**SARC for Novato High School 2020-2021**

*School Profile*

Novato High School educated 1,433 students in 2019-2020.  354 seniors in total were enrolled for the school year in Aeries 2019-20, verified by our counseling technician. Novato High School served 39.7% socio-economically disadvantaged students in school year 2019-20 per the California Dashboard and 8.8% English Language Learners. The graduation rate was 93.2% for 2019-2020.  Approximately 61% of our students graduated having fulfilled the A-G requirements for UC admission per Data Matters.  The teaching staff was fully credentialed and CLAD certified.  BTSA was available for all new teachers at NHS, and new teachers met monthly for lunch with an administrator to cover a variety of topics such as grading, culture, and working with parents in our New Teacher monthly 2019-20 meetings.

Students at Novato High, in addition to the many college prep and AP classes, have a diverse offering of programs to choose from.  The Marin School of the Arts, with visual, writing and performance domains, brings professional working artists to teach master classes and work with individuals.   Student artists take two periods of their chosen domain each day and regularly perform at regional and state competitions.   The Air Force Junior ROTC focuses on service, community, and leadership and attracts students from all over Marin County.  This program provides tutoring, social events, and mentorships.  Newcomers and ELD students are supported by a bilingual (Spanish) community liaison, a bilingual (Spanish) newcomer liaison, a robust ELD curriculum and a weekly bilingual (Spanish) therapist.

Academic work included school visits, PBL curriculum development training, PBE (proficiency based education) and implementing assessments, rubrics and new grading practices.  One teacher used a CTE-funded release period to work with the College of Marin (COM) to develop a pathway for students interested in medical careers; beginning with 9th grade year, students will take both NHS and COM classes, earning college credit and Certificates of Achievement issued by COM.  NHS is home to the District’s Counseling Enriched Class (CEC) program and these students participate in NHS activities.

Medical Careers Pathway was launched in 2017-18 with an initial cohort of 27 students.  For the last 3-4 years it has served between 100-130 students.  Application period is open from November 15, 2020 to February 1, 2021 with final acceptances due March 1, 2021.  MCP has 4 grade levels of between 26-34 students per grade level.

Novato High students participated in a variety of co-curricular and extracurricular activities.  Students compete in twenty-five CIF sanctioned sports and added 3 teams in eSports in spring of 2020 and 3 teams in fall 2020. The varsity team was seeded 8th in CIF. We compete across Marin county and beyond in Rocket league and League of Legends.

Student clubs, created and led by students, focus on recreational, service and cultural interests.  The Associated Student Body (ASB) is composed of elected student leaders representing all four grades and they have a daily class period to plan events.   This body organized student dances, the club fair and several school wide rallies throughout the school year.   Classes compete for spirit points all year as a way to promote class unity as well as overall school spirit. Incoming 9th graders are welcomed to NHS through the student-led Link Crew program that hosts an orientation before the start of school.  Student Link Crew leaders mentor 9th graders all year and offer academic check-ins and text message encouragement and reminders.  A new club the Dreamers’ Club, is for newcomers and undocumented students, whose purpose is to build community, offer a safe place to get information, plan and ask questions.

*COVID*In March 2020, Governor Newsom issued an executive order which mandated shelter in place across the state.  School campuses were closed and NUSD transitioned to a distance learning program for the remainder of the school year.

In June 2020, NUSD convened a Reentry Task Force and developed a plan to bring students back to school for the 2020-2021 school year.  The Board of Trustees approved the final revision on July 28, 2020.  That plan can be found at www.nusd.org/covid.

Unfortunately, the models that were developed to return were undone by changing guidance on the part of either the Centers for Disease Control, California Department of Public Health, or Marin County Public Health. This constantly evolving guidance has been necessary due to the changing understanding of COVID-19.

In response to the pandemic and the uncertainty of when student would return to school campuses, NUSD families were given the option to send their child to school under a Flexible In-Person model or remain in a distance learning program called the Virtual Learning Academy.  The Flexible In-Person model would return students to the classroom when it was safe to do so.

On October 6, 2020, Superintendent Cosca presented the Board of Trustees with a Recommendation to Return to Flexible In-Person Learning.  The Board approved the recommendation and it can be found at www.nusd.org/covid.   Under this phased plan, students in Transitional Kindergarten and Kindergarten, as well as Special Day Classes, Early Intervention and Social Cognition Classes, returned on October 26.  On November 9, first and second graders returned to be followed on November 30 with students in grades 3-6.  Seventh and eighth graders would return on January 4, 2021.  Ninth and tenth graders would return on January 5, 2021, and eleventh and twelfth graders would return on January 11, 2021.

