



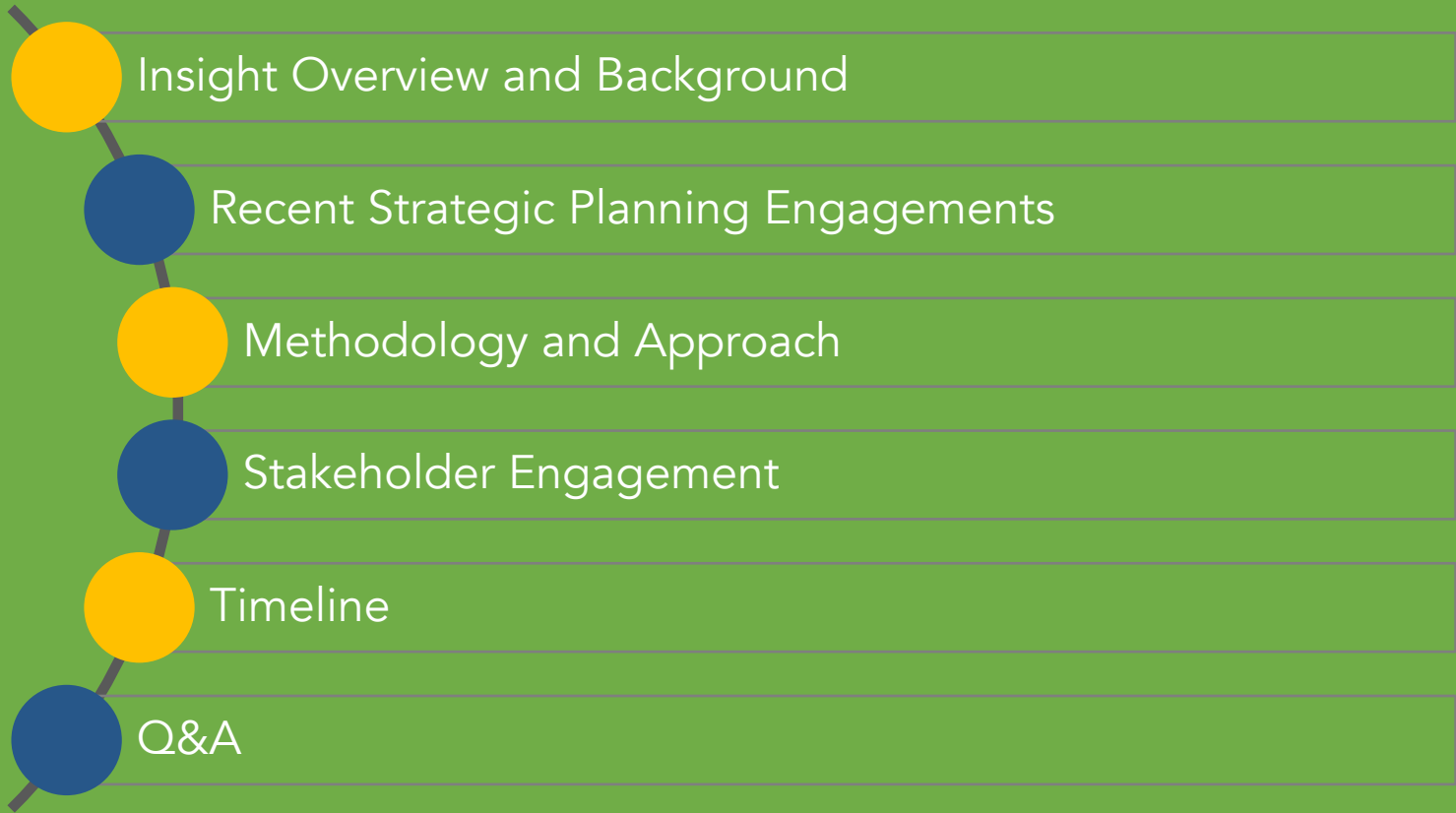
Saint Louis Public Schools Strategic Planning Services

April 23, 2024



Saint Louis Public Schools
Our City. Our Schools. Our Future.

