



**Academic Success Committee**

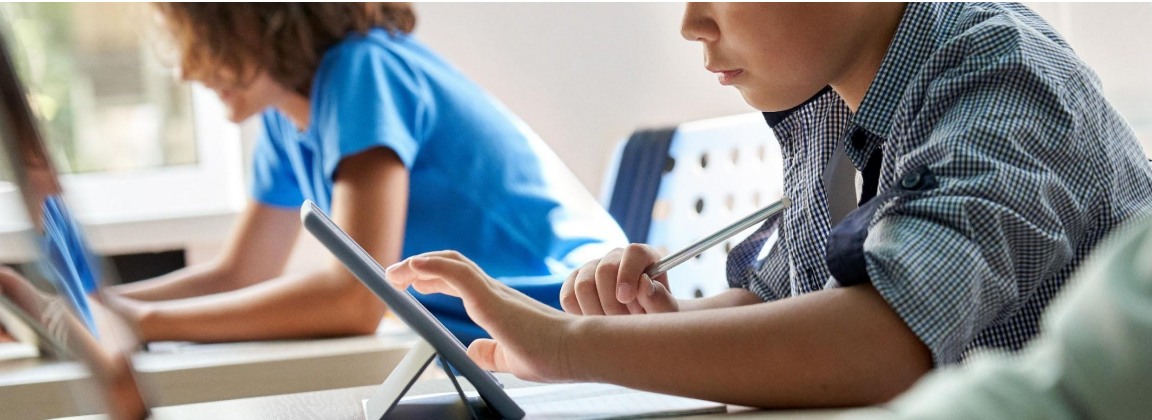
9-16-24

# Executive Summary – CO

Our sites and support office teams working hard to launch our priorities, including Multilingual Learner Success and Acceleration for All. As you review this deck, please consider which topics should be moved to the full board versus just staying here in the slide deck.

## Today's Topics:

1. SBAC Subgroup data (Neena)
2. NS 2024-25 Org-Wide WIG: Multilingual Learner Success (Ashley and Crystal)
3. Acceleration for All (Tina)
4. Leadership Pipeline/Accelerate Partnership (Andi)



# Topic 1: SBAC Subgroups (Neena)

Overall, Navigator Schools continues to outperform 2022–23 state and district averages. And like the rest of the nation, we are still recovering from the pandemic. Our goal is to return to post-pandemic achievement levels, which includes increasing proficiency levels for our subgroups.

Our Multilingual Learner (ML) org-wide priority will be key to ensuring our students designated as English Learners are on track to getting reclassified. The Acceleration for All block will provide in-school intervention and acceleration supports for all students at their academic level.



# SBAC Math: Mixed Results, Still Leading State Averages

## Percent of students proficient or advanced in CA SBAC Math

	2018-19	2022-23	2023-24	2022-23- 2023-24 Change
State	34%	32%	Not yet available	Not yet available
GPS	69%	50%	55%	+5%
HC	N/A	65%	57%	-7%
HPS	72%	52%	53%	+1%
WPS	N/A	34%	41%	+7%

*\*All 2023-24 results are preliminary*

# SBAC ELA Performance: Outpacing State, Room for Growth

## Percent of students proficient or advanced in CA SBAC ELA

	2018-19	2022-23	2023-24	2022-23- 2023-24 Change
State	45%	43%	Not yet available	Not yet available
GPS	81%	68%	63%	-5%
HC	N/A	68%	63%	-5%
HPS	87%	68%	68%	0%
WPS	N/A	38%	48%	+10%