*Parent Involvement*

Novato High School believes that parental involvement in students’ academic and social progress is as important in high school as in elementary and middle school.  We encourage and welcome parent suggestions and recommendations for ongoing school improvement.  We invite parent participation and support to sustain and augment all of our programs.  Hundreds of parents and community members support Novato High School in many different and valuable ways.  Volunteers participate with ASB Leadership, School Site Council, Student Advisory Council, Parent-Teacher-Student Association, MSA Boosters, Music Boosters, Dance Boosters, Sports Boosters, ELAC, and Academic Boosters.  Parents serve as volunteers on field trips, at music and athletic events; they raise funds for programs; sponsor Safe Grad night; beautify the school and much more.

*AP Classes*

Novato High encourages students to continue their education beyond high school. Novato High offers Advanced Placement (AP) courses for those students seeking to qualify for college credit. Juniors and seniors achieving a score of three, four, or five on any final AP exam qualify for college credit at most of the nation’s colleges.  The Number of AP classes offered at the school has increased steadily over the last three years; with 7 AP US History courses full to capacity during the school year 2019-20 due to demand from eleventh grade class of students.

                                               # of Courses (1433 students for school year 2019-20)  
Fine and Performing Arts               3   
English                                           6   
Foreign Language                          2   
Mathematics                                  5   
Science                                          5   
Social Science                              19   
Totals                                            40

Percent of Students in AP Courses 37.8% (was 37.6% the year prior in 2019).

*Counseling & Support Staff*

Novato High strives to assist students in their social and personal development as well as academics. The school gives special attention to students who experience achievement problems, difficulty coping with personal and family problems, trouble with decision making, or handling peer pressure. The table lists the support service personnel available at Novato High.  Note: One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Individual and group counseling is available to all students from the four full time counselors, and one part-time counselor plus one on site school psychologist. Counselors make annual presentations to each grade level to inform students about the different courses available to them, graduation and college requirements. After the full class presentations, the counselors also meet individually with the students to develop their schedule based on their needs. The counselors conduct junior and senior meetings in January – February 2021 with students and their families for half-hour appointments to review individual goals, monitor academic progress and prepare for education and training beyond high school.  Sophomores are also included in this process and the middle schools where incoming 8th graders are visited March 9-18, 2021 by their future NHS counselor; organized by Assistant Principal Greg Fister.

Counselors, administrators and the school psychologist meet every other week for SRT (student referral/review team); detailed notes and follow-up reminders are collected in a common binder and noted in Aeries under the tab interventions.

Additional student support is provided to at risk students with behavior issues through the Turn/Squires and Insight Out program.  This 10 session Saturday morning program partners reformed prisoners from San Quentin with professional counselors to help students become more successful academically and in terms of managing behavioral issues.   This program takes place also in the East Annex at Novato High monthly for 10-12 students in person, is subject to student need and has served an average of around 14-20 students consistently for the last 3-4 years in a row.  
The College and Career Center helps ensure the success of each student while preparing them for life after high school.  All students have Naviance accounts and can use this on line tool to research careers and post-secondary education, make and review their four year plans, and use the Common Application for the college admission process.   A variety of colleges, vocational school and military make campus presentations for students during school day.

During each semester’s Final Exam week, parent volunteers distribute “Finals Fuel”:  granola bars and snacks to students on their way into exams in December and June; however with a remote fall 2020 semester this was not possible as students were studying remotely from home for the entire first semester of classes.

*Mission*

Mission: At NHS, students become critical thinkers, skilled readers, writers, and speakers, through rigorous and relevant instruction. Students grow personally through vibrant and varied co-curricular and extracurricular programs in athletics, the arts, and via community service. Students leave college and career ready, prepared to excel and contribute in our communities.

