



Date: May 8, 2018

To: Navigator Schools Board of Directors

From: James Dent

Re: Navigator Schools/R.O. Hardin Partnership

Background

In July 2016 Navigator Schools and the Hollister School District Board of Trustees entered into a Memorandum of Understanding for support of R.O. Hardin Elementary School instructional staff. This support included training by Navigator staff for R.O. Hardin teachers, instructional assistants and academic coaches, and for ongoing support for mentoring the school's academic coaches. Specifically, the MOU stipulated:

1. Ten days of training for HSD teachers and coaches beginning on August 1, 2016
2. Five days of training for HSD instructional assistants beginning on or about August 1, 2016
3. One day of training will be provided for academic coaches in the summer of 2016. Additionally, R.O. Hardin staff will be invited to participate in ongoing mentoring twice monthly at the HPS site throughout the 2016-2017 school year
4. Provide monthly walk-through of R.O. Hardin campus with Navigator staff to calibrate implementation

Activities to date:

Summer 2016: R.O. Hardin staff participated in Navigator's intensive annual professional development, Navi 101 & 201, with intentions to fully implement Navigator's instructional model in its classrooms. Teachers, small group instructors, and administrators integrated fully into the Navigator culture with early indications of success. Post-training surveys completed by 62 participants gave Navi 101 a recommendation of 8.5/10.

2016/17 Academic Year – From August-November, James Dent, in his role as CAO, was providing weekly coaching to the R.O. Hardin principal, Elena Hatchett, and the academic coach, Michelle McCowen. This coaching focused on:

- Instructional coaching
- Standards-based quiz data analysis
- Staff and student culture
- Classroom set-up to maximize learning
- Data analysis of blended software

R.O. Hardin implemented weekly coaching and improved in the areas of data driven instruction.

The pilot experienced some unexpected challenges, including:

- R.O. Hardin

- The educational priorities of the new incoming Superintendent for Hollister School District were not in full alignment with Navigator’s approach
 - Loss of VP position at RO Hardin reduced consistency of coaching as well as team cohesion
 - Funding cuts in HSD reduced student access to software
 - The RO Hardin centers model failed to achieve the same level of implementation as the Navigator model. RO Hardin teachers had liberty about how to use their small group instructors. At Navigator, their daily expectations are very clear.
- Navigator
 - Christin Barkas left GPS, James stepped in as Principal
 - James was unable to provide the weekly coaching to RO Hardin. Heather and James did meet with Elena several times but not as consistently after Christin left

Our internal capacity in 2016-17 was insufficient to provide the same level of support to adjust to Christin’s departure. Even so, R.O.Hardin has seen significant gains the past to years on SBAC. There are several contributing factors to R.O. Hardin’s improvement and while it is difficult to prove which had what effect on SBAC performance, the timing of improvement suggests that our presence has had a positive impact.

The second chart shows the percentile rank of R.O. Hardin compared to other California public schools. R.O. Hardin was consistently in the lowest 20% of school. In the past year, the school has risen to the 37th percentile.

2017-18 Activities

- This school year new members of the R.O. Hardin team attended Navi 101 training before school started.
- Lisa Ucello, the current coach at R.O. Hardin, Joe Rivas, Principal of Sunnyslope and Jennifer Wildman, Assistant Superintendent of Educational Services have toured HPS classrooms.
- Navigator also provided a training for coaches at the San Benito County Office of Education for a dozen leaders from the local districts.

R.O. Hardin SBAC Proficient/Exceeds Proficiency Rates 2015-17 (%)

	2015	2016	2017
ELA	16	27	33.6
Math	12	27	30.6

Much was learned from our experience with R.O. Hardin and the Hollister School District. There has been significant progress at the school. Two years later, Navigator is now even more prepared to support external organizations.