

# SLPS Update and Goals



Dr. Millicent Borishade,  
Interim Superintendent of Schools  
February 11, 2025



# SLPS Strategic Values



Highly Effective  
Educators and  
Leaders



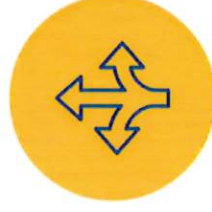
Authentic Family  
and Community  
Partnership



Equitable and  
Multiple Sources  
of Data



Joyful and  
Engaged  
Students



Personalized  
Supports and  
Innovative Pathways



College and  
Career Ready  
Critical Thinkers

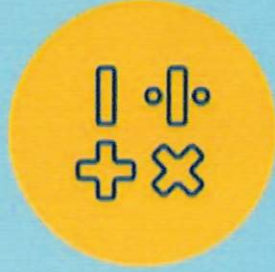
## Values Across Our Student Goals





## 3rd Grade Reading

—  
Growth and Proficiency



## 3rd Grade Math

—  
Growth and Proficiency



## College and Career Readiness

—  
High School Students Prepared for Post-Secondary Employment



## Culture and Climate

—  
Student Wellbeing



# Student Success Goals


# Portrait of a Graduate




- College & Career Ready
- Change Agent
- Critical Thinker
- Communicator
- Competent
- Culturally Aware
- Collaborator



# Transformation Plan 4/CSIP




TRANSFORMATION PLAN  
4  
Gearing Up 4 the Future



**Continuous School Improvement Plan**  
UPDATED 2023

**Working Together to Forward Every Student's Pursuit of Excellence**



- College & Career Ready
- Change Agent
- Critical Thinker
- Communicator
- Competent
- Culturally Aware
- Collaborator

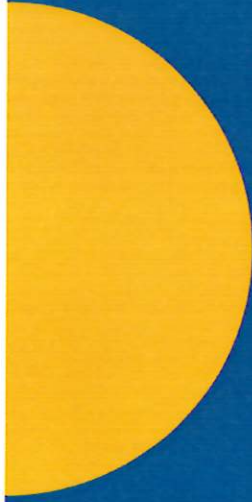


# Agenda

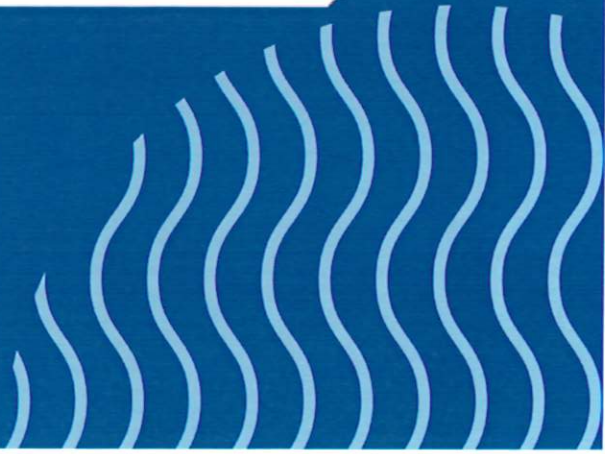


1. Transportation
2. Management Assessment Response
3. School Assignment/Realignment Strategy (catalyzing CWP, facilities master plan, demographic study, community engagement)
4. Trustbuilding between central office admin and building leader staff
5. Communications – Internal (Staff and Families) and External (Community and Media)
6. Status of Supt. Certification
7. Finance

