



The Future of SLPs: System Rebuild



Four-Year Plan





3rd Grade Reading

Growth and Proficiency



3rd Grade Math

Growth and Proficiency



College and Career Readiness

High School Students Prepared for Workforce and Post-Secondary Employment



Culture and Climate

Student Wellbeing

Student Success Goals



Equity & Excellence for All



Core Values

- Authenticity
- Collaboration
- Equity

Beliefs

- A high-quality, public education is a basic right for all and is our most promising pathway to social justice.
- All students deserve to learn in inclusive environments where they feel seen, heard, safe, and welcomed.
- Families are our student's first teachers and are valuable partners in their children's education.
- High expectations and high accountability must be matched with a high level of support.
- Relationships are at the heart of capacity-building and continuous improvement



Guiding Principles



Authenticity

Be a learner who practices deep listening through modeling authentic inquiry and humility.

BE HUMBLE LEARNERS WHO PRACTICE DEEP LISTENING

Listen deeply and approach the work with an attitude towards learning, without assumptions and predetermined solutions. Take criticism without dispute.



Collaboration

Plan and design the future with voices, stories, and representation from all stakeholder groups.

PLAN WITH, DESIGN WITH

Walk with people as they imagine and realize their own futures. Be connectors, conveners, and collaborators—not representatives.



Equity

Explicitly centering the lived experience and expertise of students, families, and communities.

SEEK PEOPLE AT THE MARGINS

Acknowledge the structures that create, maintain and uphold inequity. Learn and practice new ways of intentionally making space for marginalized voices, stories, and bodies.



