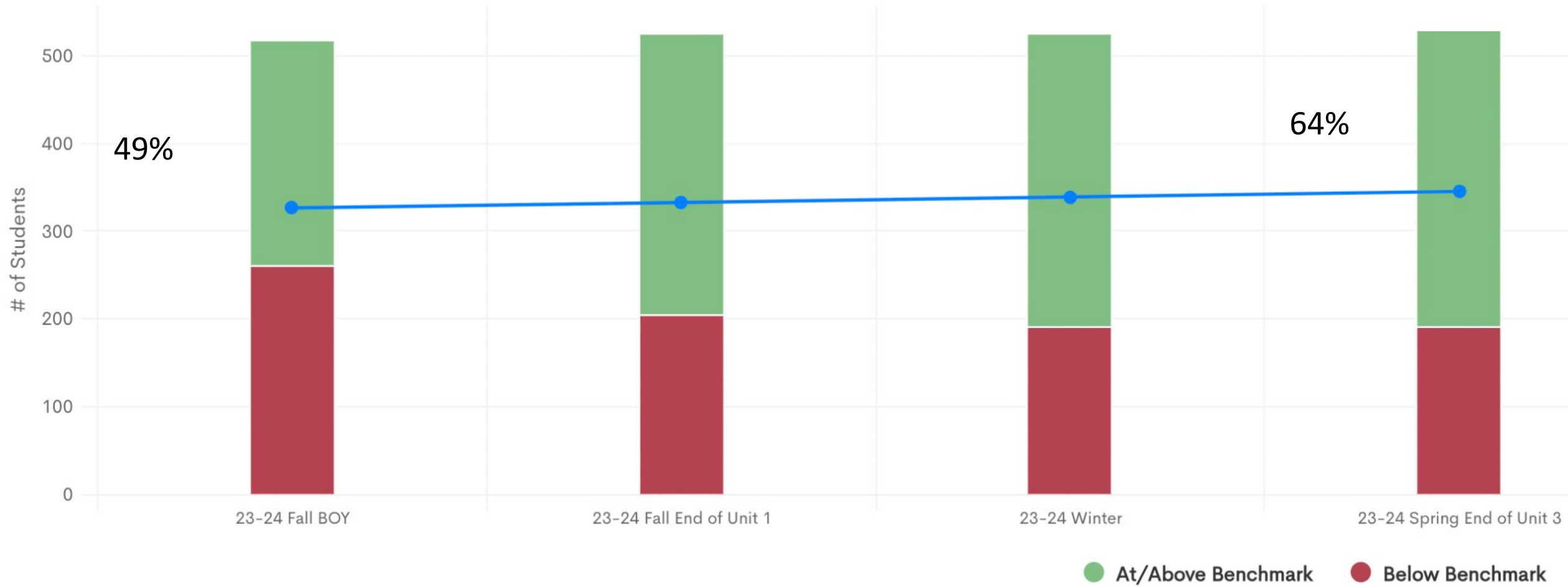
GPS STAR Math Schoolwide



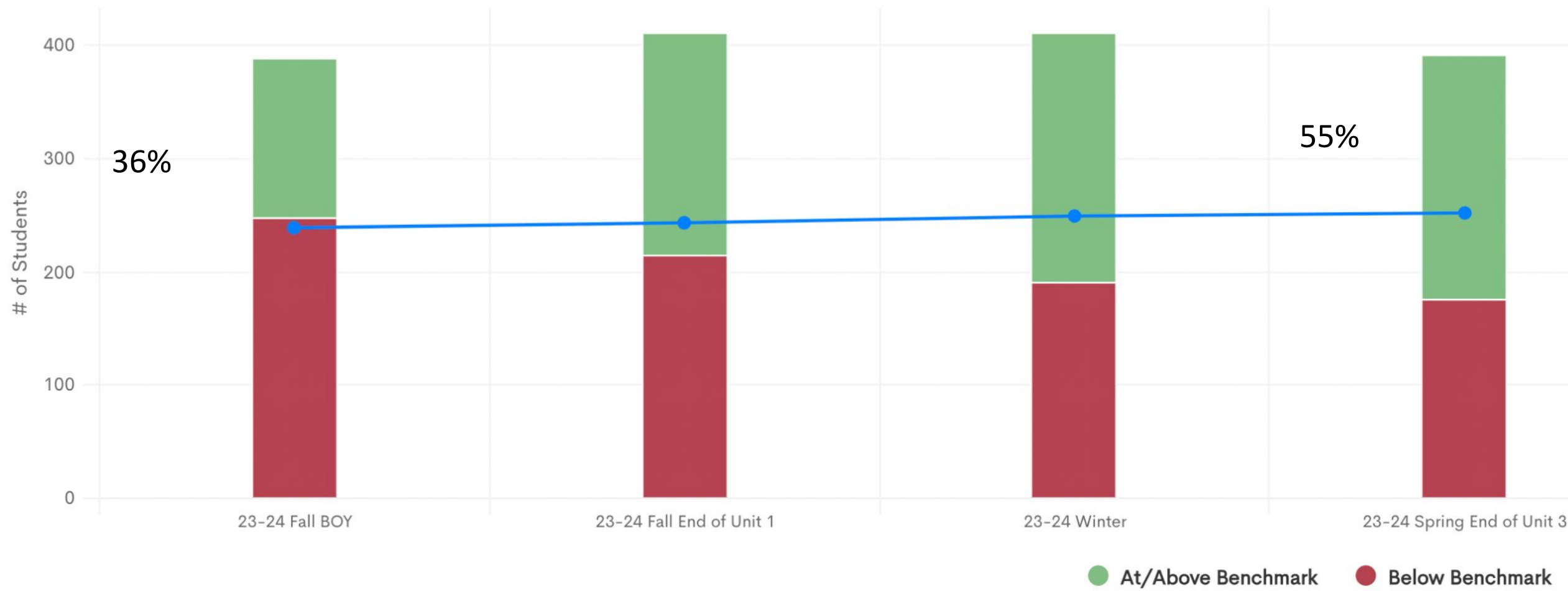
