



St. Louis Public School System

System Rebuild Discussion

From Where We Are to Where We Want to be



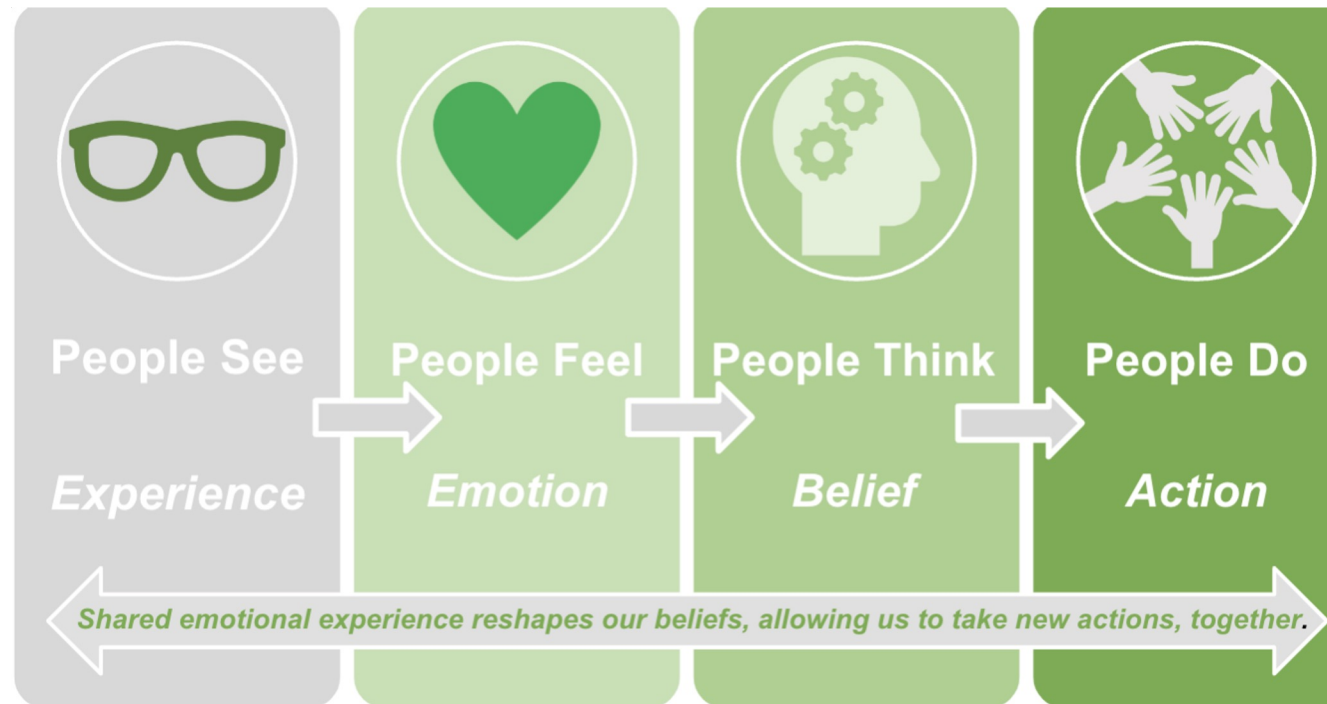
People

Culture

Processes

Outcomes

“Every system is perfectly designed to get the results it gets.” –E. Deming



Discussion Purpose



To build a shared understanding of why a system rebuild is necessary to achieve educational excellence for all students and discuss the proposed approach for getting there.

Continuous Improvement

Improve Organizational Structure



Improve Leadership Capacity



Improve System Process



Improve Stakeholder Engagement




Goals


By June 2024, we will **develop and implement a comprehensive strategic marketing and communications plan** to communicate with internal and external stakeholders and positively impact students, families, and community through telling our story and sharing our impact.

