

2018-2019 ACADEMIC and OPERATION FOCUS

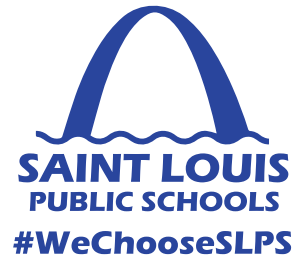
Presentation to the Special Administrative Board

Kelvin R. Adams, Superintendent and Angie Banks, Chief Financial Officer

May 3, 2018



AGENDA



- ❑ Academic Updates
- ❑ Accountability Updates
- ❑ Facilities Updates
- ❑ Financial Updates
- ❑ Food Service Updates
- ❑ Human Resource Updates
- ❑ Technology Updates
- ❑ Transportation Updates
- ❑ Safety and Security Updates
- ❑ Transformation Plan Updates
- ❑ Consortium Partnership Network
- ❑ 2018-2019 Preliminary Budget

ACADEMIC UPDATES



❑ **Standards-Based Curriculum Approach**

- ❑ *The Standards-Based Curriculum in ELA, Math, Science and Social Studies will be aligned to specific target standards that will be assessed three times to determine growth and mastery of specific standards*
- ❑ *The Standards-Based Curriculum Approach will allow teachers to maintain their levels of creativity while holding them accountable for appropriate student learning*

❑ **Adoption and Purchase of 6-8 Science Textbooks**

- ❑ *Support instructional practice and student engagement at every middle school*

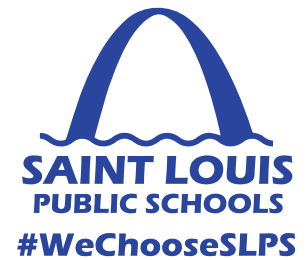
ACADEMIC UPDATES

❑ Cohort-Model of Professional Learning

- ❑ *Teams of teachers will work collaboratively in a PLC-style learning group*
- ❑ *The team will write SMART goals, identify measurables, determine how and from where they will learn, and work collaboratively to improve their learning*
- ❑ *Learners will be involved in determining their learning focus and once placed in their cohort, teams will remain in these cohorts for the remainder of the school year*



ACADEMIC UPDATES



❑ Cultural Diversity Leader PD

- ❑ *Recognizing implicit bias among school leaders and key district office department leaders*
- ❑ *Create an environment of cultural awareness and sensitivity, among school leaders and key district office department leaders*
- ❑ *June 5-8 at Harris Stowe State University; subsequent training days will be aligned to the PD days and follow-up principal meeting dates*

❑ Seal of Bi-Literacy

- ❑ *Recognizes high school graduates who have attained a high level of proficiency in speaking, reading, and writing one or more languages in addition to English*
- ❑ *Celebrate linguistic assets of SLPS students*
- ❑ *Contribute to students' ability to get college credits through the seal, and bilingual employment opportunities*
- ❑ *The first seal will be awarded at the end of 2018-2019*

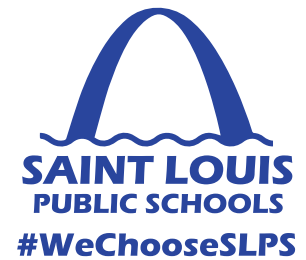
ACCOUNTABILITY



❑ Move from Acuity to Scantron

- ❑ *Current Assessment Platform is no longer supported*
- ❑ *An RFP was prepared and reviewed and we are implementing a new platform for formative and summative assessments*
- ❑ *Training for all schools--AICs, Testing Coordinators, Building Leaders, Curriculum Coordinators, Network Superintendents, Assessment Office*
- ❑ *Create changes in times of year for assessments in reporting and analysis*

FACILITIES UPDATES



❑ **Lighting Upgrade Project**

- ❑ *Remove high pressure light fixtures in gyms and cafeterias/auditoriums and replace with LED*
- ❑ *3 months after installation our electrical bills District-wide decreased*

