



NOVATO UNIFIED SCHOOL DISTRICT

# BOARD 2015-2016 GOALS & PRIORITIES

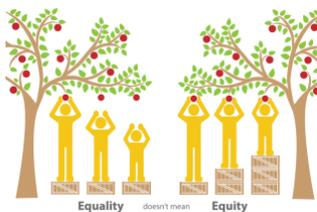
## ★ PRIORITIES ★

### EQUITY

Every single student in the Novato Unified School District will be provided with the necessary opportunity and assistance to grow academically each year and to graduate from high school with the skills and knowledge that are needed to lead a fulfilling life. Some students, because of circumstances beyond their control, need more help and resources than others do in order to achieve success.

Historically, children in poverty and English Learners have not fared as well in our school district as other students, and we are committed to ensuring that they are given the support needed to attain their goals at the same rate as all of our students.

With input from our community, the Local Control Accountability Plan (LCAP) will be closely monitored and revised each year to ensure that the goals and action plans contained therein are helping to close the achievement gap for our targeted students.



### STUDENT SUCCESS

Students will be provided with learning experiences such as Project-based Learning (PBL) that are engaging, hands-on, relevant and meaningful, especially at the secondary level.

The District will clearly identify the most important knowledge and skills that all students must have upon graduation, and identify how these will be assessed. Structures and supports must be in place to ensure that all students are provided with the necessary guidance and resources to be college and career ready, including more opportunities for personalization.

We will expand the number of courses that allow students to receive college credit while in high school, and need to strengthen our partnership with the College of Marin. We will further refine our career and technical education pathways to provide students with more developed skills.

Clear technology standards need to be identified and students need access to technology in every classroom as a learning tool.

In addition, all of our facilities needs will be reviewed at each site to ensure our school structures support our student learning goals.

### STAFF SUPPORT

The success of our students is directly tied to the quality of our staff.

Our District is committed to providing the highest quality support and resources to our certificated and classified staff.

We will recruit, hire and retain the best staff members possible by providing high quality, site-based, on-going professional development to all staff, providing regular feedback and coaching, and recognizing and rewarding our employees for their effort and hard work.

We want all of our employees to be highly satisfied and strongly supported so they can do their very best work on a daily basis so that in turn our students feel highly satisfied and strongly supported in our schools.



### COMMUNITY INVOLVEMENT AND ENGAGEMENT

We will work to improve communication and outreach to the Novato community, both in terms of providing more information about district and school activities to our constituents, as well as to seek out more input and feedback from our constituents.

This entails increasing our efforts to meet regularly with all of our key stakeholders. Student voice in particular has not been as recognized as it should be, and we will seek out student input into decisions made in our district.

The District will make better use of websites, social media, and traditional media to ensure that all constituents are well aware of what is happening in our district and our schools.

We want our community to feel that they are partners, and will work to establish personal relationships with key stakeholders to ensure that trust and transparency are evident in all we do. In addition, strong customer service needs to be a hallmark in our district at every level.



NOVATO UNIFIED SCHOOL DISTRICT

# BOARD

## 2015-2016 GOALS & PRIORITIES

### ★ GOALS ★

#### EQUITY GOALS

1. By June 9, 2016, all English Learners who are advanced CELDT (California English Language Development Test) level 5 will be reclassified. All English Learners who are early advanced CELDT level 4 will be considered for reclassification. The percentage of students moving from level 3 to 4 will increase from 34% to 39% and from level 4 to 5 will increase from 38% to 43%. All other English Learners will increase at least one CELDT level.
2. By June 9, 2016, the number of all seniors who meet the A-G (California University and State University Admissions Criteria) requirements will increase from 50 percent to 55 percent and the number of Latino/Hispanic students who meet the requirements will increase from 25 percent to 35 percent.
3. By June 9, 2016, the graduation rate for all seniors will increase from 92 percent to 94 percent, for English Language Learners will increase from 71 percent to 76 percent and for Socioeconomically Disadvantaged students will increase from 83 percent to 88 percent.

#### STUDENT SUCCESS GOALS

4. By June 9, 2016, NUSD will clearly identify the most important knowledge and skills all graduates must learn, and identify at least two ways that this knowledge and these skills will be measured in twelfth grade. The assessments for measuring the skills will be piloted this spring.
5. By June 9, 2016, the percentage of students meeting or exceeding the standards on the Smarter Balanced (SBAC) assessment in math will increase from 48 percent to 53 percent and the total percentage of students meeting or exceeding the standards in English Language Arts/Literacy on SBAC assessment will increase from 56 percent to 61 percent. Each of our student subgroups in math and ELA/Literacy who meet or exceed will increase by 7 percent.
6. By June 9, 2016, each comprehensive high school will develop action plans to identify and implement career pathways of at least three classes that are linked to promising regional job opportunities and community colleges that will provide students with industry certification or other documentation that demonstrates student mastery of specific skills. The District will partner with the College of Marin (COM) to increase NUSD student concurrent enrollment at both the high school sites and the IVC campus.

#### STAFF SUCCESS GOALS

7. By June 9, 2016, all staff who received support or training from one of the instructional coaches will be surveyed to provide an evaluation of the quality of support provided. A baseline of the percentage of teachers who have been supported by the coaches will be collected and tracked.
8. By June 9, 2016, each administrator will evaluate the effectiveness of his or her professional development through surveys and other methods of staff feedback to ensure we are providing high-quality PD during staff release time, including the early/late start Wednesday.
9. By June 9, 2016, our Human Resources Department will have implemented strategies and structures to ensure we recruit, hire, and retain the best candidates, including increasing our ethnic diversity and bilingual staff, and provide ongoing support and training to our employees.

#### COMMUNITY INVOLVEMENT AND ENGAGEMENT GOALS

10. By June 9, 2016, the District will increase feedback from our community and school groups by actively seeking input from and holding regular meetings with all of our community stakeholders. During the course of the year, we will collect baseline data on who the participants are, how many interactions occur, and the quality of those interactions.
11. By June 9, 2016, schools with community Liaisons will establish connections, provide outreach and support for students and their families at each of our schools, and keep track of the number of families assisted. Schools that do not have community liaisons will have one by November 1, 2016.
12. By June 9, 2016, the District will complete a comprehensive Facilities Master Planning process that will provide for community input at all sites to assist us with analyzing needs and prioritizing projects for each school.

