



# Instructional Vision Update



Preparing our students to go  
anywhere from here



# Agenda



- Desired Outcomes
- Who We Are
- Deliverables
- Sample Elements of the Instructional Vision
- Next Steps

# DESIRED OUTCOMES

The purpose of this presentation is to update the Board on the progress and elements of the Saint Louis Public Schools Instructional Vision.

# WHO WE ARE

- Team of dedicated educators and district leaders
- Supported School Boards, School Districts, Nonprofits and Universities in over **15 States and Countries** (from Johannesburg, South Africa to Hawaii Public Schools)
- Impacted the work of over **30,000 Educators and Leaders**
- Improved the life trajectory of over **600,000 students and families**



I M P A C T  
EDUCATIONAL CONSULTANTS



# OUR DELIVERABLES

The 2023-2024 scope of work for this phase of the work represents a roadmap for a carefully crafted plan designed to deliver concrete and transformative results.

SYSTEMIC CAPACITY  
BUILDING AND DE-  
SILOIZATION  
STRUCTURES

ACCOUNTABILITY,  
COACHING AND  
SUPPORT  
STRUCTURES

MULTI-YEAR  
INSTRUCTIONAL  
VISION



MULTI-YEAR  
PROFESSIONAL  
LEARNING/  
PROFESSIONAL  
DEVELOPMENT PLAN

BEST PRACTICES  
FOR SYSTEM WIDE  
ALIGNMENT AND  
INSTRUCTIONAL  
EXCELLENCE

# CONNECTING THE WORK

**CITYWIDE PLAN FOR EDUCATION**

## THE BLUEPRINT

A Blueprint and Strategic Vision for the Education Ecosystem  
Leaders in the City of Saint Louis

Where there is no vision, the people perish...  
Proverbs 29:18

"I did them what I know how to do, Now that I know better, I do better."  
Maya Angelou

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**SAINT LOUIS PUBLIC SCHOOLS**

The Board of Education of the City of Saint Louis is the Convener of all Stakeholders and Resources for the Citywide Plan for Education (CWPE). The Board of Education shall have general and supervising control, government and management of the public schools and public school property of the district in the city and shall exercise generally all powers in the administration of the public school system therein. Missouri Public Law - Statute 162.021

**SAINT LOUIS PUBLIC SCHOOLS**

## DR. KEISHA SCARLETT'S 100 DAY ENTRY PLAN

**OUR SUPERINTENDENT**

Thank you for extending such a warm welcome to the Saint Louis Public Schools (SLPS) family. My excitement and great expectations for the students and staff of this district continue to soar. I committed to a three-phase plan to begin my transition into SLPS. The plan consists of getting to know my new community in phase 1, assembling a broad group of local and national experts to evaluate our opportunities for growth in phase 2 and creating a cross functional planning team to draft a strategic plan for the district. Phase 1, the first 100 days (August - October), of my three phase transition plan is complete and my commitment to listening to engage, explore and empower was powerful. I identified five (5) guiding priorities to focus on during my 100 days. During this time, I engaged the community in over 50 activities that ultimately allowed stakeholders to share their points of pride, concerns and desires for the Saint Louis Public Schools (see those activities in my 100 day tracker). I am excited to share a summary that provides an overview of the impact of those interactions with the stakeholders of SLPS. We love, and will continue to work collaboratively to achieve our goals for excellence in every area that impacts our students. **OUR STUDENTS CAN GO ANYWHERE FROM HERE.**

**100 Day Tracker**

An in-depth accounting of Superintendent Scarlett's 50 activities that allowed stakeholders to share their points of pride, concerns and desires for Saint Louis Public Schools.

**SUPERINTENDENT OUTREACH**

- 50** Planned Activities
- 12** Campus visits by bus during first week of school
- 30** Schools Visited
- 200** Staff, Students & Families Engaged

**ESTABLISHED 5 GUIDING PRIORITIES**

- Board & Superintendent Relationship
- Student & Staff Health, Wellness, & Safety
- Student Learning & Achievement
- District Leadership & Capacity Alignment
- Operations, Facilities & Finance

Explore Our Priorities >>>

801 N. 11th Street | St. Louis, MO 63101 | 314.231.3720 | www.slps.org

**OUR CITY \* OUR SCHOOLS**

**OUR FUTURE**

SINCE 1838

**SAINT LOUIS PUBLIC SCHOOLS**

## STRATEGIC PLAN

## Instructional Vision for Academic Excellence

**SAINT LOUIS PUBLIC SCHOOLS**

Building on the Guidance and Foundation Set by Our Board, Superintendent and Community to Support our Students

# THE CHALLENGE WE AIMED TO SOLVE

What structures, systems and supports can we **leverage or add** to enhance organizational effectiveness, create **coherence**, desilo and **align** our work to better collaborate and **build capacity** for every member of the SLPS community to **increase literacy and academic outcomes** for all students?