*\*All 2023-24 results are preliminary*

# Establishing CAST Baselines with Steady Growth

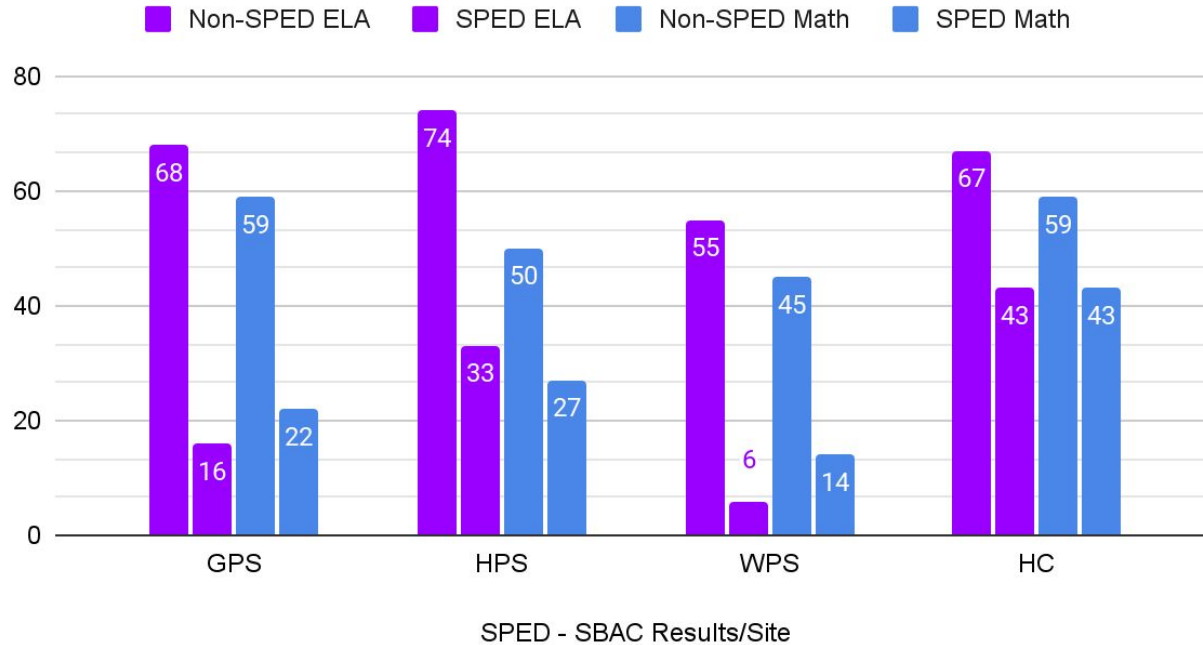
## Percent of students proficient or advanced in CA CAST Science

	2018-19	2022-23	2023-24	2022-23- 2023-24 Change
State	30%	30%	Not yet available	Not yet available
GPS	55%	41%	41%	0%
HC	N/A	N/A	52%	N/A
HPS	45%	40%	44%	+4%
WPS	N/A	N/A	23%	N/A

*\*All 2023-24 results are preliminary*

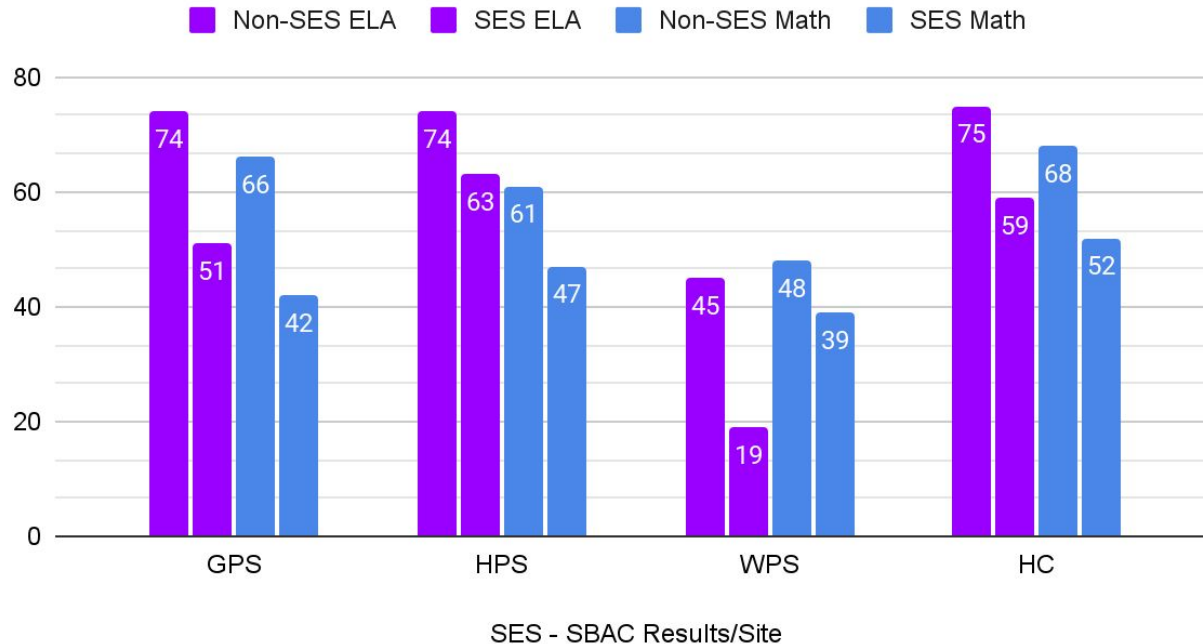
# Special Education (SPED) - SBAC Preliminary Results

