

Navo Middle School
Denton Independent School District
Mario Layne, Principal
Community and Student Engagement Survey
2015-2016

Navo Middle School opened its doors in 2005, becoming the fifth middle school in Denton ISD and the first in the eastern portion of the district. Navo has established itself as a place that cultivates student success. In a short time, the school has accomplished successes academically, athletically, in fine arts areas, and in community outreach. Navo is known for a growing and diverse population that strives to succeed and strive to be inclusive. The school has played a large role in serving as a hub for Denton ISD families in the eastern region of the district. Students at Navo have the opportunity to take a variety of academic courses and take part in numerous activities. Navo has nationally-recognized programs such as National Junior Honor Society, Rachel's Challenge, and Student Council to help students develop leadership skills.

The mission of Navo Middle School, in collaboration and open communication with the learning community, is to empower our students to become self-confident, respectful, and responsible citizens through maintaining high expectations, embracing diversity, and providing a safe, positive learning environment.

Navo's credo is "pride, respect, and excellence", and the motto helps to ensure that students strive to achieve that doctrine every day. In striving to fulfill the mission, vision, values, and goals of Navo Middle School and Denton Independent School District, we operate under believing:

- In all members having the opportunity and responsibility to participate in the successful operation of our school.
- In striving to prepare students to be lifelong learners and responsible citizens in our current and future society.
- In fostering a safe and supportive environment that engenders mutual respect and equal opportunity for all.
- In supporting the learning community by fostering open and direct communication, establishing trust and collaboration, and providing our school family with the avenues to accomplish goals for student success.
- That all students can learn, and we must be sensitive to the diversity of their learning styles and developmental levels.
- In educators who are committed to the concept of a team-based curriculum that is student centered, challenging, relevant, and integrative. The curriculum emphasizes the academic, artistic, social, and physical development of the student.
- In educators who are knowledgeable about young adolescents, their educational needs, and who are committed to the use of varied instructional strategies and delivery systems.
- Each student has a responsibility for actively participating in his/her learning and achievement as well as demonstrating self-management skills.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
Fine Arts	Compliance	Does the campus provide TEKS-based fine arts courses taught by content specialists to meet state and local graduation requirements including the Arts and Humanities Endorsement?	Yes	Exemplary
	Parent	Does the campus provide multiple opportunities for parents and community members to attend public shows & performances?	Yes	
	Parent	Does the campus provide parents with a variety of evidence for evaluating fine arts programs?	Yes	
	Student	Does the campus provide fine arts students numerous opportunities to interact with arts experts such as through private lessons, clinics, master classes, and university/community arts collaborations annually?	Yes	
	Student	Does the campus provide students with opportunities to promote school and community culture/climate?	Yes	

All fine arts courses are taught by certified and experienced specialists. TEKS are followed and represent the foundation our fine arts curriculum.

All performing groups perform publicly multiple times each year. Some of these performances are on the Navo campus, but others are at our district high schools, UNT, TWU, community centers and organizations such as Kiwanis, Lions, churches, etc. Additionally, the Navo Varsity Treble Choir was chosen to perform at Carnegie Hall during the spring of 2015.

Navo fine arts provides open classrooms where parents may come and observe classes. The public postings of our performing groups' contest results (which are also public performances which parents may attend) allow for access to evidence for assessing fine arts programs on this campus.

Private lesson teachers are available and on campus daily, and outside clinicians who are arts experts are invited to campus regularly. Information about local community and local university arts events is shared with students regularly through a variety of venues.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
Wellness and PE	Compliance	Does the campus seek information from parents related to food allergies at the time of new student enrollment?	Yes	Exemplary
	Parent	Does the campus offer opportunities to participate in community health and wellness events?	Yes	
	Parent	Does the campus provide community health and wellness resources and information?	Yes	
	Student	Does the campus provide developmentally appropriate bullying prevention education programming?	Yes	
	Student	Does the campus have procedures in place to assist students and staff during crises?	Yes	

During our registration/verification process and throughout the year, parents are given the opportunity to provide the school with information related to their students' specific food allergies.