SLPS Strategic Values



Highly Effective
Educators and
Leaders



Authentic Family
and Community
Partnership



Equitable and
Multiple Sources
of Data



Joyful and
Engaged
Students



Personalized
Supports and
Innovative Pathways

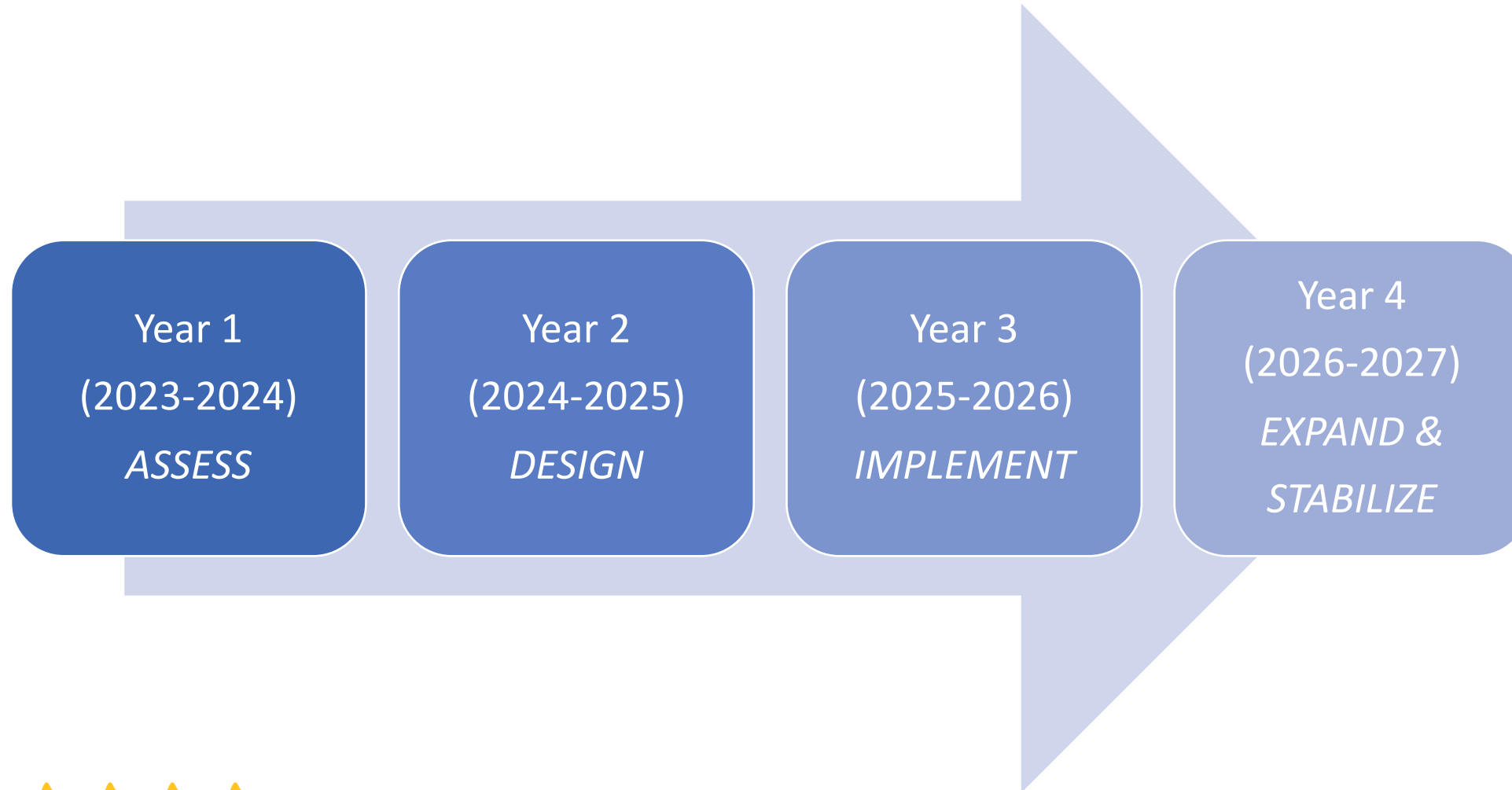


College and
Career Ready
Critical Thinkers

Values Across Our Student Goals



FOUR Year Action Plan





Year 1: Assess



Superintendent Entry Plan



ENGAGE *Listen*

- Looking Outward
- Looking Inward
- Sharing Personal Core Values
- Connecting to Community Values

EXPLORE *Learn*

- Diagnosing Problems
- Developing Shared Vision
- Communicating Themes
- Inspiring Hope and Speaking Truth

EMPOWER *Plan to Act*

- Taking Action
- Galvanizing Change



Adapted from *Entry Planning for Equity-Focused Leaders: Empowering Schools and Communities*, Jennifer Perry Cheatham, Rodney Thomas, and Adam Parrott-Sheffer

