



SLPS Redesign Fellowship

Spring 2023 Data Update

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Saint Louis Public Schools
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BACKGROUND

Began with 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

Commitment

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



Fellowship Components

Components (Spring 2021 - Spring 2022):

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

Products:

- Final Presentation of Prototypes
- Design Books
- Action Plans

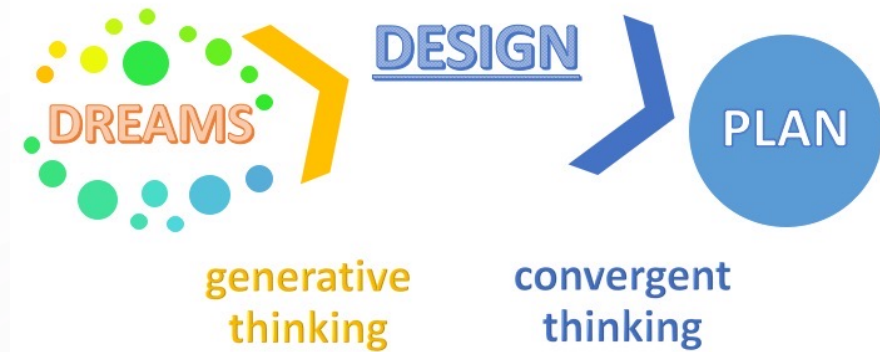




Human-centered Design Process

Facilitated by Public Design Bureau

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















Integrated with Equity reflections

- 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; STEAM</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: Data-driven Culture Prototypes: Aligned Exit Tickets and Weekly Data Teams</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: 9th Grade Academy Prototypes: 9th Grade advisory course and CTE Electives; Activities Fair</p>



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;
- improvement of average student grade-level growth in reading and math; and
- fellows' perceptions of leadership.



Results- STAR

	# Students with Matching Scores	NET CHANGE
Reading (K-5)		
REDESIGN SCHOOLS (K-5)	474	0.52
NON-REDESIGN SCHOOLS (K-5)	4414	0.47

3 out of 4 Redesign Elementary Schools surpassed the district average growth in STAR Reading (Fall to Winter).

	# Students with Matching Scores	NET CHANGE
Math (K-5)		
REDESIGN SCHOOLS (K-5)	615	0.48
NON-REDESIGN SCHOOLS (K-5)	5543	0.43

4 out of 4 Redesign Elementary Schools surpassed the district average growth in STAR Math (Fall to Winter).

	# Students with Matching Scores	NET CHANGE
Reading (9-12)		
REDESIGN SCHOOLS (9-12)*	132	0.00
NON-REDESIGN SCHOOLS (9-12)	1610	0.07

0 out of 1 Redesign High School surpassed the district average growth in STAR Reading (Fall to Winter). *No Data for Roosevelt.

	# Students with Matching Scores	NET CHANGE
Math (9-12)		
REDESIGN SCHOOLS (9-12)*	103	0.31
NON-REDESIGN SCHOOLS (9-12)	1388	0.38

0 out of 1 Redesign High School surpassed the district average growth in STAR Math (Fall to Winter). *No Data for Roosevelt.



Results- Panorama (Family)

Family-School Relationships Survey	Redesign Fall 2022 Results	Change from Last Survey	District Fall 2022 Results	Redesign vs. District Fall 2022 Results
Barriers to Engagement	82%	2%	80%	2%
Family Support	80%	0%	74%	6%
Access to SEL Resources	52%	-9%	58%	-6%
School Climate	78%	6%	74%	4%
School Fit	71%	5%	69%	2%
School Safety	78%	0%	79%	-1%



Results- Panorama (Staff)

	Redesign Fall 2022 Results	Change from Last Survey	District Fall 2022 Results	Redesign vs. District Fall 2022 Results
Staff-Leadership Relationships Survey				
Belonging	65%	-8%	68%	-3%
District Climate	38%	9%	44%	-6%
Feedback and Coaching	58%	4%	54%	4%
Professional Learning	55%	-8%	56%	-1%
School Climate	59%	6%	61%	-2%
School Leadership	68%	-8%	69%	-1%
SLPS Sense of Value	75%	-9%	77%	-2%
Staff-Leadership Relationships	74%	-7%	75%	-1%



