

St. Louis Public Schools - Superintendent's Zone "At Risk" Interventions

SLPS SZ Work Plan

2014

2015

March-2014

Initiative	Sub Task / Deliverable	Dates		SLPS Point	Comment / Dependency	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June	July
		Start	Finish																		
<b>Superintendent's Zone "At Risk" Interventions</b>																					
<b>Longer School Day for Teacher Preparation, Planning, and Development</b>																					
	Clarify expectations for which teachers specifically are required to work the extra hour, # of hours, extra pay, etc. so teachers can determine whether they want to remain in the school	1-Apr-14	15-Apr-14	Sup																	
	Notify teachers of Superintendent's Zone working conditions and solicit letters of intent for 2014-15 employment	15-Apr-14	10-May-14	HR																	
	Develop draft building-level budgets to determine specific costs and allocate funding appropriately	14-May-14	30-May-14	Finance																	
	Identify expectations for longer school day (e.g., use of time, individual vs. team prep, professional development from higher ed, etc.)	1-May-14	30-Jun-14	SZ Staff																	
	Professional developmeing with School Instructional Leadership Teams (SILTs) on setting expectations and providing support for maximizing use of extended time	15-Jul-14	15-Sep-14	PD																	
	Develop central office process for monitoring use of extended time to ensure effective use	30-Jun-14	31-Jul-14	SZ Staff																	
	Deliver and implement ongoing coaching and professional development to teachers for extended learning time	31-Jul-14	30-May-15	PD / SZ																	
	Central office monitoring of bulding use of Longer School Day	31-Jul-14	30-May-15	SZ Staff																	
<b>Additional Student Support Services</b>																					
	Develop methodology for determining building-specific support staff needs (e.g., does every school need a full time social worker, nurse, and counselor or are allocations differentiated? If so, how?)	1-Apr-14	15-Apr-14	Stud Supp																	
	Use staffing methodology to create building-level student support staffing plans	15-Apr-14	22-Apr-14	Stud Supp																	
	Develop draft building-level budgets to determine specific costs and allocate funding appropriately	22-Apr-14	7-May-14	Stud Supp																	
	Determine job descriptions for student support positions and identify qualifications and/or responsibilities unique from other district support positions	15-Apr-14	15-May-14	Stud Supp																	
	Recruit, screen, and select new student support poisitons	15-May-14	30-Jul-14	Stud Supp																	
	Design and develop new expectations and accountability structure for student support positions including measurable goals and process for coordination	7-Apr-14	1-Jun-14	Stud Supp																	
	Design and develop new training and professional development support for Superintendent's Zone student support positions	1-May-14	30-Jun-14	Stud Supp																	
	Deliver and implement ongoing coaching and professional development to student support positions	15-Aug-14	30-May-14	Stud Supp																	
	Central office monitoring of student support position impact on student ourcomes	15-Aug-14	30-May-14	Stud Supp																	
<b>Additional Reading and Math Teachers</b>																					

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	Develop methodology for determining building-specific instructional support needs (e.g., does every school need a full time reading specialist or are allocations differentiated? If so, how?)	1-Apr-14	1-May-14	SZ staff		■															
	Use staffing methodology to create building-level instructional support plans	1-May-14	20-May-14	SZ staff			■														
	Develop draft building-level budgets to determine specific costs and allocate funding appropriately	22-Apr-14	7-May-14	Finance		■															
	Determine job descriptions for additional reading and math teachers and identify qualifications and/or responsibilities unique from other academic positions	15-Apr-14	15-May-14	HR		■															
	Recruit, screen, and select new reading and math teachers	15-May-14	30-Jul-14	HR / SZ staff			■	■	■												
	Design and develop new expectations and accountability structure for additional reading and math positions including measurable goals and process for coordination with tutoring and classroom teachers	7-Apr-14	1-Jun-14	SZ staff	Must be coordinated with tutoring plan	■															
	Design and develop new training and professional development support for Superintendent's Zone additional reading and math positions	1-May-14	30-Jun-14	PD / SZ staff	Must be coordinated with DIP PD and "extra time" plan/planning			■													
	Deliver and implement ongoing coaching and professional development to additional math and reading teachers	15-Aug-14	30-May-14	PD / SZ staff						■	■	■	■	■	■	■	■	■	■	■	■
	Central office monitoring of additional math and reading teachers to assess impact on student outcomes	15-Aug-14	30-May-14	SZ staff						■	■	■	■	■	■	■	■	■	■	■	■
<b>Additional Family Community Specialists</b>																					
	Develop methodology for determining building-specific family and community engagement needs (e.g., does every school need a full time FCS or are allocations differentiated? If so, how?)	1-Apr-14	15-Apr-14	Office of Fam/Comm		■															
	Use staffing methodology to create building-level FCS staffing plans in SZ schools	15-Apr-14	22-Apr-14	Office of Fam/Comm		■															
	Develop draft building-level budgets to determine specific costs and allocate funding appropriately	22-Apr-14	7-May-14	Office of Fam/Comm		■															
	Determine job descriptions for SZ FCS positions and identify qualifications and/or responsibilities unique from other district FCSs	15-Apr-14	15-May-14	Office of Fam/Comm		■															
	Recruit, screen, and select new SZ FCSs	15-May-14	30-Jul-14	Office of Fam/Comm			■	■	■												
	Design and develop new expectations and accountability structure for new FCSs including measurable goals and process for coordination	7-Apr-14	1-Jun-14	Office of Fam/Comm		■															
	Design and develop new training and professional development support for Superintendent's Zone FCSs	1-May-14	30-Jun-14	Office of Fam/Comm			■														
	Deliver and implement ongoing coaching and professional development to FCSs	15-Aug-14	30-May-14	Office of Fam/Comm						■	■	■	■	■	■	■	■	■	■	■	■
	Central office monitoring of FCSs impact on student outcomes	15-Aug-14	30-May-14	Office of Fam/Comm						■	■	■	■	■	■	■	■	■	■	■	■
<b>Tutoring Initiative</b>																					

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	Develop methodology for determining building-specific instructional support needs as it relates to tutoring support	20-May-14	15-Jun-14	SZ staff / Federal Programs																						
	"Match" each SZ school with appropriate tutoring program	15-Jun-14	30-Jun-14	SZ staff / Federal Programs																						
	Facilitate school staff to assist with tutor screening and selection process	1-Jul-14	10-Aug-14	SZ staff																						
	Include tutors in school-based professional development as well as specific district-based professional development	10-Aug-14	30-May-14	PD / SZ staff																						