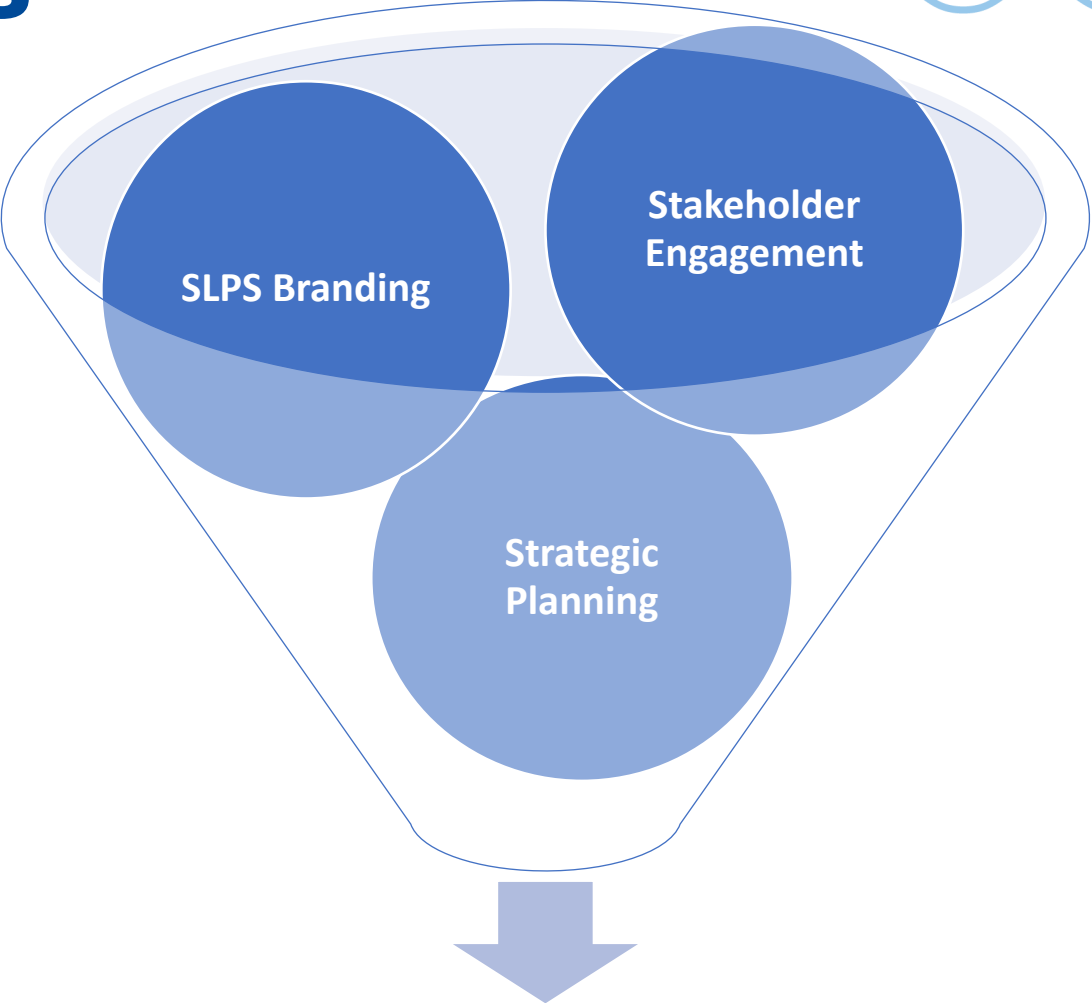
Entry Plan Goals



1. Build relationships and trust
2. Understand the strengths and challenges of the organization.
3. Learn about the values, hopes, and priorities important to the Saint Louis Public Schools community
4. Engage diverse stakeholders to gather information about the strengths and challenges facing the organization
5. Develop a vision and mission aligned leadership team
6. Increase transparency



