



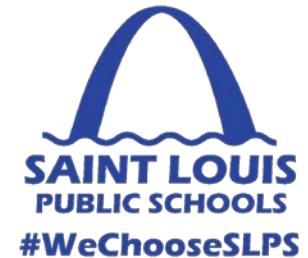
NEW INITIATIVES for the 2017 – 2018 SCHOOL YEAR

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.

STUDENT SUPPORT SERVICES



- **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

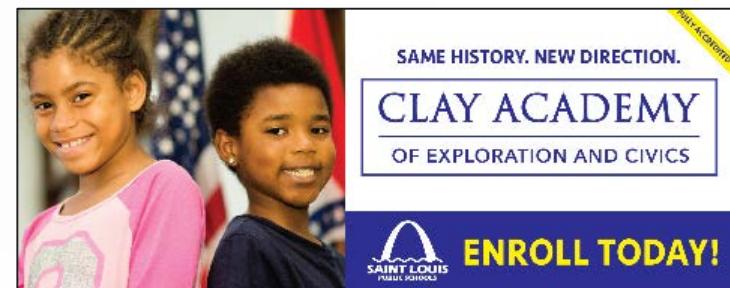
Phase 4 (November-February)

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

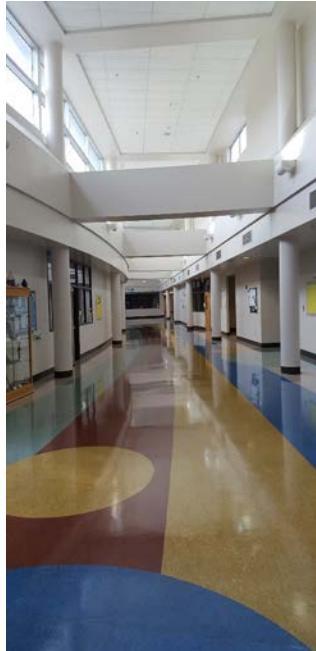


OPERATIONS



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.**

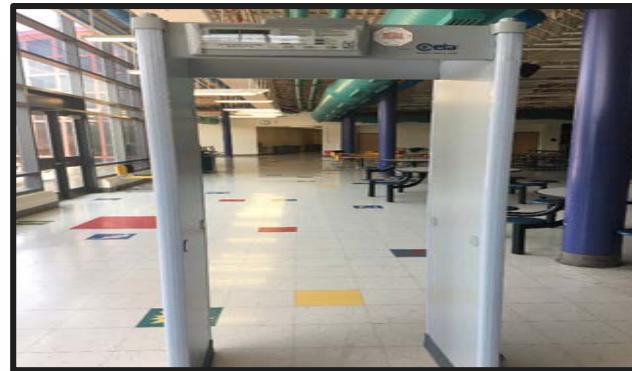


OPERATIONS



SAFETY & SECURITY

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



TECHNOLOGY SERVICES



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