## SPED - SBAC Results



# Socio-Economic Status (SES) - SBAC Preliminary Results

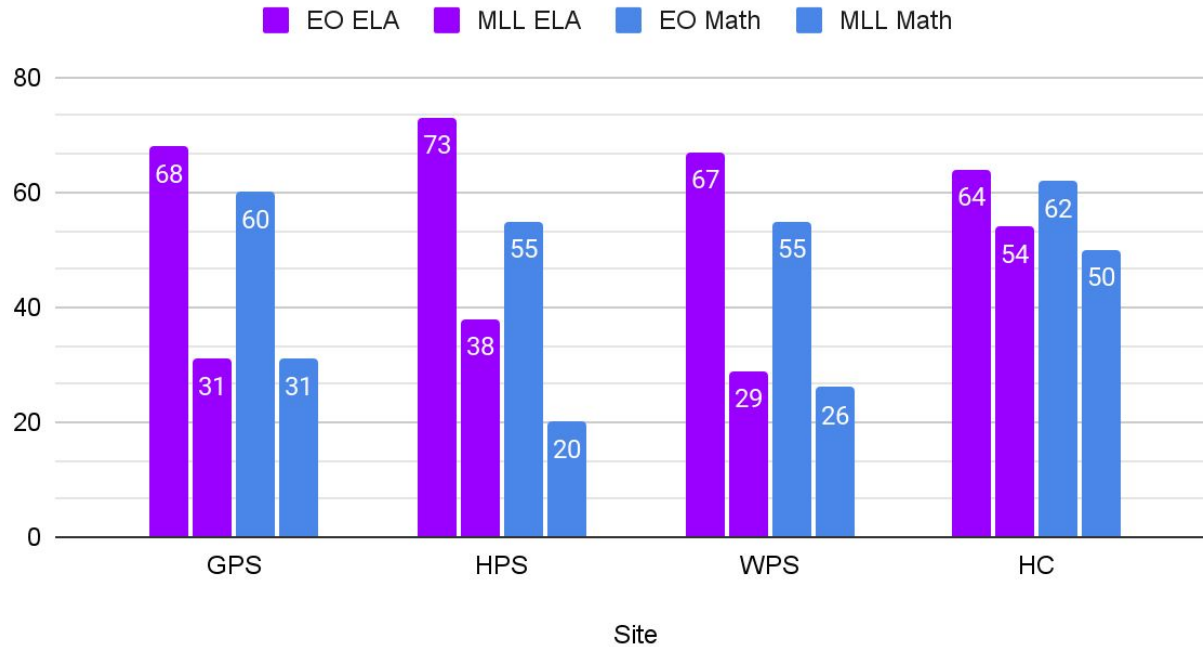
## SES - SBAC Results





# Multilingual Learners (MLL) - SBAC Preliminary Results

## MLL - SBAC Results



# Questions and Feedback



Navigator Schools

Charting a new course in education



## Topic 2: Org-Wide WIG: Multilingual Learner Progress (Ashley and Crystal)

As you can see from our subgroup SBAC data, as well as our ELPAC data, our students classified as English Learners are academically behind our students who are not English Language Learners. Navigator's number one priority this school year is ML progress.

This fall, we adopted English 3D as our designated ELD curriculum, and are implementing structured student talk strategies (Integrated ELD) in all classrooms.



# Multilingual Learners: Org-Wide Wildly Important Goal (WIG)

**Why:** Disaggregated results on SBAC, ELPAC, STAR, and the CA Dashboard all show a gap in our English Learner Progress

**What (WIG):** All ML students classified as “English Learners” will grow one level on the ELPAC or maintain a Level Four in order to achieve RFEP status and get to Green on the CA Dashboard.