Bully prevention/ awareness is addressed by the counseling department continuously throughout the year, but there is a plethora of instructional activities during the "Be The Voice" Bully prevention/awareness month. Students are involved in guidance and activities with the objective of educating students about how to recognize bullying, how to respond, and report. The administration has an information log that students can access to report alleged bullying. This is investigated by the principals and then referrals are made to the appropriate counselor. Staff are also provided information and posters that help them distinguish between peer conflict and bullying.

Navo does have a crisis management plan and a crisis management team to deal with traumatic events that would affect the entire building. The campus also uses the procedures established by the district counseling department in addressing individual student and staff situations where suicidal risks are evaluated. The counselor then provides the individual students or staff with appropriate resource information and crisis intervention cards that have crisis hotline numbers that can be called for assistance if not on campus.

Project Aware classroom guidance to all 6th graders. Required of Student Assistance Counselors to cover Texas House Bills 1942 (bullying prevention) & 121 (dating violence). Lessons reflect much time & preparation, are age-/developmentally-appropriate, are multimedia, highly enjoyable & effective. Lessons include:

- Differences among bullying, peer conflict, teasing, taunting & harassment.
- "Bully-proofing": How not to be a target of bullying & empowerment of the bystander.
- Cyber-Bullying & Internet Etiquette (cyber-safety).
- Respectful relationships.
- Resiliency.

In August of 2014, the student assistance counselor completed an all-staff presentation in which he reviewed data results from last school year's Student Risk Survey (SRS), which included in-depth review of student perception of bullying & other forms of violence on this campus; (B) The student assistance counselor created, laminated & provided to every classroom teacher 3 posters: 1) Anti-Bullying Expectations, 2) What is Bullying? & 3) What is Peer Conflict? Teachers reviewed these with their students throughout the school year; & (C) The student assistance counselor reviewed protocol for both staff & student reporting of alleged incidents of bullying. Additionally, the Student Assistance Counselor

facilitates the annual Student Risk Survey (SRS), which provides a wealth of data regarding student perception of bullying, cyber-bullying & other forms of aggression on this campus. Our counseling department continues this experience through a club called Friends of Rachel. Students participate in activities to bring awareness to bullying throughout the school year.

The Navo counseling department also provides information pertaining to community health and wellness, as needs arise for our students, parents, and community. The sharing of information is carried out in individual, small group, and community-wide presentations/events at the campus and within the community.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
Community and Parent Involvement	Compliance	Does the campus welcome parents and community members in planning initiatives?	Yes	Exemplary
	Parent	Does the campus implement programs to increase parent and community involvement including families without currently enrolled students?	Yes	
	Parent	Does the campus have a comprehensive, proactive communication plan to inform community members and parents regarding campus events?	Yes	
	Student	Does the campus provide opportunities for students and parents to be actively involved together on campus?	Yes	
	Student	Does the campus provide students with opportunities to participate in activities that help the community?	Yes	

No longer. Through membership on the campus leadership team, as well as membership in the parent teacher association, parents' input is welcomed and valued when school administration is considering implementing building-wide initiatives. All parents are urged to become members of our PTA and to become active and engaged participants in their children's education. Additionally, parent surveys are implemented to gain feedback on campus culture, district and campus initiatives such as our newly implemented grading practices, and ideas on the betterment of the Navo Middle School campus culture. For our future students and parents, we hold informational sessions that allow students and parents to have building-specific questions answered and to become familiar with the culture and climate at Navo. Our teachers strive to develop active and engaging lessons that allow our students to engage with and learn from each other. Through opportunities with Navo Student Council and National Junior Honor Society, our students participate in activities that benefit our community and provide them with opportunities to see the value in giving back to their community. We use remind 101 and also school messenger to communicate with stakeholders.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
21st Century Workforce	Elementary Compliance	Does the campus guidance curriculum teach students the interpersonal skills necessary for college/career readiness?	Yes	Exemplary
	Secondary Compliance	Do the campus CTE programs include district and community stakeholders in an advisory capacity?	Yes	
	Parent	Does the campus actively cultivate business, community, and university partnerships to support 21st century workforce development?	Yes	
	Parent	Does the campus have systems in place for including parents in their child's preparation for the 21st century workforce?	Yes	
	Student	Does the campus offer enrichment and/or competitive events for the students to reinforce their 21st century workforce skills?	Yes	
	Student	Does the campus host "college days," "career days" or other events for students to show interest in post-secondary education?	Yes	