Agenda



About Insight



We are practitioners with school and district leadership experience and an appreciation for the challenges associated with school improvement initiatives.



We are committed to providing a **partner-driven process** – rather than relying on “ready-made” programs.



We appreciate the challenges, nuances, and opportunities of implementing small and large-scale systems and initiatives.

Project Team

Jason Stricker
Executive Sponsor



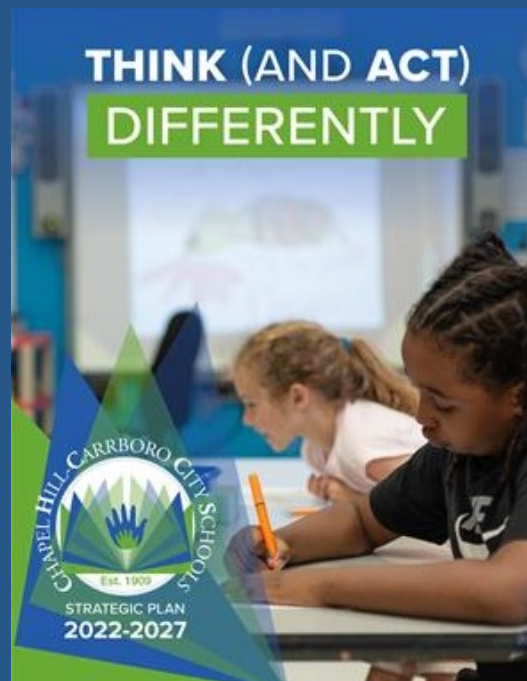
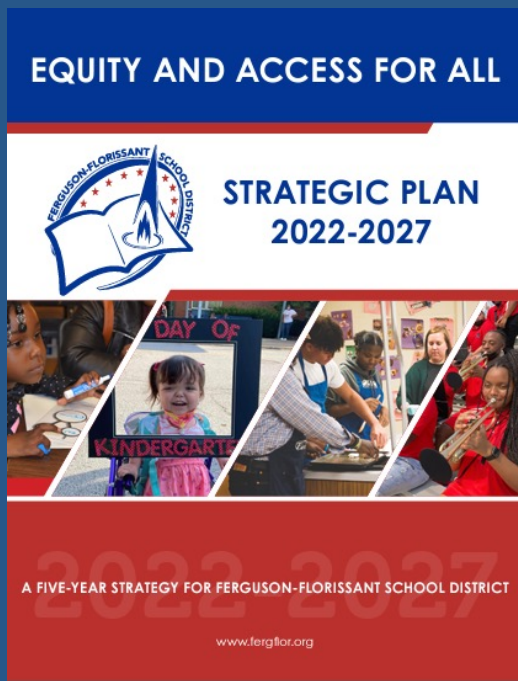
Dr. Nneka Bernard
Partnership
Manager