## How (Lead Measures):

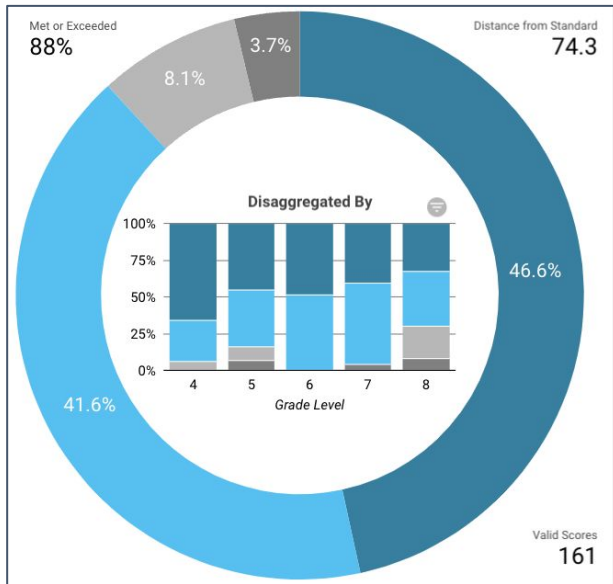
- Designated ELD - English 3D
- Integrated ELD - Structured Student Talk
- Frequent formative assessment and data analysis
- Strong and focused coaching support
- Honor and celebrating learning multiple languages - (eg Duolingo Club for staff and students, translation for all comms)



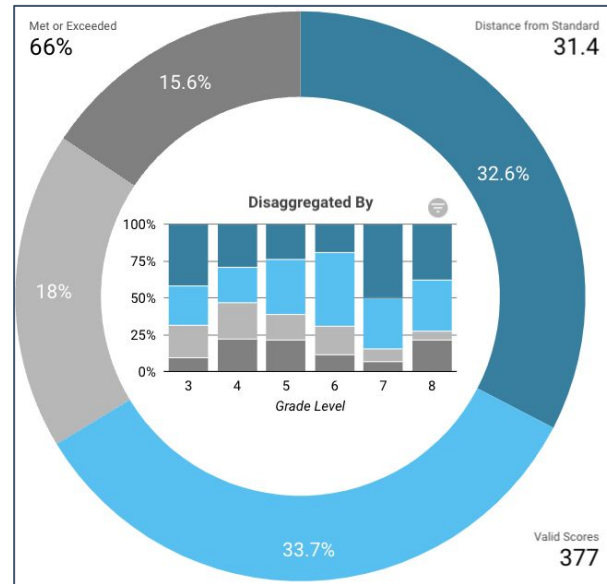
# Our RFEP students outperform our EO students in ELA!

## NS Org-Wide ELA SBAC Results

● Standard Not Met   ● Standard Nearly Met   ● Standard Met   ● Standard Exceeded



