



NOVATO UNIFIED SCHOOL DISTRICT

# BOARD DRAFT 2016-2017 GOALS & PRIORITIES

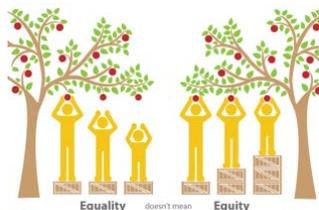
## ★ PRIORITIES ★

### 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

**The District has identified the 6 skills that comprise our Graduate Profile, which are essential for students to learn if they are to be competitive in today's ever-changing world. These skills include collaboration, critical thinking, character, communication, cultural competence, and conscientious learner.**

**Structures and supports must be in place to ensure that all students learn the 6 C's, including authentic assessments and effective teaching strategies. Students will be provided with learning experiences such as Project-based Learning (PBL) that are engaging, hands-on, relevant and meaningful.**

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.

### 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 motivated 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 we are partners, and will work to establish personal relationships with key stakeholders to ensure that trust and transparency are evident in all we do.

Board Approved:



NOVATO UNIFIED SCHOOL DISTRICT

# BOARD

## DRAFT 2016-2017 GOALS & PRIORITIES

# ★ GOALS ★

### EQUITY GOALS

1. By June 9, 2017, the percentage of all seniors who meet the A-G (University of California and State University Admissions Criteria) requirements will increase from 46 percent to 56 percent; the percentage of Latino/Hispanic students who meet the requirements will increase from 22 percent to 32 percent and the percentage of socioeconomically disadvantaged students will increase from 20.6 percent to 30.6 percent.
2. By June 9, 2017, the percentage of students meeting or exceeding the standards on the Smarter Balanced (SBAC) assessment in math will increase from 51 percent to 56 percent and the total percentage of students meeting or exceeding the standards in English Language Arts/Literacy on SBAC assessment will increase from 60 percent to 65 percent. Each of our student subgroups in math and ELA/Literacy who meet or exceed will increase by 5 percent.
3. By June 9, 2017, the average RIT percentile rank will increase for English Learners on the Winter Reading and Language Usage MAP test by 5 percent.

### STUDENT SUCCESS GOALS

4. By June 9, 2017, NUSD will provide students the opportunity in pilot classrooms to demonstrate their competency in the 6 Graduate Profile skills, with a particular focus on Collaboration. Students will use draft rubrics to assess their own collaboration skills as well as teacher feedback to demonstrate their proficiency in collaboration, and students in pilot classrooms will demonstrate their proficiency through a performance assessment in all 6 areas of the Graduate Profile at the end of grades 5, 8 and 12.
5. By June 9, 2017, the percentage of 3rd & 8th grade students scoring at or above the proficient level on the MAP winter Reading and Language Usage Tests will increase by 5 percent.
6. By June 9, 2017, the percentage of students earning a C- or better in math will increase in ninth grade from 77 percent to 82 percent, in tenth grade from 63 percent to 68 percent, in eleventh grade from 56 percent to 61 percent, and in twelfth grade from 71 percent to 76 percent. The percentage of students receiving a grade of D or F in Algebra I will decrease from 31.7 percent to 20 percent, Geometry will decrease from 36 percent to 25 percent and Algebra II courses will decrease from 33 percent to 25 percent.

### STAFF SUCCESS GOALS

7. By June 9, 2017, all teachers will implement at least one PBL-related project in their classroom with the support of administrators and instructional coaches, and will use the draft collaboration rubrics to assess collaboration as part of the project assessment for each student.
8. By June 9, 2017, each administrator will develop a professional development plan for the year and evaluate the effectiveness of the professional development through surveys and other methods of staff feedback at a 75% positive approval rating level to ensure high-quality PD is being provided during staff release time, including the early release Wednesdays and minimum days.
9. By August 19, 2017, Human Resources Department will increase the retention rate for the district from 90% (387) to 95% (400); increase the number of certificated staff from diverse (non-white) backgrounds from 11.2% (50) to 15% (67), and ensure that all hard to fill positions (math, science, foreign language and special education) are fully staffed at each school by opening day.

### COMMUNITY INVOLVEMENT AND ENGAGEMENT GOALS

10. By June 9, 2017, the District and each secondary school will promote student voice by meeting monthly with Student Advisory Committees to generate ideas, suggestions and input from students. Each secondary school will also track the number of students participating in extracurricular activities and encourage all students to participate in at least one extracurricular activity during the year.
11. By June 9, 2017, Community Liaisons will establish connections, provide outreach and support for students and their families, particularly our Spanish speaking parents at each of our schools, and increase the number of families assisted by 10%. The number of parents participating in school based parent engagement programs (ie. PIQE) will increase by 10%. The district will improve communication to and from our parents.
12. In the event the Novato Community approves the District's Bond measure, by April 1, 2017, a Bond Project Priority List with estimated timelines and costs will be developed in conjunction with community input and approved by the Board of Trustees, with the first phase of implementation beginning in the summer of 2017.



**Board Approved:**