Results- Panorama (Students)

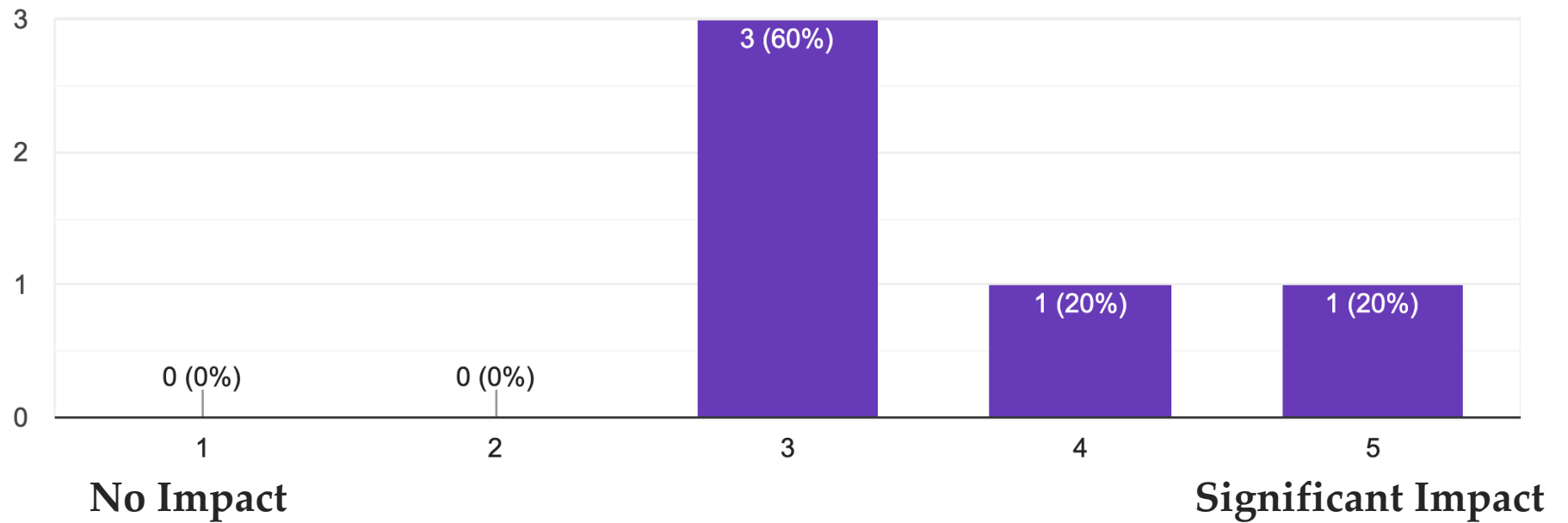
	Redesign Fall 2022 Results	Change from Last Survey	District Fall 2022 Results	Redesign vs. District Fall 2022 Results
Student Surveys				
Engagement	42%	-1%	59%	-17%
Rigorous Expectations	64%	1%	72%	-8%
School Climate	44%	2%	53%	-9%
School Safety	46%	-1%	45%	1%
Sense of Belonging	48%	3%	59%	-11%
SLPS Custom Questions	48%	2%	60%	-12%
Teacher-Student Relationships	59%	0%	68%	-9%



Fellows' Perceptions

Please rank the impact that the Redesign Fellowship had on your leadership.

5 responses





Fellows' Perceptions (cont.)

Overall, how do you feel about the SLPS Redesign Program? Please be as detailed as possible and provide an example.

5 responses

It's a great opportunity to do something special. However, it is stifled by the lack of district support

The best part for me was the overwhelming support that I felt from the Redesign Team. What we were trying to implement mattered and was valued. The feedback aided me in growing as a leader.

Overall positive.

I appreciate the opportunity to be included in the Redesign program. Initially, I thought that more specific support to be innovative at my school site would be available. I desired additional staff to create more instructional opportunities for students.

