

Date: March 28, 2024

To: Board of Directors

Submitted By: Ami Ortiz

Subject: 2024-2025 School Year Calendar Adoption

Background

The Navigator leadership team, comprised of the Directors, Chiefs, and Principals, reviewed draft calendars submitted by the Navigator Operations team after input from families and staff. Creating these calendars included reviewing local district calendars, attendance and academic data, and staff morale and retention while calculating each school site's educational minutes and days. Our goals were to maximize student learning time, schedule professional development synergistically across all four schools during strategic points in the year, provide reasonable downtime for staff to reduce burnout, and allow for some variation based on the needs of the individual school communities.

What we ended up with are:

- 180 days of school, the same as the school districts with whom we compete for talent
- Six to fifteen more early release days than surrounding school districts
- Overlapping major professional development days that align with our instructional data cycles
- 1,050 to more than 3,750 instructional minutes beyond the local norms, creating longer school days.

The variations among our schools are unique to their local educational communities. Hollister Prep's Spring Break needed to coincide with Hollister High School's because 48 of our seventh and eighth graders take advanced math at Hollister High. Hayward Collegiate required fewer minimum days for family-teach conferences because the enrollment is smaller than the others. And, Watsonville Prep has an extra 30 minutes of instructional time each day to support increased academic growth.

The various areas of consideration and the associated data are shared below:

Educational minutes and school days - Staff reviewed the number of educational minutes and days at Navigator Schools (chart below). Navigator scholars receive at least 1000 more educational minutes yearly than traditional school districts. Students at WPS have an additional 30 minutes added to their school day, increasing their yearly minutes over all other Navigator schools.

	N	lavigat	or	GUSD				HUS	D		HSE)	PVUSD		
	Days Minutes Days				Yearly Minutes	Days	Daily Minute s	Yearly Minutes	Days	Daily Minutes	Yearly Minutes				
Full days	120	360	43200	120	330	39600	135	340	45900	126	330	41580	142	330	46860
Early release	60	250	15000	60	265	15900	45	250	11250	51	240	12240	38	240	9120
Ex Early release										3	210	630			
ER day	Wed			Wed			Wed			Thur			Fri		
Yearly minutes			58200			55500			57150			54450			55980
Difference						(-2700)			(-1050)			(-3750)			(-2220)

Local district calendars (start/end dates, holiday breaks, and minimum days):

District	First Day of School	Winter Break	February Break	Spring Break	Last Day of School		
Gilroy Unified	8/21	12/21-1/3	2/17-2/21	4/7-4/11	6/13		
Hayward Unified 2023-24	8/17	12/19-1/2	2/19-2/23	3/29-4/5	6/7		
Hollister School District	8/13	12/23-1/6	2/17-2/21	4/14-4/18	6/5		
Pajaro Valley	8/14	12/21-1/10	none	4/7-4/11	6/6		

Attendance - We were concerned that our students might miss school during the breaks of the surrounding school districts if our breaks did not align with theirs. Staff reviewed the attendance data for district breaks that did not align with Navigator and did not find significant scholar absences.

Educational data - Staff reviewed the educational data of each school and compared it to the neighborhood schools.

School	Socioeconomic data	ELA	Math			
GPS (grades 3-8)	53%	68%	54%			
Elliot	86%	21%	16%			
El Roble	54%	30%	27%			

School	Socioeconomic data	ELA	Math				
HC (grades 3-4)	66%	68%	59%				
Glassbrook	70%	12%	4%				
Schafer Park	65%	35%	24%				

School	Socioeconomic data	ELA	Math
HPS (grades 3-8)	62%	68%	52%
R.O. Hardin	87%	22%	12%
Calaveras Elementary	81%	22%	21%

School	Socioeconomic data (FRL %)	ELA	Math			
WPS (grades 3-5)	86%	38%	34%			
Radcliff	97%	11%	7%			
Mintie White	90%	12%	9%			

Minimum Days - Minimum days are utilized in various ways during the school year, including for professional development, Valor Circles, family-teacher conferences, staff meetings, and occasional early release days before a 3-day weekend or holiday. The minimum and early release day schedules are designed to ensure optimum academic focus, enrichment, and priority work (Circles and data cycles). The Friday early release day schedules maintain core

academic activities such as Illustrative Math (IM) and English Language Arts rotations during the morning. Hayward Collegiate has fewer minimum days as the smaller number of students and single classrooms allow for fewer family-teacher conference allotments.