HC STAR Math Schoolwide



HPS STAR Math Schoolwide



WPS STAR Math Schoolwide

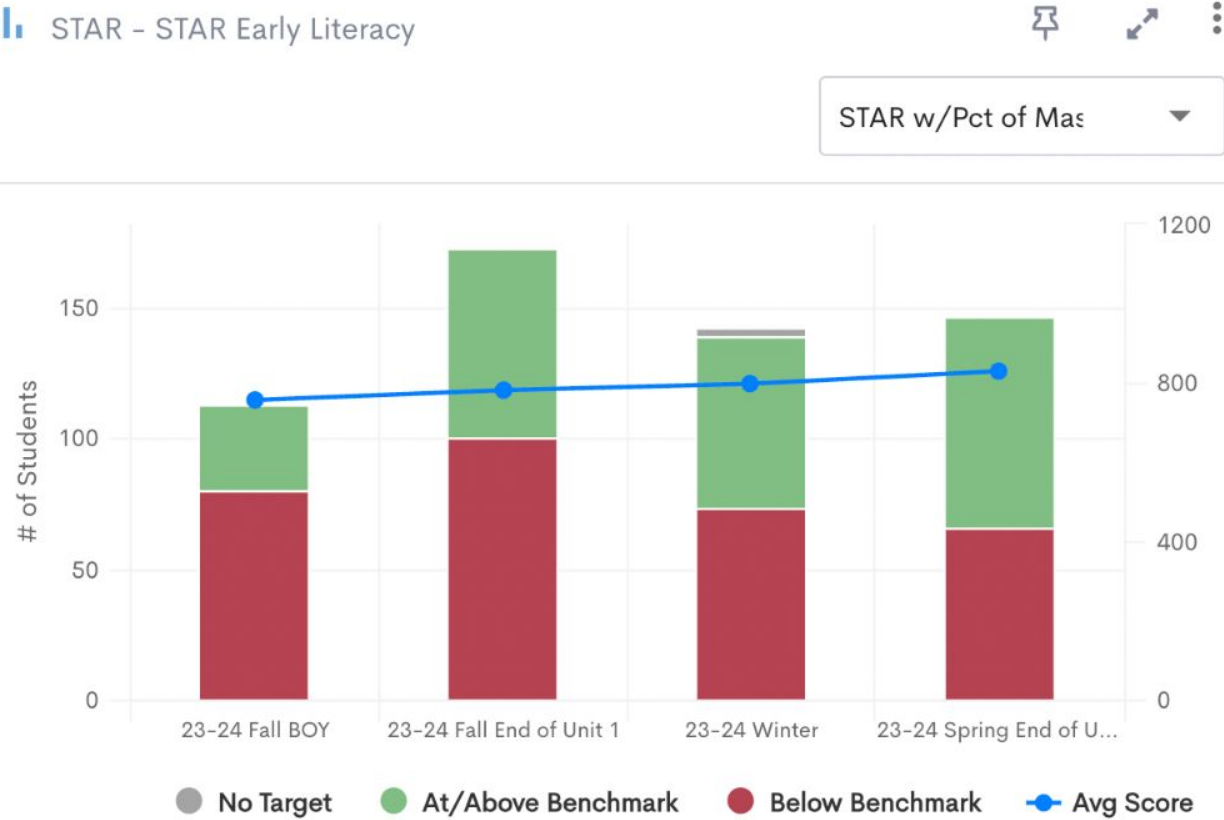


