GRISCOM Accountability Plan





2024-2025

The Accountability Plan Template embodies requirements set by the Missouri Department of Elementary and Secondary Education (DESE) relative to Schoolwide Planning and the completion of the Consolidated Application and Comprehensive School Improvement Plan. It also supports the continuous improvement of all St. Louis Public Schools.

We are committed to a Continuous Improvement System based on the Theory of Action: Improved student learning for every student in every school, with the primary goal of having all Missouri students graduate ready for success. This improvement guidance document has as its foundation the following five pillars of the SLPS Transformation 4.0 Plan, which support the Continuous Improvement Theory of Action:

Pillar 1: The District creates a system of excellent schools

Pillar 2: The District advances fairness and equity across its system

Pillar 3: The District cultivates teachers and leaders who foster effective and culturally responsive learning environments

Pillar 4: All students learn to read and succeed

Pillar 5: Community partnerships and resources support the District's

24-25 ACCOUNTABILITY PLAN TEMPLATE

Table of Contents

Section	Contents	Completion Dates (What date did you and your School Planning Committee complete each section?)
1	School Profile, Mission, Vision, School Improvement Planning Committee	
2	Comprehensive Needs Assessment: Student Demographics; Student Achievement; Curriculum and Instruction; High Quality Professional Development; 2024-2025 Priorities; Root Cause Analysis; School Parent and Family Engagement: Program Evaluation Results; Policy Involvement; Shared Responsibilities for Student Achievement (School Parent Compact); School Capacity for Involvement; Summary Statements	
3	The Goals and the Plan: Goal 1-Leadership Development Plan; Goal 2-Reading Plan; Goal 3-Mathematics Plan	September 20, 2024
(Complete	d Plan, Sections 1-3, Submission Date to Network Superintendent)	September 27, 2024
	version of this plan must be completed, signed by Principal and Net	<u> </u>

submitted to State and Federal Programs Team by * October 4, 2024, from Network Superintendent.

SECTION 1 School Profile

Accountability Plan Template

	Improvement/Accountability Plan							
Focus of Plan (check	Name of LEA: St. Louis Public	Check if appropriate						
the appropriate box):	Schools	☐ Comprehensive School						
\Box LEA		***Requires a Regional School Improvement Team						
School	Name of School:	☐ Targeted School						
		✓ X Title I.A						
	School Code:							
Date:								
Purpose: To develop a	plan for improving the top 3 needs ide	ntified in the needs assessment.						
School Mission:								
School Vision:								
One plan may meet the	needs of a number of different program	ms. Please check all that apply.						
Title I.A School	Improvement							
☐ Title I.C Educati	ion of Migratory Children							
☐ Title I.D Prevent	tion and Intervention Programs for Childr	ren and Youth who are Neglected, Delinquent or At-Risk						
9	☐ Title II.A Language Instruction for English Learners and Immigrant Children							
	☐ Title IV 21st Century Schools							
	☐ Title V Flexibility and Accountability							
	Disability Education Act							
☐ Rehabilitation Ac	01 15 . 0							
	Career and Technical Education Act							
	☐ Workforce Innovation and Opportunities Act							
	☐ Head Start Act							
•	□ McKinney Vento Homeless Assistance Act							
	Adult Education and Family Literacy Act							
□ Other State and I	Other State and Local Requirements/Needs							

Districts, charters and/or schools should engage in timely and meaningful discussions, with a broad range of stakeholders, to examine relevant data to understand the most pressing needs of students, schools and/or educators and the potential root causes for each need. By inviting all stakeholders to participate in the needs assessment process you are establishing a unified understanding of the LEA and/or school(s), identifying goals that reflect the vision of the entire learning community and promoting buy-in for improvement efforts. The following chart identifies stakeholders who may participate in the needs assessment process.