Vision: At Novato High School will promote a life-long passion for learning that inspires our students to challenge, create and think in a 21st century global society.  
Novato High School graduates will meet the Graduate Profile indicators or 6C’s:

*A successful communicator who…*• Listens actively  
• Expresses thoughts and ideas clearly  
• Supports claims and ideas with valid evidence  
• Engages an audience appropriately  
• Willingness to engage in difficult conversations

*A critical thinker who…*  
• Uses evidence and reasoning to guide decision making  
• Analyzes digital and print sources to determine validity and biases  
• Synthesizes existing and new knowledge to generate creative solutions and ideas  
• Recognizes multiple ways of solving problems

A *conscientious learner* who…  
• Sets and monitors goals for continuous growth  
• Manages time effectively  
• Embraces challenges with a growth mindset  
• Advocates for self and takes responsibility for learning  
• Practices self-reflection and self-regulation

A *collaborator* who…  
• Contributes to the success of the team  
• Takes ownership for responsibilities within the team  
• Maintains a positive and empathetic attitude

Is *culturally competent* and…  
• Engages in ongoing cultural self-awareness  
• Understands global worldviews  
• Takes action to contribute positively to the local, national, and/or global community  
• Seeks and considers multiple perspectives

Exhibits good *character* …  
• Possesses strong values and takes appropriate action  
• Models integrity and honesty  
• Respects others

*Principal’s Message*

The Novato High community collaborates to provide our students the opportunity to achieve academic success in an environment that promotes wellness, and the skills to access post-secondary options.  This dedicated group of stakeholders sustains a safe and supportive environment for all students.  The teaching staff delivers personalized learning in concert with student interests.   The teachers and counselors attend athletic and student performances which promotes positive rapport with students which connects students to the school community.  The Novato High teachers focus on effective pedagogy, essential standards and student feedback to improve student outcomes.

We continue the implementation of Proficiency Based Education, which supportes the use of formative and summative assessments that are aligned between classes and teachers to inform instructional practice. Our professional development continues to focus on proficiency-based education, campus wellness, MTSS and ELL strategies to support student success.

*Discipline & Climate for Learning*

The school discipline policy is detailed in our Student/Parent Handbook and the newly created Code of Conduct (both visible on the home page of Novato High).  Both documents are emailed out to parents annually in the month of August before each school year begins.  It is available in hard copy and on the school web site.  These documents detail the plagiarism/cheating policy, dress code, dances and in the first weeks of each school year, administrators visit grade level classes to discuss behavior, academic standards and to answer questions. In lieu of suspensions, Novato High School offers restorative practices for students; facilitated by a new restorative practices employee who works 30 hours a week in the East Annex Wellness area and connects with students for circles and support groups, etc.

*School Leadership*

In the summer leading up to the 2019-20 school year, many teachers attended AP conferences, took curriculum courses at local universities, Math seminars, and attended advanced Project Based Learning trainings.  The Assistant Principals realigned their responsibilities to oversee specific departments as well as Athletics, Activities, curriculum and instruction, and Marin School of the Arts program.  A specific administrative organizational system ensures an administrator is involved with athletic events, Marin School of the Arts performances, and parent meetings such as PTSA, ELAC, and School Site Council.

The Department Chair Team (formerly known as the Instructional Leadership Team), works collaboratively with the new District TLT (Teacher Leadership Team) composed of teachers and administrators.  They meet once or twice a month during the school year, to increase the leadership capacity as well as support pedagogical and curricular innovations campus wide. Teachers represent the site at district wide committees.

The monthly department chair meeting is run by a rotating schedule of department chairs who develop the agenda.   This group helps set professional development activities for the school year, collaborates on school wide transformation, and advises the administration on school issues.   Classified staff attend regular meetings with administration to collaborate and establish a shared vision for the school; and have a site rep they can counsel with daily.

The 14 community and parent member Marin School of the Arts Foundation is a community-based fundraising organization that supports the activities, festivals, field trips and master artist teachers needed to successfully implement the program.   This also serves as an informal advisory board for Marin School of the Arts; which educates 500-550 students a year on average for the last 4-5 years.

*At-risk Interventions*

Novato High School provides Office Hours daily for two periods/day in course subjects for students. This includes all classes taken by students, which includes but is not limited to English/Language Arts, Sciences, World Languages, the Arts, Yoga, Dance, Special Education, Counseling Enriched Classes, Mathematics and Social Sciences. Other intervention programs offered at Novato High School include: Counseling, BACR/MFT therapists in the East Annex wing, Tutoring, Saturday Academy, summer school, SST and 504 meetings.

