



NOVATO UNIFIED SCHOOL DISTRICT

1015 SEVENTH ST. • NOVATO, CALIFORNIA 94945 • TEL: (415) 897-4211 • FAX: (415) 897-4221

Board Meeting Highlights August 18, 2015

BOARD PRIORITIES/DISTRICT GOALS

WORKSHOP

The Board met on Tuesday, August 18, to discuss the priorities and goals for the District.

Superintendent Hogeboom reviewed the outcomes of the meeting and the process moving forward.

Outcomes of the meeting:

Priorities and Goals

- To agree upon the most important priorities for the 2015-16 school year
- To review the Strategic Plan goals and the LCAP goals: Is anything missing?
- Do we want to write our goals as SMART goals?



Mission, Vision, Values and Student Graduation Skills

- Do we want to revise our Mission and Vision
- Do we want to identify the Values and Skills we want our students to have upon graduation?
- If so, what process do we want to use to develop these? Can we develop a timeline?

The Board reviewed:

- Strategic Plan Goals 2014-2017
- LCAP Goals and Action Items 2015-2016
- NUSD Mission, Vision and District Motto
- Human Relations and Respect Mission Statement

(all documents can be found at the end of the Board Highlights)

Achievement for All – Our Call to Action

BOARD OF TRUSTEES: Maria Aguila, Debbie Butler, Cindi Clinton, Thomas Cooper, Derek Knell, Ross Millerick, Shelly Scott
www.NUSD.org

After much discussion, the Board identified the following priority areas:

- Support all staff members: attracting and retaining
- Strengthen academic programs at high schools
- Overall community engagement and involvement
- Closing achievement gap and issues of equity
- Technology: curriculum and infrastructure
- Community involvement in facilities master plan

In order to focus, measure and attain the objectives, Superintendent Hogeboom suggested three (3) goals:

- High schools, including co-enrollment, strengthening academic programs
- Equity/closing achievement gap
- Community engagement and involvement

Attracting and retaining staff members will continue to be a goal and priority at NUSD and addressing facility needs will remain an overarching objective for the district.

Superintendent Hogeboom next addressed the mission, vision, and values of the district. He suggested a Vision Steering Committee of key stakeholders to address this and suggested the following process and timeline:

Suggested Process

1. Establish a Vision Steering Committee of key stakeholders (20?)
2. Get input from all school sites (during a Wednesday PD day)
3. Get input from School Site Councils (October 22?)
4. Get input from North Marin PTA
5. Get input from NFT/CSEA
6. Other groups to get input?
7. Community Meetings and Town Halls??
8. Vision Steering Committee revised draft and prepares final recommendation
9. Board Adopts new Mission, Vision, Values and Graduation Skills

Suggested Timeline

Tuesday, October 13	Vision Steering Committee meets to develop draft Mission, Vision, Values, Graduation Skills
October 14-Nov. 30	Receive input from all stakeholder groups
Tuesday, December 3	Vision Steering Committee meets to finalize draft recommendations
Tuesday, December 8	Board of Trustees meets to approve final version

Superintendent Hogeboom will present an update to the Board at the September 1 Board Meeting.

NOVATO UNIFIED SCHOOL DISTRICT

STRATEGIC PLAN 2014-2017

Goals and identified needs

Goal	Initiative or Identified Need
1. Provide a safe, equitable and rigorous learning experience for all students.	<ul style="list-style-type: none">A. To challenge and support each student by providing a rigorous curriculum and innovative instruction aligned to the common core.B. To enhance the integration of technology to support teaching and optimize learning.C. To improve student performance including all subgroups on academic indicators.D. To advance the early commitment to early learning education to close the achievement gap.E. To expand college and career readiness programs to close the opportunity gap and increase access to higher education.F. To ensure school cultures promote safety, integrity, respect, inclusiveness, collaboration and student resiliency.
2. Create a learning focused organization to support academic outcomes and meet student's needs.	<ul style="list-style-type: none">A. To elevate professional practices system-wide to provide high-quality, innovative instruction aligned to the CCSS in safe, productive learning environments.B. To foster a professional learning environment for staff by strengthening human resources structures and systems.
3. Engage our families and community to support student success.	<ul style="list-style-type: none">A. To increase parent awareness of opportunities in the district that prepares students for college and career.B. To enlist parents and community members to serve in leadership

	<p>positions and participate in learning activities in the district.</p> <p>C. To provide information-rich communication systems with our families and the broader Novato community.</p> <p>D. To mobilize the community to be informed and take action to ensure the safety, health, and well-being of students at school and in the community.</p>
<p>4. Adopt a sustainable annual budget aligned with district goals in a manner that ensures an equitable distribution of resources that prioritizes the needs of students.</p>	<p>A. To implement the LCFF and LCAP to assure a balanced budget with highest and best use assets.</p>