School Planning Committee					
Position/Role	Email/Phone Contact				
Principal	Bobby Edwards		Bobby.edwards@slps.org		
Assistant Principal (if applicable)	N/A				
Academic Instructional Coach	N/A				
Family Community Specialist (if applicable)	N/A		Angela.djones@slps.org		
ESOL Staff (if applicable)	N/A				
SPED Staff (if applicable)	Amanda Marshall		Amanda.marshall@slps.org		
ISS/PBIS Staff (if applicable)	N/A				
Teacher	Greg Lidell		Greg.lidell@slsps.org		
Teacher					
Parent					
Parent					
Support Staff	Kimberly.scales@slps.org		Kimberly.scales@slps.org		
Community Member/Faith Based Partner	Min. Rapheal Rogers		Raphal.rogers@slps.org		
Network Superintendent	Dr. Tonya Bailey		Tonya.bailey@slps.org		
Other	N/A				

What date did you and your School Pla	lanning Committee Complete Section 1?	9/18/24
* * * * * * * * * * * * * * * * * * *		

SECTION 2 Comprehensive Needs Assessment

Comprehensive Needs Assessment

Student Demographic						
Data Type	Current Information	Reflections				
Student Enrollment	30 Updated total Admission					
Grade Level Breakdown	5, 12 th graders					
	8, 11 th graders					
	11, 10 th graders					
	4, 9 th graders					
	1, 8 th grader					
	1, 7 th grader					
Ethnicity	Black					
Attendance	100%					
Mobility						
Socioeconomic status						
Discipline						
English Language Learners/LEP						
Special Education	50% of total population					

Student Achievement- State Assessments (Please analyze your achievement data for 23-24 and provide an explanation for the current performance data.)						
Goal Areas	22-23 performance	23-24 performance	24-25 Goals	Explanation/Rationale for Current Performance		
ELA						
Math						
Science						
Social Studies						
CCR						
WIDA ACCESS						
(Progress Indicator)						
WIDA ACCESS						

(Proficiency		
Indicator)		

Student Achievement- Local Assessment								
Goal Areas	22-23 performance		23-24 performance		24-25 Goals	Explanation/Rationale for Current Performance		
	BOY	EOY	BOY	EOY				
STAR Reading								
STAR Math								
DRDP (PreK)								
ELL Benchmark Assessment- Speaking *EL students only								
ELL Benchmark Assessment- Writing *EL students only								

BOY - % Proficient Beginning of Year; EOY - % Proficient End of Year

Curriculum and Instruction						
(Please use the boxes below	to describe how your school supports the following factors of curriculum and instruction)					
Data Type	Current Information					
Learning Expectations						
Instructional Programs						
Instructional Materials	Instructional Materials					
Technology	Γechnology					
Support personnel	Support personnel					
High Quality Professional Staff						
(How are you ensuring that all students are taught by a high-quality teacher?)						
Data Type Current Information						

Staff Preparation
Staff Certification
Staff Specialist and other support staff
Staff Demographics
School Administrators
24-25 School Parent and Family Engagement Policy
In addition to the LEA's Parent and Family Engagement Policy (P1230), each Title I.A school must jointly develop with parents of participating children a written Parent and Family Engagement Policy. The school policy shall be distributed to parents and made available to the local community. The school policy must be reviewed annually and updated as needed to meet the changing needs of parents, families and the school. Parents shall be notified of the policies in an understandable and uniform format. To the extent practicable, the policy shall be provided in a language the parents can understand. If the school has a Parent and Family Engagement Policy, that policy may be amended to meet the federal policy requirements.
Program Evaluation Results
How does your school seek and obtain the agreement of parents to the parent and family engagement policy?
The school collaborates with the Juvenile Detention Center and various DJO's to communicate with parents and caregivers. Parent also attend PTO conferences where they are informed about various polices.
What are the strengths of family and community engagement?
n/a
What are the weaknesses of family and community engagement?
n/a
What are the needs identified pertaining to family and community engagement?

Policy Involvement

How are parents involved in the planning, review, and improvement of the Schoolwide plan?

Parents are involved in the planning during parent teacher conferences and through communication from the detention center.

How are parents involved in the planning, review, and improvement of the school parent and family engagement policy?

Parent-teacher conferences and specific programs focused on parent and family engagement are held. Parents receive timely phone calls and letters regarding valuable information and updates. There is a high mobility rate of student population, therefore parents tend to change depending on the student tenure.

How is timely information about the Title I.A program provided to parents and families?