RFEP Students

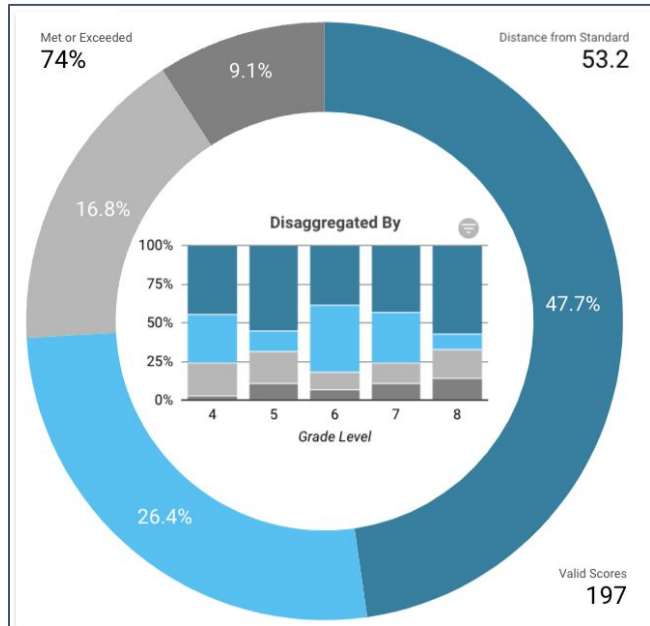


English Only

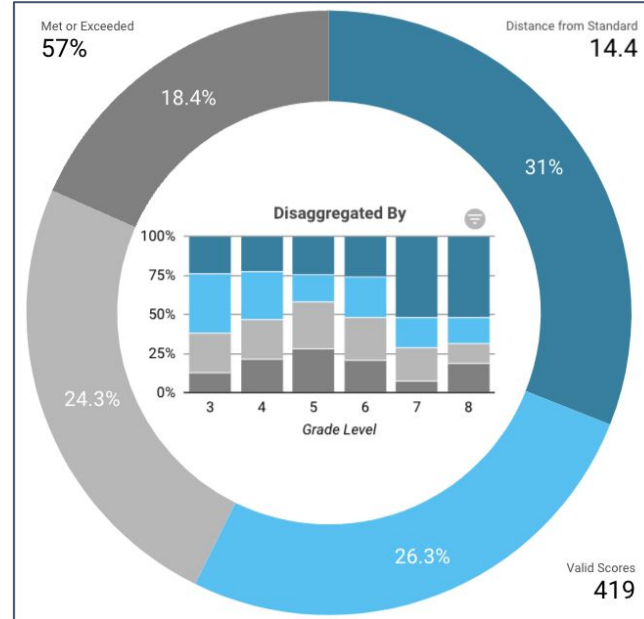
# Our RFEP students outperform our EO students in math!

## NS Org-Wide ELA SBAC Results

● Standard Not Met   ● Standard Nearly Met   ● Standard Met   ● Standard Exceeded



RFEP Students



English Only

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# Understanding the Goal

Dashboard

ELPI



Students who are not yet proficient in English should progress in their proficiency each year and reach proficiency in five to seven years. \*CDE



English Language  
Proficiency  
Indicator

**ELPI**

THE KEY Measure

# ELPAC is scored on four performance levels:

Level 1 - Minimal Developed

Level 2 - Somewhat developed

Level 3 - Moderately Developed

Level 4 - Well Developed

## ELPI splits scores further into SIX levels...



4

3 High

3 Low

2 High

2 Low

1

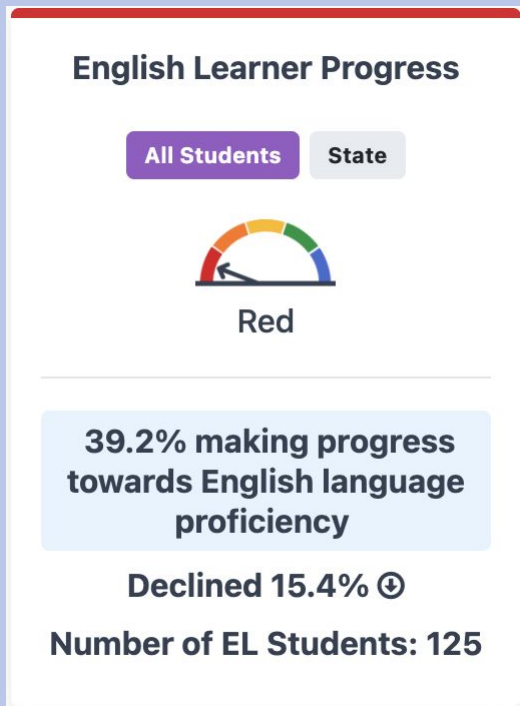
ELPI

Student must move up  
one level  
or stay at level 4 each  
year.

How does this help students?

# Why we are in the red

GPS



Students who met ELPI Goal:

54.6% ⇒ 39.2%

2022 2023

How do these numbers motivate you?

# How do we get to green?

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>	INCREASED <i>from Prior Year (by 1.9 p.pts or more)</i>
<b>VERY HIGH</b> <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)	Blue
<b>HIGH</b> <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)	Green
<b>MEDIUM</b> <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow (None)	Green
<b>LOW</b> <i>35.0% to 44.9% in Current Year</i>	Red ▪ English Learners	Orange (None)	Orange (None)	Yellow
<b>VERY LOW</b> <i>34.9% or less in Current Year</i>	Red (None)	Red (None)	Red (None)	Orange

Move GPS ELPI to

**55%**

This chart shows the criteria for every color.

4

3 High

3 Low

2 High

2 Low

1

GPS

WIG

Move the GPS school  
ELPI  
from  
39% to 55%

We are in the Blue!

HC

Students who met ELPI  
Goal:

26% ⇒ 62.1%

2022

2023

How do these numbers motivate you?

# How do stay at Blue?

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>	INCREASED <i>from Prior Year (by 2.0 p.pts or more)</i>
<b>VERY HIGH</b> <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)	Blue
<b>HIGH</b> <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)	Green
<b>MEDIUM</b> <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow (None)	Green
<b>LOW</b> <i>35.0% to 44.9% in Current Year</i>	Red ▪ English Learners	Orange (None)	Orange (None)	Yellow
<b>VERY LOW</b> <i>34.9% or less in Current Year</i>	Red (None)	Red (None)	Red (None)	Orange

Move HC ELPI to  
**65%**

This chart shows the criteria for every color.



