



TRANSFORMATION PLAN 3.0

TRANSFORMATION PLAN 3.0: BACKGROUND



Since March 2018, more than 50 Saint Louis Public School (SLPS) district leaders, school educators, parents and students have come together on multiple occasions to update Transformation Plan 2.0 in order to accelerate improvements in central office accountability; educator effectiveness and cultural responsiveness; student growth and achievement; partnership development and funding; and equitable distribution of resources. These efforts resulted in the creation of Transformation Plan 3.0.


**TRANSFORMATION
PLAN 1.0**
Provisional
Accreditation
(2013)



**TRANSFORMATION PLAN
2.0**
Full
Accreditation
(2015)



**TRANSFORMATION
PLAN 3.0**
Excellence
(progress toward
Accreditation with
Distinction)
(2018)

TRANSFORMATION PLAN 2.0: WHAT HAPPENED?



GOAL AREA	OUTCOMES (2017)
1. Excellent Schools	Accreditation Status: Full (up from Provisional status) Budget Surplus: 17.5% (up 9%) PK-12 Enrollment: 23,854 students (down 942) Attendance Rate: 88.7% (down 1%)
2. Excellent Educators	Teacher Effectiveness: 2.82 of 4 (down .13) Leader Retention rate: 88% (up 8%) Leader Effectiveness: 3.24 of 4 (up .08)
3. K-12 College-Career Readiness	4-Year Graduation Rate: 89% (no change) Dual Enrollment: 212 students (up 210) Dual Credit: 577 students (up 149) 3rd Grade STAR Reading Proficiency Range: 52% MAP Proficiency Rate: 33.6%
4. Community Partnerships	SLPS Monies Raised: \$5,233,386 Grant Awards (up \$2.88 million) Partnership Count: comparative data not available Volunteer Hours/Count: comparative data not available

TRANSFORMATION PLAN 3.0:

GOAL TARGETS



GOAL AREA	OUTCOME TARGET AREAS (2018 – 2021)
1. Excellent Schools	<ul style="list-style-type: none">• Accreditation status• Budget surplus• PK-12 Enrollment*• Attendance Rate*• District leadership quality & effectiveness*
2. Excellent & Culturally Responsive Educators	<ul style="list-style-type: none">• Teacher retention rate*• Leader retention rate• Teacher quality & effectiveness*• Leader quality & effectiveness*
3. Equity & Fairness	<ul style="list-style-type: none">• Equitable distribution of human and material resources across schools*• Reading and math achievement growth rates for special populations (ELL, Low SES, SPED, Alt. Ed, Race, Sex)*
4. K-12 Reading & Readiness	<ul style="list-style-type: none">• Post-secondary placement quality and rate*• Dual Enrollment• Dual Credit• PK-8 reading proficiency*
5. Community Partnerships	<ul style="list-style-type: none">• Monies raised*• Mentorship coverage*• Partnership count• Volunteer hours / count

TRANSFORMATION PLAN 3.0 TACTICAL SHIFTS: READING STRATEGY (EXAMPLE)



- **GOAL:** Increase students reading on grade level by XX%
by May 2019

- **ACTION STEPS:**
 - Embed Culturally Responsive practices in everyday instruction
 - Increase fidelity of targeted reading intervention programming
 - Increase quality of core reading instruction

- **801 OPERATIONAL SHIFTS:**
 - Reading Initiatives Coordinator hired
 - Curriculum, Instruction, and Professional Development consolidated

TRANSFORMATION PLAN 3.0: PROGRESS MONITORING SHIFTS



TRANSFORMATION PLAN 2.0

Information Tracked:

- Goals
- Action Steps
- KPI Metrics
- Timelines

Tracking Methods:

- Weekly central office leadership meetings on 8 – 12 cross-departmental projects under the Transformation Plan

TRANSFORMATION PLAN 3.0

Information To-be-Tracked:

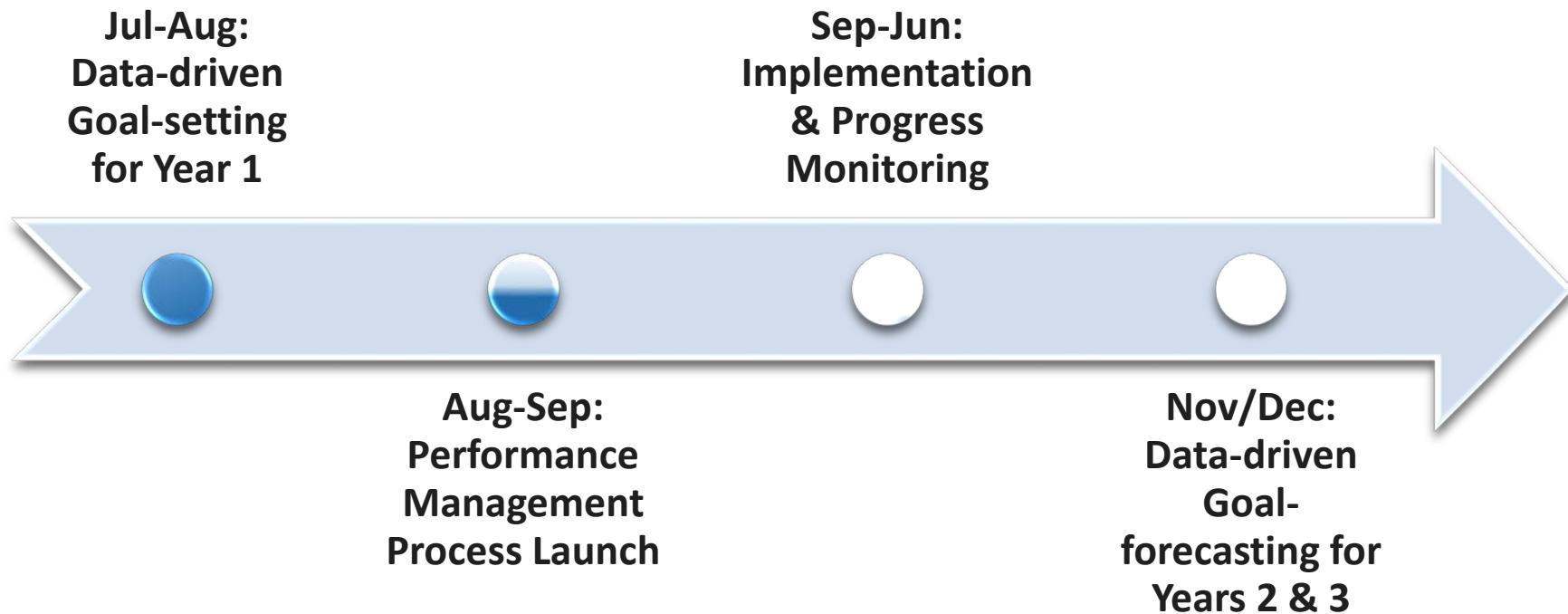
- Goals
- Action Steps
- KPI Metrics
- Timelines

Tracking Methods:

- Alternating bi-weekly meetings (by department, by specialty team, and 1-on-1's between manager and direct reports) regarding Transformation Plan goals that have been embedded in everyday work
- Semi-quarterly central office leadership team meetings on cross-departmental activities under each pillar of Transformation Plan

2018-2019 TRANSFORMATION PLAN 3.0

PLANNING AND IMPLEMENTATION: PROCESS OVERVIEW





QUESTIONS/COMMENTS?