Parents will receive information during parent teacher conferences and will continue to receive letters regarding valuable information and updates.

What are the methods and plans to explain curriculum, assessments and MAP achievement levels to parents and families?

Parents are provided updated regarding curriculum, assessment, and student performance during parent teacher conferences. Information is also shared with the JDC to further communicate with parents.

24-25 Shared Responsibility for Student Achievement-School Parent Compact

Purpose: The school-parent compact outlines how parents, the entire school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the state's high standards.

What are the ways in which all parents will be responsible for supporting their children's learning?

SLPS Parents will support academic achievement includes but may not be limited to the following.

Parent teacher conferences are held to update parents on their children's learning. Parents receive timely phone calls and letters regarding valuable information and updates. Parent Teacher conferences are held in accordance with SLPS district calendar. Parents and families are included in conferences and follow up meetings to ensure students enroll in their assigned school.

Describe the school's responsibility to provide high quality curriculum and instruction in a supportive and effective learning environment.

Our School Staff will provide high quality curriculum and instruction in a supportive and effective learning environment by doing the following: Ensure teachers receive high quality professional development opportunities.

- · We will provide high-quality instruction and materials to our students.
- · We will plan and participate in high-quality professional development which incorporates the latest research.
- · We will maintain a safe and positive school climate.

We will hold annual parent-teacher conferences in the fall and spring to:

- · Discuss the child's progress/grades during the first quarter (Fall Conference)
- · Discuss this compact as it relates to the child's achievement
- · Examine the child's achievement and any pending options at the end of the third quarter (Spring Conference)

Provide parents with frequent reports on their child's progress as follows:

- · Frequent communication from the teacher;
- · Mid quarter progress reports and quarterly grade reports; and
- · MAP and STAR test scores shared on progress reports, report cards, and at parent/teacher conferences.

Be accessible to parents and offer them opportunities to provide input through:

- · Email, phone calls or person-to-person meetings;
- · Scheduled consultation before, during, or after school and
- · Scheduled school or home visits, as necessary.

Provide Parents Opportunities to volunteer and participate in their child's class and to observe classroom activities as follows:

- · Listen to children read;
- · Have an opportunity to become a room parent;
- · Present a program on their culture, a different country, a special skill or career, etc.;
- · Assist with programs or parties, educational trips,

Please provide assurance that the school is:

- ✓ Conducting parent-teacher conferences at least annually, during which the compact shall be discussed
- ✓ Issuing frequent reports to parents on their children's progress
- ✓ Providing reasonable access to staff, opportunities to volunteer, and observation of classroom activities
- ✓ Ensuring regular two-way, meaningful communication between family members and school staff and, in a language that family members understand.

School Capacity for Involvement

How does the school provide assistance to parents in understanding the following items?

- Missouri Learning Standards
- Missouri Assessment Program
- Local Assessments
- How to monitor a child's progress
- How to work with educators to improve the achievement of their children

Parent teacher conferences are held to update parents on their children's learning. Parents receive timely phone calls and letters regarding valuable information and updates. Parent Teacher conferences are held in accordance with SLPS district calendar. Parents and families are included in conferences and follow up meetings to ensure students enroll in their assigned school.

How does your school provide materials and training to help parents work with their children to improve achievement?

The school remains committed to ensuring parents receive timely communication about their students' performance. During conferences and through coordination with the detention center, the school will work with parents to provide materials.

How does your school educate school personnel (*teachers*, *specialized instructional support personnel*, *principals*, *and other school leaders*, *and other staff*) in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners?

The teachers will provide ongoing training to teachers to ensure they partner appropriately and effectively with parents.

How does your school implement and coordinate parent programs, and build ties between parents and the school?

The teachers will provide ongoing training to teachers to ensure they partner appropriately and effectively with parents.

Describe plans to coordinate and integrate, to the extent feasible and appropriate, parental involvement programs and activities with other programs, such as parent resource centers that encourage and support parents in more fully participation in the education of their children.

