



# REDESIGN FELLOWSHIP

## SPRING 2022 UPDATE

Dr. Isaac Pollack

*Associate Superintendent, School Transition, Turnaround and Charter Partnerships*

Ms. Nikki Doughty

*Institute for School Partnerships, Washington University in St. Louis*

Dr. Nicole Williams

*Chief of Staff*

June 14, 2022



# BACKGROUND



Delayed Launch: December of 2021

Seven (7) experienced Principal Fellows

- Average years with SLPS: 14
- Average years as an administrator: 9
- Average years of teaching: 7
- Representing 2,100 students

Three-year commitment

- One year of planning (Dec 2021 - Dec 2022)
- One-and-a-half years of supported implementation and adaptation

# REDESIGN FELLOWS



Kelli Casper  
Principal Fellow



Mullanphy-Botanical Garden Investigative Learning Center



Brandon Clay  
Principal Fellow



George Washington Carver Elementary Academy



Carla Cunigan  
Principal Fellow



Woodward Elementary School



Enna Dancy  
Principal Fellow



Roosevelt High School



Chad Rooney  
Principal Fellow



Shenandoah Elementary School



Brenda Smith  
Principal Fellow



Vashon High School



DaMaris White  
Principal Fellow



Pierre Laclede Elementary School



# FELLOWSHIP COMPONENTS



## Components (2021-2022):

- Intercessions
- Executive Coaching
- 1:1 Support
- Flexibility Discussions with District Leadership
- Fellowship Stipend

## Products:

- Final Presentation of Prototypes
- Design Books
- Action Plans



# APPRECIATIVE INQUIRY



*“The bricks and mortar that was put in place almost 100 years ago are not Roosevelt. We, the staff and students, are Roosevelt.”*

*- Roosevelt Teacher*

*“Vashon has a family like atmosphere where we persevere and help each other through major challenges.”*

*- Vashon Dean of Students*

*“RTI is up and running; let's build on this year and make it better. But, let's also do something that will make learning fun.”*

*-Shenandoah Teacher*

*“I am inspired for every student at Mullanphy to be known individually and specifically; and have their daily educational plans created just for them so that they achieve their very best each day.”*

*- Mullanphy SPED Educator of the Year*

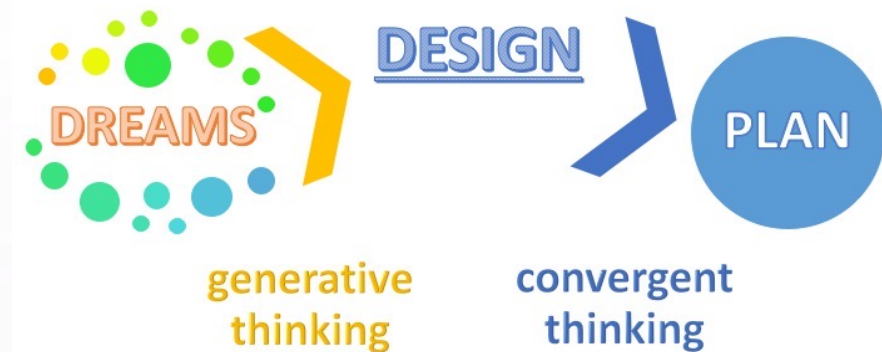


# HUMAN-CENTERED DESIGN PROCESS



Facilitated by Public Design Bureau

- Frame and Plan
- Research
- Synthesize
- Ideate
- Prototype
- Implement and Iterate

















Integrated with Equity reflections with Nicole Hudson, Assistant Vice Chancellor for DEI, Washington University

- Who is being served by this action, and who is left out?
- How does this advance equity in my school community?



# PROTOTYPES: FALL 2022



	<p>Kelli Casper Principal Fellow</p>		<p>Mullanphy-Botanical Garden Investigative Learning Center Strategy: Student-centered Classrooms Prototypes: Responsive Classroom Framework; Flexible Seating</p>
	<p>Brandon Clay Principal Fellow</p>		<p>George Washington Carver Elementary Academy Strategy: The House System Prototype: Class Meetings; House Competitions</p>
	<p>Carla Cunigan Principal Fellow</p>		<p>Woodward Elementary School Strategy: Career Academy Prototypes: Career-day mornings</p>
	<p>Enna Dancy Principal Fellow</p>		<p>Roosevelt High School Strategy: Standards-based Assessments Prototypes: Aligned Exit Tickets and Common Formative Assessments</p>
	<p>Chad Rooney Principal Fellow</p>		<p>Shenandoah Elementary School Strategy: Addressing Unfinished Standards Prototypes: Expansion of RTI; Project-/Play-based Learning</p>
	<p>Brenda Smith Principal Fellow</p>		<p>Vashon High School Strategy: 9<sup>th</sup> Grade Academy Prototypes: 9<sup>th</sup> Grade advisory course and CTE Electives; Activities Fair</p>
	<p>DaMaris White Principal Fellow</p>		<p>Pierre Laclède Elementary School Strategy: Multi-age Nongraded Classes Prototypes: Expansion of Nongraded Classes; Anti-bias Training</p>

# EXTERNAL SUPPORT (2021-2023)



External Partner	For	Funding & In-kind: FY 2022	Funding & In-kind: FY 2023
Institute for School Partnerships with Washington University	Planning Support, Intercession Costs, Facilitators (Public Design Bureau)	\$103,598	\$113,750
Parsons Blewett Memorial Fund	Stipends for Executive Coaches & Fellows	\$81,000	\$129,000
St. Louis Public Schools Foundation & Light a Single Candle Foundation	Excellent School Visits, Professional Development	\$0	\$47,600
Consortium Partnership Network	Planning and Facilitation Support, Strengths Finder Tool	\$20,400	Pending
<b>TOTAL</b>		<b>\$204,998</b>	<b>\$290,350</b>



# REDESIGN OUTCOMES



The Re-design Fellowship will increase the school's sense of **purpose, clarity, and efficiency, allowing more staff time and dollars to directly reach students.**

Participation will impact outcomes in the following areas:

- staff retention;
- staff satisfaction/ perception data (as measured via the panorama survey);
- enrollment over projection; and
- improvement of average student grade-level growth in reading and math.

Exploring a Program Evaluation partnership with Dr. Jason Jabari, Social Policy Institute of Washington University in St. Louis.

# REDESIGN PLANNING: FALL 2022



## Planned Components (2022-2023):

- Additional Intercessions
  - Prototype Implementation and Iteration
  - Reaching Fluency in the Human-centered Design Process
- Excellent School Visits (aligned to school-specific prototypes)
- Revised Executive Coaching (aligned to prototypes)
- 1:1 Support
- Explicit time for Cohort-building and Equity Reflections
- Development/ Engagement of Teacher Leadership Teams and Advisory Boards
- Branding/ Storytelling



# QUESTIONS?