4

3 High

3 Low

2 High

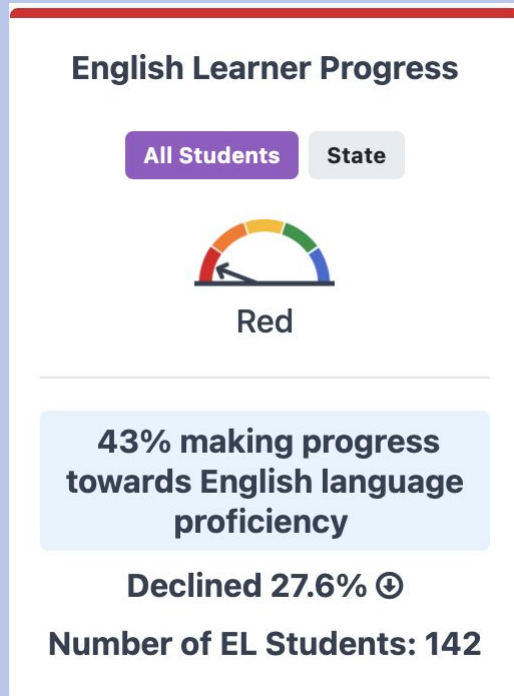
2 Low

1

HC  
WIG

Move Hayward  
Collegiate ELPI  
from  
62.1 % to 65%

# Why we are in the red



HPS  
Students who met  
ELPI Goal:

70.5% ⇨ 43%

2022 2023

How do these numbers motivate you?

# How do we get to green?

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>
<b>VERY HIGH</b> <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)
<b>HIGH</b> <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)
<b>MEDIUM</b> <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow (None)
<b>LOW</b> <i>35.0% to 44.9% in Current Year</i>	Red ▪ English Learners	Orange (None)	Orange (None)

Move HPS ELPI to

**55%**

This chart shows the criteria for every color.

4

3 High

3 Low

2 High

2 Low

1

HPS  
WIG

Move the HPS  
school ELPI from  
43% to 55%

# Why we are in the yellow

WPS

## English Learner Progress

All Students

State



Yellow

53.3% making progress  
towards English language  
proficiency

Maintained 0.6%

Number of EL Students: 180

Students who met ELPI  
Goal:

52.8% → 53.4%  
2022                      2023

How do these numbers motivate you?

# How do we get to blue

LEVEL	DECLINED SIGNIFICANTLY <i>from Prior Year (by 10.1 p.pts or more)</i>	DECLINED <i>from Prior Year (by 2.0 p.pts to 10.0 p.pts)</i>	MAINTAINED <i>from Prior Year (declined or increased by 1.9 p.pts or fewer)</i>
<b>VERY HIGH</b> <i>65.0% or greater in Current Year</i>	Yellow (None)	Green (None)	Blue (None)
<b>HIGH</b> <i>55.0% to 64.9% in Current Year</i>	Orange (None)	Yellow (None)	Green (None)
<b>MEDIUM</b> <i>45.0% to less than 54.9% in Current Year</i>	Orange (None)	Orange (None)	Yellow • English Learners
<b>LOW</b>	Red	Orange	Orange

Move WPS ELPI to

65%

This chart shows the criteria for every color.

4

3 High

3 Low

2 High

2 Low

1

WPS

WIG

Move WPS ELPI from  
53.4% to 65%

## ELPI Level last year

sub scores

Grade	ELPAC Scale Score	ELPI Level	Overall	Oral	Written	Listening	Speak
4	1435	1	Level 1 - B	Level 2 -	Level 1 -	Level 2 -	Level
4	1439	1	Level 1 - B	Level 2 -	Level 1 -	Level 2 -	Level
4	1449	2L	Level 2 - S	Level 2 -	Level 1 -	Level 1 -	Level
4	1456	2L	Level 2 - S	Level 2 -	Level 1 -	Level 2 -	Level
4	1496	3L	Level 3 - M	Level 3 -	Level 2 -	Level 2 -	Level
4	1513	3H	Level 3 - M	Level 4 -	Level 2 -	Level 2 -	Level
4	1514	3H	Level 3 - M	Level 4 -	Level 2 -	Level 2 -	Level
4	1514	3H	Level 3 - M	Level 4 -	Level 2 -	Level 2 -	Level
4	1517	3H	Level 3 - M	Level 3 -	Level 3 -	Level 2 -	Level
4	1549	4	Level 4 - V	Level 4 -	Level 3 -	Level 3 -	Level
4	1528	4	Level 4 - V	Level 4 -	Level 3 -	Level 3 -	Level