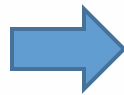
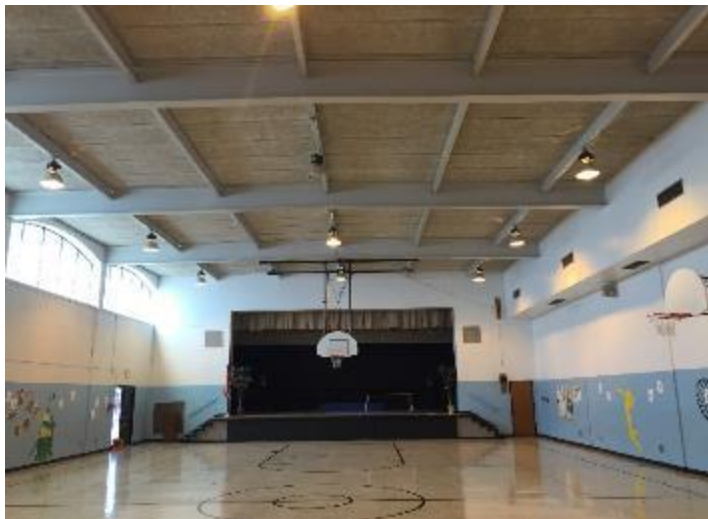
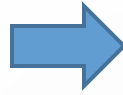
❑ **Capital Improvement Projects - Painting**

- ❑ *Contract for painting in our facilities as we only have two District painters to maintain 78 facilities*
- ❑ *Painting will eliminate peeling paint hazards to students, staff, and visitors and create a welcoming school environment*

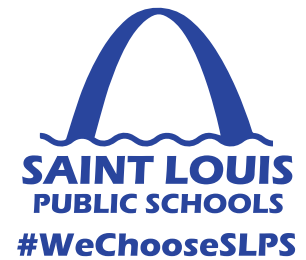
❑ **Capital Improvement Projects - Tuck-pointing**

- ❑ *Tuck-pointing is needed to eliminate water intrusion through exterior walls which is currently impacting the older buildings that continue to leak*
- ❑ *⁷ Building envelope will continue to fail unless tuck-pointing is addressed*

FORD GYM AND CAFETERIA



FACILITIES UPDATES



❑ Capital Improvement Projects – Exterior Door Alarms

- ❑ *Repairing and replacing exterior door alarms that have outdated systems and we no longer can purchase parts*
- ❑ *This will provide better security for our facilities*

❑ Capital Improvement Projects – Heating and AC

- ❑ *Replace older heating and air conditioning (HVAC) systems throughout the District*
- ❑ *We have replaced 1 chiller, 4 boilers, and 4 roof top units*

FACILITIES UPDATES



Capital Improvement Projects – Landscaping

- ❑ *Irrigation systems and landscaping will be installed at ten targeted schools*

Capital Improvement Projects – Gateway High Field

- ❑ *New locker room facilities*
- ❑ *New concession stand including restrooms*
- ❑ *Upgrades to the field lighting*
- ❑ *Existing ticket booths will be upgraded*



FINANCIAL UPDATE

❑ SAP SOFTWARE TO POWERSCHOOL CONVERSION

- ❑ *Every Student Succeeds (ESSA) and DESE compliance mandates*
- ❑ *Financial System*
 - ❑ *Budgeting, Purchasing, Accounts Payable, Accounting - 7/1/2018;
HR/Payroll System - 1/1/2019*
- ❑ *Required training for all schools and departments*
- ❑ *Business process improvements*
- ❑ *Financial savings is \$200k/year*



FOOD and NUTRITION



❑ Breakfast In the Classroom(BIC)

- ❑ *The traditional cafeteria breakfast model is being transferred to a Breakfast in the Classroom model at 46 elementary schools*

❑ Child and Adult Care Feeding Program (CACFP-Supper Program)