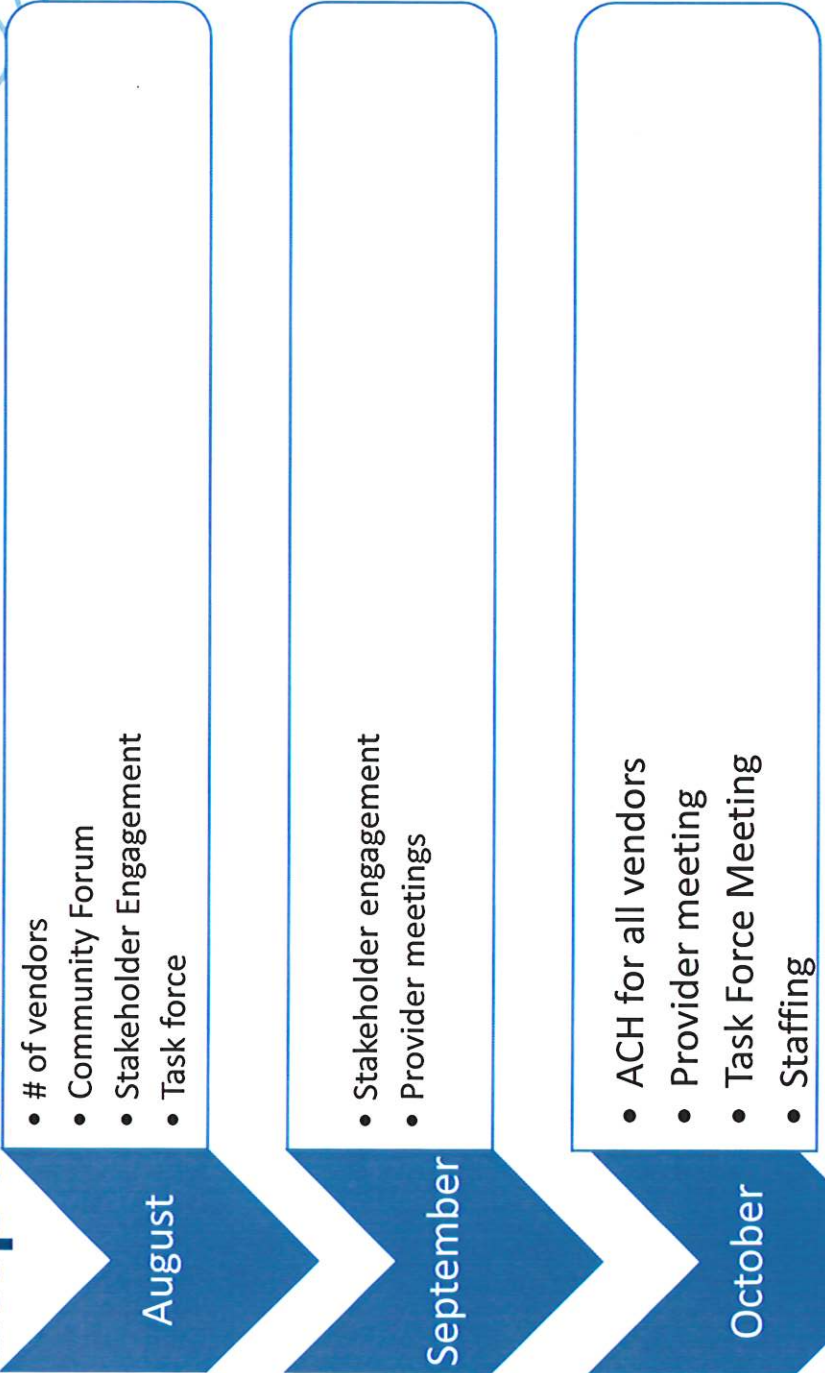




# Transportation



# Transportation





# Transportation



**November**

- Launch RFP
- Staffing

**December**

- Provider Meeting
- Back to School Brigade
- RFP closed

**January**

- Presentations
- Registration Launch
- Opt In



# Management Assessment Response/Update



# Management Assessment Response – Update 1 – January 30, 2025

1. Internal Audit Function
2. Board Oversight of Superintendent's Office
3. Board Documentation, Board Minutes and Reports
4. Policies and Procedures: Finance
5. Policies and Procedures: Human Resources
6. Credit Card Monthly Cycle Limits
7. Credit Card Policy and Procedure Conflicts: Acceptable Purchases
8. Policy and Procedure Conflicts: Board Member Travel Purchases
9. Credit Card Receipt and Documentation Retention
10. Cardholder Agreement & Purchasing Card Training
11. Communication and Culture