The Reading Slides are a little hard to understand

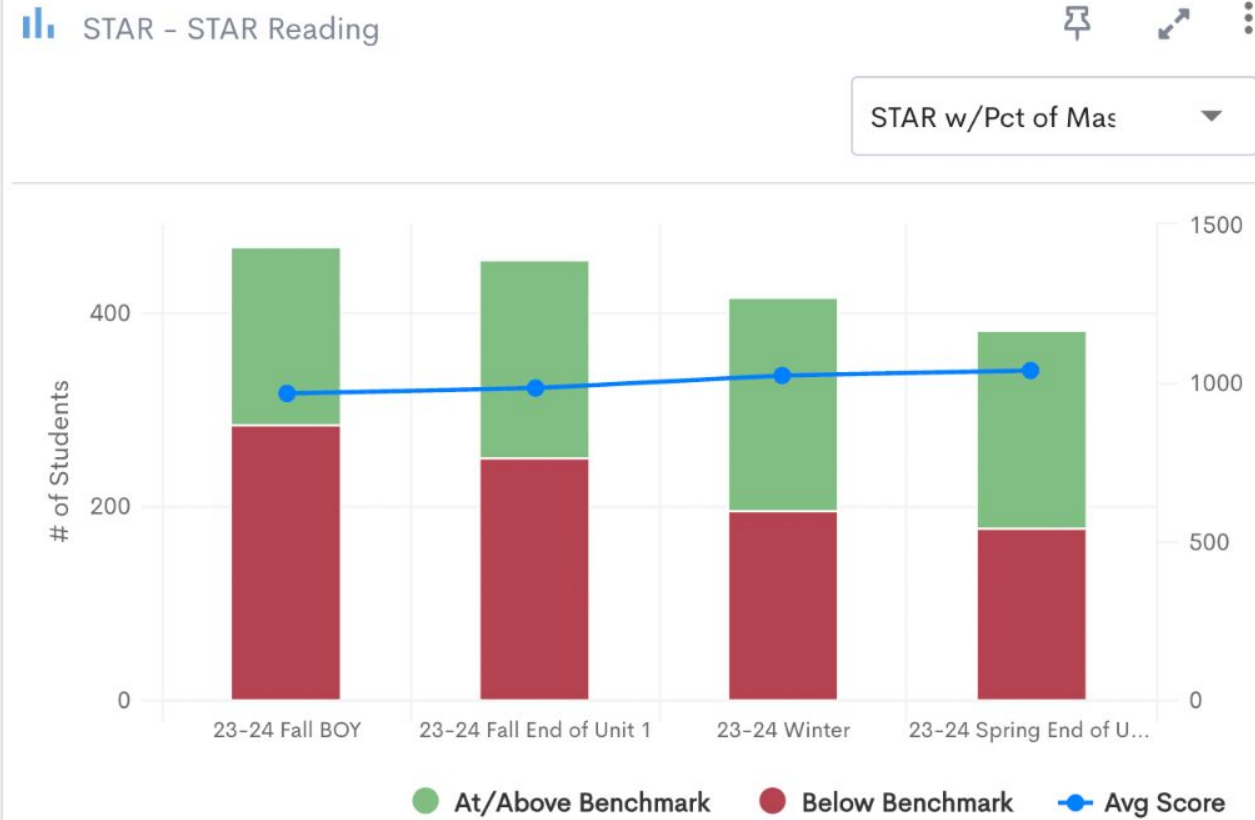
We will talk through these on Tuesday.