I did enjoy this process. I appreciate the time to work on ideas and strategies to improve the structures of our schools. I do wish there were funds involved to support our work. For instance, if we lose funds from ESSR or Comprehensive, we may lose some of our positions which are supporting our ideas and processes. I do appreciate the availability to think outside the 'box' and make our ideas come to life in our schools.



Targeted Results (Shenandoah)

Shenandoah Tiered Support Target: Growth in Reading and Math Levels

Reading (K-5)	# Students with Matching Scores	NET CHANGE
SHENANDOAH	59	0.76
REDESIGN SCHOOLS (K-5)	474	0.52
NON-REDESIGN SCHOOLS (K-5)	4414	0.47

3 out of 4 Redesign Elementary Schools surpassed the district average growth in STAR Reading (Fall to Winter).

Math (K-5)	# Students with Matching Scores	NET CHANGE
SHENANDOAH	76	0.60
REDESIGN SCHOOLS (K-5)	615	0.48
NON-REDESIGN SCHOOLS (K-5)	5543	0.43

4 out of 4 Redesign Elementary Schools surpassed the district average growth in STAR Math (Fall to Winter).



Targeted Results (Vashon)

Vashon 9th Grade Academy
Target: 9th Grade Culture

Group Name	Group Size	Student Grade Level						
		Engagement	Rigorous Expectations	School Climate	School Safety	Sense of Belonging	Slps custom questions	Teacher-Student Relationships
All respondents	148	33%	55%	39%	44%	41%	40%	49%
9	46	+3	+1	+6	+5	+4	+10	+7
10	54	-2	0	-8	-1	-6	-4	-4
11	22	-1	-4	-5	+2	-3	-7	-15
12	26	0	+4	+9	-9	+5	-2	+6



Targeted Results (Carver)

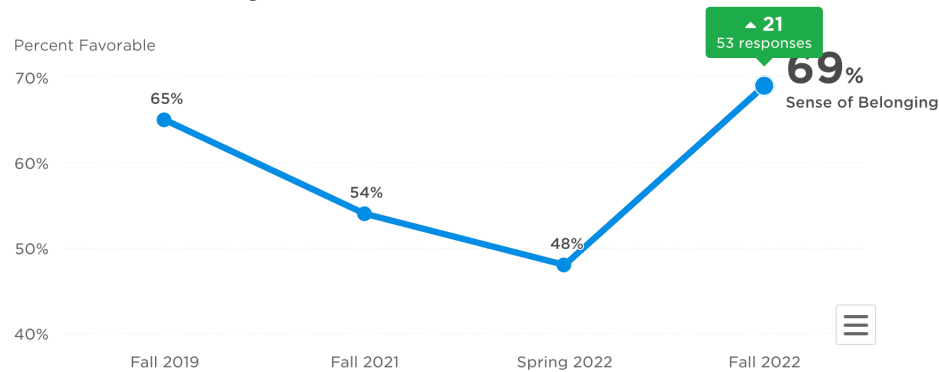
Carver House System Target: Sense of Belonging

Sense of Belonging - Students

Based on 53 responses

How much students feel that they are valued members of the school community.

How have results changed over time?



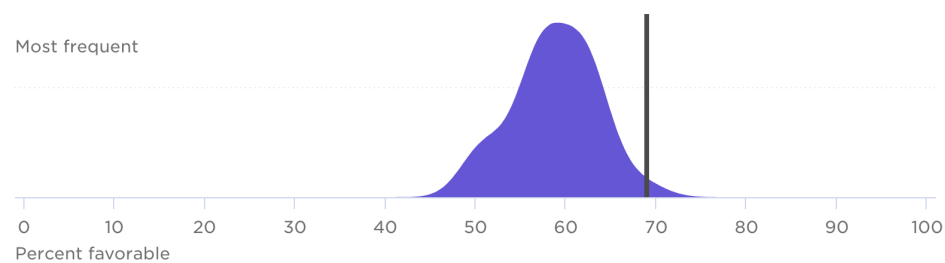
How do these results compare to benchmarks? ?