- ❑ *This program will afford the students that are in academic and enrichment programs the opportunity to receive additional healthy and nutritious meals after the school day ends*
- ❑ *Expanding the Food and Nutrition Food Service Program for 48 schools and will also increase revenue*

HUMAN RESOURCES

❑ **New Applicant Tracking System**

- ❑ *Currently, use of ATS is inefficient and frustrating for hiring managers*
- ❑ *Efficiency in system component behind selection*

❑ **Automated Performance Based Teacher Evaluation(PBTE)**

- ❑ *Need to collect and use this data with greater fidelity*
- ❑ *We will be able to use this data to better inform hiring, coaching and professional development*



SAFETY and SECURITY

❑ **Install Video-Fi at Closed Buildings**

- ❑ *Increase safety and security of the building*
- ❑ *Improve monitoring of our closed sites*

❑ **Upgrade Metal Detectors**

- ❑ *Improve safety and security for students, staff, and the community*

❑ **Upgrade and Install New Cameras**

- ❑ *The cameras will have better quality and replacing the analog cameras*



TECHNOLOGY

❑ Prop S Lab Desktop Computers

- ❑ *Refresh of 2,000 Dell desktops*
- ❑ *Model of current computers are no longer under warranty*
- ❑ *Parts may not be available*
- ❑ *July, August, September rollout of replacing school computer labs*
- ❑ *Will continue to provide state-of-the-art technology to students and teachers for on-line assessments and research*



TRANSPORTATION



❑ Field Trip Budgets

- ❑ *Central office transportation budgets along with the home-school budgets will be managed by the Transportation Department*

❑ Charter/Taxi

- ❑ *Field trips or after school trips with low students count will be transported by charters/taxis*
- ❑ *Rates are lower and more reasonable when transporting between 6-10 students within the city than yellow bus standard 2-hr rate for the same trip*

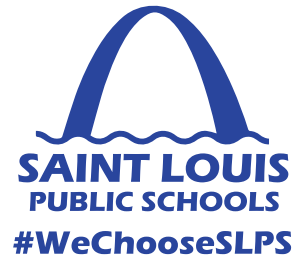
❑ Parent Portal/GPS

- ❑ *Bus on time performance will be able to be accessed by mobile phones and computers*

❑ Bus Passes

- ¹⁶
❑ *Increase oversight of bus pass purchases, distribution and usage and reduce the bus pass budget*

TRANSFORMATION PLAN



In 2013-14 Saint Louis Public Schools developed Transformation Plan 1.0 which focused on these themes:

- ❑ *Improving the quality of instruction districtwide*
- ❑ *Build the capacity of school leadership teams*
- ❑ *Differentiate central office support based on school*
- ❑ *Reflect on lessons learned locally and nationally*

In 2015-16 SLPS developed Transformation Plan 2.0 which focused on these themes:

- ❑ *District supports a system of excellent schools*
- ❑ *District cultivates Schools Leaders in Administration and the Classroom.*
- ❑ *Students ready to lead and succeed*
- ❑ *Partnerships support Students*

**PROGRESS TOWARD
TRANSFORMATION PLAN 2.0
GOALS**

| Transformation Plan 2.0 SMART Goals | | 2016 Performance | 2017 Performance | Notes |
|--|---|-----------------------------|-----------------------------|--|
| GOAL 1: THE DISTRICT SUPPORTS A SYSTEM OF EXCELLENT SCHOOLS | | | | |
| 1. 1 | SLPS will be fully accredited and 75% of schools will achieve provisional or full accreditation by 2017 | 2015 APR 78.6% | 2016 APR 83% | <i>13/71 schools are accredited with distinction 21/71 schools are accredited 25/71 schools are provisionally accredited</i> |
| 1. 2 | SLPS will be financially sound and have a 10% unrestricted fund balance by 2019 18 | 8.64% | 17.5% | <i>Unrestricted fund balance for FY17 – \$61.1M/\$349.5M</i> |

