

# NUSD End of the Year Goals Summary

*June 14, 2016*

## **EXECUTIVE SUMMARY**

Last summer we (the Board Governance Team) identified four key priority areas for NUSD: Equity, Student Success, Staff Success and Community Involvement and Engagement. We also set three specific SMART (Specific, Measurable, Achievable, Realistic and Time-bound) goals for each priority. District staff have assessed each goal and the corresponding action plans, both in January for a mid-year report, and now at the end of the year. While we are still awaiting some of the data, it is clear that we have achieved the vast majority of our goals for 2015-16, and I am incredibly proud of all that has been accomplished this year. Out of our 12 goals, 6 were achieved, 4 were partially achieved, and 2 were not achieved. Attached to this summary is the full 20 page report of our goals, strategies, progress to date, and next steps for 2016-17 (most recent updates are in red.) We have made very strong progress towards our goals this year, and I appreciate the hard work of all that has moved us forward.

## **EQUITY**

Successes: Our main success here was with our increase in our graduation rate for all students, as well as for EL students and Socioeconomically Disadvantaged students. Counselors deserve credit for much of this, as well as interventions. We are making progress with our EL students and learning English; I am confident that as we improve and expand our Kevin Clark program to middle school they will be even more successful. Camp University is greatly expanding this summer, and our additional preschools this year should also help more of our students to grow and learn. The National Equity Project has also been a fantastic partner to help us set and achieve our equity goals.

Concerns: Our key goal of increasing the number of seniors meeting the UC/CSU college entrance requirements was not achieved, and actually went down. We are putting a lot of attention on this goal, and will work with Marin Promise and our data (Schoolzilla) to figure out what we need to do to improve in this area.

## **STUDENT SUCCESS**

Successes: The Graduate Profile with the 6 C's was developed through a very inclusive and collaborative process, and I think we have a lot of buy-in to this. The Graduate Profile will lay the foundation for the focus of much of our work for the next few years, and I am excited that the District Leadership Team (DLT) is now taking the lead to plan our professional development around Project-Based Learning, Performance Assessments (including rubrics) and Equity. We are well on our way towards implementing the Get Focused Stay Focused freshmen career exploration class for the fall of 2018, and we have worked very closely with COM to expand dual enrollment courses and credits.

Concerns: Career pathways are developing more slowly than I would like. Academies at San Marin need work to expand, and more need to be offered. At Novato High, ideas are there but more planning needs to be done, and I am excited about the possibility of a Marin School of Design.

### **STAFF SUCCESS**

Successes: The hiring of Kris Cosca as our Assistant Superintendent of Human Resources has had wildly productive results in HR. We have streamlined procedures, processes in place to make things happen, and people now trust and respect HR because of the relationships that Kris has built. Negotiations was also a huge success. HR efficiency will improve even more now that we have hired the new staff for the administrative assistant position and HR coordinator. Instructional coaches continue to be successful, but we can also do a better job of supporting them.

Concerns: Ensuring that our professional development is effective and that it has a positive impact on student achievement continues to be a concern, both for our weekly Wednesday meetings, staff meetings and district PD days.

### **COMMUNITY INVOLVEMENT AND ENGAGEMENT**

Successes: It is clear we have dramatically expanded the involvement, input and feedback from all of our stakeholders. Our outreach to our Latino parents through our community liaisons continues to improve, and we have continually sought out input from students, DELAC, parents, administrators and staff. Newsletters, new websites, videos, board highlights, and presentations have all improved our communication. In addition, the Athletics Task Force sought input that was sorely needed, and we will continue this next year. Solar panels and our Facilities Master Planning process both engendered strong input and feedback and will put NUSD in a great place should the bond pass in November. Karen deserves much praise for all that she has done on these two initiatives in particular.

Concerns: While we have made much improvement, outreach and communication with our Spanish speaking parents needs to improve.