# HOW WE WORKED TO SOLVE IT



# THE INSTRUCTIONAL VISION

**2024-2027**

“Coherence making strategies” are the route to success. They focus direction, employ collaborative capacity building, [go] deep in pedagogy, and secure internal group-based accountability across the whole system.”

— Michael Fullan, *Coherence: The Right Drivers in Action for Schools, Districts, and Systems*



# What is an Instructional Vision?

An instructional vision provides a shared understanding of what instructional excellence looks, feels, and sounds like. It aligns central office, school and classroom practices to a clear set of principles and expectations.

*-Brittney Jacobs*





# Getting to Work!

Thank you to our teams



# Who was on the Design Team?

- Parents
- Teachers
- Principals
- Network Superintendents
- Deputy Superintendent
- Chief Academic Officer
- Academic Directors
- Associate Superintendent
- Representatives of the Saint Louis Plan

# Academic Cabinet Writing Team

Dr. Michael Baird	Director of Professional Learning
Dr. Lucretia Brown	Chief Academic Officer
Candice Boyd	Director of Special Education
Casey Donahue	Director of Career and Technical Education
Dr. Alla Gonzalez Del Castillo	Director of ESOL Bilingual Migrant Program
Dr. Josh Henning	Associate Superintendent of College and Career Readiness
Dr. Sara Martens	Director of Academic Instructional Coaches
Dr. Natasha Mitchell	Director of Virtual Learning and Gifted Education
Dr. Kimberly Moody	Director of Curriculum and Instruction
Dr. Kay Royster	Literacy Specialist for K-12
Linda Smith	Director of Early Childhood Education



# Process to Engage Stakeholders and Analyze

## Data in Developing the Instructional Vision



# Hearing from Our Colleagues: Principal Perspective



Please share how your experience on the design team will support your ability to advance instructional practice and student learning in your building.



# Unpacking A Few Elements of the Vision



# Key Elements of the Instructional Vision



# CREATING COHERENCE AND ALIGNMENT IN OUR WORK

This instructional vision document aims to frame and highlight the interdependence on district wide partnership, collaboration and teaming.



# SLPS Strategic Values



Highly Effective  
Educators and  
Leaders



Authentic Family  
and Community  
Partnership



Equitable and  
Multiple Sources  
of Data



Joyful and  
Engaged  
Students



Personalized  
Supports and  
Innovative Pathways



College and  
Career Ready  
Critical Thinkers

*Values Across Our Student Goals*





## 3rd Grade Reading

—  
Growth and Proficiency



## 3rd Grade Math

—  
Growth and Proficiency



## College and Career Readiness

—  
High School Students Prepared for Workforce and Post-Secondary Employment



## Culture and Climate

—  
Student Wellbeing

# Student Success Goals



# PORTRAIT OF A GRADUATE

## College and Career Ready

- Exposed to diverse opportunities and options
- Life planner
- Purpose-driven
- Independent/self-directed learner
- Possesses skills to navigate life's experiences

## Change Agent

- Engaged civically and committed to justice and peace
- Desires to improve circumstances for themselves and others
- Advocates for self and others
- Motivated to excel
- Is a role model for others
- Active in their communities (home, school, and work)
- Envisions a better life for everyone

## Critical Thinker

- Anticipates, identifies, and evaluates issues and uses multiple resources to solve problems in a variety of ways
- Thinks systemically and understands the interdependence across systems
- Inquisitive

## Communicator

- Speaks effectively and purposefully
- Writes clearly and powerfully

## Competent

- Exhibits a sense of belonging, self-awareness, agency, sympathy, compassion, resilience, and grit

## Culturally Aware

- Explores diversity in people and experiences
- Is bilingual
- Values art and humanities in their diverse forms and respect creative expression of interest, talents, and historical expression

## Collaborator

- Understands the value of teamwork and seeks out diverse ideas and opinions
- Works well with others, a team player
- Exhibits empathy and compassion

- College and Career Ready
- Change Agent
- Critical Thinker
- Communicator
- Competent
- Culturally Aware
- Collaborator

# Making Connections: Parent Perspective



- **How does your work with the Battelle Portrait of a Graduate connect with the Instructional Vision?**
- **How has your participation on both teams solidified your understanding of the priorities for SLPS?**

# OVERARCHING GOAL

Saint Louis Public Schools is an **equity-driven learning organization** with the culture, practices, and systems necessary to ensure **high-quality teaching and leadership practices** and **innovative learning** experiences that empower students to be **problem-solvers**, culturally considerate, and **college and career ready critical thinkers**.