Staff morale and retention - Navigator staff works more days during the year (including professional development) for longer hours with similar pay to local district schools, leading to a risk of higher burnout and lower staff retention. This has been a significant challenge for other hard-driving charter schools, and we have learned from their pain. After listening to staff concerns, Navigator instituted the early release days before a 3-day weekend or holiday. Staff is allowed to leave immediately after dismissal if they would like, and hourly staff is allowed to continue to work if they would like to ensure they receive the same pay as a regular Friday. This acknowledgement of time, dedication, and work-life balance has been appreciated by staff for years.

Use of professional development hours and days - Navigator uses the beginning of the school year pupil-free days and minimum days for professional development and required training (safety, compliance, etc...), with additional professional development provided during the Wednesday minimum days and throughout the year. The beginning of the year professional development and preparation time ensure that every school has the strongest launch possible, getting routines in place and reducing potentially disruptive student behaviors through staff training. During 2023-24, the PD sessions during the year have focused on IM instruction, resulting in significant math growth at all sites. During the coming year, we have a variety of instructional professional development priorities that are new, including the selection and implementation of a new English Language Arts curriculum, an increased focus on strategies to support Multiple Language Learners, improved behavior support skills, more advanced training in full-inclusion for special education, root cause analysis, and improved use of data to better support instruction. Professional development directly impacts the quality of education we provide to students. It is advanced, collaborative, and specific to the needs of the students we serve. Teachers and instructors consistently rank the professional development and coaching they receive as one of the top reasons they feel successful and remain teaching in Navigator Schools. Developing top-tier teams of educators is at the core of Navigator's mission and has contributed to the long-term academic success of our scholars.

These factors, plus meetings with principals and conversations with site staff, all contributed to the final version of the instructional calendar presented to the board.

Recommendation:

To provide a high level of academic performance while also ensuring high staff retention rates, the staff is recommending approval of the calendar presented to the board.