Navo's CTE programs provide students with opportunities to strengthen their 21st century workforce skills through active and engaging instruction in technology education, business education, and family consumer sciences. The teachers in each program partner with business and community members and leaders to provide students with exemplars in the workforce. We hold campus-wide college and career fairs, as well as ensuring that students in our CTE courses are provided with opportunities for participation in career surveys. Navo counselors meet with students individually and in small groups to review plans for graduation and post-secondary education and employment through Naviance. Navo's career and technology education classes offer students hands-on learning that leads to increased awareness and success in developing and strengthening 21st Century Workforce skills.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
Second Language Acquisition	Compliance	Does the campus provide yearly LPAC training for all required staff?	Yes	Recognized
	Parent	Does the campus provide opportunities for non-English speaking parents to know about student programs in the school and community?	Yes	
	Parent	Does the campus provide communication in both Spanish and English?	Yes	
	Student	Does the campus have procedures in place to promote students' exit from BIL/ESL within 5 years of identification in elementary and 3 years of identification in secondary?	Yes	
	Student	Does the campus offer opportunities for students to be exposed to multiple languages to promote second language acquisition?	No	

Annually, our entire staff is trained in the LPAC process. Teachers, administrators, and other staff members are instructed in their roles for ensuring the successful implementation of learning plans for our limited English proficient students. Through providing sheltered classes, incorporating the SIOP model, as well as immersing our LEP students into the regular education setting, the campus provides a vehicle for promoting students' exits from ESL within 3 years of the students' identification. Promoting parent involvement is a key component of our ESL procedures. All parent communication is provided in both English and Spanish.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
Digital Learning Environment	Compliance	Does the campus conduct annual training for students regarding digital citizenship and acceptable use of technology?	Yes	Exemplary
	Parent	Does the campus provide technology training and professional development opportunities for all teachers, parents, and community members?	Yes	
	Parent	Does the campus provide a public Wi-Fi signal that parents and guests can use to connect to online resources?	Yes	
	Student	Does the campus utilize specialists in instructional technology to engage teachers and students with technology integration?	Yes	
	Student	Do the campus teachers actively leverage technology to engage students in the learning process?	Yes	

At the beginning of each school year, all students are trained on digital citizenship and Denton ISD's Acceptable Use Policy by the campus instructional technology specialist. As new students enter the school throughout the school year, these students receive individual training as well.

Navo provides training and professional development opportunities for all teachers. This year, teachers have been trained on iPad usage, Google Docs, Teacher Access Center (Gradebook), Verso, All in Learning, and Office 365, as well as other tools. Teachers sign up for classes in Eduphoria. Parents and community members have the opportunities to learn about technology tools via the school website in the parent information section. Instructions and videos are posted to assist parents, but our instructional technology specialist is also available for face-to-face training.

Our campus has open Wi-Fi access under the name of Denton pub. Our students and staff also have access through denton staff and denton student. Our campus has an ITS (Instructional Technology Specialist) who focuses on successful technology integration throughout the campus. Our ITS is also connected to our feeder elementary campuses and provides training and professional development to staff and students. Additionally, the ITS co-teaches with teachers to effectively integrate technology into the classroom.

The campus teachers actively leverage technology to engage students in a BYOD atmosphere. Students are allowed to bring and use their own devices for active engagement in learning. Teachers are effectively using the flipped classroom models. Some have used Educreations, and some use Verso. Teachers are actively using Google docs and Office 365 as a means of learning online. Students have voice and choice in their learning.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
Dropout Prevention Strategies	Compliance	Does the campus have a system of intervention (<i>Response to Intervention</i>) for supporting all students?	Yes	Exemplary
	Parent	Does the campus direct parents to research/information regarding the relationship between poor attendance and drop-out rates?	Yes	
	Parent	Does the campus provide opportunities for parents that reinforce the importance and value of education to students' futures?	Yes	
	Student	Does the campus have a systemic plan for maximizing attendance/minimizing absenteeism?	Yes	
	Student	Does the campus utilize age appropriate opportunities to engage students in college and career readiness activities to increase graduation rates/prevent dropouts?	Yes	

Any needs that arise for a student are addressed by a Response to Intervention model beginning with a teacher conference and proceeding through a number of intervention strategies before a referral for services is deemed necessary.