**PROGRESS TOWARD
TRANSFORMATION PLAN 2.0 GOALS**

| Transformation Plan 2.0 SMART Goals | | 2016 Performance | 2017 Performance | Notes |
|---|---|---|--|--|
| GOAL 2: THE DISTRICT CULTIVATES SCHOOL LEADERS IN ADMINISTRATION AND THE CLASSROOM | | | | |
| 2.1 | Leader effectiveness and retention within the district will increase | ~86% principal retention 3.16 average Excellent School Rating for 2nd Semester | ~88% school leader retention 3.24 average Excellent School Rating for 16-17 school year | <i>Based on TSM hiring projections</i> |
| 2.2 | Teachers will lead instruction that increases student achievement on multiple assessments including reading benchmarks and state tests. | 2.95 average Excellent Classroom Rating for 2nd semester | 2.82 average Excellent Classroom Rating for 16-17 | <i>This goal did not include a metric so the classroom tool was used as a substitute measure.</i> |
| 2.3 | Lowest performing students will increase their performance by 25% | NA | 15% of 3 rd graders who were reading more than 1 year below grade level grew at least 1 year from Aug 2016 to Apr 2017 23% of 3 rd graders who were Below Basic on ELA MAP in 2016 improved to Basic/Proficient on ELA MAP in 2017 17% of 3 rd graders who were Below Basic on Math MAP in 2016 improved to Basic/Proficient/Advanced on Math MAP in 2017 | 15% grew 1+ years 16% grew .7 to .9 24% grew .4 to .6 27% grew .1 to .3 17% showed 0 or negative progress 626 3 rd graders started the year more than 1 year below level on STAR in Aug (Only includes matched students with both an Aug and Apr STAR reading score) 916 3 rd graders were Below Basic on ELA MAP in 2016. 211 improved on ELA MAP in 2017, 458 remained at Below Basic, and 247 did not have a 2017 score. 784 3 rd graders were Below Basic on Math MAP in 2016. 136 improved on Math MAP in 2017, 432 remained at Below Basic, and 216 did not have a 2017 score. |

**PROGRESS TOWARD
TRANSFORMATION PLAN 2.0
GOALS**

**Transformation
Plan 2.0
SMART Goals**

2016 Performance

**2017
Performance**

Notes

**GOAL 3: ALL STUDENTS READ
TO LEAD AND SUCCEED**

| | | | | | | | | | | | | | | | | | | | | | | |
|-----------|--|--|---|--|--|------|------|-----------|-----|-----|----------|-----|-----|----------|-----|-----|----------|-----|-----|-------|-----|-----|
| 3.1 | 80% of 3rd graders will be reading on grade level | Average STAR Score for 3 rd Grade : Aug: 2.57 April: 3.24 Range of students reading between 2.8-3.8 >: 52% | Average STAR Score for 3 rd Grade: Aug: 2.47 April: 3.07 Range of students reading between 2.8-3.8 >: 45% | <i>This includes any 3rd grade student with an August and April STAR score.</i> | | | | | | | | | | | | | | | | | | |
| 3.2 | 85% of students will demonstrate a minimum of one year growth in reading | 28% of 3 rd graders grew at last 1 year in reading on STAR from August 2016 to August 2017 | 24% of 3 rd graders grew at least 1 year in reading on STAR from Aug 2016 to Apr 2017 | <i>The chart shows the amount of growth students made by month:</i> <table><tr><td></td><td>2016</td><td>2017</td></tr><tr><td>no growth</td><td>15%</td><td>19%</td></tr><tr><td>.1 to .3</td><td>19%</td><td>22%</td></tr><tr><td>.4 to .6</td><td>21%</td><td>20%</td></tr><tr><td>.7 to .9</td><td>17%</td><td>15%</td></tr><tr><td>1.0 ></td><td>28%</td><td>24%</td></tr></table> | | 2016 | 2017 | no growth | 15% | 19% | .1 to .3 | 19% | 22% | .4 to .6 | 21% | 20% | .7 to .9 | 17% | 15% | 1.0 > | 28% | 24% |
| | 2016 | 2017 | | | | | | | | | | | | | | | | | | | | |
| no growth | 15% | 19% | | | | | | | | | | | | | | | | | | | | |
| .1 to .3 | 19% | 22% | | | | | | | | | | | | | | | | | | | | |
| .4 to .6 | 21% | 20% | | | | | | | | | | | | | | | | | | | | |
| .7 to .9 | 17% | 15% | | | | | | | | | | | | | | | | | | | | |
| 1.0 > | 28% | 24% | | | | | | | | | | | | | | | | | | | | |
| 3.3 | 90% of our students will be prepared for college and/or career of their choice upon graduation | 14-15 Graduates: 85% positive placements 68.5% in 2 or 4 year college | 15-16 Graduates: 87.8% positive placements 60.5% in 2 or 4 year college 23.4% employed | <i>Currently using CCR standard 3.5-6 for 6 month post secondary follow up to monitor progress of this standard.</i> | | | | | | | | | | | | | | | | | | |

