



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.

	Navigator			GUSD			HUSD			HSD			PVUSD		
	Days	Daily Minutes	Yearly Minutes	Days	Daily Minutes	Yearly Minutes	Days	Daily Minutes	Yearly Minutes	Days	Daily Minutes	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.

Navigator Schools 2024–2025 Academic Calendar

Gilroy Prep School

July 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

4	No School, Independence Day
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20	First Day of School
20-23	Minimum Days
30	Minimum Day

2	No School, Labor Day
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14	No School, Indigenous Peoples Day
	No School, Staff Development Day
18	End of Unit 1
21-31	Parent Teacher Conferences

1	No School, Staff Development Day
8	Minimum Day
3	Daylight saving Time Ends
11	No School, Veterans Day Observed
22	Minimum Day
25-29	No School, Thanksgiving Break

20	Minimum Day
20	End of Unit 2
23-31	No School, Winter Break

1-3	No School, Winter Break
6	No School, Staff Development Day
17	Minimum Day
20	No School, Martin Luther King Jr. Day

14	Minimum Day
17-21	No School, February Break

9	Daylight Savings Time
14	End of Unit 3
17	No School, Staff Development Day

7-11	No School, Spring Break
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5	Minimum Day
23	Minimum Day
26	No School, Memorial Day

13	End of Unit 4
13	Last Day of School
9-13	Minimum Day
19	Juneteenth

5	Minimum Day Wednesdays (K-8)
	Minimum Day (K-8)
	No School for Students, Staff Development Day
	No School for Students, Holiday

SCHOOL DAYS
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Navigator Schools 2024–2025 Academic Calendar

Hayward Collegiate

July 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
S	M	T	W	T	F	S
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
S	M	T	W	T	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

4 No School, Independence Day

20 First Day of School
20-23 Minimum Days
30 Minimum Day

2 No School, Labor Day

14 No School, Indigenous Peoples Day
18 End of Unit 1
21 No School, Staff Development Day
29-31 Parent Teacher Conferences

1 No School, Parent Teacher Conferences
3 Daylight saving Time Ends
11 No School, Veterans Day Observed
22 Minimum Day
25-29 No School, Thanksgiving Break

20 Minimum Day
20 End of Unit 2
23-31 No School, Winter Break

1-3 No School, Winter Break
6 No School, Staff Development Day
17 Minimum Day
20 No School, Martin Luther King Jr. Day

14 Minimum Day
17-21 No School, February Break

9 Daylight Savings Time
14 End of Unit 3
17 No School, Staff Development Day

7-11 No School, Spring Break

5 Minimum Day
23 Minimum Day
26 No School, Memorial Day

13 End of Unit 4
13 Last Day of School
9-13 Minimum Day
19 Juneteenth

5	Minimum Day Wednesdays (K-8)
	Minimum Day (K-8)
	No School for Students, Staff Development Day
	No School for Students, Holiday

SCHOOL DAYS
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Navigator Schools 2024–2025 Academic Calendar

Hollister Prep School

July 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
S	M	T	W	T	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

4 No School, Independence Day

20 First Day of School
20-23 Minimum Days
30 Minimum Day

2 No School, Labor Day

14 No School, Indigenous Peoples Day
No School, Staff Development Day
18 End of Unit 1
21-31 Parent Teacher Conferences

1 No School, Staff Development Day
8 Minimum Day
3 Daylight saving Time Ends
11 No School, Veterans Day Observed
22 Minimum Day
25-29 No School, Thanksgiving Break

20 Minimum Day
20 End of Unit 2
23-31 No School, Winter Break

1-3 No School, Winter Break
6 No School, Staff Development Day
17 Minimum Day
20 No School, Martin Luther King Jr. Day

14 Minimum Day
17-21 No School, February Break

9 Daylight Savings Time
14 End of Unit 3
17 No School, Staff Development Day

14-18 No School, Spring Break

5 Minimum Day
23 Minimum Day
26 No School, Memorial Day

13 End of Unit 4
13 Last Day of School
9-13 Minimum Day
19 Juneteenth

5	Minimum Day Wednesdays (K-8)
	Minimum Day (K-8)
	No School for Students, Staff Development Day
	No School for Students, Holiday

SCHOOL DAYS
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Navigator Schools 2024–2025 Academic Calendar

Watsonville Prep School

July 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

4	No School, Independence Day
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20	First Day of School
20-23	Minimum Days
30	Minimum Day

2	No School, Labor Day
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14	No School, Indigenous Peoples Day
	No School, Staff Development Day
18	End of Unit 1
21-31	Parent Teacher Conferences

1	No School, Staff Development Day
8	Minimum Day
3	Daylight saving Time Ends
11	No School, Veterans Day Observed
22	Minimum Day
25-29	No School, Thanksgiving Break

20	Minimum Day
20	End of Unit 2
23-31	No School, Winter Break

1-3	No School, Winter Break
6	No School, Staff Development Day
17	Minimum Day
20	No School, Martin Luther King Jr. Day

14	Minimum Day
17-21	No School, February Break

9	Daylight Savings Time
14	End of Unit 3
17	No School, Staff Development Day

7-11	No School, Spring Break
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5	Minimum Day
23	Minimum Day
26	No School, Memorial Day

13	End of Unit 4
13	Last Day of School
9-13	Minimum Day
19	Juneteenth

5	Minimum Day Wednesdays (K-8)
Light Green	Minimum Day (K-8)
Orange	No School for Students, Staff Development Day
Grey	No School for Students, Holiday

SCHOOL DAYS
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