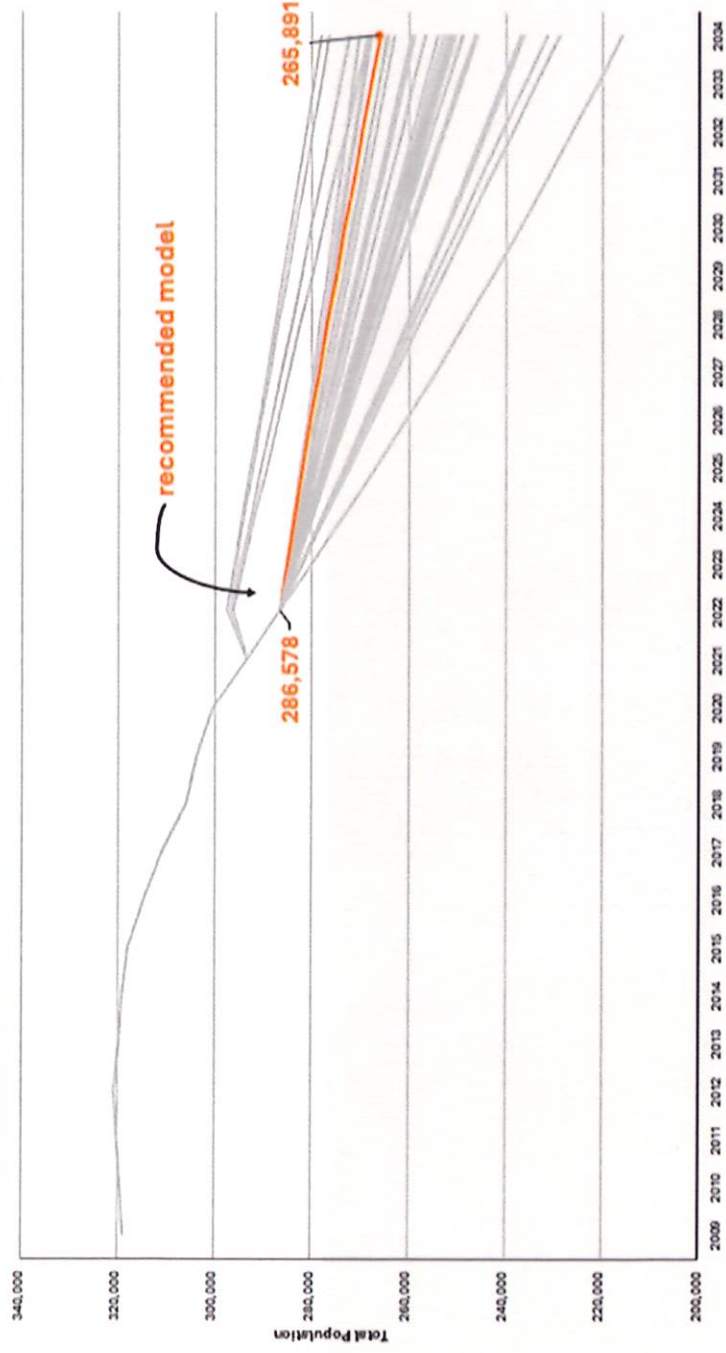
# School Assignment/Realignment Strategy