**PROGRESS TOWARD
TRANSFORMATION PLAN
2.0 GOALS**

| Transformation Plan 2.0 SMART Goals | | 2016 Performance | 2017 Performance | Notes |
|--|--|---|---|---|
| GOAL 4: PARTNERSHIPS SUPPORT STUDENTS | | | | |
| 4.1 | District will maximize the number and amount of grant awards | <p>18 grant awards for \$2,356,709 through April 2016</p> <p>SLPS Foundation private dollars raised in 2015 \$6,585,798</p> | <p>22 grant awards for \$5,233,386 through April 2017</p> <p>SLPS Foundation private dollars raised in 2017 \$2,602,969</p> | <p>Grant award information provided by Office of Institutional Advancement</p> <p>SLPS Foundation has been working to expand partnerships, especially in areas the District says they need most. \$7,000,000 in-kind partnerships with orgs like BJC and Alive and Well to provide embedded mental health therapists & trauma training. SLPS Foundation convenes the nonprofits that work in SLPS a couple times a year, maps who is working where, and leads the nonprofit fair.</p> |
| 4.2 | 90% of families and community partners will give our schools an "A" when asked to rate if schools are welcoming and supportive | <p>June Survey 2016 Parents – 24% rating A Teachers – 20% rating A Staff – 27% rating A</p> | <p>Through Customer Comment Cards (March 2017) 87% rating A</p> | <p>Customer comment cards will be collected through the end of the 2017-18 school year.</p> <p>At this time there is no decision regarding timeline for next survey of parents, staff, and teachers.</p> |

Background & Process

- ❑ *March 2018 Saint Louis Public School (SLPS) district began updating Transformation Plan 2.0*
- ❑ *This was the appropriate time to refresh the plan because the district achieved full accreditation in 2017 and governance transition meetings were being held*
- ❑ *Emerging Wisdom was hired to facilitate the core planning meetings, that involved parent and student focus groups*
- ❑ *The revised framework for Transformation Plan 3.0*

Transformation 2.0

- ❑ Goal 1: District supports a system of excellent schools
- ❑ Goal 2: District cultivates Schools Leaders in Administration and the Classroom
- ❑ Goal 3: Students reads to lead and succeed
- ❑ Goal 4: Partnerships support Students

Transformation 3.0

- ❑ Goal 1: The district creates a system of excellent schools
- ❑ Goal 2: The district cultivates culturally responsive school leaders, teachers and support personnel
- ❑ Goal 3: All students learn to lead and succeed
- ❑ Goal 4: Community partnerships and resources support the district
- ❑ Goal 5: The district advances fairness and equity across its system

QUESTIONS?