Gilroy Prep School

		2025					ary	Janu	*			2024						uly
No School, Winter Break	1-3	S	F	т	W	Т	M	S	No School, Independence Day	1	4	S	F	Т	W	Т	M	s
No School, Staff Developm	6	4	3	2	1				•			6	5	4	3	2	1	
Minimum Day	17	11	10	9	8	7	6	5				13	12	11	10	9	8	7
No School, Martin Luther Kin	20	18	17	16	15	14	13	12				20	19	18	17	16	15	14
		25	24	23	22	21	20	19				27	26	25	24	23	22	21
			31	30	29	28	27	26							31	30	29	28
		2025					uary	Febru				2024					st	ugus
Minimum Day	14	S	F	т	w	Т	M	S	First Day of School	F	20	S	F	Т	W	т	M	s
-	17-21	1	•	•		•		U	Minimum Days		20-23	3	2	1				
No concon, rebruary bro			7		_	4	•	2	Minimum Day		30	10	9	8	7	6	5	4
		8	7	6	5	4	3					17	16	15	14	13	12	11
		15	14	13	12	11	10	9										
		22	21	20	19	18	17	16				24	23	22	21	20	19	18
			28	27	26	25	24	23				31	30	29	28	27	26	25
		2025					:h	Marc	9			2024					ua da au	to
									_	_							mber	pte
Daylight Savings Time	9	S	F	Т	W	Т	M	S	No School, Labor Day	N	2	S	F	Т	W	T	М	S
End of Unit 3	14	1										7	6	5	4	3	2	1
No School, Staff Developn	17	8	7	6	5	4	3	2				14	13	12	11	10	9	8
		15	14	13	12	11	10	9				21	20	19	18	17	16	15
		22	21	20	19	18	17	16				28	27	26	25	24	23	22
		29	28	27	26	25	24	23	20								30	29
							31	30										
		2025						April				2024					er	ctob
No School, Spring Break	7-11	S	F	Т	W	т	М	S	No School, Indigenous Peoples Day	N	14	S	F	т	w	т	М	s
		5	4	3	2	1			No School, Staff Development Day	N		5	4	3	2	1		
		12	11	10	9	8	7	6	End of Unit 1	E	18	12	11	10	9	8	7	6
		19	18	17	16	15	14	13	Parent Teacher Conferences	P	21-31	19	18	17	16	15	14	3
		26	25	24	23	22	21	20				26	25	24	23	22	21	
					30	29	28	27	22			20	25	31	30	29	28	20 27
														31	30		20	_1
		2025						May	No Cohool Cheff Donalesson Dona			2024					nber	over
Minimum Dan	-	S	F	т	w	т	М	S	No School, Staff Development Day		1	S	F	Т	w	т	M	_
Minimum Day	5	3	2	1	**	•	IVI	U	Minimum Day		8				VV		IVI	S
Minimum Day	23	10	9	8	7	6	5	4	Daylight saving Time Ends No School, Veterans Day Observed		3	2	1					
No School, Memorial Da	26	17	16	15	14	13	12	11	Minimum Day		11 22	9	8	7	6	5	4	3
		24	23	22	21	20	19	18	No School, Thanksgiving Break		25-29	16	15	14	13	12	11	0
		31	30	29	28	27	26	25	14		23-29	23	22	21	20	19	18	7
												30	29	28	27	26	25	4
								June				2024					nber	ecer
		2025						ounc	Minimum Day									
End of Unit 4	12			Т.	w -	T.			Minimum Day		20		E .	т.	w	т.	M	S
End of Unit 4	13	S	F	T 5	W	T 3	M	S	End of Unit 2	E	20	S	F	T	W	T	M	
Last Day of School	13	S 7	F 6	5	4	3	M 2	S 1	•	E		S 7	6	5	4	3	2	1
Last Day of School Minimum Day	13 9-13	S 7 14	F 6	5 12	<i>4</i> 11	3 10	M 2 9	S 1 8	End of Unit 2	E	20	S 7 14	6 13	5 12	4 11	3 10	2 9	I 3
Last Day of School	13	S 7	F 6	5 12 19	4 11 18	3 10 17	M 2 9 16	S 1 8 15	End of Unit 2	E	20	S 7	6	5 12 19	4 11 18	3 10 17	2 9 16	1 8 5
Last Day of School Minimum Day	13 9-13	S 7 14 21	F 6 13 20	5 12	<i>4</i> 11	3 10	M 2 9	S 1 8	End of Unit 2	E	20	S 7 14	6 13	5 12	4 11	3 10	2 9	1 8 15



Minimum Day Wednesdays (K-8)
Minimum Day (K-8)