**Build Nothing for Us, Without Us**



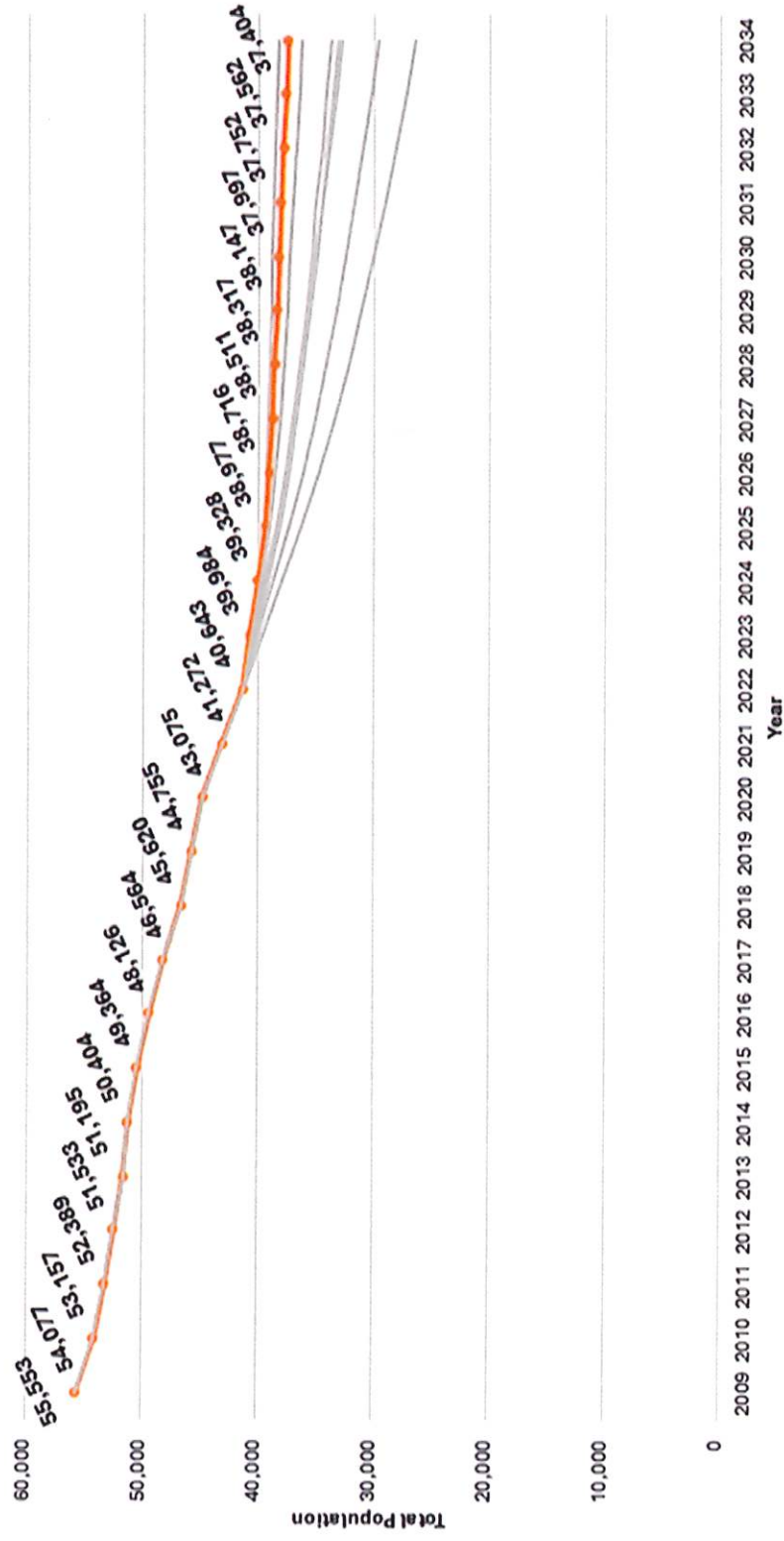
# Demographic Study and Master Plan

Forecasting St. Louis Population: 2022-2034



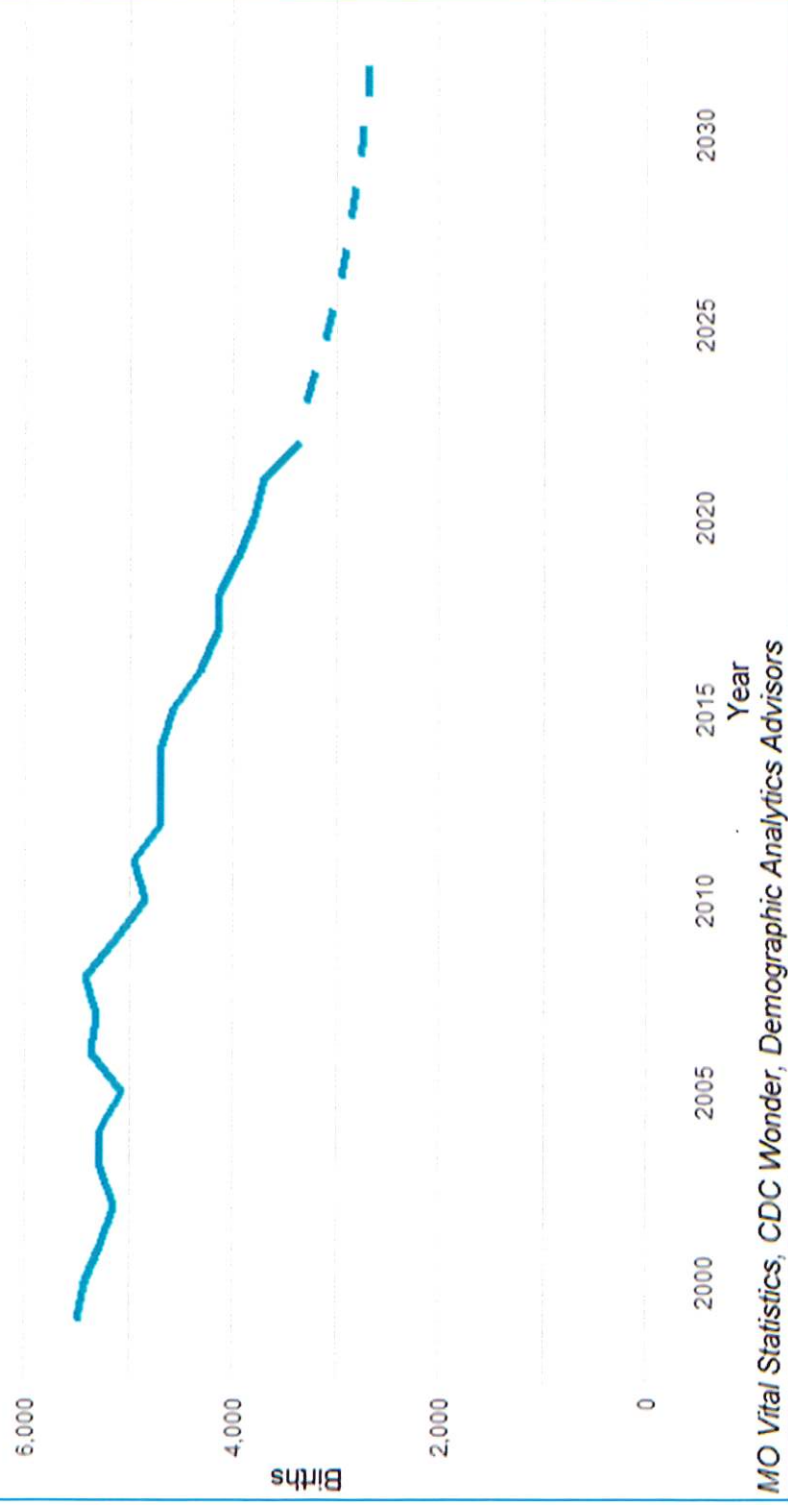
# Demographic Study and Master Plan

## Forecast St. Louis Population Age 3-17: 2022-2034



# Demographic Study and Master Plan

**St. Louis City Births Forecast: 1999 to 2032**  
*projections beginning 2023*

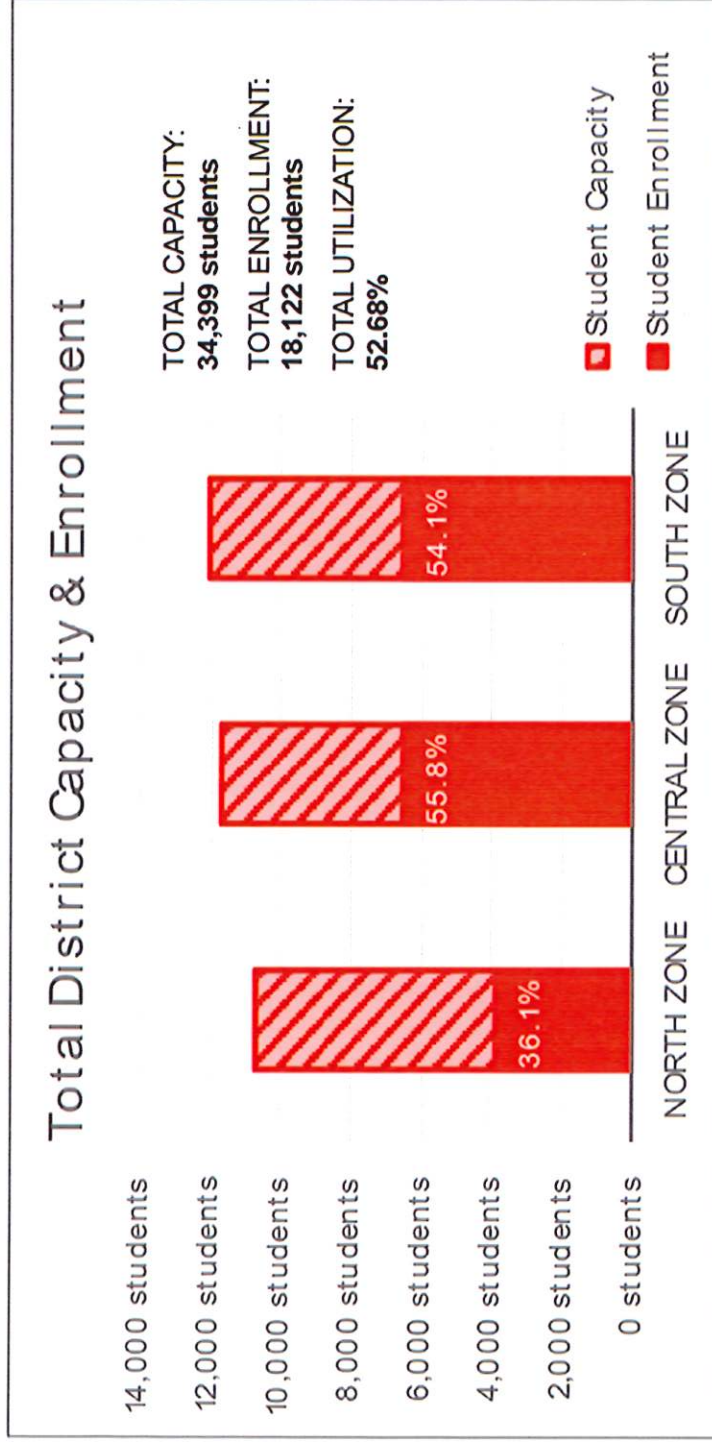


MO Vital Statistics, CDC Wonder, Demographic Analytics Advisors