Jessica Wilson
Analyst



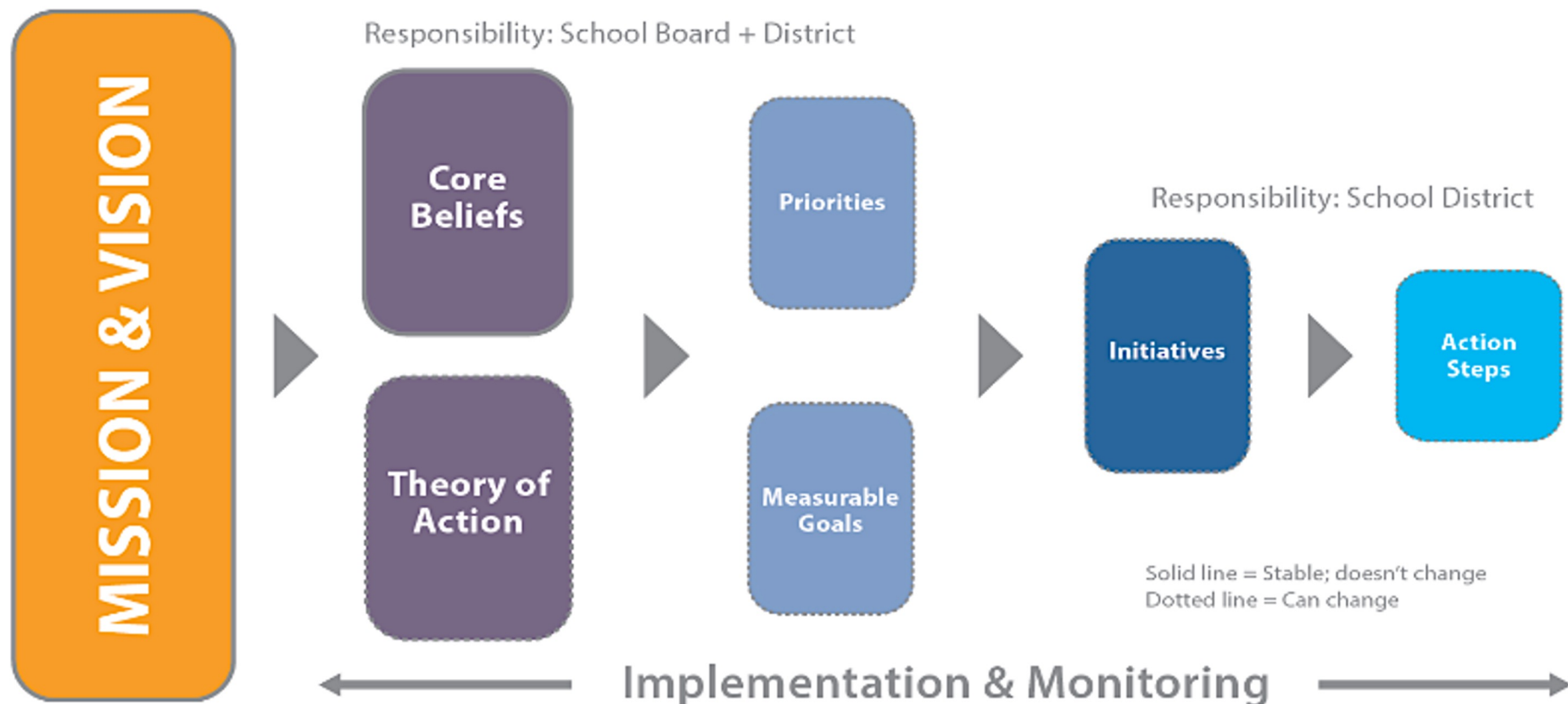
Recent Strategic Planning Engagements



Strategic Planning with a Focus on Access & Opportunity

- Our process allows districts to **see the system**, **shape core beliefs**, and **develop goals** that support improvement for ALL students
- We use an **individual**, **organizational**, and **community** reflection process to embed access and opportunity into all aspects of the strategic plan
- We ensure representation of **all voices** in stakeholder engagement

INSIGHT'S STRATEGIC PLANNING FRAMEWORK



Three Stages of the Strategic Planning Process

Pre-work



Design



Implementation

1. Form steering committee
2. Conduct needs assessment
 - A. Gather quantitative information
 - B. Collect qualitative input (Stakeholder Engagement Part I)
 - C. Perform root cause analysis

3. Draft strategic plan
 - A. Develop Theory of Action
 - B. Define district priorities
 - C. Identify measurable goals
4. Engage with stakeholders (Stakeholder Engagement Part II)

5. Define initiatives
6. Identify action steps
7. Manage and report on progress of implementation

Stakeholder Voice & Engagement Strategies

Stakeholder Group	Tools	Engagement Strategies
Students and families	Questionnaires, focus groups	School visits, home visits, parent meetings
Community members	Questionnaires, interviews	Community meetings
Business owners	Questionnaires, interviews	Local business visits, commerce meetings
Teachers	Questionnaires, focus groups	School visits, staff meetings
School leaders	Questionnaires, interviews	School visits, staff meetings
District staff	Questionnaires	District meetings