GPS STAR Reading Schoolwide

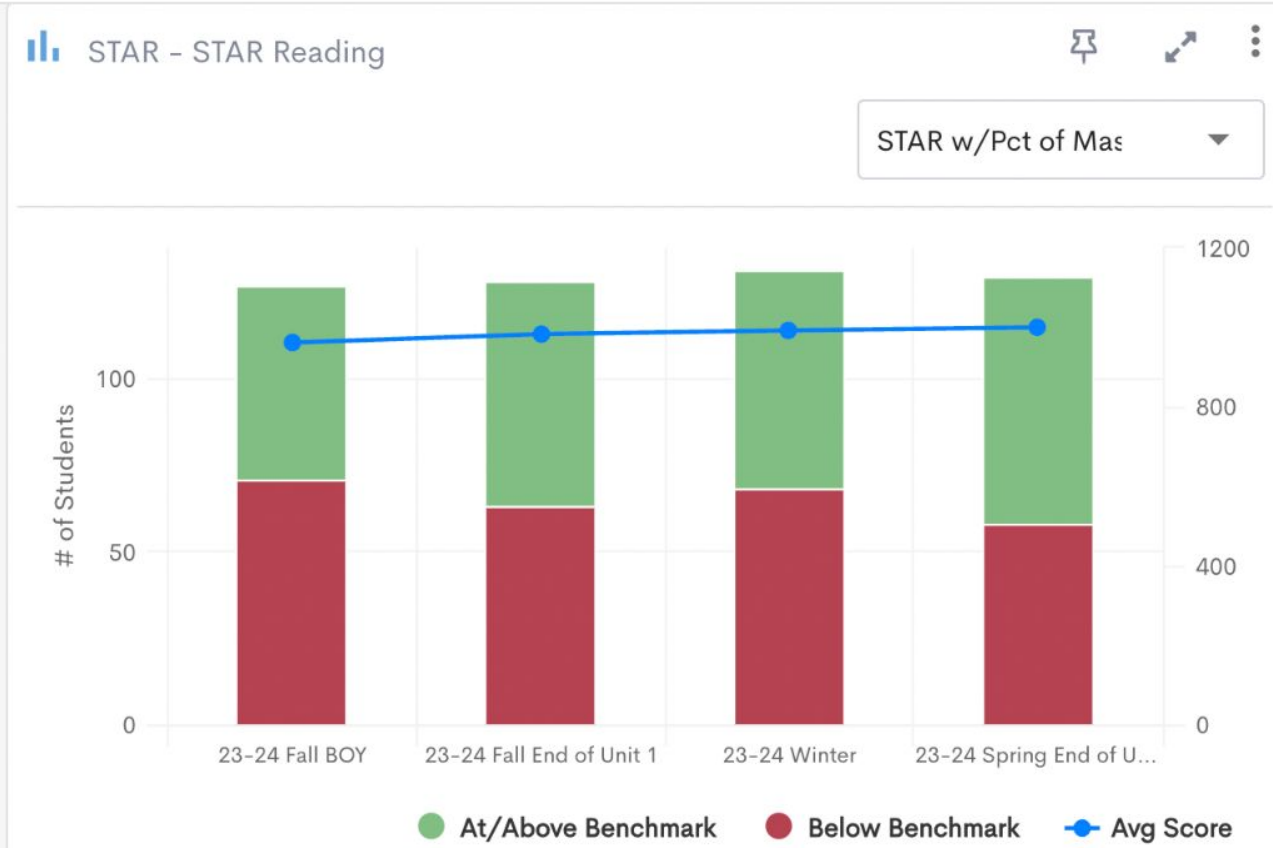
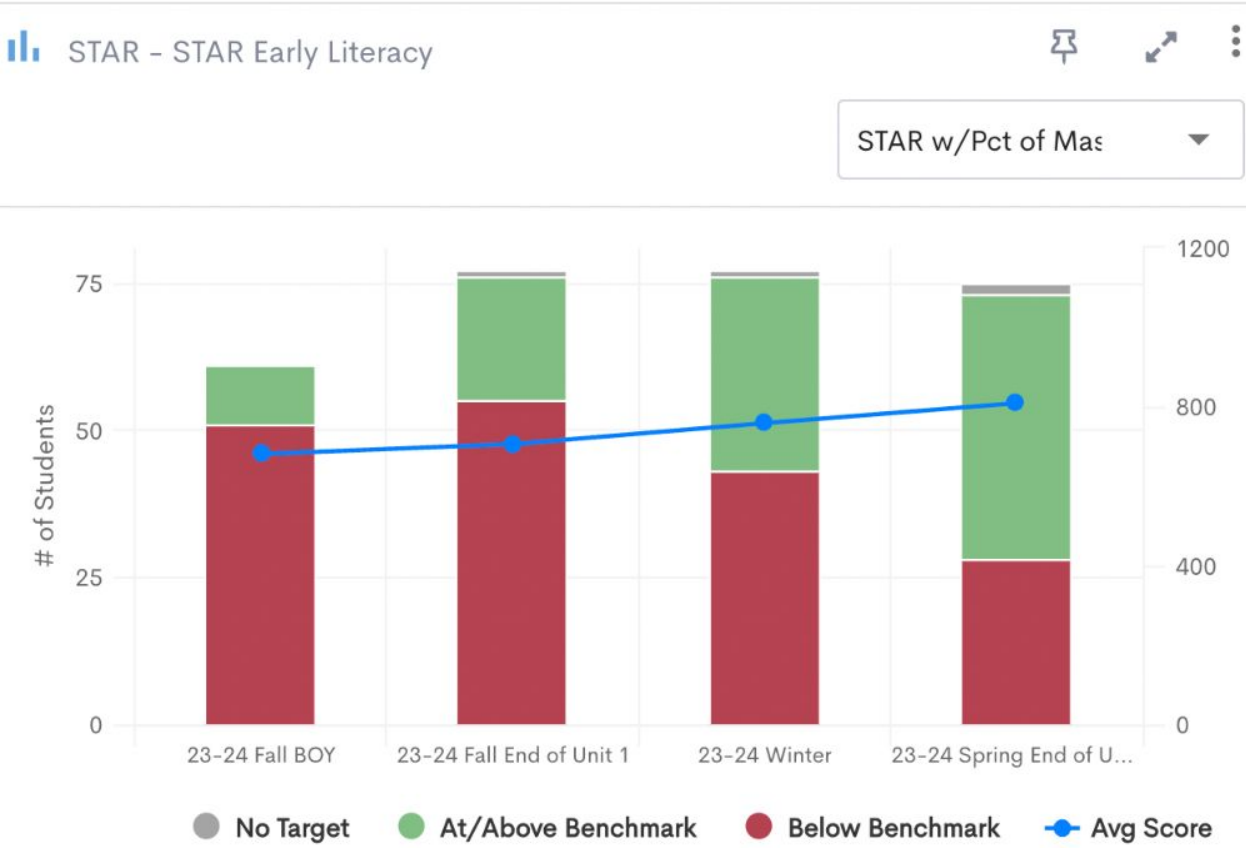
STAR - STAR Early Literacy