Deliverables



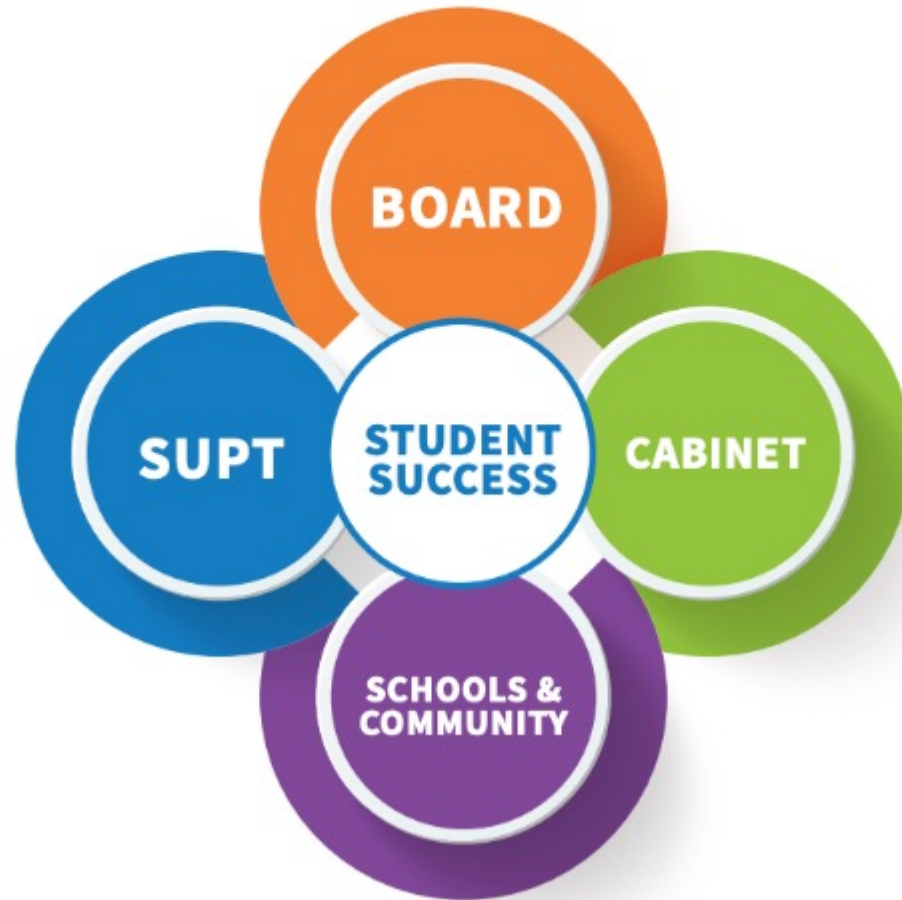
Successful Year 1



Coherence

- Board
- Superintendent
- Cabinet
- Schools & Community

WORKING TOGETHER



Student Achievement



Four Years + Four Goals = Student Achievement



Alignment

Coherence





Listening to and Learning from Saint Louis Public Schools Community



*Summary of the school-
based Listen and Learns
within Dr. Scarlett's 100
Days engagement and
impact efforts*



Uplifted Themes

- 1. *Student Voice.*** Enhance student engagement and academic excellence by promoting student voice, choice, and leadership in schools and across the system
- 2. *Family Engagement.*** Establish and strengthen routines for family and community engagement and communication in ways that leverage family assets and promote trust
- 3. *Safety.*** Promote safe, connected, and thriving school communities



Blueprint Alignment



Student Voice

“ All schools and education support systems in the City of Saint Louis must provide equitable academic resources to students, such as programs specific to performing arts, world languages, leadership, science, technology, engineering, and math programs within 12 months of the adoption of the Blueprint” (HWS-R8).

Family Engagement

“ Within 12 months of the adoption of the Blueprint, all schools and education support systems in the City of Saint Louis, using a participatory process with families, must develop a published template for sharing effective family and student engagement strategies, which should be reviewed and finalized, annually” (CO-R10).

Safety and Connection

“ All schools and education support systems in the City of Saint Louis must create an intentional process to coordinate health, wellness, and safety resources for students, families, caregivers, and staff” (HWS-R9).

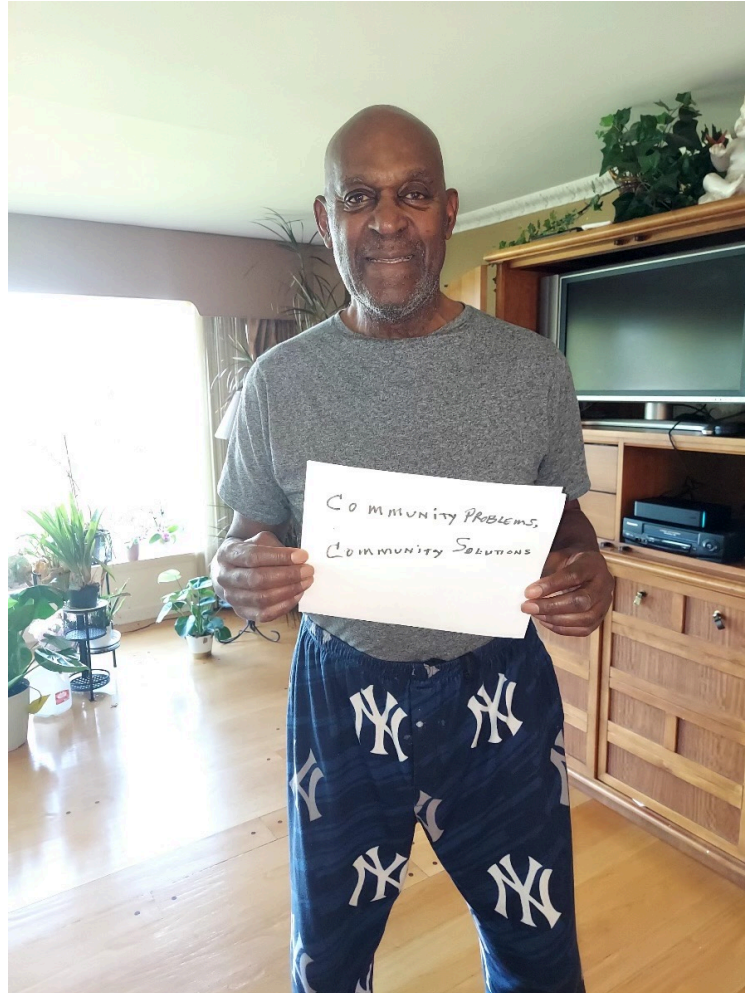


Major Themes

- Educational Equity & Excellence
- Community and Stakeholder Engagement
- Operational Efficiency and Infrastructure
- Culture of Excellence



Community Problems, Community Solutions





Educational Equity & Excellence

Creating an Environment Where Every Student Thrives



Educational Equity & Excellence

Ensure students have equitable access to “guaranteed educational experiences” that prepares them for future success.

