Novato Charter School Systems Coaching and Consultation Project:

Working Smarter on Behalf of All Students
December 12, 2022
Sam Neustadt, Consultant

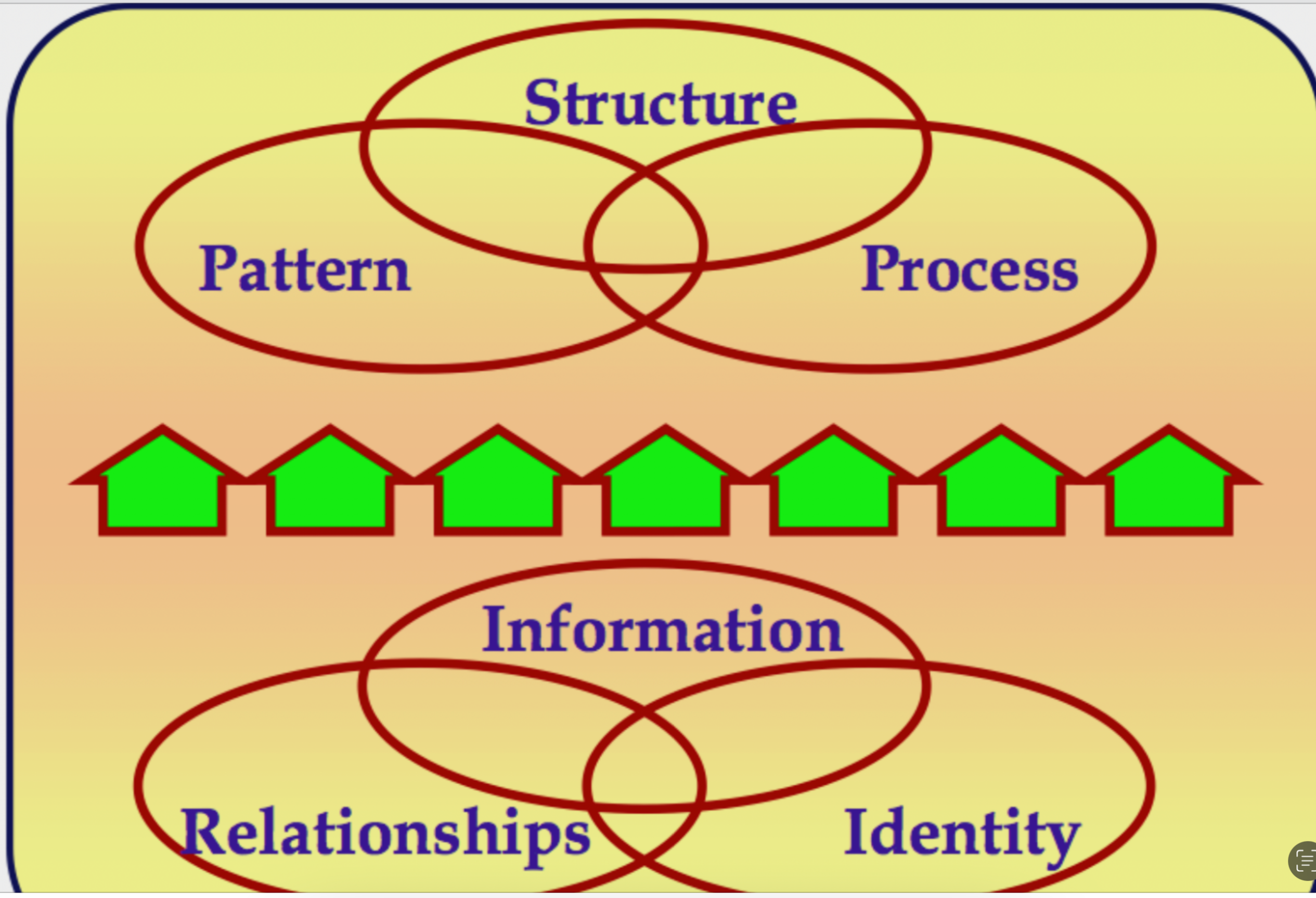
Intentions and Purpose:

- To support Special Education in light of turnover and recent dispute settlements

- Explore the role of Special Education within the context of Waldorf General Education

- Provide support to the “new” leadership team in their respective new roles.

- Identify opportunities for systemic improvement.


Structure
Pattern
Process
Information
Relationships
Identity

Let’s get to work!

- Help NCS Leadership identify what is working and what, specifically, offers opportunities for systemic improvement on behalf of all students.

- Let’s go back to the Wheatley Circles and use them as the lenses to prompt the discussion.

- Examples for each circle identified to date……

- Patterns (of behavior):

    - Turnover in SpEd staff has been continuous. This pattern of behavior is likely a symptom of a deeper issue.

    - Structures:

        - Changes in the organizational structure require support in working out differentiated and collaborative responsibilities. This is a developmental work in progress.

    - Processes:

        - MTSS is well defined, but implementation may be inconsistent. Review and fine tuning fidelity implementation, by name and by need, is needed.

- Information:
    - How, specifically, do we use data to inform instruction and intervention?
        - Test scores, work samples, etc?
        - How do we share this information with parents?

- Relationships:
    - Who, specifically, is the case manager for each student?
    - How does the school communicate accurate, positive information regarding program and student success supports integral to the NCS?

- So these are some of the areas that we have begun to explore and address. Your additions, in the form of questions or hypotheses, are most welcome.