



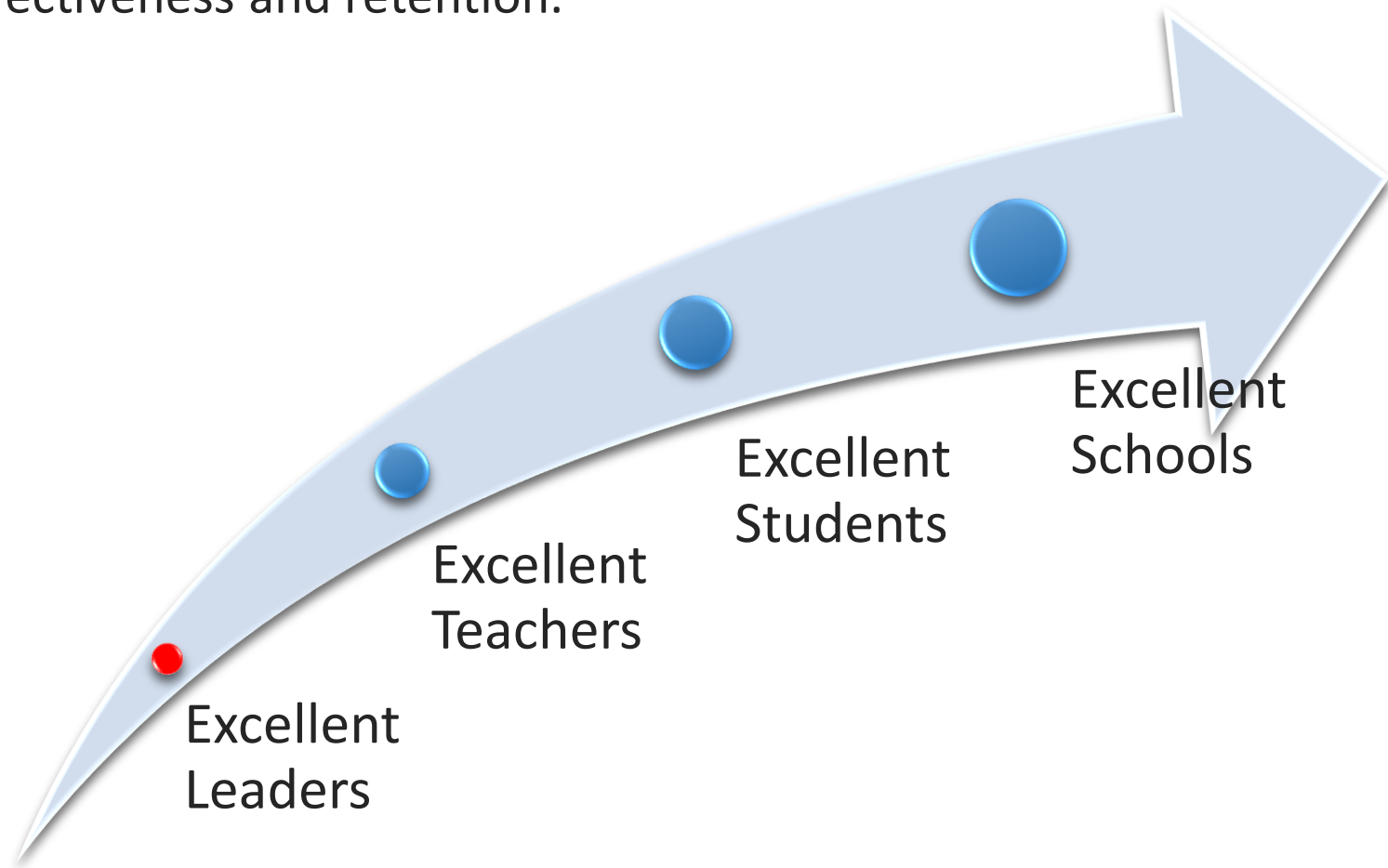
Office of Talent Strategy & Management: SAB April Meeting Update

April 13, 2017



Transformation Plan 2.0: Goal 2

Target: Increase classroom and school and leader effectiveness and retention.