No School for Students, Holiday

No School for Students, Staff Development Day

SCHOOL DAYS

Hayward Collegiate

July						2024			Janu	ary					2025		
S	М	т	w	т	F	S	4	No School, Independence Day	S	М	Т	w	Т	F	S	1-3	No School, Winter Break
	1	2	3	4	5	6						1	2	3	4	6	No School, Staff Development Day
7	8	9	10	11	12	13			5	6	7	8	9	10	11	17	Minimum Day
14	15	16	17	18	19	20			12	13	14	15	16	17	18	20	No School, Martin Luther King Jr. Day
21	22	23	24	25	26	27			19	20	21	22	23	24	25		
28	29	30	31						26	27	28	29	30	31			18
																	10
Augu	st					2024			Febru	uary					2025		
S	М	Т	W	Т	F	S	20	First Day of School	s	М	т	W	т	F	S	14	Minimum Day
				1	2	3	20-23	Minimum Days							1	17-21	No School, February Break
4	5	6	7	8	9	10	30	Minimum Day	2	3	4	5	6	7	8		
11	12	13	14	15	16	17			9	10	11	12	13	14	15		
18	19	20	21	22	23	24			16	17	18	19	20	21	22		
			28												22		
25	26	27	20	29	30	31		9	23	24	25	26	27	28			15
Sente	ember					2024		9	Marc	:h					2025		
Septe	ilibei					2024		_									
S	М	т	W	т	F	S	2	No School, Labor Day	S	M	T	W	т	F		9	Daylight Savings Time
1	2	3	4	5	6	7									1	14	End of Unit 3
8	9	10	11	12	13	14			2	3	4	5	6	7	8	17	No School, Staff Development Day
15	16	17	18	19	20	21			9	10	11	12	13	14	15		
			25						16	17	18	19	20	21	22		
22	23	24	25	26	27	28			23	24	25	26	27	28	29		20
29	30							20	30	31	25	20	21	20	29		
Octol	oer					2024			April						2025		
S	М	т	W	т	F	S	14	No School, Indigenous Peoples Day	S	M	Т	W	T	F	S	7-11	No School, Spring Break
		1	2	3	4	5	18	End of Unit 1			1	2	3	4	5		
6	7	8	9	10	11	12	21	No School, Staff Development Day	6	7	8	9	10	11	12		
13	14	15	16	17	18	19	29-31	Parent Teacher Conferences	13	14	15	16	17	18	19		
			23		25				20	21	22	23	24	25	26		
20	21	22		24	25	26		21	27	28	29	30					
27	28	29	30	31								00					17
Nove	b-su					2024			May						2025		
Move	ilibei					2024	1	No School, Parent Teacher Conferences	ividy						2020		
S	М	T	W	T	F	S	3	Daylight saving Time Ends	S	M	Т	W	Т	F		5	Minimum Day
					- 1	2	11	No School, Veterans Day Observed					1	2	3	23	Minimum Day
3	4	5	6	7	8	9	22	Minimum Day	4	5	6	7	8	9	10	26	No School, Memorial Day
10	11	12	13	14	15	16	25-29	No School, Thanksgiving Break	11	12	13	14	15	16	17		
17	18	19	20	21	22	23			18	19	20	21	22	23	24		
								14	25	26	27	28	29	30	31		
24	25	26	27	28	29	30											21
Dece	mber					2024			June						2025		
S	М	т	W	т	F	S	20	Minimum Day	S	M	т	w	т	F	S	40	End of Unit 4
							20	End of Unit 2	1	2	3	4	5	6	7	13	End of Unit 4
1	2	3	4	5	6	7	23-31	No School, Winter Break	8	9	10	11	12	13	14	13 9-13	Last Day of School Minimum Day
8	9	10	11	12	13	14			15	16	17	18	19	20	21	9-13	Juneteenth
15	16	17	18	19	20	21			22	23	24	25	26	27	28	19	343toonar
22	23	24	25	26	27	28		15	29	30		_0	0				10
29	30	31						10									10