By June 2025, Saint Louis Public Schools will provide an effective, research-based Reading/ELA program that closes opportunity gaps resulting in an increase in the percentage of **K-3 students scoring in at least the 50th Percentile Rank (PR), as measured by STAR Reading assessment**

By June 2024, we will **analyze and evaluate the current organizational/divisions, systems, structures, and processes** to improve the organization effectiveness and build capacity to build equitable outcomes for staff and students.



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Superintendent's Portfolio of Initiatives

1. 3rd Grade Reading/Literacy for the Lou
2. Predictable & Efficient Operations
 - 1) Activity: Procurement
 - 2) Activity: Instructional Leadership Vision & Development of PD Plan
 - 3) Activity: Transportation
 - 4) Activity: ERP (payroll)
 - 5) Activity: Student Assignment Plan
 - 6) Activity: Student Information System
 - 7) Activity: Onboarding
 - 8) Activity: Board Engagement
 - 9) Activity: Human Resources
 - 10) Activity: Real Estate
 - 11) Activity: Prop S
3. Talent Development
4. Development of the New 5-Year Strategic plan 5-year 2025-2030
5. Strategic Communications
 - 1) Activity: Literacy for the Lou
 - 2) Activity: Prop S (Project Mgt - Bond and Construction)



Operational

Process Quality
Daily Output Targets Met
Low Absenteeism

Staff Retention
Staff Engagement
Positive Media

Financial

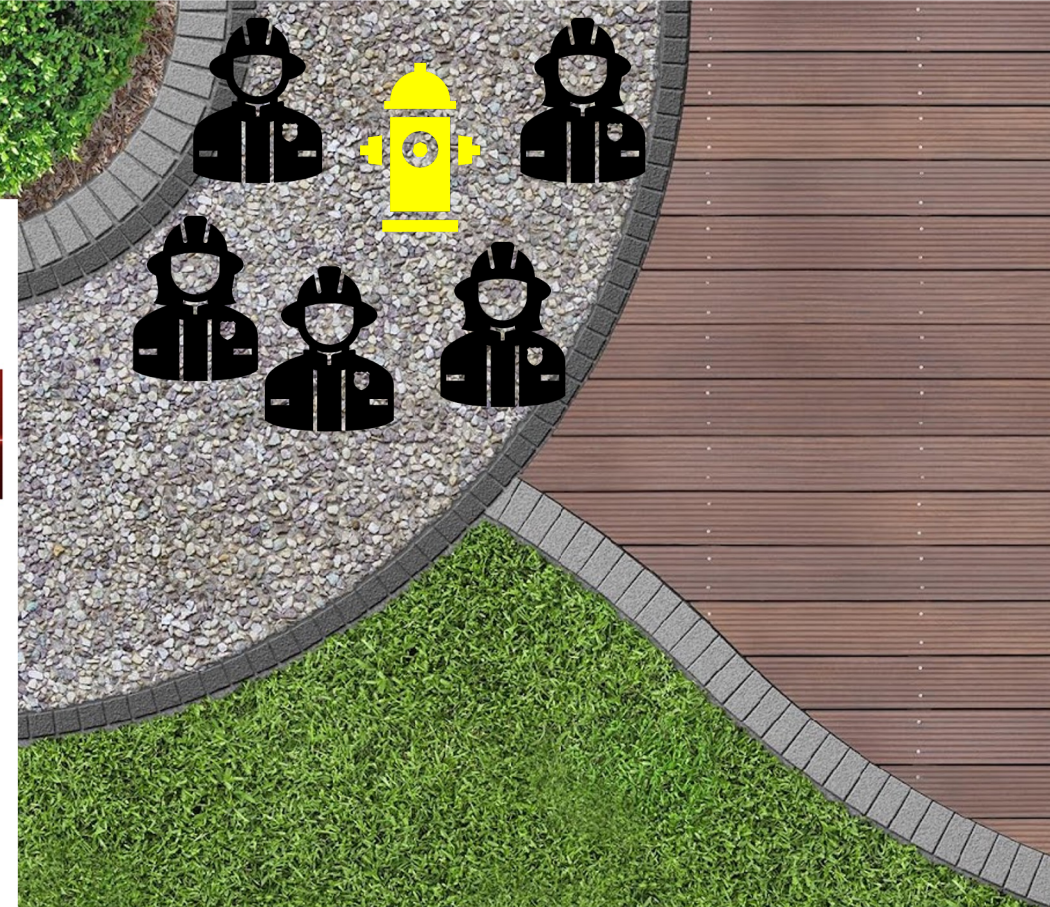
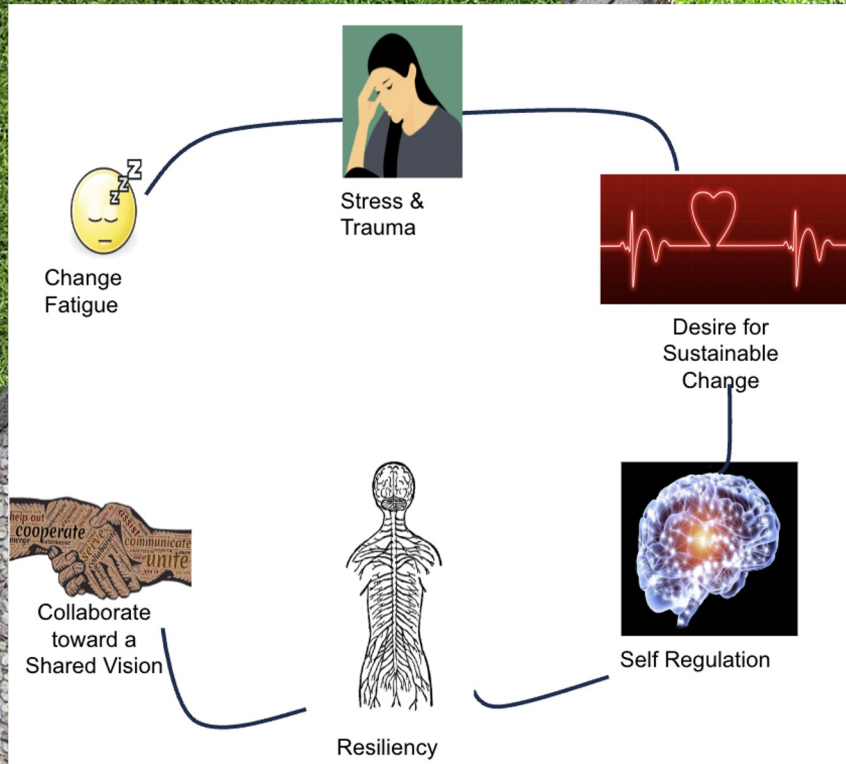
Consistently Meeting Goals
Timely Financial Statements
Reliable Budget Forecasts

External

Consistent Comms Pattern
Engaged Community
Customer Feedback
Timely Vendor Payments