FOCUS AREAS:

- **Literacy for the Lou:** Improve reading skills and engage families and our citywide community in the value of literacy
- **Special Education:** Explore the feasibility of developing a City of St. Louis special education (district) catering to all qualifying
- **“Magnetic” School Pathways:** Expand and strengthen neighborhood school programs in alignment with magnet schools - Visual and Performing Arts, STEM, Career Connected Learning opportunities, and other specialized areas.





Community & Stakeholder Engagement

Building Strong Partnerships to Support Student Success



Community & Stakeholder Engagement



Foster strong relationships with stakeholders to promote a sense of belonging and inclusive educational environment.

FOCUS AREAS:

- **Community Schools:** Establish community schools that provide a range of academic and wraparound services to students and their families.
- **Partnerships and Customer Service:** Enhance communication and collaboration with families, community members, and local organizations.
- **Community Problems, Community Solutions:** Community-centered leadership to solve our city and district's most persistent problems.
- **Health, Wellness, and Safety:** Promote initiatives that ensure the wellbeing and safety of students and staff.





Operational Efficiency & Infrastructure

Modernizing Facilities to Enhance Learning



Operational Efficiency & Infrastructure



Optimize district operations to ensure efficient use of resources and provide safe, modern learning environments.

FOCUS AREAS:

- **Facilities Master Planning:** Develop a comprehensive plan for real estate management, including the use of vacant properties for community support centers and rightsizing schools.
- **New Student Assignment Plan:** Implement geographic zones and “magnetic”(neighborhood) school pathways to streamline student assignments and improve transportation efficiency.
- **Predictable Operations:** Establish systems and processes to ensure consistent, transparent, and efficient district operations.





Culture of Excellence

Empowering Educators to Inspire Excellence



Culture of Excellence



Promote a culture of excellence within SLPS that fosters an environment where every student and staff member is empowered to achieve their highest potential.

FOCUS AREAS:

- **Talent Development:** Provide robust onboarding and professional development for staff with respect for their time, efforts, and limitations.
- **Competitive Compensation:** Ensure competitive salaries and benefits to attract and retain high-quality educators and staff.
- **System Transformation:** Set high standards, providing robust support, and emphasize continuous improvement,



Superintendent's Portfolio of Initiatives



1. 3rd Grade Reading/Literacy for the Lou:

- Focus on improving literacy rates across the district through high-quality instruction, equitable access to resources, and robust community partnerships.

2. Predictable & Efficient Operations:

- Initiatives such as procurement, transportation, and ERP (payroll) improvements are part of the plan to streamline operations.

3. Talent Development:

- Emphasis on professional development, onboarding, and leadership capacity building.