SCHOOL DAYS



Hollister Prep School

July						2024			Janu	ary					2025		
S	M	т	W	т	F	S	4	No School, Independence Day	S	M	т	w	т	F	S	1-3	No School, Winter Break
	1	2	3	4	5	6	•					1	2	3	4	6	No School, Staff Development Day
7	8	9	10	11	12	13			5	6	7	8	9	10	11	17	Minimum Day
14	15	16	17	18	19	20			12	13	14	15	16	17	18	20	No School, Martin Luther King Jr. Day
21	22	23	24	25	26	27			19	20	21	22	23	24	25		
28	29	30	31						26	27	28	29	30	31			
																	18
Augu	st					2024			Febru	uary					2025		
S	М	Т	W	Т	F	S	20	First Day of School	s	М	т	w	т	F	s	14	Minimum Day
				1	2	3	20-23	Minimum Days							1	17-21	No School, February Break
4	5	6	7	8	9	10	30	Minimum Day	2	3	4	5	6	7	8		
11	12	13	14	15	16	17			9	10	11	12	13	14	15		
18	19	20	21	22	23	24			16	17	18	19	20	21	22		
25	26	27	28	29	30	31			23	24	25	26	27	28			
								9	20		20	20		20			15
Septe	ember					2024		•	Marc	h					2025		
S	M	Т	w	т	F	S	2	- No School, Labor Day	S	M	т	w	т	F	s	9	Daylight Savings Time
1	2	3	4	5	6	7	2	No School, Labor Day				•			1	14	End of Unit 3
												_		-		17	No School, Staff Development Day
8	9	10	11	12	13	14			2	3	4	5	6	7	8	17	No ochool, otali bevelopinent bay
15	16	17	18	19	20	21			9	10	11	12	13	14	15		
22	23	24	25	26	27	28			16	17	18	19	20	21	22		20
29	30							20	23 30	24 31	25	26	27	28	29		
									30	31							
Octo	ber					2024			April						2025		
S	М	т	w	Т	F	S	14	No School, Indigenous Peoples Day	S	M	т	w	т	F	S	14-18	No School, Spring Break
		1	2	3	4	5		No School, Staff Development Day			1	2	3	4	5		
6	7	8	9	10	11	12	18	End of Unit 1	6	7	8	9	10	11	12		
13	14	15	16	17	18	19	21-31	Parent Teacher Conferences	13	14	15	16	17	18	19		
									20	21	22	23	24	25	26		
20	21	22	23	24	25	26		22	27	28	29	30					
27	28	29	30	31						20	20	30					17
Nove	mber					2024			May						2025		
							1	No School, Staff Development Day									
S	M	T	W	Т	F	S	8	Minimum Day	S	M	Т	W	T	F	S	5	Minimum Day
					1	2	3	Daylight saving Time Ends					1	2	3	23	Minimum Day
3	4	5	6	7	8	9	11	No School, Veterans Day Observed	4	5	6	7	8	9	10	26	No School, Memorial Day
		12	13	14	15	16	22	Minimum Day	11	12	13	14	15	16	17		
10	11				22	23	25-29	No School, Thanksgiving Break	18	19	20	21	22	23	24		
10 17	11	19	20	21				14	25	26	27	28	29	30	31		
17	18	19				30											0.1
			20 27	21	29	30											21
17 24	18 25	19													0005		21
17	18 25	19				30 2024	20	Minimum Day	June						2025		21
17 24	18 25	19					20 20	Minimum Day End of Unit 2	S	M	т	w	Т	F	S	13	21 End of Unit 4
17 24 Dece	18 25 mber	19 26	27	28	29	2024			S 1	M 2	3	4	5	6	S 7	13 13	
17 24 Dece	18 25 mber M	19 26	27 W	28 T	29 F	2024	20	End of Unit 2	S 1 8	M	3 10	4 11	5 12	6 13	S 7 14		End of Unit 4 Last Day of School Minimum Day
17 24 Dece S	18 25 mber M 2 9	19 26 T 3	27 W 4	28 T 5	29 F 6	2024 S 7 14	20	End of Unit 2	S 1 8 15	M 2 9 16	3 10 17	4 11 18	5 12 19	6 13 20	7 14 21	13	End of Unit 4 Last Day of School
17 24 Dece S 1 8 15	18 25 mber M 2 9 16	19 26 T 3 10	W 4 11 18	T 5 12 19	F 6 13 20	2024 S 7 14 21	20	End of Unit 2 No School, Winter Break	8 1 8 15 22	M 2 9 16 23	3 10	4 11	5 12	6 13	S 7 14	13 9-13	End of Unit 4 Last Day of School Minimum Day Juneteenth
17 24 Dece S 1 8	18 25 mber M 2 9	19 26 T 3 10	27 W 4 11	28 T 5 12	29 F 6 13	2024 S 7 14	20	End of Unit 2	S 1 8 15	M 2 9 16	3 10 17	4 11 18	5 12 19	6 13 20	7 14 21	13 9-13	End of Unit 4 Last Day of School Minimum Day







