



SUPERINTENDENT INITIATIVES

2019-2020

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Superintendent

December 6, 2018



AGENDA



- ❑ **ACADEMICS**
- ❑ **BUDGET and FINANCE**
- ❑ **HUMAN RESOURCES**
- ❑ **INSTITUTIONAL ADVANCEMENT**
- ❑ **OPERATIONS**
- ❑ **STUDENT SUPPORT SERVICES**
- ❑ **TECHNOLOGY and ACCOUNTABILITY**

ACADEMICS



❑ DATA

- ❑ Realignment of Instructional Practices and Support based on the New State Assessments
- ❑ Standards-based grading K-12 and Report Card

❑ PROFESSIONAL DEVELOPMENT

- ❑ Expansion of Culturally Responsive Training, Year. 2

❑ CURRICULUM

- ❑ Reading Program K-8 Support
- ❑ Revisions to Lesson Planning template

BUDGET and FINANCE



- ❑ **CONTINUED SYSTEM IMPLEMENTATION**
 - ❑ HUMAN RESOURCES/PAYROLL
 - ❑ ONLINE/INTERNET PURCHASES
 - ❑ BUDGET DEVELOPMENT
 - ❑ FINANCIAL REPORTING
- ❑ **PROCUREMENT STRATEGIC SOURCING**

HUMAN RESOURCES



❑ AUTOMATION AND SUPPORT

- ❑ New Hire Paperwork (DocuSign)
- ❑ Redesign and maintenance of employee records (Laserfiche)

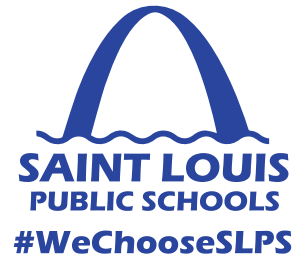
❑ CREATION OF ELECTRONIC FORMS

- ❑ FMLA, Education Leave, etc)
- ❑ Bereavement Tracking, Retirement Notification and Salary Requests

❑ PROFESSIONAL DEVELOPMENT FOR LONG-TERM SUBS

- ❑ St. Louis Plan to provide professional development on classroom management/lesson plans

HUMAN RESOURCES



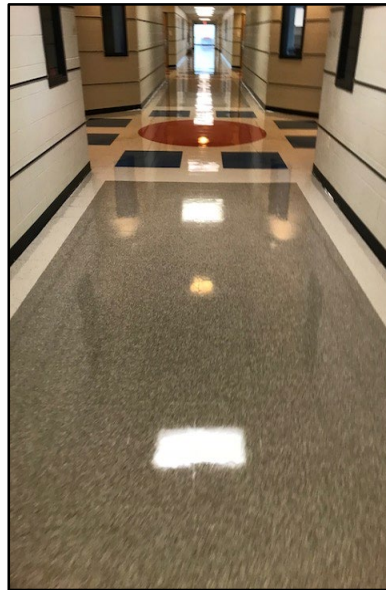
❑ RECRUITMENT AND SELECTION

- ❑ Design new infographics and materials.
- ❑ Mobilize branding via new and current employees.
- ❑ Competency-based selection tools and process, including performance tasks.
- ❑ Support hardest-to-staff schools with early access to teacher hiring.
- ❑ Expansion of St. Louis Teacher Residency
- ❑ Tutoring support for current employees to pass certification exams (Grown Your Own)
- ❑ New accelerated program for non-certificated employees to obtain certification
- ❑ International recruitment programs to identify international teaching candidates
- ❑ Train principals to develop site-specific tools.
- ❑ Equip principals to retain talent and market their schools.

OPERATIONS

FACILITIES DIVISION

- ❑ Establish level of cleanliness and maintenance to ensure that our students, staff and community have a welcoming, clean and safe school environment
- ❑ Continue upgrades to our schools to provide energy cost savings to the District



Stix Early Childhood Center

FOOD SERVICES

- ❑ Complete the implementation of the Breakfast in the Classroom in 46 elementary schools
- ❑ Continue Fresh Fruit and Vegetable Program that began on August 27, 2018 at 41 elementary schools
- ❑ Continue Supper Program in 26 elementary schools, 8 middle schools and 5 high schools



Henry Elementary School



OPERATIONS

TRANSPORTATION DIVISION

- ❑ Monitor 2nd year of a 5-year Transportation contract with First Student
- ❑ Fully implemented GPS Parent Portal tracking system



SAFETY & SECURITY



- ❑ Continue to purchase District-Wide safety equipment (hand held metal detector sets, multi-zone metal detectors, Panasonic network cameras, videofied systems, and network disk recorders)