## Target scores to move up a level

2023 DASHBOARD TECHNICAL GUIDE: ELPI

Table 3: Scale Score Split by Grade Level

Grade	2L SS Range	2H SS Range	3L SS Range	3H SS Range
K	1374-1397 (24 pts)	1398-1421 (24 pts)	1422-1447 (26 pts)	1448-1473 (26 pts)
1	1411-1432 (22 pts)	1433-1454 (22 pts)	1455-1480 (26 pts)	1481-1506 (26 pts)
2	1424-1446 (23 pts)	1447-1470 (24 pts)	1471-1500 (30 pts)	1501-1531 (31 pts)
3	1448-1467 (20 pts)	1468-1487 (20 pts)	1488-1510 (23 pts)	1511-1534 (24 pts)
4	1459-1478 (20 pts)	1479-1498 (20 pts)	1499-1523 (25 pts)	1524-1548 (25 pts)
5	1467-1489 (23 pts)	1490-1513 (24 pts)	1514-1536 (23 pts)	1537-1559 (23 pts)

[ELPI Technical Guide](#)

# Student Scores

You'll be tracking scores for these students on ELA and IM assessments.

parsec - premium>elpac/cast>student list Click the 3 dots to export to google sheets



# Key Next Steps

- ✓ Designated ELD - Staff have been working to deepen their knowledge of student data and new English 3D curriculum
- ✓ Integrated ELD - We are strengthening our integrated ELD strategies through structured student talk routines



# Questions and Feedback



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## Topic 3: Acceleration for All (Tina)

Acceleration for All is up and running at Navigator! Each campus has designated blocks within their school day to allow for targeted interventions for students who are performing below grade level in math and/or reading. Additionally, students at and above grade level will get opportunities to accelerate their learning through extended studies and projects on topics of interest.



# Acceleration for All will support academic growth for all students

Why: 2023-24 SBAC results show strong discrepancies between our 1s, 2s, 3s and 4s. We need a plan that supports ALL students in accelerating their academics in order to meet their full potential so that they can access “high school, college, and beyond.”

What: All schools will have a 30 minute “Acceleration for All” block within the school day. Students at all levels will receive the support needed to accelerate their learning.

How:

- All hands on deck from staff
- Frequent formative assessments, data analysis, and regrouping
- High quality programs for all levels
- Ignite reading tutoring
- Staff training on program implementation
- Coaching and support from leadership teams