District National

69%

Your result

Your result is 69%, and the average for St. Louis Public Schools is 59%.



— Your result

● St. Louis Public S...
Distribution of 35 scho...



Targeted Results (Carver)

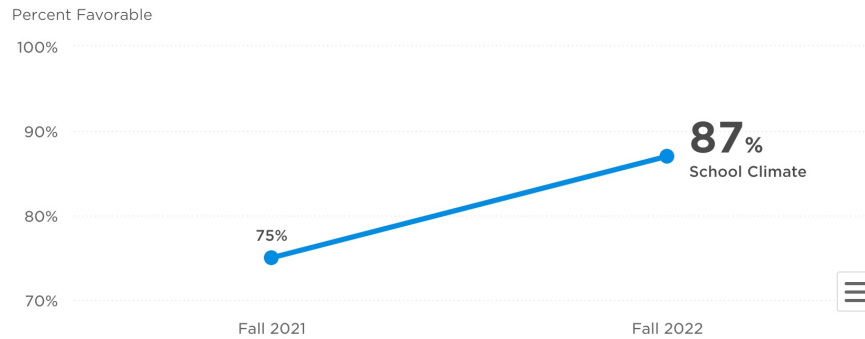
Carver House System Target: School Climate

School Climate - Families

Based on 19 responses

Perceptions of the overall social and learning climate of the school.

How have results changed over time?

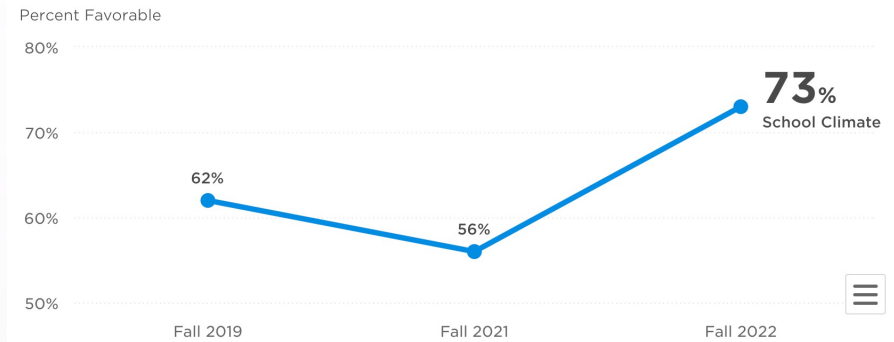


School Climate - Staff

Based on 7 responses

Perceptions of the overall social and learning climate of the school.

How have results changed over time?

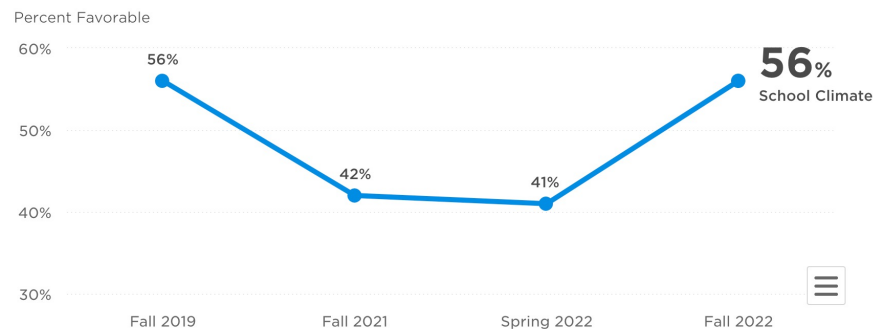


School Climate - Students

Based on 53 responses

Perceptions of the overall social and learning climate of the school.

How have results changed over time?