Building a Foundation for Organizational Excellence














Building Organizational Excellence

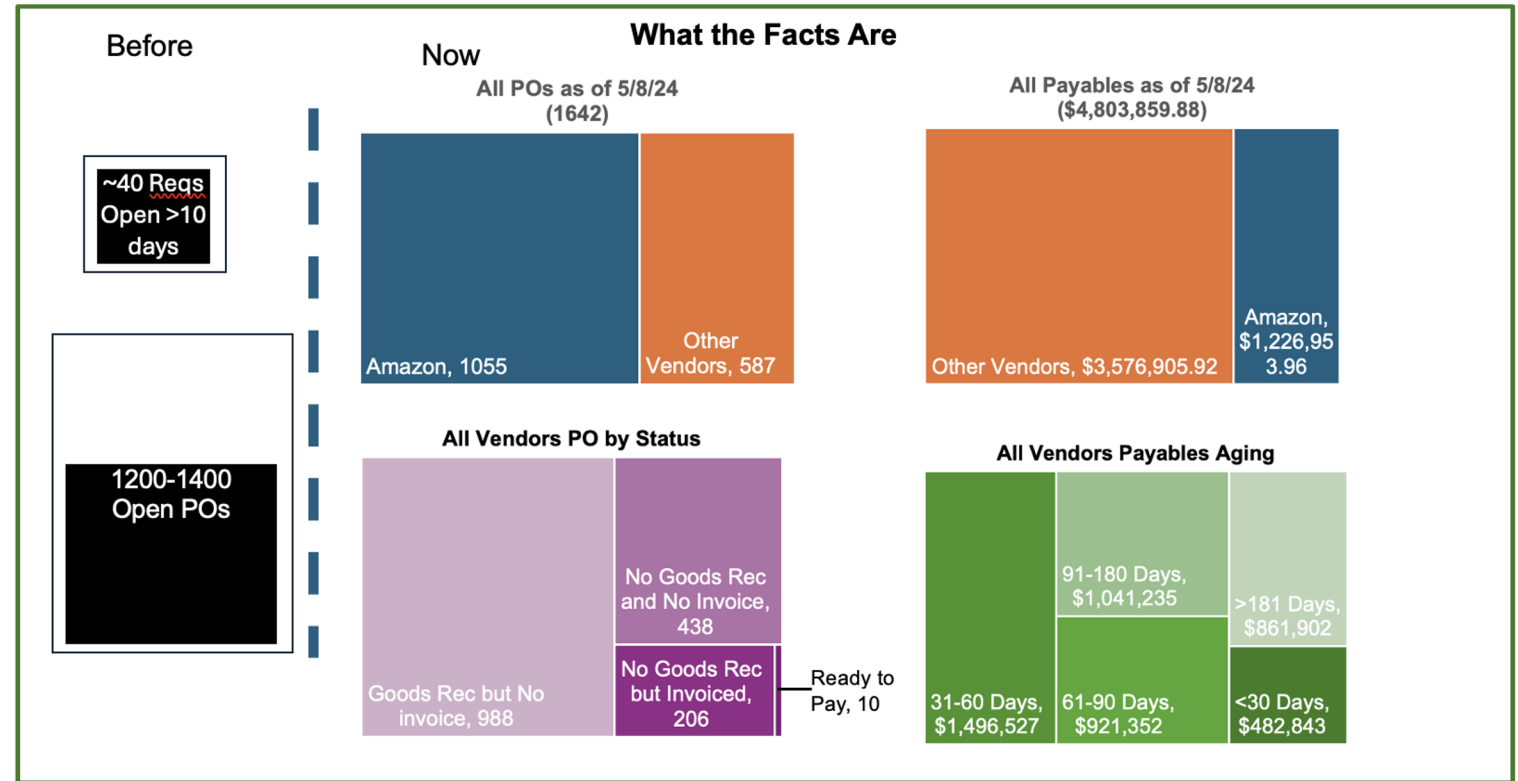


Where We Started

-  Vendors unpaid
-  High Stakeholder Dissatisfaction
-  Culture Problems
-  Unquantified Severity