All students have agency over their learning, are joyful and engaged, have opportunities to master content standards and can proudly say, “I am the Portrait of a Saint Louis Public Schools Graduate, and I can go anywhere from here!”



# THEORY OF ACTION

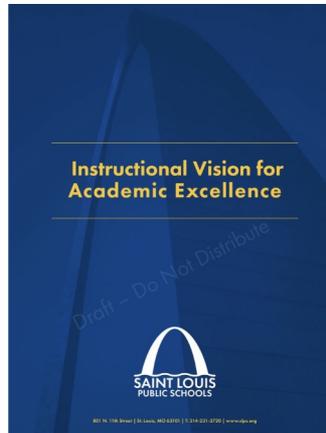
- If SLPS **cross-departmental leadership aligns resources** to support the instructional vision that **prioritizes student success** goals, strategic values, and the Portrait of a Graduate;
- If Principals and Assistant Principals **lead and support the implementation** of evidence-based instructional practices, coach their instructional teams and teachers, and align school-level resources;
- If Instructional Leadership Teams (ILTs) **lead school site professional learning, monitor** and support instructional research-based practices and facilitate high-functioning PLCs;

# THEORY OF ACTION (continued)

- If PLCs work **collaboratively to examine data to design standards-aligned, content-aligned lessons and assessments** around rigorous student-centered signature instructional practices;
- And if Teachers utilize **high-quality, standards-based instruction, a guaranteed viable curriculum** and evidence-based instructional practices while fostering a climate of continuous improvement grounded in a joy and love of learning,
- **Then students will own their learning, will experience academic success and will be college and career ready.**

# Draft Flipbook

<https://www.flipsnack.com/E7E7C9EEFB5/draft-saint-louis-public-schools-instructional-vision/full-view.html>



# OUR NEXT STEPS

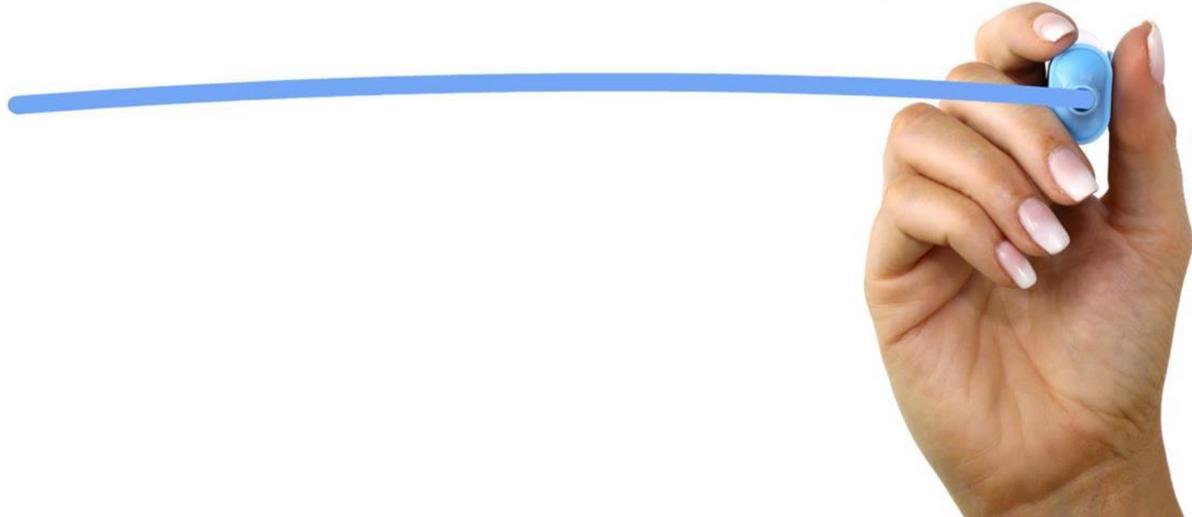
- Refine and socialize the plan with the input of various teams and stakeholders.
- Collaborate with Network Superintendent and Principal teams on the tenets of the Portrait of a Leader and the Instructional Vision.
- Finalize the instructional vision and professional learning plans.

# Hearing from our colleagues



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# QUESTIONS





**Thank you!**