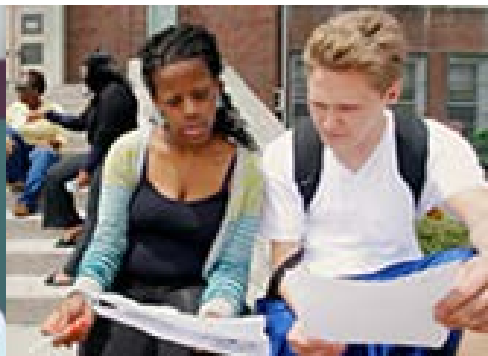




# **NEW INITIATIVES for the 2017 – 2018 SCHOOL YEAR**

**Dr. Kelvin Adams, Superintendent**

July 26, 2017



# AGENDA



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

# ACADEMICS



## **DATA**

- ☐ Uniform data protocol
- ☐ Improved interim Assessment Strategy
- ☐ Reorganization of the Academic Office, functions and accountability metrics

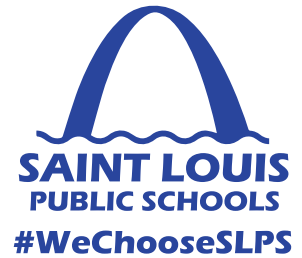
## **PROFESSIONAL DEVELOPMENT**

- ☐ Differentiated School Leader PLE (PD committee)

## **CLASSROOM ENVIRONMENT**

- ☐ Increased focus on our young boys (i.e.: Brilliant Boys initiative)
- ☐ Target culturally responsive teaching
- ☐ Expansion of Love of Learning 2.0

# STANDARDS – BASED REPORT CARD (PK-2)



- ❑ Collaboration with the Accountability Office on the implementation of a new standards based, parent-friendly report card for students in grade levels Pre-K to 2, developed to align with measuring student performance and progress according to Missouri Learning Standards and requirements of DRDP.

## ❑ **TRAUMA TRAINING**

- ❑ All school-based staff to participate in introductory trauma training through Alive & Well in August 2017
- ❑ Central Office, and any other staff, to receive Alive & Well training in the Fall of 2017

## ❑ **DEPARTMENT OF EDUCATION RESILIENCY GRANT SCHOOLS**

- ❑ 16 schools will be able to participate in in-depth trauma informed training and direct behavioral health support (pending procedural review) over the course of two academic years, 2017-2018 and 2018-2019

## ❑ **BARNES JEWISH HOSPITAL**

- ❑ Providing 4 nurses and four behavioral therapists (pending procedural review) to Lexington, Laclede, Woodward and Hodgen

## ❑ **RESTORATIVE JUSTICE LEARNING COHORT**

- ❑ 8 schools will participate in a Restorative Justice Cohort facilitated by Education Plus

# INSTITUTIONAL ADVANCEMENT



## RECRUITMENT PLAN

### **Phase 1 (June-July)**

Focus on 5 key re-themed schools from 2016-2017 portfolio planning

- Clay
- Hodgen
- Laclede
- Long
- Walbridge

### **Phase 2 (July-August)**

Focus on 5 historically under-enrolled schools

- Ames
- Ashland
- Humboldt
- Jefferson
- Shenandoah

### **Phase 3 (September-November)**

Magnet School recruitment for 2018-2019

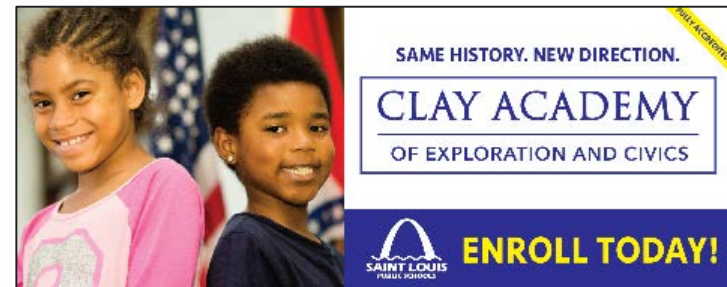
### **Phase 4 (November-February)**

Create and Execute 3-year recruitment strategy

# INSTITUTIONAL ADVANCEMENT

## OUTREACH STRATEGY

- ❑ Updated materials for five re-branded schools
- ❑ Neighborhood Canvassing
- ❑ Attended community fairs & festivals (booth & materials)
- ❑ Engaged local elected officials, attend neighborhood meetings





# OPERATIONS

## FACILITIES

- ❑ With custodians moving to 12 month status intensive training for cleanliness and safety while also upgrading equipment, bringing in more effective chemicals and instituting a refurbishing program for our wood floors.