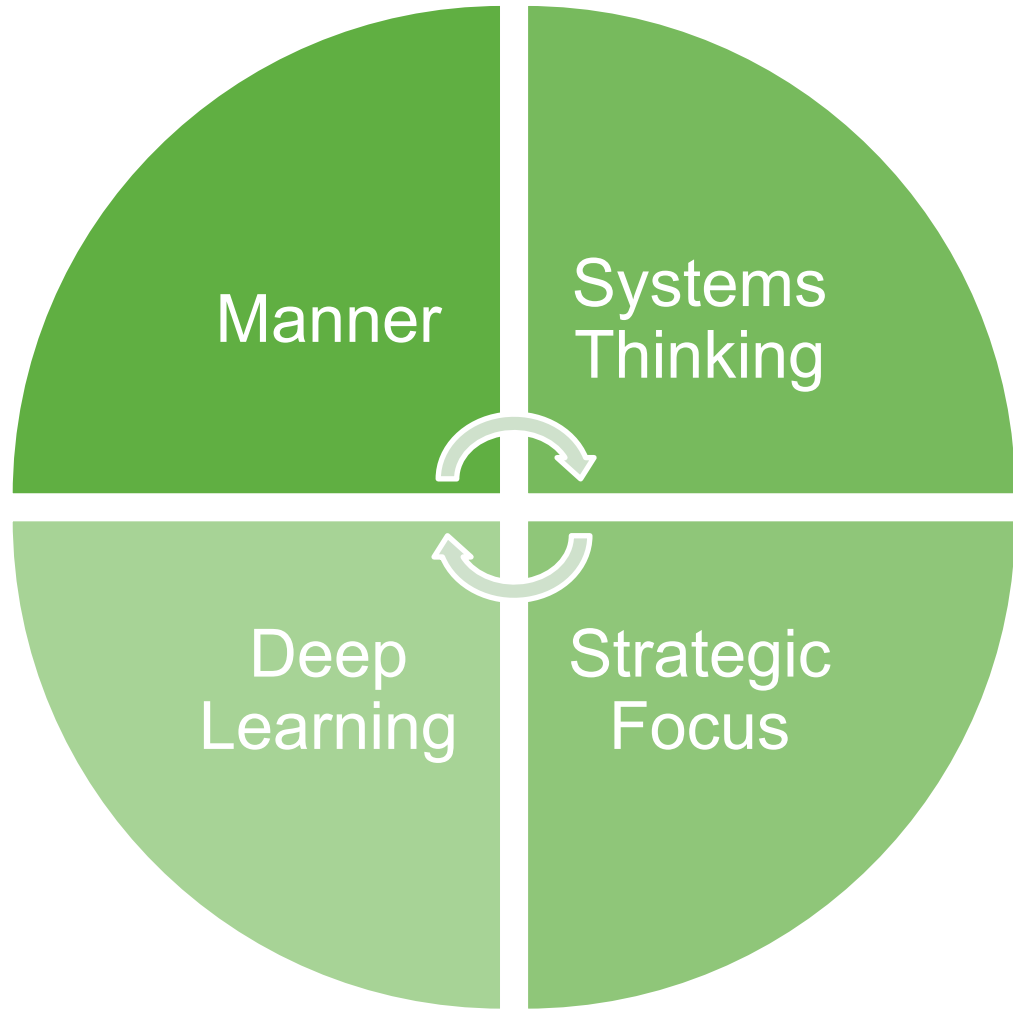