Navo monitors attendance, and we have procedures to prevent, reduce, and eliminate student absences and to minimize students being referred for truancy. The procedures require communication with students and parents pertaining to state attendance laws and the importance of good attendance as it results in higher graduation rates and overall student success.

Assistant principals take a leadership role in facilitating the procedures for maximizing attendance/minimizing absenteeism. Students who are at risk of having attendance issues have a scheduled meeting with their assistant principal. The assistant principal counsels the student on the importance of good attendance, as well as emphasizing Texas's mandatory attendance law. After meeting with the student, the assistant principal has the same conversation with the parent. We also offer incentives for attendance such as "Tech Time" during lunches for grade levels above 97% and less than 10 tardies.

Parents are invited to a number of meetings with Navo and high school counselors where they are given information about educational opportunities by which their students can pursue career and college goals and interests.

Navo uses the Naviance Family Connection program to help students discover educational and career strengths and interests. We then help our 8th graders create a 4-yr course of high school study by which they can pursue their goals. In Naviance, students identify their learning styles, and complete interest and personality trait inventories that create career clusters that correspond to the students' assessment and survey results. Students can then research careers in clusters and find colleges that offer degrees needed for those careers. Naviance involves the parent through the use of the Family Connection link. The counseling webpage also have a link to addresses the difference in earning potential based on level of education completed.

The counseling department addresses career education during "Be The Voice" Career Education month through student activities and speakers from careers related to the electives taught at Navo. The counseling department also taught character trait lessons in classroom during the school year. The counselors were also added to the Discipline Management Plan as a form of intervention.

Evaluation Category	Question Type	Questions	Answer (Yes or No)	Campus Rating
Education Programs for Gifted and Talented Students	Compliance	Does the campus have a systemic plan to ensure that Gifted and Talented teachers meet the professional learning standard for new teachers (30 hours) and for annual updates (6 hours)?	Yes	Recognized
	Parent	Does the campus provide parents with the opportunity to participate in meaningful experiences related to the education of gifted students?	No	
	Parent	Does the campus provide parents with opportunities to participate in the nomination/consideration of students for gifted and talented services?	Yes	
	Student	Does the campus provide opportunities for gifted and talented students to participate in extracurricular activities that reinforce a variety of academic and creative skills?	Yes	
	Student	Does the campus provide a variety of instructional and support services for gifted and talented students?	Yes	

At Navo Middle School, Gifted/Talented teachers have earned their 30 hour certification/ endorsement that is kept on file with the district G/T coordinator at the Professional Development Center. EXPO specialist maintain the minimum 6 hour updates each year which are also documented by our district coordinator. Denton I.S.D. provides at least 6 hours of training each year. The majority of EXPO specialist attend the Texas Association of Gifted/Talented conference as the budget allows each year.

Parental support is offered through Denton Area Gifted/Talented Association. Informational meetings are also available to parents at both the campus and district level. Parents are also encouraged to participate in field trips and are given the opportunity to speak to the class in their field of expertise. Destination Imagination is another opportunity that allows parents to become involved.

Our EXPO Handbook states that "referrals/nominations may come from faculty/staff, parents, community members or self-referrals." At Navo, this information is posted on our EXPO website, along with being placed on Navo's homepage under headlines/calendar, added to our marquee in front of the school during referral periods, communicated over the loud speaker during afternoon announcements, and placed on the daily scrolling announcements.

Our students are strongly encouraged to participation in both UIL academic events and fine arts competitions, Pre-AP classes, chess club, robotics, and advanced instruction in Algebra 1 and Geometry. Destination Imagination is another opportunity to reinforce teamwork, critical thinking, and become involved in community service.

Navo participates in Duke Tip Talent Search, which is initiated by our school counselors, contacting parents of potential students for this program. This program identifies academically gifted students. Our EXPO curriculum is written for gifted/talented students to offer advanced academic

variety in the core subject. Each grade level uses the TEA approved Texas Performance Standards Projects which includes an assessment system that encourages a high level of student performance in multiple levels. The TPSP is research based and project driven.

For the past two years, Navo gifted and talented students have qualified for and participated in the global finals for Destination Imagination.