Accessibility Assurance

In carrying out the parent and family engagement requirements, the school, to the extent practicable, provides opportunities for the informed participation of parents and families including:

- ✓ Parents and family members who have limited English proficiency
- ✓ Parents and family members with disabilities
- ✓ Parents and family members of migratory children
- ✓ Provides information and school reports in a format and language parents understand

Summary Statements

Summary of the Strengths

Strength: School partners with the JDC to work with parents. They collaborate with Griscom weekly. We also follow up with parents after a student is released.

Summary of the Weaknesses

Weaknesses: Due to the students being incarcerated, parents can only visit a maximum of three times per week.

Summary of the Needs

Need: School needs protected Wi-Fi access and lack of technological infostructure.	

Summary of Focus Priorities for 24-25

Prioritized areas of *Need* for 24-25 based on needs assessment/data analysis

Outline your 3 priority areas of focus/programmatic shifts you will make to ensure success during the 24-25 school year.

- 1. Continue too invest in staff training through relying on best practices for professional development Oppurtunites.
- 2. Partner with local organizations to assist with providing programs and services with a focus on Behavioral and SEL Support.
- 3. Partner with the JDC & District to formalize a plan for technology with inference on restricted Wi-Fi for students learning.

What date did you and you	r School Planning Commit	tee Complete Section 2?	9/18/24	
	0	<u></u>		

SECTION 3The Goals and the Plan

The Goals and the Plan

Goal #1 - Check the appropriate Transformation 4.0 pillar this goal falls under:				
☐ Pillar 1: The District creates a system of excellent schools	☐ Pillar 2: The District advances fairness and equity across its system	☑ Pillar 3: The District cultivates teachers and leaders who foster effective, culturally responsive learning environments	☐ Pillar 4: All students learn to read and succeed	☐ Pillar 5: Community partnerships and resources support the District's Transformation 4.0 Plan
SMART (Specific, Measurable Create an overarching SMART		• • • • • • • • • • • • • • • • • • • •		an emphasis on equitable
practices for all students and sta	ff.			
GOAL 1: SENSE OF BELONGING By May 2025, School Leadership will demonstrate a minimum of 30% growth year-over-year (from Spring 2024 to Spring 2025) on Panorama Survey Data responses by students and school-based staff in the category of 'Sense of Belonging', as evidenced by Spring 2025 Panorama Survey Results				
Leadership Plan				
Based on your needs assessment and evaluation, our two are of growth are improving culture and climate and quality of professional development for staff.				
Priorities:				
 Providing high-level-quality professional development to teachers. Becoming an effective instructional leader. 				
Evidence-based strategies SLPS Positive Behavior Interventions and Supports (PBIS) Protocols				
Implementation Plan				
Action Steps				
30 Days:				
Professional Development SLPS District vide DRIS Professional Development	otocols: I ander DD / Staff DD			
 SLPS Districtwide PBIS Protocols: Leader PD / Staff PD School PBIS Matrix 				
Staff meeting to identify mentor/mentee				

Observation and Feedback

PBIS Carousel

Implementation/Monitoring

Pre-Survey (student and teacher)

Monitoring Student Progress

Weekly check-ins

Person(s) Responsible	Resources	
 Culture & Climate Coordinator 	Districtwide PBIS Matrix	
	 PBIS Districtwide Bus and Building Expectations 	

60 Days:

Professional Development

Mini Lessons on Club Pamoja

Observation and Feedback

Observation checklist by administration

Implementation/Monitoring

Teacher Survey

Monitoring Student Progress

Person(s) Responsible	Resources

90 Days:

Professional Development

Staff meeting on interpreting data

Observation and Feedback

Implementation/Monitoring

Post Survey

Monitoring Student Progress

Person(s) Responsible	Resources	
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Funding Source(s)/ Cost to Support Implementation of Strategy		

• District-wide initiatives will be funded by the central office.