TSM Work Streams Snapshot



Work Stream	Description
1. Leader Recruitment & Selection	Programming that identifies and acquires proven school leaders to the district
2. New Leader Induction and Mentorship	Summer and year-round programming that prepares new school principals to effectively transition into the school year
3. Aspiring School Leader Fellows	Programming that prepares educators to effectively transition into school leadership roles (esp. school principal and assistant principal)
4. Building Leader Trouble-shooting & Support	Day-to-day central office “navigation” support (especially for new leaders)
5. SLPS Foundation School Innovation Grants	Funding and logistical support provided to 10-12 schools each year to mobilize a school culture or achievement-based initiative utilizing a distributive leadership model
6. Teacher Mentorship	Programming that provides on-site, peer support/coaching for every novice teacher
7. District Design Fellows	Project-based internships that empower building-level educators to co-design district-wide programming initiatives
8. Recognition and Advocacy (Educator of the Year, Voice Sessions, Surveys, Micro Recognitions)	Programming that acknowledges and honors the resiliency and achievements of district educators
9. Venture Café Education Innovation Fellowship	Summer professional development for teachers on embedding Non-cognitive factors in content and pedagogy

Selection: Essential Question

If we select leaders based on competencies (skills) and exposures (knowledge) that are aligned with our schools' needs, will we increase the retention and effectiveness of novice leaders?

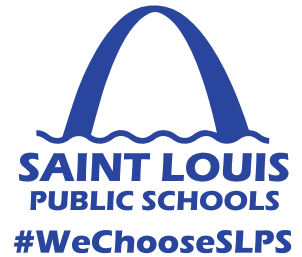
Selection: Strategies and Results

Inputs (Selection Process)	Outputs (On-the-job Performance)
<ul style="list-style-type: none"> • School-site panel interview (incl. role plays and scenarios) • Classroom observation and assessment simulation • Instructional coaching simulation • School-site strategy formulation • Data analysis exercise • Extensive vetting for dispositions • Consistent/valid reference checks 	<p>Academic Growth (in 2016-17)</p> <ul style="list-style-type: none"> • 10% growth in Acuity reading scores for schools led by new principals who successfully completed process vs -1% in those that were not <p>Retention (from 2015 to 2017)</p> <ul style="list-style-type: none"> • 50% decrease in principal attrition (overall) • 75% to 87.5% increase in principal retention (overall) • 87.5% retention of new principals who successfully completed process vs 12.5% retention of those who had not

Recruitment: Essential Need

	2012 – 2013	2013 – 2014	2014 – 2015	2015 – 2016	2016 – 2017 (projected)
Principal or Director Vacancies	27	15	17	15	9