Targeted Results (Woodward)

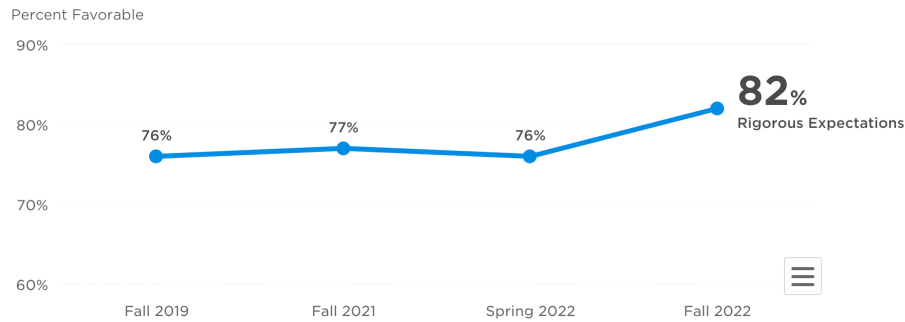
Woodward Career Academy Target: Rigorous Expectations

Rigorous Expectations- Students

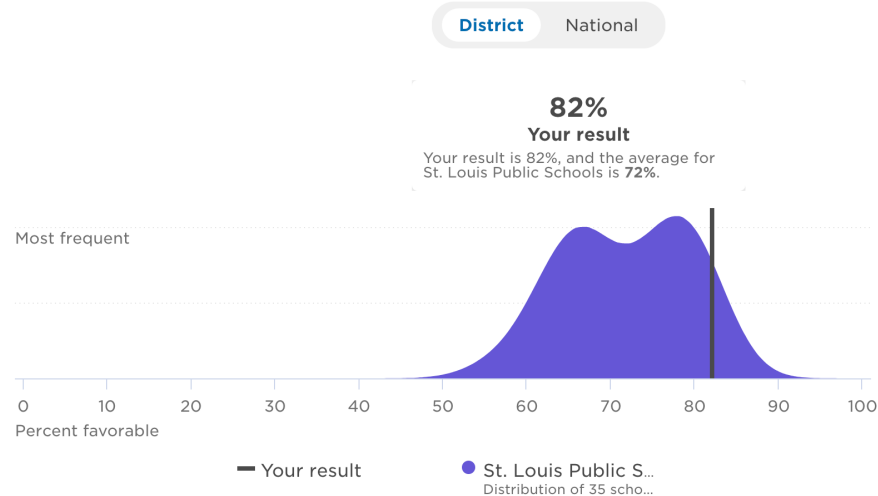
Based on 82 responses

How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.

How have results changed over time?



How do these results compare to benchmarks? ?





Targeted Results (Roosevelt)

Roosevelt Data-driven Culture

Target: Engagement

	Redesign Fall 2022 Results	Change from Last Survey	District Fall 2022 Results	Redesign vs. District Fall 2022 Results
Staff-Leadership Relationships Survey				
Belonging	69%	-1%	68%	1%
District Climate	41%	23%	44%	-3%
Feedback and Coaching	61%	9%	54%	7%
Professional Learning	53%	-1%	56%	-3%
School Climate	48%	15%	61%	-13%
School Leadership	69%	12%	69%	0%
SLPS Sense of Value	77%	10%	77%	0%
Staff-Leadership Relationships	75%	12%	75%	0%



Targeted Results (Roosevelt)

Roosevelt Data-driven Culture Target: Engagement

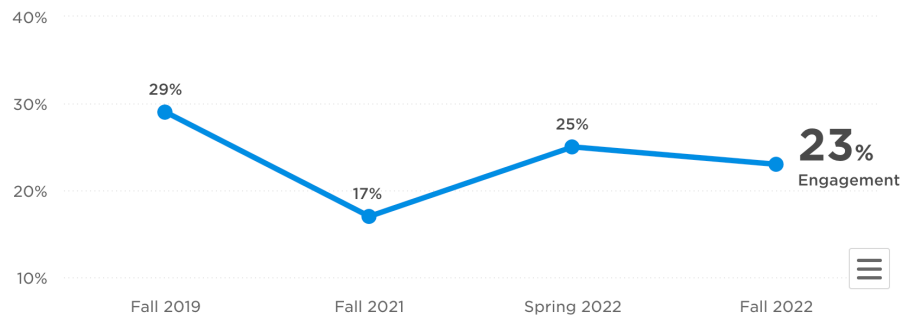
Engagement - Students

Based on 172 responses

How attentive and invested students are in class.