- o Panorama Ed Survey Platform
- For building initiatives, please identify the funding source (GOB, Title 1, Comprehensive, Other):
 - o Salary and benefits associated with Academic Instructional Coach (Title)
 - o \$2000 for professional development books and resources for staff (Title/Comprehensive)
 - o Funds for field trip admission and transportation for learning experiences to enhance classroom learning. (GOB)
 - o Funds to upgrade and refresh literacy spaces throughout the building as needed (Comprehensive/GOB)

Goal #2- Check the appropriate Transformation 4.0 pillar this goal falls under:			
☐ Pillar 1: The District creates a system of excellent schools ☐ Pillar 2: The District advances fairness and equity across its system ☐ Pillar 3: The District cultivates teachers and leaders who foster effective, culturally responsive learning environments ☐ Pillar 3: All students learn to read and succeed ☐ Pillar 5: Community partnerships and resources support the District's Transformation 4.0 Plan			
SMART (Specific Measurable Achievable Relevant and Timely) Goal #2: Reading			

SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #2: Reading

GOAL 2: READING

By May 2025,

- 100% of students scoring below proficiency in reading at the start of the year will score proficient at the end of the year, as evidenced by the STAR Reading assessment.
- 100% of students scoring proficient in reading at the start of the year will score advanced at the end of the year, as evidenced by the STAR Reading assessment.
- 100% of students scoring advanced in reading at the start of the year will increase their scaled scores by a minimum of 50 points at the end of the year, as evidenced by the STAR Reading assessment.
- 100% of students will increase their beginning of year STAR Reading Grade Equivalent score by 2.5 by the end of the year.

Reading Plan

Based on your needs assessment and Reading data, what are your two reading priorities? The areas you choose should be intentional and be the key levers that allow you to drive toward achieving your Reading SMART Goal. *Please identify two areas of focus that most align with this goal.*

Priorities:

- 1. Students demonstrate mastery of the five pillars of literacy: phonemic awareness, phonics, vocabulary, comprehension, and fluency.
- 2. Students demonstrate mastery of academic discourse on complex texts (speaking, writing, listening, reading).

Evidence-based strategies

- SLPS Instructional Vision for Academic Excellence utilizing Savvas myView (6-8) and myPerspectives (9-12)
 ELA Instructional Resources:
 - o Gradual Release Model with an Emphasis on Academic Conversation and Complex Texts and Tasks
 - o Instructional Design Framework and ELA Lesson Plan Internalization Protocol
 - o ELA Collaborative Lesson Planning Protocol (PLCs)
- [Insert] Supplemental Phonics Program
- LETRS Training: School Leaders, Instructional Coaches, and Teachers

Implementation Plan

Action Steps

30 Days:

Professional Development

- Leader PD Gradual Release Model and Academic Conversations
- Leader PD Collaboration, Consistency, and Clarity for PLCs w/Solutions Tree
- Staff PD Grade Level and Content PD utilizing ELA instructional resources / Gradual Release Model and Academic Conversations PD
- Leader PD ELA Lesson Planning and High Quality Instructional Design / Plan for Staff PD / Determine ELA PLC Cohorts
- Staff PD ELA Lesson Planning and High Quality Instructional Design/ Plan for Implementation

Observation and Feedback

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Implementation/Monitoring

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Monitoring Student Progress

STAR Reading BOY Assessment

Person(s) Responsible	Resources
 Professional Development Department 	 SLPS Instructional Vision for Academic Excellence
Curriculum Specialists	 SLPS High Quality Instructional Design
 Director of Academic Instructional Coaches 	■ Savvas ELA myView (6-9) / myPerspectives (9-12)
 Academic Instructional Coaches 	■ STAR Renaissance

60 Days:

Professional Development

- Leader PD ELA Collaborative Planning Protocols (PLCs) / Plan for Staff PD and PLC Implementation
- Staff PD ELA Collaborative Planning Protocols (PLCs) / Plan for Implementation

Observation and Feedback

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Implementation/Monitoring

Monitoring Student Progress

- CBM (bi-weekly)
- RSP (bi-weekly)
- Star Progress monitor

Person(s) Responsible	Resources
 Professional Development Department 	 SLPS Collaborative Lesson Planning Protocol
 Director of Academic Instructional Coaches 	 SLPS Gradual Release Rubric
 Academic Instructional Coaches 	
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90 Days:

Professional Development

Observation and Feedback

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Implementation/Monitoring

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Monitoring Student Progress

STAR Reading MOY Assessment

Person(s) Responsible	Resources
	■ STAR Renaissance

Funding source(s) / Cost to Support Implementation of Strategy

- District-wide initiatives will be funded by the central office.
 - o Tier 1 Instructional Tools (myView (6-9) and myPerspectives (9-12) ELA Instructional Resources)
 - o Identified Tier 2 and Tier 3 Instructional Tools (Freckle ELA/Math; myON)
 - o Academic Competitions
- For building initiatives, please identify the funding source (GOB, Title 1, Comprehensive, Other):

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Goal #3- Check the appropriate Transformation 4.0 pillar this goal falls under:				
☐ Pillar 1:	☐ Pillar 2:	☐ Pillar 3:	⊠ Pillar 4:	☐ Pillar 5:
The District creates a system of excellent schools	The District advances fairness and equity across its system	The District cultivates teachers and leaders who foster effective, culturally responsive learning environments	All students learn to read and succeed	Community partnerships and resources support the District's Transformation 4.0 Plan
SMART (Specific, Measura	 able, Achievable, Relevant ar	 nd Timely) Goal #3: Mathen	 natics	
 GOAL 3: MATH By May 2025, 100% of students scoring below proficiency in math at the start of the year will score proficient at the end of the year, as evidenced by the STAR Math assessment. 100% of students scoring proficient in math at the start of the year will score advanced at the end of the year, as evidenced by the STAR Math assessment. 100% of students scoring advanced in math at the start of the year will increase their scaled scores by a minimum of 50 points at the end of the year, as evidenced by the STAR Math assessment. 				
Mathematics Plan:				
Based on your needs assessment and Mathematics data, what are your two mathematics priorities? The areas you choose should be intentional and be the key levers that allow you to drive toward achieving your Mathematics SMART Goal. <i>Please identify two areas of focus that most align with this goal.</i>				
Reasoning, Productive D	Disposition. astery of the Strands of Math: I	Number Sense; Geometry and	Measurement; Data, Statistics	ptual Understanding, Adaptive and Probability; and Algebraic th (K-8) Instructional Resources:
Evidence-based strategies	Gradual ReleaMath Concepts	se Model with an Emphasis or s		idemic Discussion on Complex

Implementation Plan

Action Steps

30 Days:

Professional Development

- Leader PD Gradual Release Model and Academic Conversations
- Staff PD Grade Level and Content PD utilizing math instructional resources / Gradual Release Model and Academic Conversations
- Leader PD Math Lesson Planning and High Quality Instructional Design / Plan for Staff PD
- Staff PD Math Lesson Planning and High Quality Instructional Design/ Plan for Implementation

Observation and Feedback

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Implementation/Monitoring

Monitoring Student Progress

STAR Math BOY Assessment

Person(s) Responsible	Resources
 Professional Development Department 	 SLPS Instructional Vision for Academic Excellence
 Curriculum Specialists 	 SLPS High Quality Instructional Design
 Academic Instructional Coaches 	 Savvas enVision Math (6-12)
	 STAR Renaissance

60 Days:

Professional Development

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Observation and Feedback

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Implementation/Monitoring

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Monitoring Student Progress

Person(s) Responsible	Resources
	SLPS Gradual Release Rubric

90 Days:

Professional Development

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Observation and Feedback	
•	
Implementation/Monitoring	
•	
Monitoring Student Progress	
 STAR Math MOY Assessment 	
Person(s) Responsible	Resources
•	 STAR Renaissance
Funding source(s) / Cost to Support Implementation of Strategy	
 District-wide initiatives will be funded by the central office. 	
 Tier 1 Instructional Tools (enVision Math 6-12 	
o Identified Tier 2 and Tier 3 Instructional Tools (Freckle ELA/	Math)
 Academic Competitions 	,
For building initiatives, please identify the funding source (GOB, Tit	tle 1, Comprehensive, Other):
	, , ,
(What date did you and your School Planning Committee C	omplete Section 3?
Principal (required) Da	ate Completed (required)
Da	ate Submitted to Network Superintendent (required)
Network Superintendent (required) Description:	ate received from Principal (required)
Da	ate Submitted to State and Federal Team (required)

Superintendent	Date
State Supervisor, School Improvement	Date