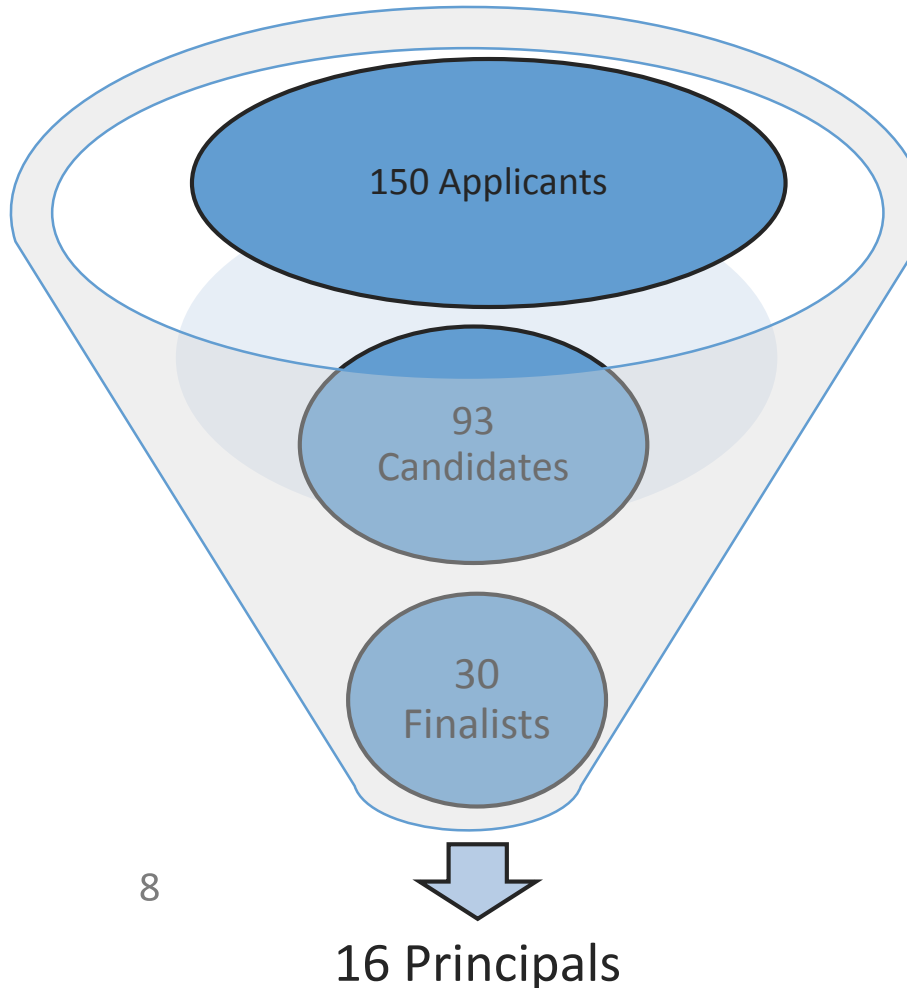
Recruitment: Strategies



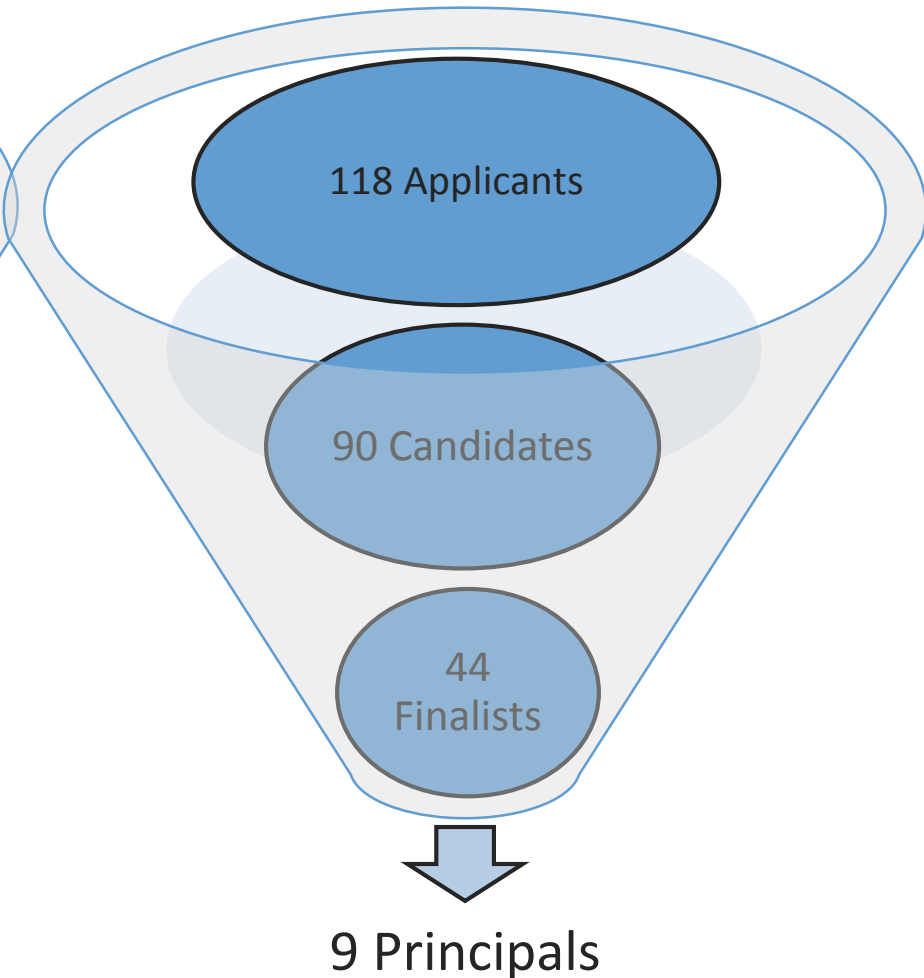
Counts (through March)	2015-2016	2016-2017
IHEs and Prep Programs Fairs and Visits	7	5
District-hosted Employment Information Night	0	1
Job Advertisements / Boards	Rome Group, Post-Dispatch, TFA, Ed Pioneers, MO Reap, Education Week, RELAY, IHE Boards	Rome Group, TFA, Ed Pioneers, MO Reap, Education Week, RELAY, IHE Boards
Individualized Outreach / Referrals	~60	~40

Recruitment: Results

2015–2016 Applicants



2016-2017 Applicants (proj.)



Questions?