# Utilization Rate



## BASELINE 2024 PLAN





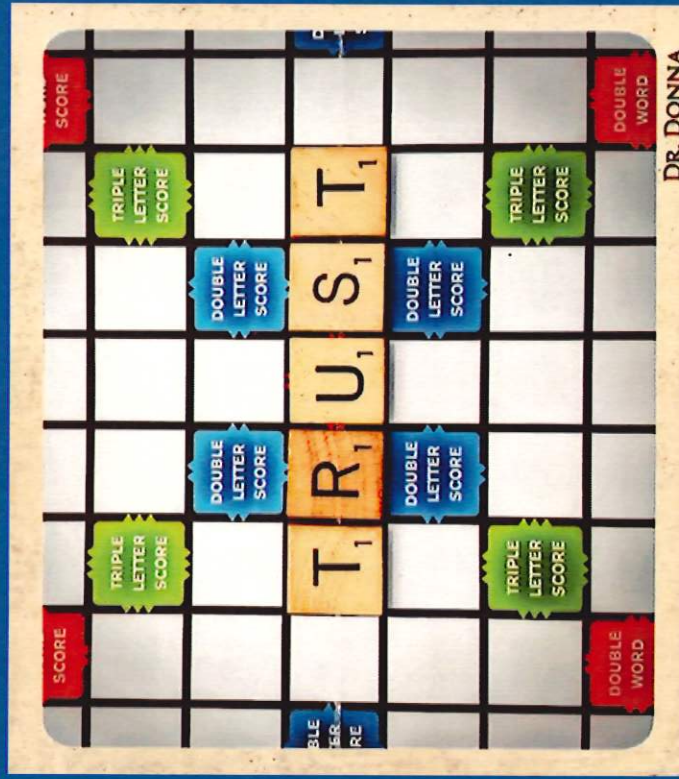
# Next Steps



- Phase 1
  - Providing an overview of the Demographic Study
- Phase 2
  - Listening to the recommendations of staff, families and community members
- Phase 3
  - Taking recommendations from staff, families and the community to discuss phases of re-imagining SLPS for 2026-2027 school year



**Build Nothing For Us, Without Us**



# Trust Building



- AMI Days
  - Sharing information the day before so parents can plan accordingly
- Principal Advisory to the Superintendent
  - October
  - December
  - January (rescheduled)
  - February
- Just in Time Meetings
  - Management Assessment
  - Resolution related to Student Safety
  - Press Releases



# Certification



## State of Missouri

This certificate issued by authority of the State Board of Education to

**MILLICENT BORISHADE**

is a license to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.