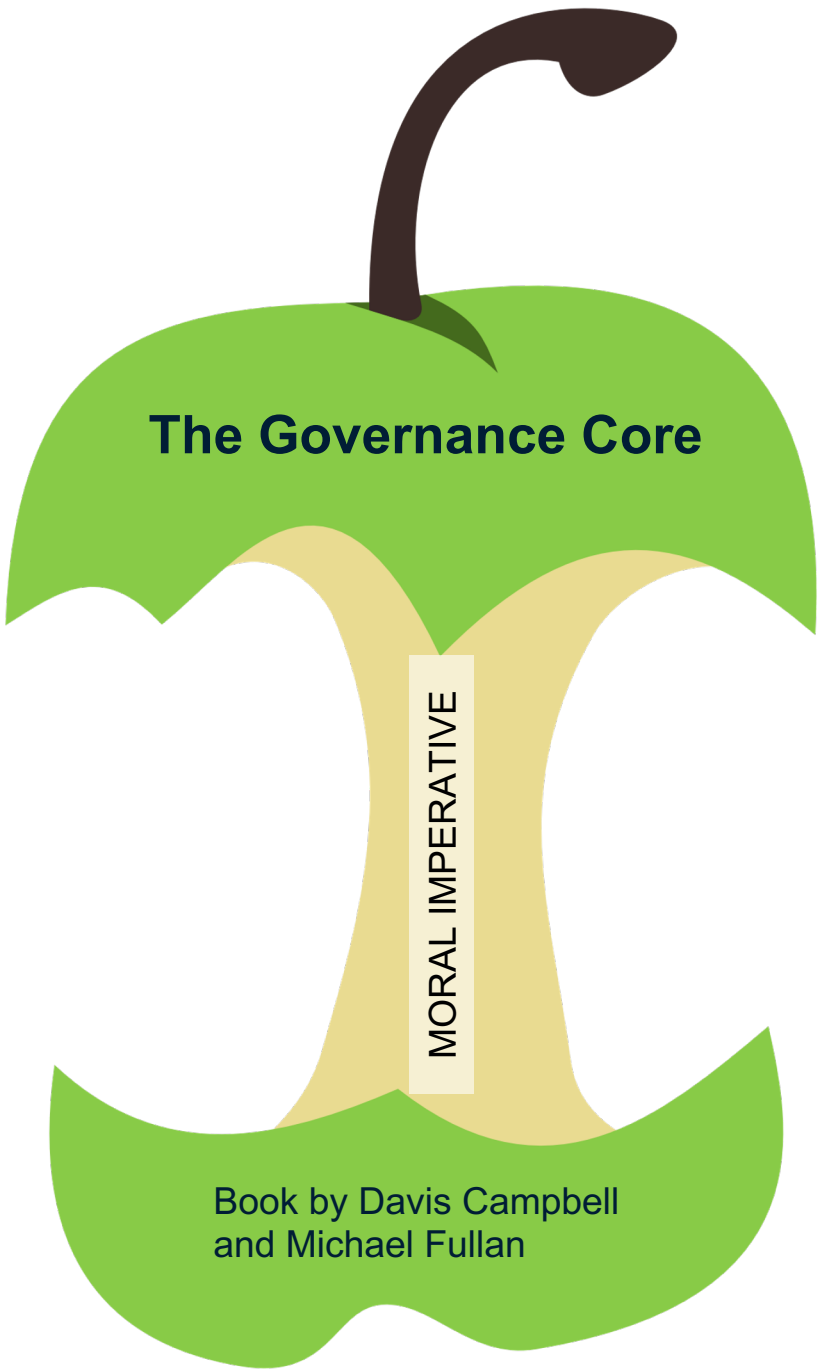
What Happened Next