OPERATIONS

REAL ESTATE DIVISION



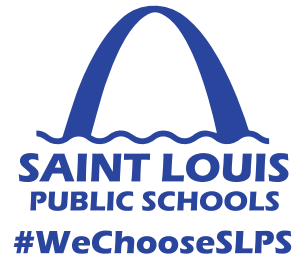
❑ Pursuing initiatives with neighborhood stakeholders similar to what occurred last year with Cote Brillante and Langston



❑ Turner Middle, Lyon, Banneker and Wilkinson Schools are under contract and slated to become apartments and other community related amenities. Banneker and Wilkinson are scheduled to close in December 2018



STUDENT SUPPORT SERVICES



❑ TRAUMA TRAINING

- ❑ Continue Alive and Well learning Collaborative Participation in the National Child Trauma Stress Network (NCTSN) Breakthrough Series
- ❑ District level trauma team (monthly meetings and consultations)

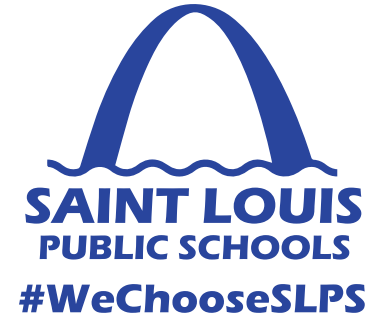
❑ BARNES JEWISH HOSPITAL

- ❑ Continue the Monitoring and Support of the four nurses and four behavioral therapists to Lexington, Laclede, Woodward and Hodgen

❑ SCHOOL-BASED HEALTH CENTER AT ROOSEVELT HIGH SCHOOL

- ❑ Redevelopment of the Health center at Roosevelt High School (pending provider)

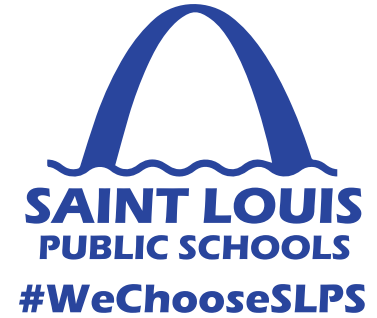
TECHNOLOGY SERVICES



HARDWARE/DEVICES

- ❑ RFP postings for:
 - ❑ Interactive panels (white boards)
 - ❑ End user devices (laptops & desktops)
- ❑ Refreshing of Early Childhood Education iPads
- ❑ New ERP system
 - ❑ Collaborate with HR, Payroll, and Finance on new system
 - ❑ Rollout of Go Live with HR & Payroll July 1, 2019

ACCOUNTABILITY ASSESSMENTS



- ❑ **SYSTEMS/APPLICATIONS – INTERIM ASSESSMENTS** (In-house Development)
- ❑ **RESEARCH AND EVALUATION - Trauma Grant**
- ❑ **REPRESENTATION AND PARTICIPATION ON MSIP VI ANNUAL PERFORMANCE REPORT METRICS**
 - ❑ Communicate information with stakeholders
 - ❑ Train District staff on new compliance and rules
 - ❑ Provide suggestions on District changes related to new standards

RECRUITMENT PLAN

☐ **Magnet Pools A – B**

- ☐ Facilitate at school events, tours, activities
- ☐ Reach out to charter/private school students to assess interest and seek opportunities to make school presentations
- ☐ Conduct follow-up calls/letters to students not selected for Pool A and encourage for Pool B and/or Neighborhood Schools as they see a fit
- ☐ Letters/applications to students who have not made choices (sixth and eighth grades)

☐ **Neighborhood Schools**

- ☐ Increase efforts to recruit unassigned students, inside and outside of the district, to Neighborhood Schools
- ☐ Redirect students not accepted at Magnet schools, to Neighborhood Schools (where there is a fit)
- ☐ Partner with principals to develop recruitment strategies specific to their school community

RECRUITMENT PLAN

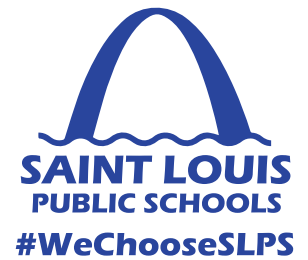
☐ Kindergarten

- ☐ Team up with SLPS Early Childhood Coordinators to connect with Early Childhood Education Center (ECEC) directors and their families
- ☐ Tech team has developed a pre-registration form to help facilitate early “Enrollment” for communications and tracking purposes

☐ Recruitment Deliverables

- ☐ Generate Info Sheets on Each School
- ☐ Scripts for Calls with ECEC Directors
- ☐ Electronic Form for pre-registration
- ☐ Work to update school and district web pages
- ☐ Team up with SLPS

TEACHER RECRUITMENT



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December 12, 2018