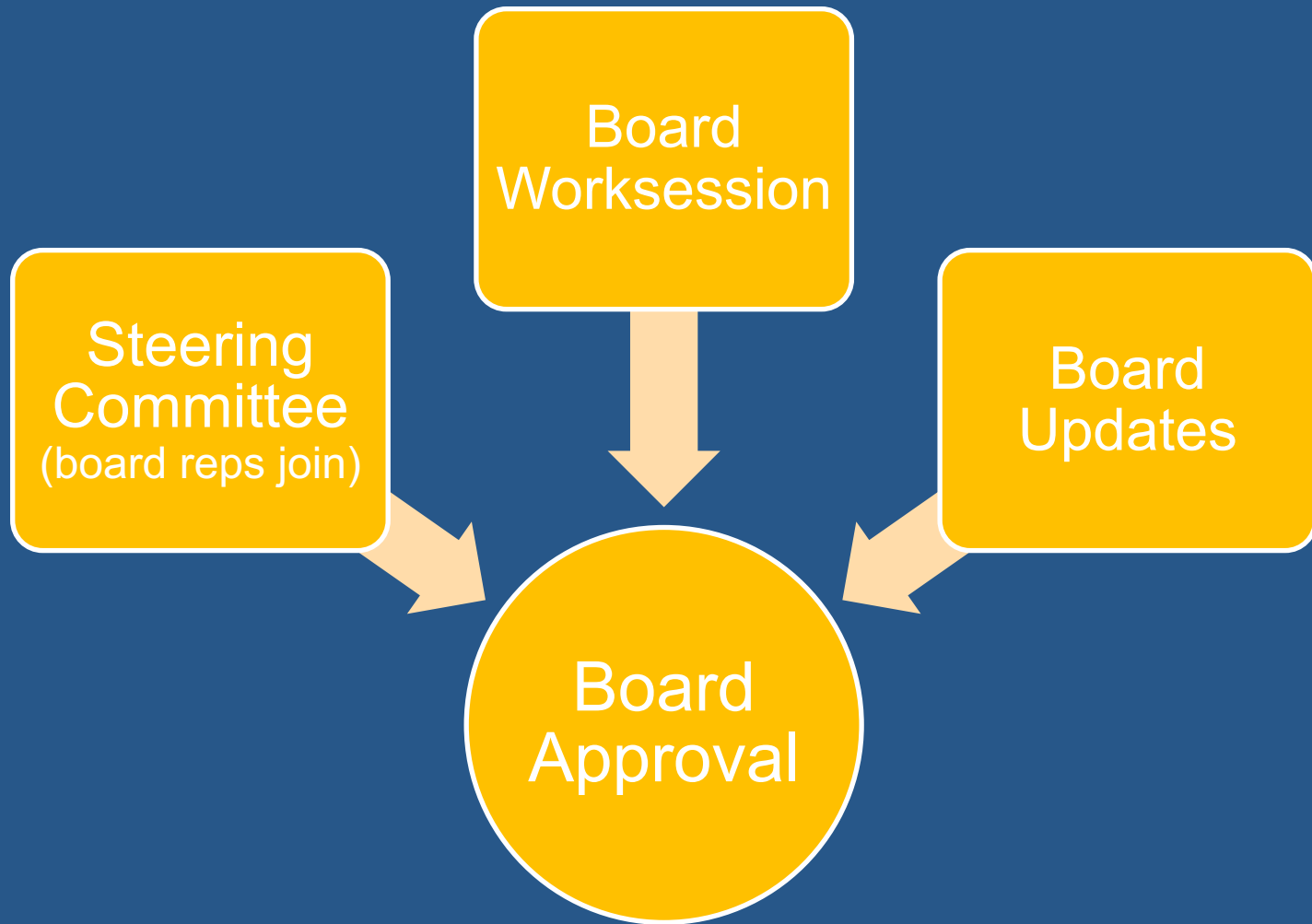




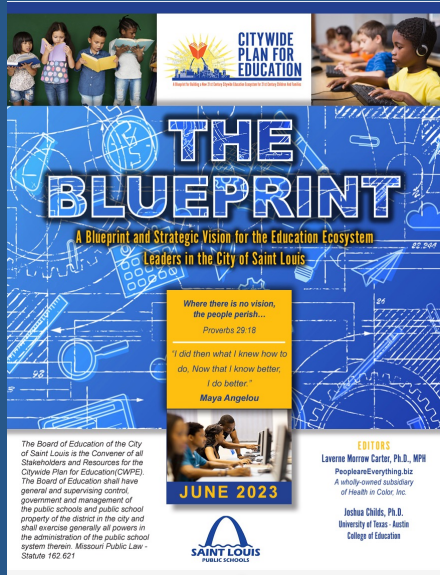




Board Engagement



Attending to Coherence



 <h3>3rd Grade Reading</h3> <p>Growth and Proficiency</p>	 <h3>3rd Grade Math</h3> <p>Growth and Proficiency</p>	 <h3>College and Career Readiness</h3> <p>High School Students Prepared for Workforce and Post-Secondary Employment</p>	 <h3>Culture and Climate</h3> <p>Student Wellbeing</p>
Student Success Goals			
			

Strategic Plan

SLPS Strategic Values

 <p>Highly Effective Educators and Leaders</p>	 <p>Authentic Family and Community Partnership</p>	 <p>Equitable and Multiple Sources of Data</p>
 <p>Joyful and Engaged Students</p>	 <p>Personalized Supports and Innovative Pathways</p>	 <p>College and Career Ready Critical Thinkers</p>

Values Across Our Student Goals





DR. KEISHA SCARLETT'S 100 DAY ENTRY PLAN



OUR SUPERINTENDENT

Thank you for extending such a warm welcome to the Saint Louis Public Schools (SLPS) family. My excitement and great expectations for the students and staff of this district continue to soar. I committed to a three-phase plan to begin my transition into SLPS. The plan consists of getting to know my new community in phase 1, assembling a broad group of local and national experts to evaluate our opportunities for growth in phase 2, and creating a cross functional planning team to draft a strategic plan for the district. Phase 1, the first 100 days (August - October), of my three phase transition plan is complete and my commitment to listening to engage, explore and empower was powerful. I identified five (5) guiding priorities to focus on during my 100 days. During this time, I engaged the community in over 50 activities that ultimately allowed stakeholders to share their points of pride, concerns and desires for the Saint Louis Public Schools (see those activities in my 100-day tracker). I am excited to share a summary that provides an overview of the impact of those interactions with the stakeholders of SLPS. We have, and will continue to work collaboratively to achieve our goals for excellence in every area that impacts our students. **OUR STUDENTS CAN GO ANYWHERE FROM HERE.**