4. Development of the New 5-Year Strategic Plan (2025-2030):

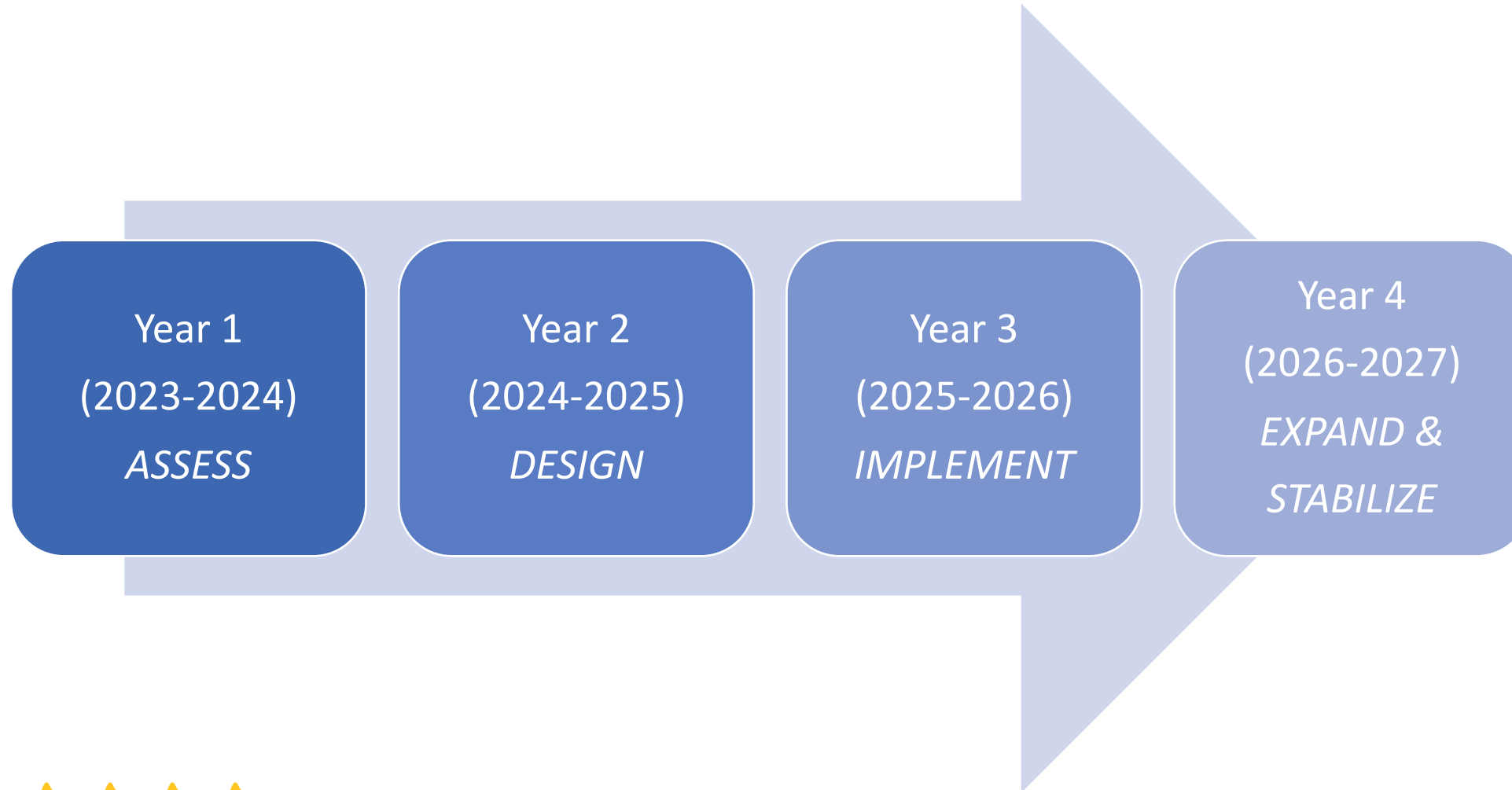
- Focus on long-term goals for educational excellence, community engagement, operational efficiency, and a culture of excellence.

5. Strategic Communications:

- Focus on improving customer service, stakeholder engagement, branding/marketing, and communication strategies.



FOUR Year Action Plan





Year 2: Design (Action Plan)



Year 2: Planning and Initial Implementation (continued)



1. Educational Excellence and Equity:

- Expand the Literacy for the Lou initiative districtwide based on pilot program results.
- Begin planning and stakeholder engagement for the special school district for special education.
- Expand magnet school pathways with community input sessions.

2. Community and Stakeholder Engagement:

- Conduct community forums and surveys to identify needs and priorities for community schools.
- Develop a strategic communication plan to improve customer service and stakeholder engagement.
- Establish partnerships with local health organizations to promote student and staff wellness.



Year 2: Planning and Initial Implementation



3. Operational Efficiency and Infrastructure:

- Complete the Facilities Master Planning process, including a demographic study and urban planning, an inventory of current properties, and identification of potential community support centers.
- Design the new student assignment plan with input from parents, students, and staff.
- Implement pilot projects for predictable operations in key areas such as transportation and maintenance.