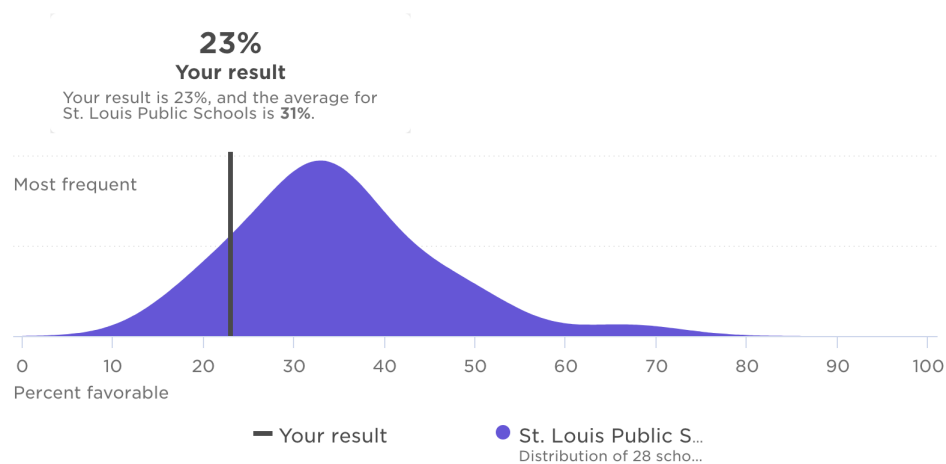
How have results changed over time?

Percent Favorable



How do these results compare to benchmarks? ?

District National





Targeted Results (Mullanphy)

Mullanphy Student-centered Classrooms
Target: Engagement and School Climate

	Mullanphy Fall 2022 Results	Change from Last Survey	District Fall 2022 Results	Mullanphy vs. District Fall 2022 Results
Family-School Relationships Survey				
Barriers to Engagement	80%	11%	80%	0%
Family Support	81%	0%	74%	7%
Access to SEL Resources	52%	2%	58%	-6%
School Climate	76%	11%	74%	2%
School Fit	67%	12%	69%	-2%
School Safety	85%	10%	79%	6%



Targeted Results (Mullanphy)

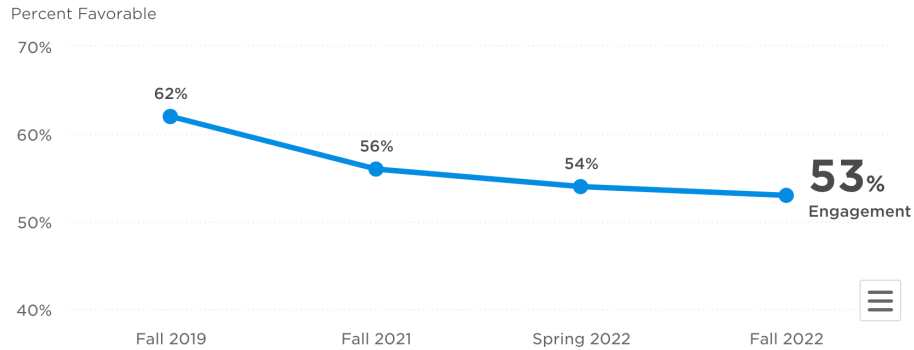
Mullanphy Student-centered Classrooms Target: Engagement and School Climate

Engagement - Students

Based on 127 responses

How attentive and invested students are in class.

How have results changed over time?



How do these results compare to benchmarks? ?

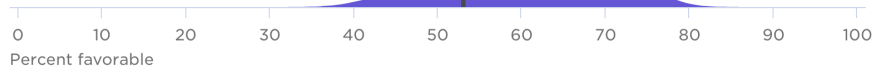
District National

53%

Your result

Your result is 53%, and the average for St. Louis Public Schools is 59%.