100 Day Tracker



An in-depth accounting of Superintendent Scarlett's 50 activities that allowed stakeholders to share their points of pride, concerns and desires for Saint Louis Public Schools.

SUPERINTENDENT OUTREACH

 50 Planned Activities	 12 Campus visits by bus during first week of school	 30 Schools Visited	 200 Staff, Students & Families Engaged
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ESTABLISHED 5 GUIDING PRIORITIES

 Board & Superintendent Relationship	 Student & Staff Health, Wellness, & Safety	 Student Learning & Achievement	 District Leadership & Capacity Alignment	 Operations, Facilities & Finance
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Explore Our Priorities >>>

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Proposed Project Timeline

Stage One: Pre-work



Stage Two: Design



Stage Three: Implementation

Apr. 2024 – Jun. 2024

- Kickoff Meeting
- Design tools/processes for gathering input
- Review existing documents/most recent strategic plan
- Conduct needs assessment
- Facilitate World Café sessions
- Conduct data analysis
- Synthesize major themes, strengths, improvements

Jun. 2024– Oct. 2024

- Facilitate committees and subcommittees
- Draft strategic plan
- Develop theory of action, define priorities, and identify 3-5 measurable goals
- Engage with stakeholders and collect/organize feedback

Oct. 2024 – Nov. 2024

- Define initiatives
- Identify action steps
- Develop reporting/monitoring process and tools
- Finalize strategic plan and materials
- Dec 2024: Present final strategic plan to Board of Education for adoption

Q&A



Insight

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