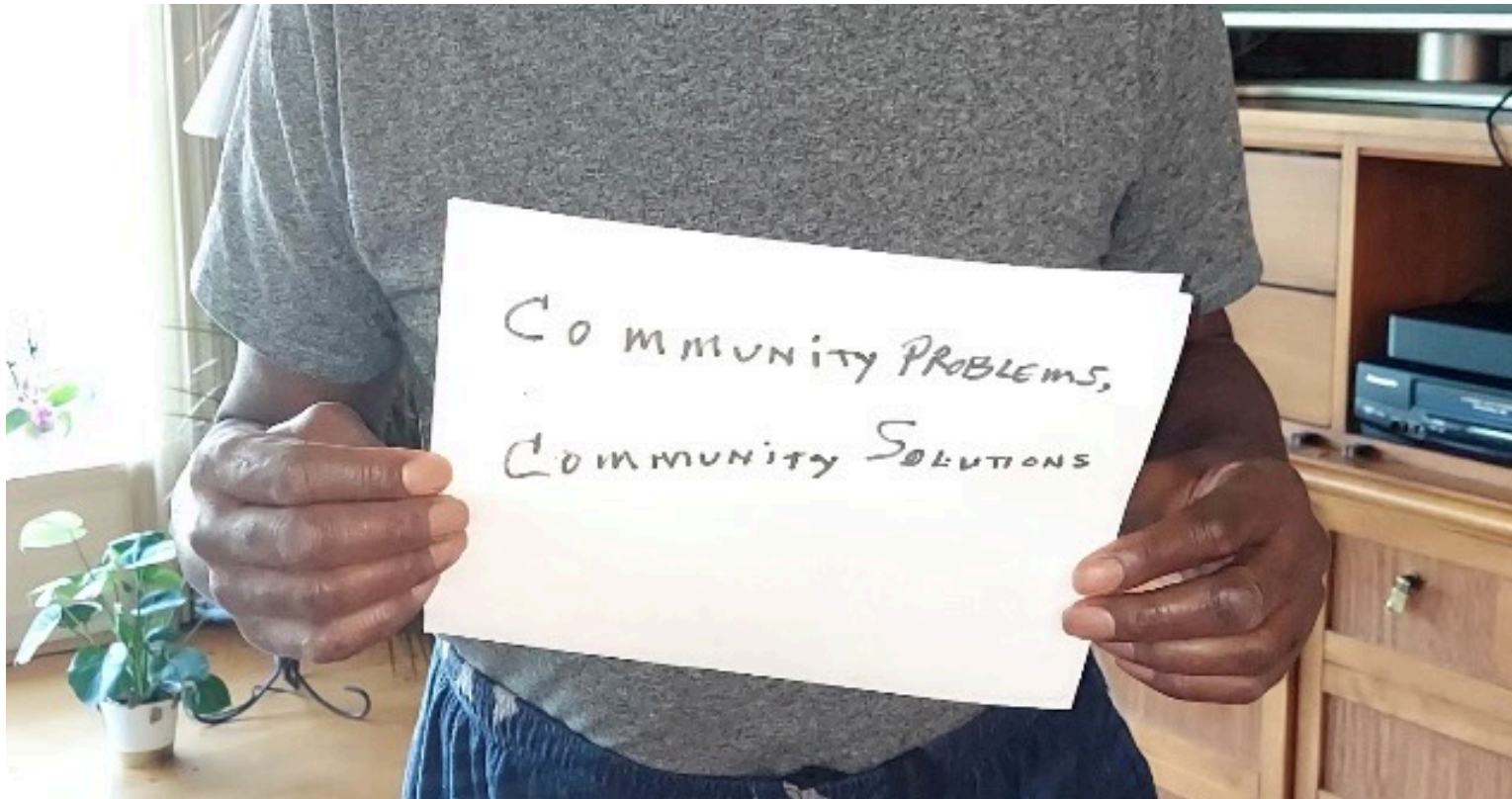
4. Culture of Excellence:

- Develop and implement an onboarding program for new staff and the superintendent's cabinet.
- Conduct a compensation review to ensure competitive salaries and benefits.
- Launch health and wellness programs targeting both students and staff.





Call to Action: Community Support





SLPS.org