Mission-Aligned Organizational Priorities

June 12, 2018

I. Mission

Navigator Schools equips students to become learners and leaders in high school, college, and beyond. We develop top-tier teams of educators who continuously improve and innovate schools that deliver phenomenal outcomes for all students, regardless of their circumstances.

II. Mission Questions

	To what extent are we equipping students to become learners and leaders in high school, college, and beyond?
	To what extent are we developing top-tier teams of educators?
	To what extent are we improving and innovating schools?
	To what extent are we delivering phenomenal outcomes for all students?

III. Organizational Priorities, Strategies, and Leaders

	#	Priority	Strategy	Measures of Success	Leader
	1	Strengthen math program	a. Maximize mathematical modeling b. Build fluency c. Strengthen math intervention	i. Navigator students will achieve 80% proficiency in 2019 on SBAC ii. Math teachers will report a significant increased capacity to instruct math effectively iii. Students requiring intensive after school intervention will decrease by 25% annually iv. Math scores increase by 5% on average as measured by DF3 v. 90% of students in grades 1-8 will meet annual fluency goals vi. Math teachers will report an increased capacity to instruct and measure math fluency on BOY and EOY survey vii. Students requiring intensive after school intervention will decrease by 25% annually (August to August) viii. 75% of students in after school intervention will have improved feelings/impressions of their mathematical abilities based on pre-post survey	Heather
	2	Strengthen Social Emotional Learning (SEL) integration	a. Integrate Toolbox and PATH into instructional lessons for weekly community meetings b. Implement PBIS at GPS and HPS c. Leaders model CASEL competencies during staff activities	i. 100% of elementary teachers implementing Community Meetings using Toolbox/PATH Integrated Lessons weekly ii. Teachers receive monthly community meeting coaching iii. 100% of PBIS Teams Priority List completed by end of year iv. Decrease in office referrals for behavior by 25% by April of 2019 v. Increase in positive student responses on the culture survey	Sharon
	3	Principal development	a. Enhance data cycle to inform data-driven-instruction b. Strengthen weekly coaching	i. By December, seventy-five percent of all teachers achieve mastery level of DDI based on DDI cycle VOE rubric ii. Classes average 75% on standards-based quizzes iii. SBAC achievement is at 90% in ELA and 80% in math in 2018-19	James
	4	Strengthen volunteer engagement	a. Board and Committee development b. Increase parent engagement	i. Board and committee outcomes will be developed in collaboration with NS Board ii. Increase parent participation in school committees and LCAP development processes by 10%	Caitrin Kevin Kirsten
	5	WPS ready to open	a. Organize parents, lobby, and get votes b. Maintain connection to WPS parents and continue outreach efforts c. Continue to fundraise for WPS d. Procure facilities	i. Secure charter approval ii. Fully-enrolled iii. Fully-funded iv. Suitable facilities procured for first two years of operation	Kirsten Kevin Andi

	#	Goal	Strategies	Metrics	Owner
💡	6	Develop and pilot external services to scale impact	a. Develop three-year strategic plan to provide external support b. Pilot support to Wonderful Prep Academy (WPA) c. Create Navi University website	i. Three-year external support plan is completed ii. WPA sees growth in 2018-19 math scores (MAP, SBAC) iii. 80% of WPA staff agree or strongly agree that the WPA coaching is significantly improving their instructional practices on annual staff survey iv. 80% of WPA instructional leadership agree or strongly that Navigator support has significantly increased instructional capacity of WPA staff v. 90% of NS instructional leadership report that Navi University (NU) website is supporting their own development as well as the instructional staff that they support on annual survey vi. 90% of NS instructional staff report that the NU website is supporting their own development	James Kevin Heather
	7	Develop long-term facilities plan for Hollister Prep	a. Create detail project plan with NS Board facilities subcommittee b. Develop and implement architect selection process c. Collaborate with HSD	i. By June 1, 2019, a long-term in-lieu of Prop 39 deal will be agreed upon between Navigator and Hollister School District for HPS to be located in new buildings on the existing HPS footprint ii. Preliminary building plans with cost estimates and a financial plan will be prepared for NS Board consideration by June 1	Kevin
	8	Meet Support Office 2018-19 fundraising goals	a. Hire development consultant b. Identify and cultivate major donors c. Develop and submit grant proposals	i. Development consultant is hired by August 1, 2018 ii. 75% of fundraising goal is reached by February 1, 2019 iii. 100% of fundraising goal is reached by April 1, 2019	Kevin Kirsten
	9	Obtain charter approval or engage in appeals process for School 4	a. Organize and implement community outreach effort in Salinas b. Engage political processes in Salinas and Monterey County Office of Ed. c. Conduct facility research	i. NS Board greenlight Salinas market development in Sept 2018 ii. NS Board greenlight charter submission in Dec 2018 iii. Salinas Prep charter submitted by Jan 2019	Kirsten Kevin
📊	10	Continue implementing strong instructional program for all students	a. Create a culture of excellence b. Promote data-driven instruction c. Provide weekly coaching and feedback for all staff d. Provide Multi-tiered Systems of Support (MTSS) for all students e. Utilize technology to enhance learning	i. Distance-from-3 SBAC results increase by 3 points on average (Math) and 2 points on average (ELA) ii. 96% or better student attendance rate iii. 85% or better teacher retention rate iv. 85% of staff surveys indicate satisfaction v. 85% of parent surveys indicate satisfaction	Crystal Debbie

IV. Potential Dashboard Components Aligned to Mission Questions

To what extent are we equipping students to become learners and leaders in high school, college, and beyond?	To what extent are we developing top-tier teams of educators?	To what extent are we improving and innovating schools?	To what extent are we delivering phenomenal outcomes for all students?
SBAC Scores (by school, grade, and subgroups)	Percent of Students Applied & Accepted at Gilroy Early College Academy	Staff Retention Rates	WPS ready to open: charter approved, fully enrolled, fully funded, fully staffed, and suitable facilities for years 1 and 2.
English Learner Progress	Suspension Rates, Expulsion Rates, Behavior Incidents	Staff Surveys	Charter Petition for School 4 Approved (or in appeal process)
Student Weekly Assessments	Percent of Students Applied & Accepted: Colleges and Universities	Weekly Coaching Sessions Completed	External Services: Pilot Metrics, Plan Development Metrics
Attendance: By Site and NS-wide	Percent of Students Graduated College	Teacher Clear Credentialing Progress	Intent to Enroll / Lottery Participation
Blended Learning Progress	Multi-Tiered Systems of Support: Students by Tier	Principal Development Metrics	Number of Students on Waiting List by Site
Interim Assessments (MAP, STAR)	Social Emotional Learning Integration Metrics		# of days operational cash in reserves
Math Modeling, Fluency, and Intervention Metrics			Expenditures in line with budget
			Revenues in line with budget
			% of fundraising received
			IT Customer Service Metrics
			Operations Metrics