## Educator's Certificate

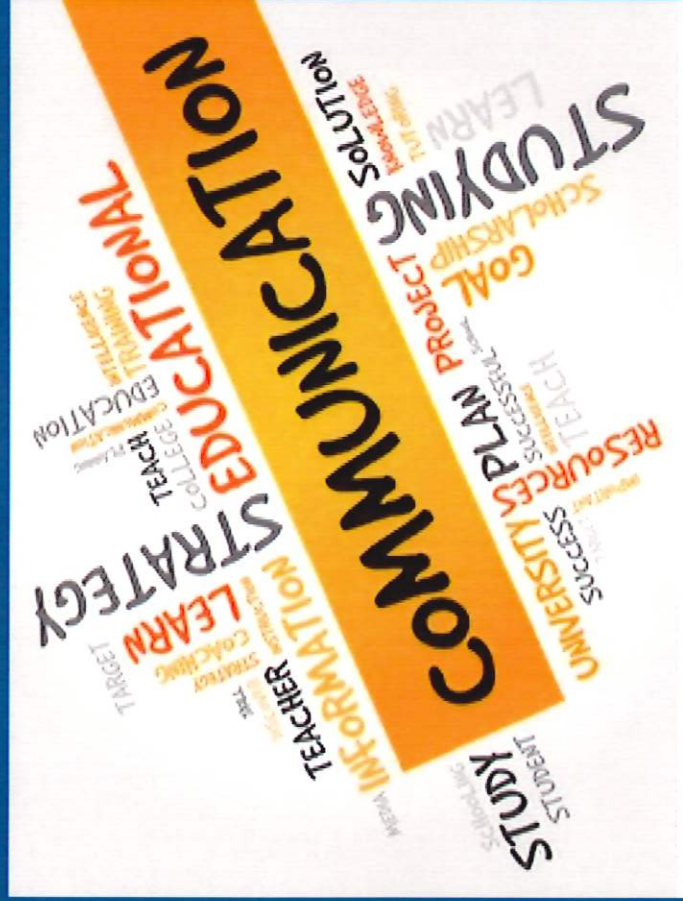
DOCTORATE DEGREE 2008  
 MASTERS DEGREE 2000  
 BACCALAUREATE DEGREE 1993

Subject or Service	Grade Level	Type of Certificate	Effective Date	Expiration Date	Status
SUPERINTENDENT	K-12	TEMPORARY AUTHORIZATION 2	10/31/2024	10/31/2025	ISSUED CERTIFICATE
SUPERINTENDENT	K-12	INITIAL ADMIN CLASSIFICATION	01/09/2025	01/09/2029	ISSUED CERTIFICATE

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Any entry made on this certificate other than by issuing authority will render the certificate void.