-  Change Mgmt. Training
-  Cross Functional Team
-  3 Workshops to Date
-  Addressing Pain Points
-  Focusing on the Process



SLPS' Students Deserve Bold Leadership



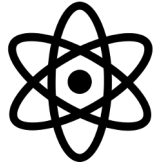




Many New
Hires



Complex
Organizational
History &
Problems



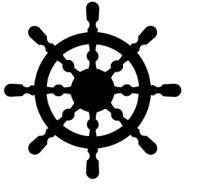
Need for
Transformational
Change



Opportunity to
Shift Culture



Strong Leaders
who Stay

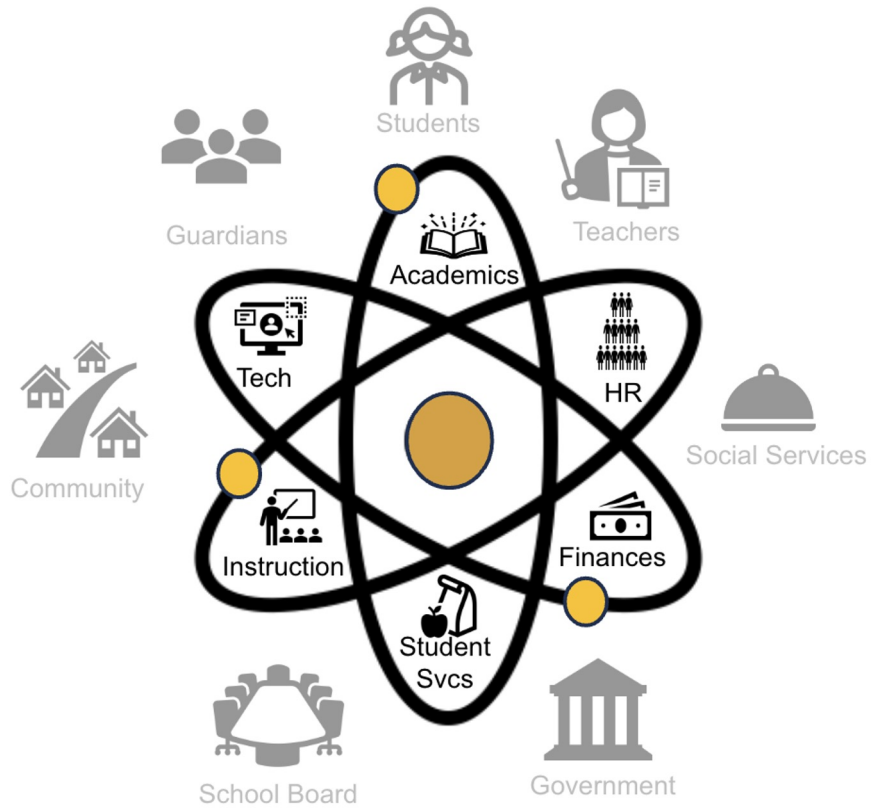


Steering
Together





System Rebuild




Functions
Services
People
Mindsets
Standards
Decisions



Moving to a New Approach to Managing Your Operating System

Concurrent work streams and roles


Start-Up Facilitation



The Conductor

Lay the groundwork
to initiate
workstreams


Triage & Stabilization



The Triage Nurse

Stabilize key
processes to enable
system rebuild

Constituency Building



The Campaign Manager

Increase support
among key
stakeholder groups

Leadership Capacity Building



The Trainer

Enhance leader
capacity to lead
system rebuild

The Initiation Phase





How it All Comes Together

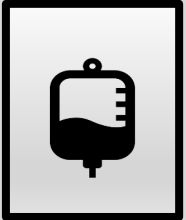
Start-Up Facilitation



- Meeting Structures
- New Processes
- Initiative Mapping
- Rhythm of Business
- Accelerator Schedule
- District Partner Plan

- Comprehensive Needs Assessment
- Transformation Roadmap
- Direct Support Plan
- Governance & Execution Structures
- 5 Committee Bodies in Synch

Triage & Stabilization



- Operating System Stability Audit
- Operational Systems Process Mapping
- Technology Architecture, Reporting, and User Adoption Analysis

Constituency Building



- Stakeholder Map
- Stakeholder Management and Engagement Strategy
- Partner Incentive Audit

Leadership Capacity Building



- Leadership Diagnostic Report
- Transformational Leadership Curriculum

- Cascaded Training

Estimated Budget

We estimate the annual total cost of the work in the initiation phase to be \$6.0M.

Phases	Estimated Costs
Local Accelerator Team	\$2.0M
Suite of S.F. Deliverables	\$2.0M
Transformation Leadership Curriculum	\$1.5M
Business Operations Platform Licenses	\$0.5K
Total	\$6.0M
SLPS Investment	\$1.25M
Grant & Partner Investment	?



Next Steps



Step	Target Date
Conduct 2x2 Conversations	Apr 28-May 3
Board Retreat	May 13
Board Work Session	May 28
Present to the Board	June 11
Board Considers for Approval	July 9
Target Start Date	Aug 1

Thank You!