Novato Unified School District 2015-2016 Goals and Action Items

LCAP

Goal	Action Items
<p>Goal 1: Effectively Implement the new California State Standards</p>	Instructional coaches to provide imbedded professional development in the implementation of CCSS
	Purchase of Common Core State Standards materials
	Increase the participation level of sub-groups in specialized programs such as STEM, AVID, GATE, MSA, AP courses
	Community Liaisons
	Career Counselors at Middle School
	Maintain level of instructional leaders to guide instruction
<p>Goal 2: Provide instruction that ensures that all students have the opportunity to make one year's growth in one year's time</p>	Class sizes will be monitored
	Grades 4/5 will be moved to an average of 27 (Increase of 4 FTE certificated)
	Increase student achievement through increased attendance (Aeries) and Monitor attendance/absenteeism (SART/SARB)
	Community Liaisons
	Continued vendor relationship with North Bay Security to provide data, home visits, and intervention
	Provide additional sections at secondary level for additional English Learner classes, additional ELD support classes at the high schools, and a 1.0 ELD teacher for the Hill Education Center
	Provide Special Education services to students with Individualized Education Plans (IEP's)
<p>Goal 3: Increase professional development to elevate student achievement and engagement, cultural competency and proficiency</p>	Provide ongoing professional development
	Instructional coaches to provide staff development in the use of technology in the classroom
	Access to Comcast reduced internet service for academic support at home
	Ongoing professional development in GLAD, SIOP, the National Equity Project, and diversity
<p>Goal 4: Assess students regularly to evaluate levels of proficiency and determine individual learning needs for targeted intervention</p>	Improve pupil achievement scores on learning assessment among all subgroups including high need students groups.
	Teachers will implement the CCSS curriculum and assess student progress regularly based on CCSS and state assessments
	Partnership with Bay Area Writing Project & Silicon Valley Math Initiative
	Continue to update and monitor individual student information for testing and compliance reporting
	Teacher release time for collaboration focused common assessments
	Maintain early intervention practices for English Learners and Special Education students
	Purchase Aeries Analytics
	Expand the implementation of MAP at elementary and middle schools
	Provide Site Tech Mentors to assist with technology integration in the classroom
	Provide IT support for technology integration, data collection and analysis, and the maintenance of computer hardware and software

Novato Unified School District 2015-2016 Goals and Action Items

Goal	Action Items
Goal 5: Identify, attract, retain, and build the capacity of teachers, leaders and classified staff to provide an innovative educational experience for all students	Review quarterly and continue monitor the Credential Monitoring Report (MCOE)
	Continue to compare salaries and benefits to comparative and regional districts in order to maintain a competitive salary and benefit schedule
	Seek and hire more Bilingual employees through attendance at hiring fairs at strategic location
	Provide conversational Spanish classes for employees
Goal 6: Increase the frequency of maintenance and update facilities to provide a clean, safe learning environment	Increase the maintenance of bathrooms
	Maintain clean and safe facilities
	Analyze data to determine training and staffing needs
	Open facilities to families who need additional instruction or the use of technology (computers, etc.)
Goal 7: Provide access to a broad course of study and strengthen the college and career readiness program for all students	Analyze data to determine if current level of service is adequate to meet the needs of all students
	Provide outreach and training parents regarding the use of Naviance to monitor and support student post secondary plans
	Expand and enhance CTE programs at the secondary level
	Community Liaisons
	Implement Camp University, EL Newcomer Academy, and Algebra Academy
	AVID Program at secondary level
	Early Intervention Program
Goal 8: Increase parent participation by engaging them in their child's learning activities and providing parent education opportunities to support student learning	Identify preferred methods of communication for all families
	Conduct parent surveys regarding communication, pupil engagement and safety
	Community Liaisons
	Bilingual Tutors
	Provide outreach and training parents regarding the use of Naviance to monitor and support student post secondary plans
Goal 9: Strengthen community partnerships to provide additional services to students and families	Continue and expand partnerships with community agencies to ensure youth and families are connected to safety net services
	Community Liaisons
	Social-Emotional Counseling Services
	Partnerships with YMCA and Boys and Girls Club of San Francisco
	Increase services to students in need to provide essentials such as food, afterschool opportunities and other meaningful family services
	Continue San Francisco and Marin Food Bank Program
Goal 10: Meet the needs of our underserved population with additional staff, resources and engagement.	Increase family involvement through parent outreach and support to increase student's learning
	Community Liaisons
	Increased number of sections at secondary level to provide specialized instruction
	EL Coordinator
	Bilingual Tutors
	Consultants (Kevin Clark) to inform EL program
	National Equity Project

NUSD Mission

Novato Unified School District is an innovative and effective educational system that provides diverse academic experiences to meet individual student needs, and challenges students to realize their educational potential.

Vision

Novato Unified School District is committed to providing an educational experience that will:

- *Ensure students possess academic and technical knowledge to enter successful careers and post-secondary experiences*
- *Prepare all students to be successful, responsible, and productive citizens and leaders in a diverse and global society*
- *Encourage students to embrace a variety of learning opportunities throughout their lifetime*
- *Provide students with tools to unlock their full potential*

District Motto

Achievement for All – Our Call to Action

HUMAN RELATIONS AND RESPECT MISSION STATEMENT

In order to create and sustain a safe, just and respectful learning environment in the Novato Unified School District, all individuals including students, staff, parents and community members:

- shall be treated with dignity, respect and fairness
- shall encourage, develop and nurture collaborative relationships that provide ongoing community support to all students, families and staff
- shall promote positive human relations, value differences and recognize similarities by modeling acceptance and inclusion of all individuals within the school community
- shall create opportunities for all individuals to develop empathy for those whose life experiences are different than their own
- shall advocate for ongoing education, outreach and community action opportunities for all
- shall promote the safety and security of all members of the community by responding swiftly should demeaning or threatening comments or behavior occur
- shall join together to ensure human dignity for all, by creating alliances and developing voice to alleviate injustices in the community