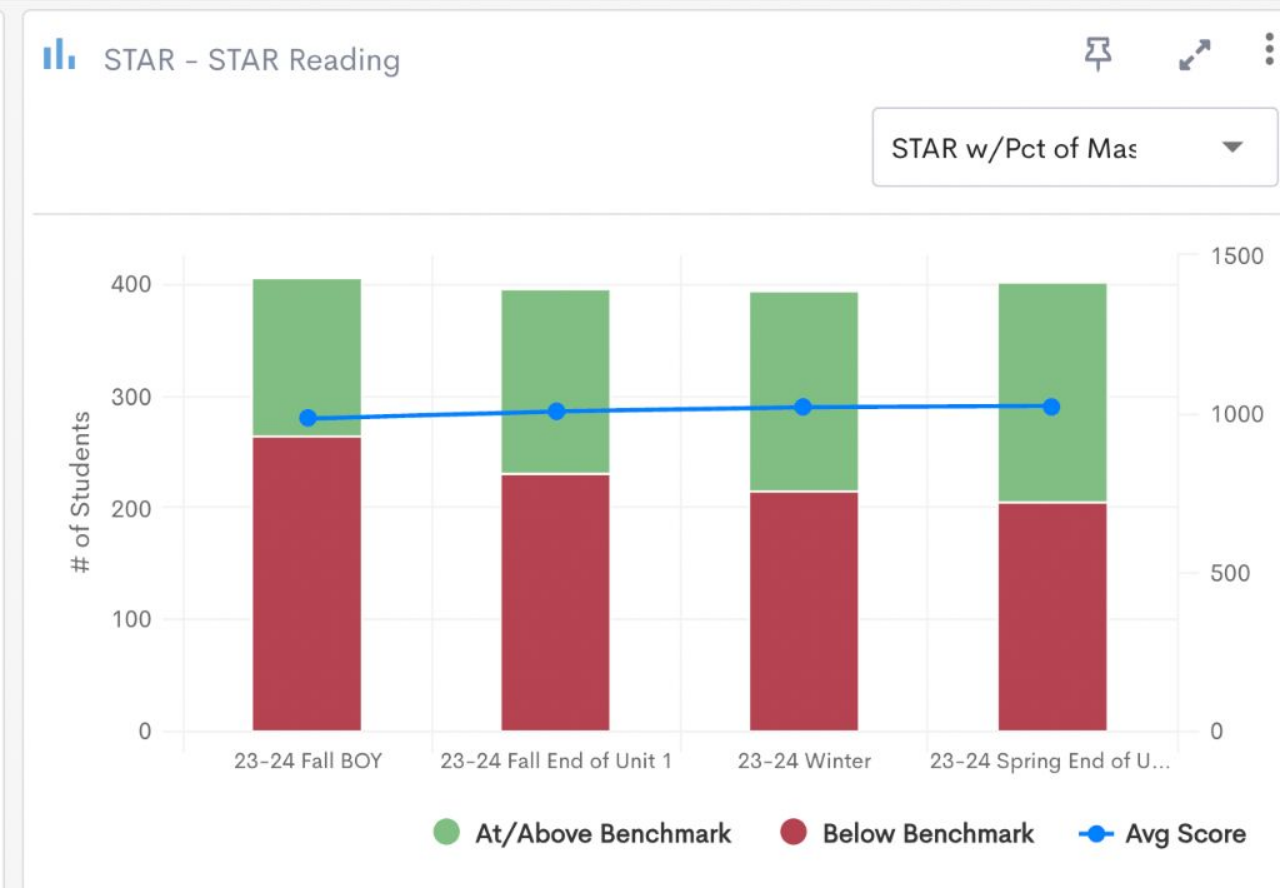
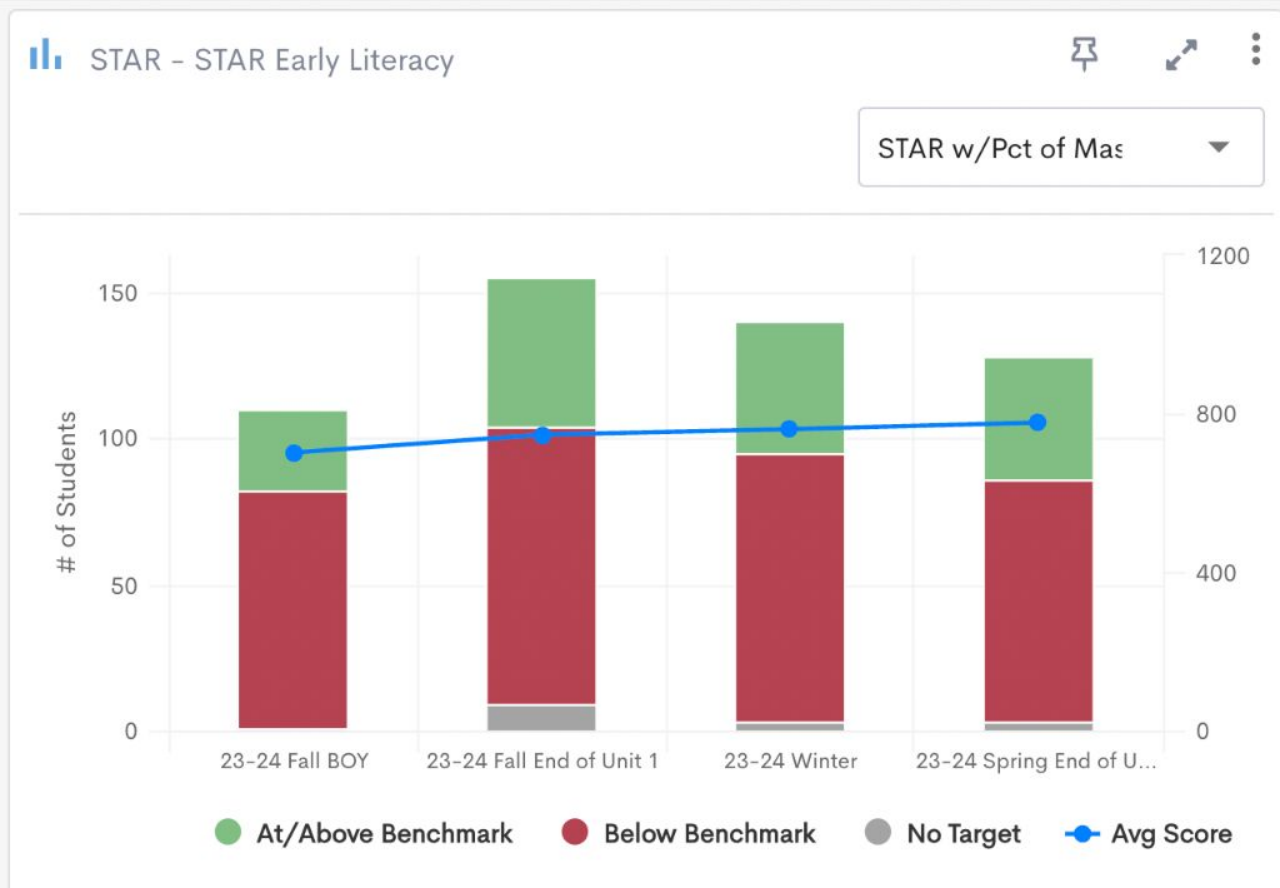
STAR - STAR Reading