Commissioner of Education

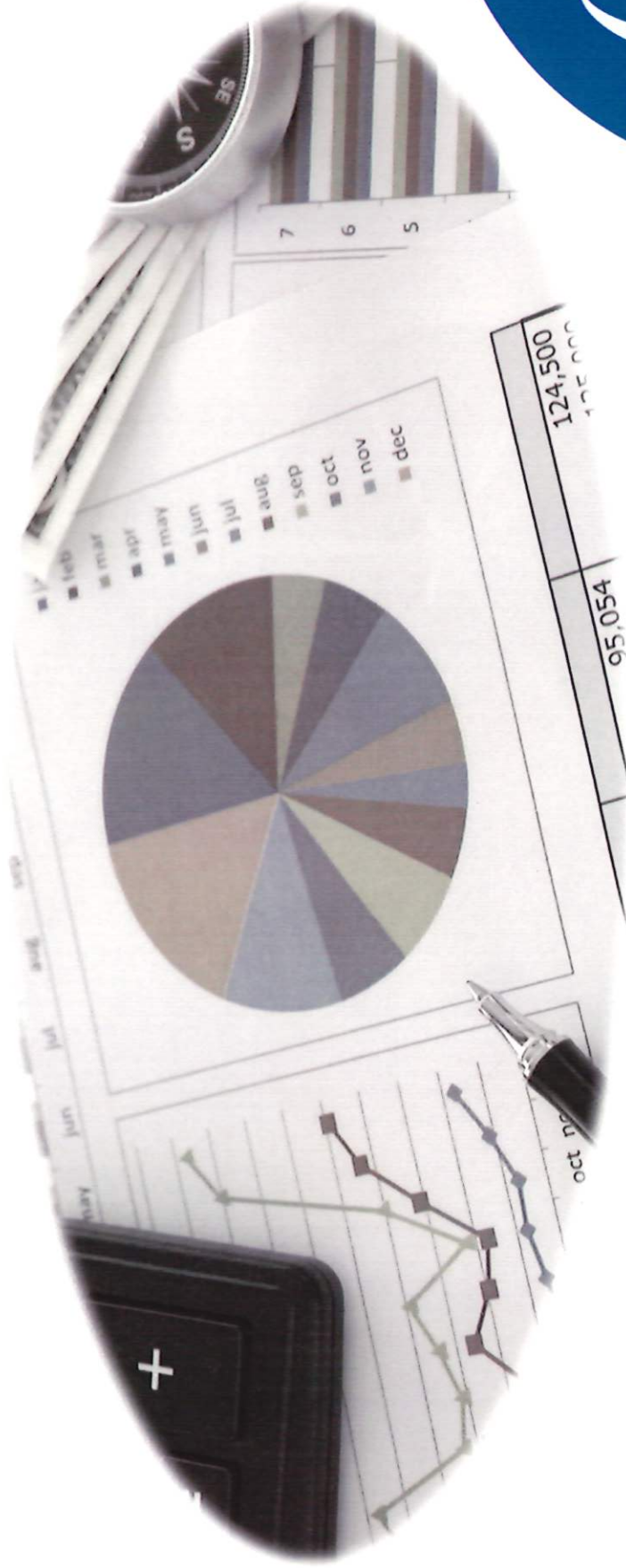


# Communication



- The Interim Superintendent has:
  - Interviewed with different media channels
  - Testified in Jefferson City
  - Written monthly newsletters
  - Facilitated monthly meetings with Union Leadership
  - Established a Superintendent Advisory Group with the principals
  - Back-to-School Brigade to support transportation
  - AMI
  - Board Meetings on the Move
  - Provided an update regarding the SLPS Management Assessment
- ★ ★ Insisted on breaking down internal silos

# Finances



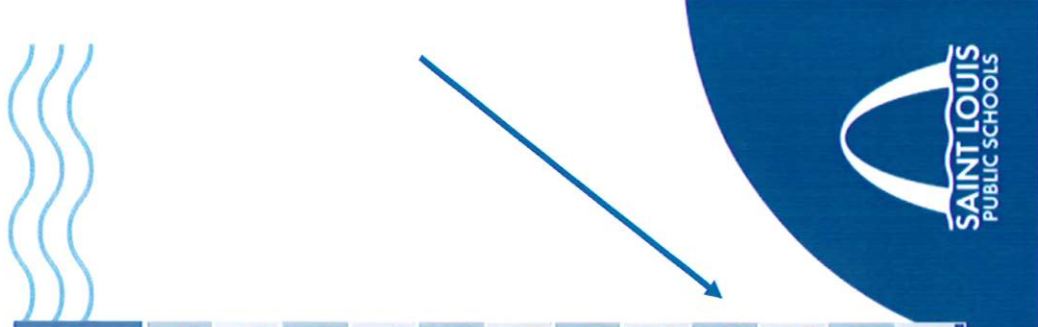


# Operating Fund Balance Trend

DESE Requires a 3% Minimum Fund Balance



Year	Ending Fund Balance	Ending Fund Balance %
2015-16	\$31,057,695	8.64%
2016-17	\$61,119,043	17.49%
2017-18	\$78,672,346	22.24%
2018-19	\$95,046,891	27.45%
2019-20	\$114,542,815	34.43%
2020-21	\$123,774,535	35.63%
2021-22	\$164,215,475	47.05%
2022-23	\$201,215,475	45.87%
2023-24 Projected	\$231,749,325	54.36%
2024-25 Budget	\$197,406,075	45.43%
2025-2026 Estimate	\$197,406,075	41.81%
2026-2027 Estimate	\$197,406,075	44.80%



Standard	Tasks
Standard # 1 Vision, Mission, and Goals	Superintendents have the knowledge and ability to ensure the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.
Standard # 2 Teaching and Learning	Superintendents have the knowledge and ability to ensure the success of all students by promoting a positive culture and an effective instructional program, applying best practice to student learning, and designing comprehensive professional growth plans for staff.
Standard # 3 Management of Organizational Systems	Superintendents have the knowledge and ability to ensure the success of all students by leading personnel and managing the organizational structure and resources in a way that promotes a safe, efficient, and effective learning environment.
Standard # 4 Collaboration with Families and Stakeholders	Superintendents have the knowledge and ability to ensure the success of all students by collaborating with families and other community members, responding to diverse community interests and needs, and mobilizing community resources.

Standard	Tasks
Standard #5 Ethics and Integrity	Superintendents have the knowledge and ability to ensure the success of all students by acting with integrity, responsibility and in an ethical manner.
Standard #6 The Education System	Superintendents have the knowledge and ability to ensure the success of all students by understanding, responding to and influencing the larger political, social, economic, legal, and cultural context.
Standard #7 Professional Development	Superintendents remain current on best practices in education administration and school-related areas as evidenced by establishing a plan for his/her professional development each year.