Restorative Practices, which holds a student accountable for his or her actions, focuses on repairing the harm done to the community, and assigns consequences that help the student contribute to reconnect with the community and make better decisions in the future.  The referral to our Restorative practices employee is at the Assistant Principal’s discretion, and the student/respondent and his or her parents must voluntarily choose the restorative justice alternative (including the restorative consequences) to traditional suspension.  Choosing to participate in process is an alternative to an at home suspension consequence for a student.

For the last 4 years, Novato High has provided a Saturday Academy session once a month from 8:30am-12:45pm with credentialed teachers in multiple subject areas, including but not limited to Math, World Languages, Arts, Sciences, Health, English and/or Social Studies. Due to the current covid pandemic, the 20-21 fall school year we have been unable to hold any Saturday Academy sessions due to safety and health protocols. These Saturday Academy sessions are designed for students who have missed school days.  NHS teachers run small group tutorials in their content areas based on curriculum in their respective areas of instruction.  Specific Saturdays were created for the juniors and freshmen for their respective Research Papers (JRP and FRP) and for sophomores for sophomore speeches.

Specially designed intervention programs support the educational needs of students.  EL Beginning and Language Workshop help EL students to gain critical skills to help them develop solid foundational skills.  There is one workshop available per grade at Novato High

*Individualized Instruction*

Novato High teachers utilize personalized learning strategies in all classes. Novato High provides special education services to students who are assessed and designated as eligible for special education. Programs and services designed to meet the student’s needs are identified in the Individualized Education Plan (IEP). The Resource Specialist Program serves students with exceptional needs who are able to function in the regular classroom for the majority of the day. They receive individual, small group, or classroom instruction designed to meet their identified needs.

Designated Instructional Services are provided to students who are eligible for Occupational Therapy, Speech Therapy, or other services.

Special Day Classes are available to students who require special education more than 50% of the school day.    Counseling Enriched Classes are also offered at NHS and students from both high school attend.  This flourishing program supports students in the 3200 wing.

*English Language Learners*

Novato High School offers English Language Learner (ELL) students assistance through the following programs:  EL Classes, EL Support Classes, ELAC, Parental Support, Bilingual Tutoring, Instructional Assistants, and various support classes and new curriculum.

From 2018-20 Novato High School staff has participated in a Summer EL Academy for newcomer students.  Due to the covid pandemic we have not been able to host any parent nights in the fall of 2020. This night program was attended by over 17 new families to Novato High and happened the evening of November 21, 2019 in the Novato High Library, led by our School Liaison and Newcomer Coordinator.  The program included many NHS newcomer students as well as students from the other high schools and middle schools in the district.  The summer intensive provides students with a focused program of applied, grammar-based language teaching. The program is customized to meet the needs of the students, to accelerate student English learning in a variety of ways including pronunciation, verb tense control, sentence structure, and a variety of vocabulary.

*Counseling Support Services*

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| Counselor (Academic, Social/Behavioral or Career Development) | 5 | 4 | [Edit](javascript:__doPostBack('ctl03$GridView1','Select$0')) | [Delete](javascript:__doPostBack('ctl03$GridView1','Delete$0')) |
| Library Media Services Staff (Paraprofessional) | 1 | 1 | [Edit](javascript:__doPostBack('ctl03$GridView1','Select$1')) | [Delete](javascript:__doPostBack('ctl03$GridView1','Delete$1')) |
| Nurse | 1 | As Needed | [Edit](javascript:__doPostBack('ctl03$GridView1','Select$2')) | [Delete](javascript:__doPostBack('ctl03$GridView1','Delete$2')) |
| Psychologist | 1 | 1 | [Edit](javascript:__doPostBack('ctl03$GridView1','Select$3')) | [Delete](javascript:__doPostBack('ctl03$GridView1','Delete$3')) |
| Resource Specialist (non-teaching) | 3 | 3 | [Edit](javascript:__doPostBack('ctl03$GridView1','Select$4')) | [Delete](javascript:__doPostBack('ctl03$GridView1','Delete$4')) |
| Speech/Language/Hearing Specialist | 1 | 1 | [Edit](javascript:__doPostBack('ctl03$GridView1','Select$5')) | [Delete](javascript:__doPostBack('ctl03$GridView1','Delete$5')) |

Sincerely,

Greg Fister

-Assistant Principal

-Novato High School

<https://novatohigh.nusd.org/>