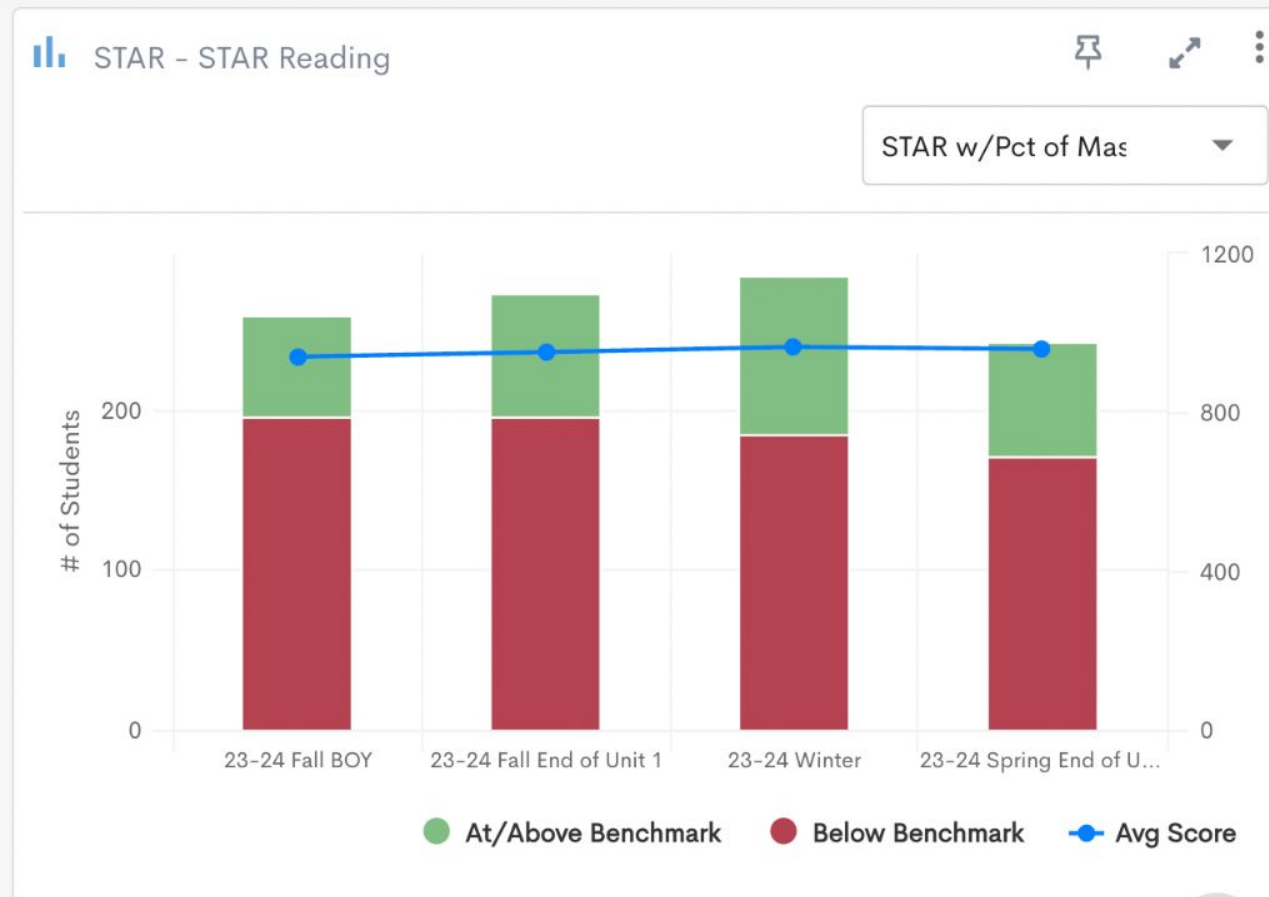
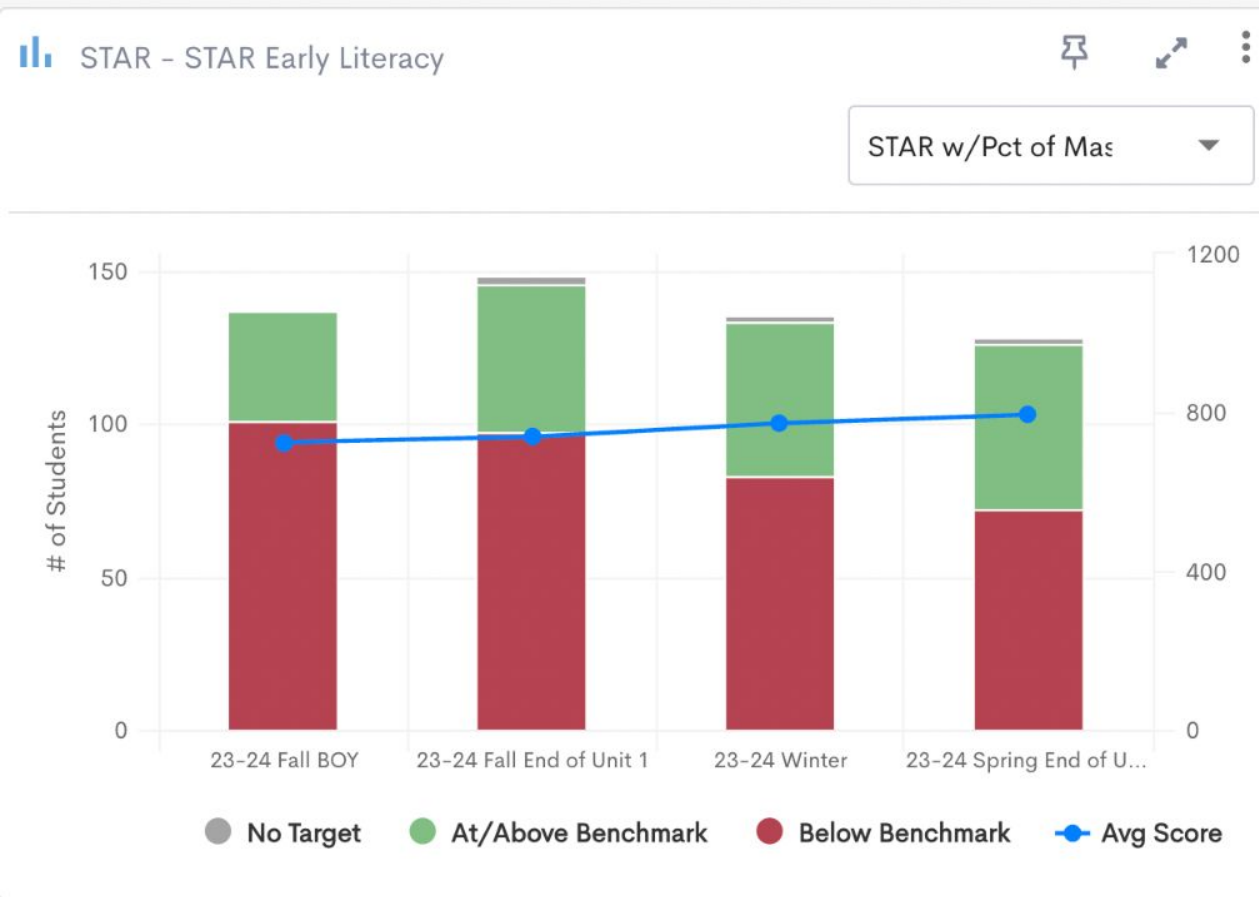
HC STAR Reading Schoolwide