Watsonville Prep School

July						2024			Janua	ary					2025		
S	M	Т	w	т	F	S	4	No School, Independence Day	S	М	Т	W	Т	F	S	1-3	No School, Winter Break
	1	2	3	4	5	6						1	2	3	4	6	No School, Staff Development Day
7	8	9	10	11	12	13			5	6	7	8	9	10	11	17	Minimum Day
14	15	16	17	18	19	20			12	13	14	15	16	17	18	20	No School, Martin Luther King Jr. Day
21	22	23	24	25	26	27			19	20	21	22	23	24	25		
28	29	30	31						26	27	28	29	30	31			
																	18
Augus	st					2024			Febru	iary					2025		
S	М	Т	W	т	F	S	20	First Day of School	s	M	т	W	Т	F	S	14	Minimum Day
				1	2	3	20-23	Minimum Days							1	17-21	No School, February Break
4	5	6	7	8	9	10	30	Minimum Day	2	3	4	5	6	7	8		•
11	12	13	14	15	16	17											
		20	ì	22	23				9	10	11	12	13	14	15		
18	19		21			24			16	17	18	19	20	21	22		
25	26	27	28	29	30	31			23	24	25	26	27	28			15
								9									
Septe	mber					2024			Marc	h					2025		
S	М	т	w	т	F	S	2	No School, Labor Day	S	М	т	w	т	F	s	9	Daylight Savings Time
1	2	3	4	5	6	7	_	No Conton, Eusor Buy							1	14	End of Unit 3
-									2	3	4	5	6	7	8	17	No School, Staff Development Day
8	9	10	11	12	13	14										.,	,
15	16	17	18	19	20	21			9	10	11	12	13	14	15		
22	23	24	25	26	27	28			16	17	18	19	20	21	22		20
29	30							20	23	24	25	26	27	28	29		
									30	31							
Octob	er					2024			April						2025		
S	М	T	W	T	F	S	14	No School, Indigenous Peoples Day	S	M	Т	W	Т	F	S	7-11	No School, Spring Break
		1	2	3	4	5		No School, Staff Development Day			1	2	3	4	5		
6	7	8	9	10	11	12	18	End of Unit 1	6	7	8	9	10	11	12		
13	14	15	16	17	18	19	21-31	Parent Teacher Conferences	13	14	15	16	17	18	19		
20	21	22	23	24	25	26			20	21	22	23	24	25	26		
27	28	29	30	31				22	27	28	29	30					17
21	20	23	30	31													17
Nove	an la au					2024			May						2025		
Nove	nber					2024	1	No School, Staff Development Day	May						2025		
S	М	Т	w	т	F	S	8	Minimum Day	S	M	т	W	т	F	S	5	Minimum Day
					- 1	2	3	Daylight saving Time Ends					1	2	3	23	Minimum Day
3	4	5	6	7	8	9	11	No School, Veterans Day Observed	4	5	6	7	8	9	10	26	No School, Memorial Day
		12	13	14		16	22	Minimum Day	11	12	13	14	15	16	17		-
10	11				15		25-29	No School, Thanksgiving Break	18	19	20	21	22	23	24		
17	18	19	20	21	22	23		14	25	26	27	28	29	30	31		
24	25	26	27	28	29	30											21
Dece	nber					2024			June						2025		
							20	Minimum Day									
S	М	Т	W	T	F	S	20	End of Unit 2	S	M	T	W	Т	F	S	13	End of Unit 4
1	2	3	4	5	6	7	23-31	No School, Winter Break	1	2	3	4	5	6	7	13	Last Day of School
8	9	10	11	12	13	14			8	9	10	11	12	13		9-13	Minimum Day
15	16	17	18	19	20	21			15	16	17	18	19	20	21	19	Juneteenth
22	23	24	25	26	27	28			22	23	24	25	26	27	28		
29	30	31						15	29	30							10
29	30	31															



Minimum Day Wednesdays (K-8)

Minimum Day (K-8)

No School for Students, Holiday

No School for Students, Staff Development Day

SCHOOL DAYS