## FOOD AND NUTRITION

- ❑ FNS will implement 17 Grab and Go Breakfast Cart Programs in August 2017 at (11) High S., (4) Middle schools and (1) elementary.
- ❑ New Breakfast In Classroom (BIC) Program in September 2017 (1) elementary School.

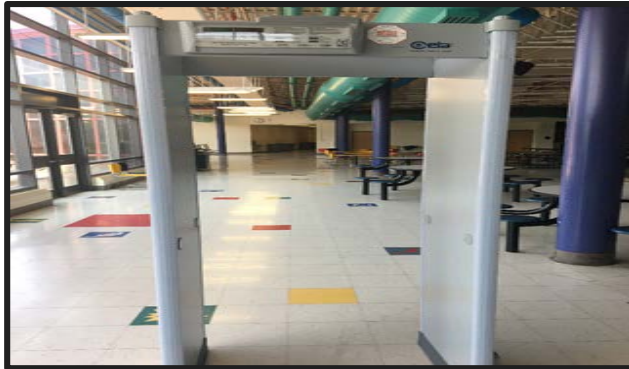




# OPERATIONS

## SAFETY & SECURITY

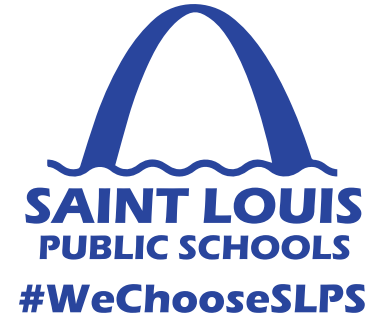
- ❑ Installing and updating security equipment in various schools. New metal detectors, hand-held metal detectors, IP cameras, and updated DVRs.



## ❑ **HARDWARE/DEVICES - IPADS**

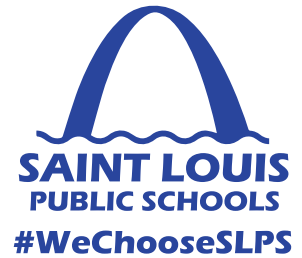
- ❑ Deployment of 6,000 replacement iPads
- ❑ Data Center
- ❑ Adoption and implementation of Systems/Applications
- ❑ Data Management

# ACCOUNTABILITY



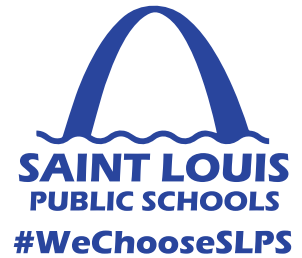
- ❑ **SYSTEMS/APPLICATIONS – INTERIM ASSESSMENTS (In-house Development)**
- ❑ **RESEARCH AND EVALUATION - Trauma Grant**

# BUDGET and FINANCE



- ☐ **EVERY CHILD SUCCEED ACT (ESSA)**
- ☐ **NEW SCHOOL ACTIVITY SOFTWARE**
- ☐ **NO TAX ANTICIPATION NOTE**

# HUMAN RESOURCES



## ☐ **AUTOMATION AND SUPPORT**

- ☐ Staffing Requisitions
- ☐ Voluntary Transfer Period
- ☐ New Hire Selection

## ☐ **CREATION OF ELECTRONIC FORMS**

- ☐ Leave of absence (FMLA, Education Leave, etc)
- ☐ Salary increment requests

## ☐ **PROFESSIONAL DEVELOPMENT FOR LONG-TERM SUBS**

- ☐ Partnering with the St. Louis Plan to provide professional development for classroom management and implementing lesson plans

# HUMAN RESOURCES

## RECRUITMENT AND CERTIFICATION

### ❑ **Creation of Recruitment Pipelines**

- ❑ **“Growing Your Own” recruitment efforts to invest in non-certificated personnel to equip them to move into certificated roles**
  - ❑ Identify internal non-certificated persons for pipeline to certification
  - ❑ Identify high school cohort to support through college pipeline and into certificated roles
- ❑ **Creating partnerships to grow our certificated staff in hard-to-fill areas**
  - ❑ Develop stronger partnerships with local colleges and universities
  - ❑ Increase online recruitment presence and social media campaigning
  - ❑ Establish partnerships to consider incentives for teachers in hard-to-staff areas

### ❑ **Targeting HBCUs to diversify our workforce**

- ❑ Engagement with local HBCU (Harris-Stowe State University and Lincoln University) education programs (i.e. speaking in classrooms and at job fairs) to recruit candidates to student-teach and to teach
- ❑ Recruitment nationally at HBCUs for candidates with a tie to the St. Louis region (tentative recruitment sites include Howard University, University of Arkansas at Pine Bluff, Xavier University, Morgan State University, and Tennessee State University)

### ❑ **International Recruitment**

- ❑ Research international recruitment programs to identify international teaching candidates

# QUESTIONS