HPS STAR Reading Schoolwide



WPS STAR Reading Schoolwide





TK Update (Bonus Data)

40/60 Kinder students attended TK

	Percent above reading fluency goal in K (Unit 3)	Average Correct Words Per Minute
Attended TK	70%	(Data at Committee Meeting)
Did not attend	60%	(Data at Committee Meeting)



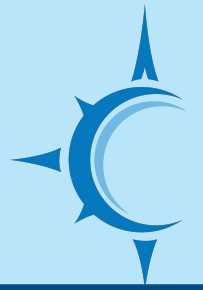
Topic 3: Each One, Teach One Pilot

Each One, Teach One

This is an intervention strategy that Navigator is pursuing next year at WPS. See the following slides for a description of Each One, Teach One that we used for a grant submission.



Each One, Teach One



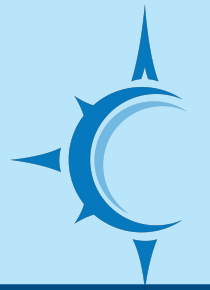
We all took language class in high school and it did not help many students. Send any of us to take one-on-one Spanish classes in Guatemala for a month and we would find that pretty effective. How do we lower the ratio in schools? Utilize the kids themselves. There is an African Proverb, "*Each One, Teach One*," born out of slavery here in the United States. The idea is that if you learned reading or math, pass it down to the next one.

Older students left the pandemic more depressed, more connected to electronics, and more disengaged from school than ever before. Younger students left distance learning with lower basic skills. How do we fight these issues? We need to help our older youth give back to their younger peers, which will fight the disengagement and provide meaning to their lives. We will never be able to create 1:1 ratios in our schools *unless* we leverage our older students.