# Consistent small group interventions support students in their area of need

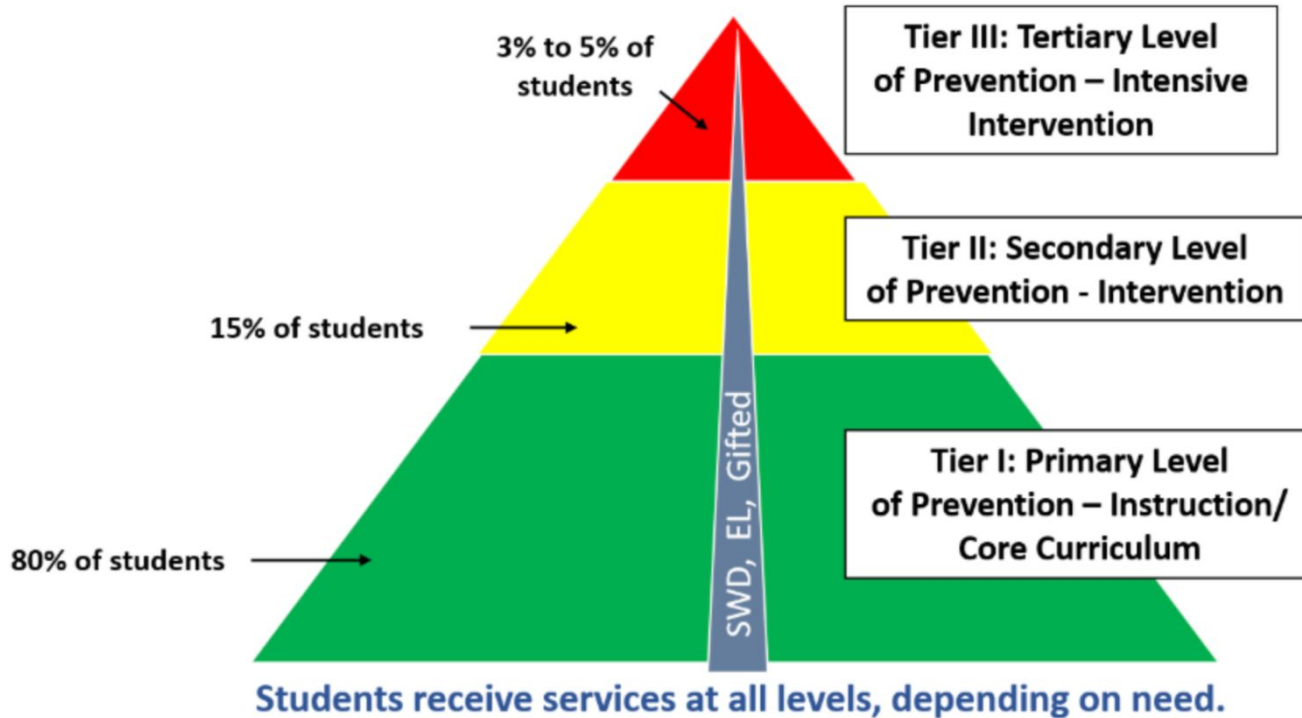
## Prioritizing interventions

- #1 priority is learning to read
- #2 reading to learn
- #3 math grade level proficiency



# The ultimate goal is to move students up the proficiency tiers

## Essential Component: Multi-Level *Prevention* System



# Process for individualized data tracking

Even though Navi has over a 1,000 scholars, we are able to dial in on every scholar's individual needs in the following ways:

- Identify major needs for each scholar using key data points (SBAC, ELPAC, fluency)
- Key site leaders reviewed and prioritized initial interventions based off of data
- Assign VPs to oversee their specific grade bands
- All hands on deck: Altering additional support staff schedules to be available during the Acceleration block (eg school psychologists, vice principals, attendance specialist, Ed specialists, etc.)
- Data is reviewed by core academic team and students are regrouped as they progress



# Questions and Feedback



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# Topic 4: Leadership Pipeline (Andi)

This school year, Navigator is partnering with the [Accelerate Institute](#) to develop a proactive leadership development model that includes tools and processes to support schools in building staff capacity across all levels.

We are piloting the model at our Gilroy Prep site in 2024-25, and plan to apply our learnings at all campuses next school year. This development model will positively impact existing and future schools as we grow as a network.



# The Accelerate leadership model uses the following steps to cultivate new leaders:

## STEP 1

**School and Ideal Leader Profile** The principal will spend time creating the ideal leader profile by articulating their school's unique context, and current strengths and challenges. The outcome of this step is to truly understand the characteristics needed to cultivate future leaders.

Owner: Principal  
Support: Executive

## STEP 2

**Talent Mapping** Once the principal has identified the characteristics of ideal leaders for their school, they take time to map out the current talent. This includes looking at current and future positions for their staff members.

Owner: Principal  
Support: Executive

## STEP 3

**Leadership Development Plan** Principals work collaboratively with the rising leaders to create individual leadership development plans. These plans help identify development areas and opportunity projects to help grow talent within their schools.

Owner: Principal  
Support: Executive

## ON-GOING

**Principal Handbook** To reduce leader burnout, it is imperative that school leaders and leadership teams take stock of the important protocols and systems needed to ensure the school runs effectively. To do this, the principal and leadership team collaboratively organize and compile all pertinent information about the school including culture, operations, and curriculum.

Owner: Rising Leader  
Support: Principal

# Each leader has a specific development plan based on the Transformational Leadership Building Blocks

## TRANSFORMATIONAL LEADERSHIP BUILDING BLOCKS



# Next Steps

- Weekly leadership assignments for GPS site leaders with ongoing feedback given to the Director of Schools (DoS)
- DoS shares learnings and best practices with the other site principals coaching
- Executive team (ICAO, DoS, and DPS) meets monthly with the Accelerate team to focus on network-wide leadership development, which can include leadership pipeline as it relates to growing new schools and increasing quality and capacity at our current school sites.



# Questions and Feedback



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# Thank You!



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