The “Third Way”
Considering a **Consortium Partnership Network**
What will it take to turnaround the District’s hardest-to-change, lowest performing schools?

Is there a way to leverage best of:

- charter school **autonomy**, and
- District **expertise**, and
- **local control**

in order to create...a “**third way**” of supporting schools to promote student outcomes?
PROBLEM TO BE ADDRESSED: CHRONICALLY LOW PERFORMING SCHOOLS

- Improvement over past 10 years
- A subset of schools remain that are low-performing
- Fundamentally new approach needed for these schools
THE EMPOWERMENT ZONE APPROACH: EMERGING BEST PRACTICE

“Initial research indicates the zones could prove to be more effective in turning around schools than receivership.”

“A new wave of district-led “innovation zones” holds promise to deliver significant improvements in student outcomes.”

Sources: http://www.philanthropyroundtable.org; https://www.bridgespan.org
5/4/2018
VISION FOR THE NETWORK

Theory of Change: **IF** schools have autonomy, flexibility, adequate resources and community engagement, **THEN** student outcomes & school performance will improve

- School autonomy & flexibility
- Teacher voice and leadership
- Robust community partnerships
- Local control
- Shared vision & accountability for success
- Partnership between SAB, Local 420 & Community Partners
WHY NOW?

• Accreditation Achieved so there is a baseline for more efforts

• Community partnerships are strong (nonprofits, union, corporate sector)

• Growing SLPS leadership pipeline

• Model will be protected from larger governance transitions

• St. Louis environment is open to new models & partnerships

• State & Federal Policies (ESSA) favor this approach
STRATEGY: NEW GOVERNANCE MODEL

- Special Administrative Board (SAB)
- SLPS Superintendent
- Network Superintendents
- SLPS School Principals of non-consortium schools

Consortium Network Superintendent

Consortium Board
5 appointed members including Supt and 1 SAB member

Consortium Leadership (i.e. CEO)

- Principal & Teacher - Leaders Team
- Principal & Teacher - Leaders Team
- Principal & Teacher - Leaders Team

SLPS will provide back-office functions to Consortium Schools, including Human Resources, Legal, Procurement, Food Services, & Facilities.
STRATEGY: SCHOOL LEVEL FLEXIBILITY & ACCOUNTABILITY

- Schools control staff selection and dismissal, budget, pay, curriculum choice
- Teacher Leaders Teams represent voice of teachers
- Teacher contracts enable possibility for extended day learning. School decides on school day structure
- Curricular & Pedagogical Approach Defined by School but aligned to District Standards Framework
- Collaborative planning, including community, to design school-based solutions
- Partnerships with wrap around social service providers to ensure student wellness
WHAT DOES SUCCESS LOOK LIKE?

STUDENT OUTCOMES
(Schools will choose achieving 2 of the 3 Options)

OPTION ONE = MPI Calculation
• Must meet a 5% increase comparing 3 years of data in English Language Arts and Math

OPTION TWO = Proficient and Advanced
• Must meet a 5% annual increase or 10% increase over 2 years comparing 3 years of data in English Language Arts and Math

OPTION THREE = Scale Score Increase of 10 points or higher
• For students where 2 years of data is available must equal 50% of the students comparing 2 years of data to 2 years of data in English Language Arts and Math

SCHOOL WIDE OUTCOMES

Each school will develop a strategic plan with measurable tactics for areas including

• School culture
• Parent Engagement
• Student Wellness
• Enrollment growth
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<td>✓ Will need high-level of community engagement</td>
<td>✓ Incubation of new approaches that can be scaled</td>
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<td>✓ Impatience. Measurable change will take time</td>
<td>✓ Local solution to local issues proven as best approach</td>
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<td>✓ Premature staff turnover</td>
<td>✓ Higher level / more independent school leaders</td>
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<td>✓ Other principals wanting same autonomy</td>
<td>✓ Staff retention and growth</td>
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Sustainability: SLPS will fund the core K – 6th grade operations and facilities of the Consortium Partnership Network, and has the capacity to do so with public funds.