COVID changed the education landscape by increasing the prevalence of instructional staff transitioning mid-year. This leads to flux and transition for students until the new teacher is adequately trained and ready. In addition, more of our staff moved out of state and we are finding a smaller hiring pool of candidates than ever before. Navigator Schools was unable to maintain the student-to-teacher ratio at the same levels as before the pandemic. While our 2022-23 scores significantly exceeded the state and local districts, we saw a dip of over 20% in both math and ELA, with an increased gap amongst subgroups. To summarize, we have battled through learning loss, a teacher shortage, and increased student to teacher ratios. Our new program, "Each One, Teach One" aims to reverse this trend of lower student achievement, not only in our own schools, but in schools across America.

Navigator's "Each One, Teach One" program is an opportunity for students in grades 4-8 to tutor TK-3 grade students in reading. For teachers, the additional support from our students allows them to focus more of their time and energy on struggling readers. In our schools, we observed that the student tutors free the teacher to focus on their readers that need the most intensive instruction. In addition, teachers provide coaching to the student tutors to ensure they are growing and learning themselves. For student tutors, the program provides them an experience in teaching others. In the long-run, our goal is for "Each One, Teach One" tutors to feel confident entering the teaching profession as a result of participating in our program. With the seemingly intractable nationwide teacher shortage, teacher recruitment is ever more important and pressing for Navigator. The "Each One, Teach One" program allows our older students to explore the teaching profession with the support of our credentialed teachers. As our tutors enter high school, the experience with tutoring over several years will certainly influence their career choices. The "Each One, Teach One" program addresses the teacher shortage in our classrooms for the 2023-34 school year and takes a long-term view of developing our future educators.

Each One, Teach One



Navigator Schools has attempted tutoring programs in the past, but the pandemic has made them a necessity to reduce the ratios in our classrooms. Our tutoring programs were more organic and based on teacher-student relationships. The paradox of how it was structured - the more experienced staff have more relationships thus, more tutors - ignores the needs of first-year teachers and teachers new to Navigator. In the 2022-23 school year, we began pilots at two schools including twenty percent of students at two grade levels. What we saw was very promising. Student reading fluency and comprehension showed improvement and the relationships between the students was remarkable. Tutors and tutees sought each other out and teachers reported students asking if they could go longer. One of the most interesting outcomes was that our students with the most challenging behaviors reported that they loved tutoring the younger students and that some thought it was the best part of the day. The SSIF grant will support improvements and the expansion of the tutoring program with the goal of all TK-3rd grade classrooms receiving tutoring by 2024-25.

"Each One, Teach One" is centered on increasing student achievement rapidly with the resources (money, people) we have available. The SSIF grant will fund the expansion of the tutoring program, which includes systematizing how we train tutors to join the program. The systemization and expansion of our tutoring program ensures that more of our students benefit from the tutoring in reading. Every TK-3rd grade classroom will be paired with a 4th-8th grade classroom. Student tutors will support during a designated block and they will focus on reading instruction, which is primarily taught in small groups of 8 or fewer students. Tutors will support younger students during their independent station, which includes components of decoding, fluency, and comprehension. We have identified when in our daily schedules students will tutor, where students will tutor (TK-3), and this funding will allow us to expand "Each One, Teach One" to all Navigator sites, serving students in need of academic support. Our tutoring program has existed in various forms across our schools and this grant will give us the resources to expand it to all of our sites, serving even more academically disadvantaged students.

Each One, Teach One

We already created turn-key materials that older students can use

1. Phonics
2. Reading Comprehension
3. Literature Studies

Costs:

1. Coordinator for WPS in Y1
2. Coordinators for roll-out at other sites in 2025





Topic 4: ELA Adoption Update

ELA Adoption Timeline



Feb-May 2024

- ELA committee meets monthly to deepen learning on the SoR, and explore potential curriculum for adoption

Aug 2024- March 2025

- Instructional staff pilot curriculum in classrooms and provide ongoing feedback

April 2025

- Select curriculum for adoption

2025-2026 school year

- Launch new curriculum

Who is Lit?

Lit, an organization whose mission is to "help school and system leaders build, implement, and sustain reading ecosystems that live at the intersection of research and instructional equity."

-wearelit.org



Why does Navigator want to partner with Lit?

- Systems-leadership coaching approach that is aligned with our current practices
- Outside expertise to thought-partner on curriculum and model implementation
- Founders, Nikki Bridges and Jesse Rector, were core members of Relay Graduate School of Education, which remains foundational to Navi's leadership development



What does Lit offer?

Literacy Quality Review (LQR) Deliverables (March-April)

Finalized READ report that formalizes the observations gathered during

LQR process and:

- spotlights current reading ecosystem's areas of strength and
- spotlights the current reading ecosystem's areas of prioritization
- provides recommendations for improving your reading ecosystem, grounded in the relevant research around the science of reading and equitable instructional practice



What does Lit offer?

Learn and Design Cycle (L&D) Deliverables (May 2024-May 2025)

- Establish a clear vision for a reading ecosystem aligned with research and instructional equity
- Select and pilot research-aligned reading curriculum and assessment to match that vision
- Develop systems and structures to ensure equitable reading outcomes for all students
- Create an ongoing plan for change management, prioritization, and stakeholder engagement



Cost, Funding and Timeline

Cost:

Total LQR cost: \$31,000

Total L&D cost: \$67,500

Total partnership cost: \$98,500

Funding:

Anticipated SSF Funding: 75K-100K

Timeline:

Lit visiting GPS: March 26, 2024

SSF Strong Start Grant due April 1, 2024



Thank You!



Navigator Schools

Charting a new course in education