Most frequent



— Your result

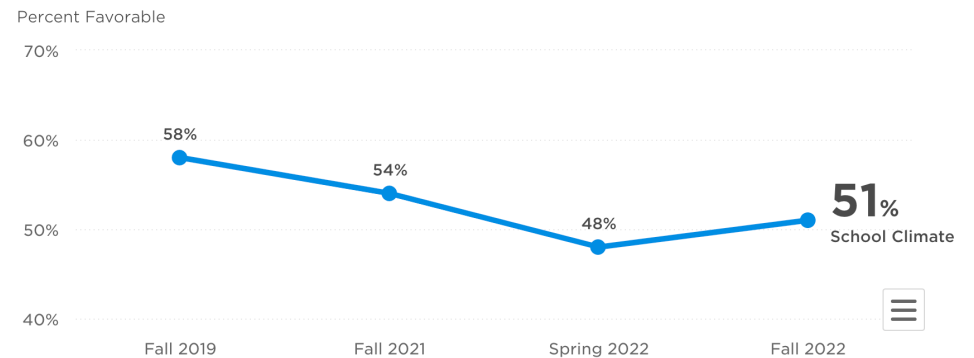
● St. Louis Public S...
Distribution of 35 scho...

School Climate - Students

Based on 127 responses

Perceptions of the overall social and learning climate of the school.

How have results changed over time?



How do these results compare to benchmarks? ?

District National

51%

Your result

Your result is 51%, and the average for St. Louis Public Schools is 53%.

Most frequent



— Your result

● St. Louis Public S...
Distribution of 35 scho...

Cohort 2 Calendar (DRAFT)



District Wide Design Flow 2023 - 2024

<u>Purpose</u>	<u>Date</u>	<u>Participants</u>	<u>Facilitators</u>	<u>Notes</u>
Intersession #1: Overview This full day intersession will introduce fellows to the Redesign Program and offer an opportunity to connect with fellows	July (9:30 a.m. - 3:00 p.m.)	Fellows Only	ISP / SLPS	<i>Offsite</i>
PDs: Cohort PD with their school based design teams	August (2 days)	School Design Teams	PDB w/support from ISP	<i>Site-based</i>
Mini Session: Prototyping	September (1.5hrs)	School Design Teams	PDB	<i>Site-based</i>
Intersession #2: Leadership Development	October (9:30 a.m. - 3:00 p.m.)	Fellows Only	Facilitator: ISP/Jay	<i>Offsite</i>
Intersession #3: Design Team Work	October (½ day)	Fellows and Design Teams	Facilitator: PDB	<i>Offsite</i>
Mini Session: Community Engagement Work (family, community staff)	October (1hr)	Fellows and Design Team	Facilitator: PDB	<i>Site-based</i>
Intersession #4: Design Team Work Community Engagement Work (family, community staff)	November (½)	Fellows and Design Teams	Facilitator: PDB	<i>Offsite</i>
Mini Session: Synthesis (Theme Finding)	November (1.5hrs)	Fellows and Design Teams	Facilitator: PDB, SLPS, or ISP	<i>Site-based</i>
Workshops: Community Engagement Workshop	October: Community/ Parent Meetings (<i>Consider Parent Teacher Conference week</i>) (2 Hrs each)	Design Teams and School Communities/ Parents	Facilitator: PDB, Fellows,	<i>Offsite</i>
Intersession #5: Reflection of Community Workshop, Compelling Purpose	November (9:30 a.m. - 3:00 p.m.)	Fellows	Facilitator: PDB, ISP	<i>Offsite</i>
Intersession #6: Leadership Development and Presentation Work	December (9:30 a.m. - 3:00 p.m.)	Fellows	Facilitator: ISP/Jay	<i>Offsite</i>
Intersession #7: Final Fellows Session	January (9:30 a.m. - 3:00 p.m.)	Fellows	Facilitator: ISP/Jay	
Intersession #8: Final Design Team Meeting	February (½ day)	Fellows	Facilitator: PDB	<i>Offsite</i>

Cohort 2 Application Timeline



Steps:

1. Send informational letter on April 3.
2. Optional Information Sessions April 12 and April 13.
3. Present on Redesign at ELT/ DLT Meeting on April 20.
4. Accept letters of interest from leaders by April 24.
5. Interviews begin on May 1.
6. Decision by May 15.



Questions?