

## Strategic Alignment Toward Student Learning

Dr. Joe Gothard, Superintendent

Dr. Stacey Gray Akyea, Chief, Equity, Strategy & Innovation

**Council of Great City Schools** 



## Saint Paul Public Schools

Saint Paul Minnesota is the traditional land of the Dakota people and we respectfully acknowledge their stewardship of the land throughout the generations.

Our District	Our Students	Our Indicators
<ul> <li>32,149 PreK*-12 students</li> <li>68 schools</li> <li>5,500 employees</li> <li>61% of school age children in the city attend SPPS</li> </ul>	<ul> <li>14% Hispanic/Latino</li> <li>1% American Indian</li> <li>30% Asian</li> <li>25% Black</li> <li>22% White</li> <li>8% two or more races</li> <li>30% English Language Learners (more than 100 languages, five major English, Hmong, Karen, Somali, Spanish)</li> <li>16% receiving special education services</li> <li>61% receiving free/reduced priced meals</li> </ul>	<ul> <li>85% students continue from year to year</li> <li>35% proficient in reading</li> <li>25% proficient in math</li> <li>76% of students graduating in 4 years</li> </ul>



## SPPS Achieves Initiatives & ARP Strategies by Focus Area

## Long-Term Student Outcomes:

- 1. Decrease disparities in achievement based on race, ethnicity, culture and identity
- 2. Increase achievement of English Learners
- 3. Increase achievement of students receiving special education services

## **Systemic Equity**

## Objective 1:

Intercept the normalized patterns of unearned privilege/advantage and/or access through policy, procedures, practices and programming

- 1.1) Capacity building
- 1.2) Knowledge creation
- 1.3) Practice and activation

### ARP Strategies

- #9: Retaining teachers of color #28: Recruiting teachers of
- color #37: Equity training for staff
- #78: Districtwide equity plan

Positive School and **District Culture** 

### Objective 2:

Create inclusive school and district cultures

2.1) Districtwide social emotional learning (SEL) & positive behavior intervention and supports (PBIS)

#3: Early childhood mental

ARP Strategies

health

#5: Student mental health support #12: Social emotional learning (SEL) #14: Attendance & engagement #22: Social workers #15: Counselors #66B: American Indian counselor

#CP4: Security and

coordinators

**Emergency Management** 

## 4. Improve kindergarten readiness

- 5. Increase academic growth in reading and math for all students
- 6. Prepare all graduates for college, career and life

## Readiness

## **College and Career**

## Objective 4:

Increase opportunities for students to envision their future, explore careers and prepare for postsecondary education

- 3.2) Well-rounded education
- 3.3) Middle school model

3.1) Culturally responsive

Effective and

Culturally

Responsive

Instruction

Increase our capacity to

meet the instructional

needs of each learner

### ARP Strategies

instruction (CRI)

**Objective 3:** 

#7: CRI #8· WINN #44: Job-embedded professional development #66: Am Indian curriculum #17: High school systems #27: Well-rounded education #21: Credit recovery #20: Special education recovery services #54: MLL coaching #2: Autism support #33: Bilingual Seals #76: MLL support #53: Bilingual EA training

#75: Middle school career

#73: ECSE assessments

experience

- 4.1) College & career paths

### **ARP Strategies**

experiences

#4: Check & Connect special education support #6: Internships #24: Career path materials #34: Career integration #15: Counselors #66B: American Indian counselor #13: Extended Day for Learning Plus (EDL Plus) #31: Flipside after-school program #75: Middle school career

## **Program Evaluation/ Resource Allocation**

### **Objective 5:**

Allocate resources based on program effectiveness and organizational priorities

### Strategic Initiatives:

- 5.1) Program effectiveness 5.2) Priority-based budgeting
- 5.3) Envision SPPS

## Objective 6:

Improve stakeholder engagement in district decisions

Family and

Community

Engagement

6.1) Community engagement

### ARP Strategies

#80: Innovation Office #CP5: Research analysts #70: School allocations #87: Board training

### ARP Strategies

#61: Full-service community schools

#62: Districtwide contact center

#79: Language support for families

#69: Community partnerships

## ARP Funded Strategies



### STRATEGY COMPONENTS







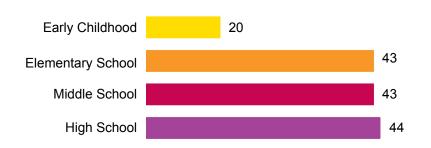




## **NEW, ENHANCEMENT OR CONTINUATION**



## STRATEGIES BY GRADE LEVEL<sup>2</sup>



<sup>&</sup>lt;sup>1</sup> Several strategies encompass multiple components | <sup>2</sup> Includes districtwide strategies that touch multiple grade levels

## High Level Alignment



## Where Do The Goals Intersect?

- 1. Safely reopen schools for all students
- 2. Address pre- and post-pandemic unfinished learning

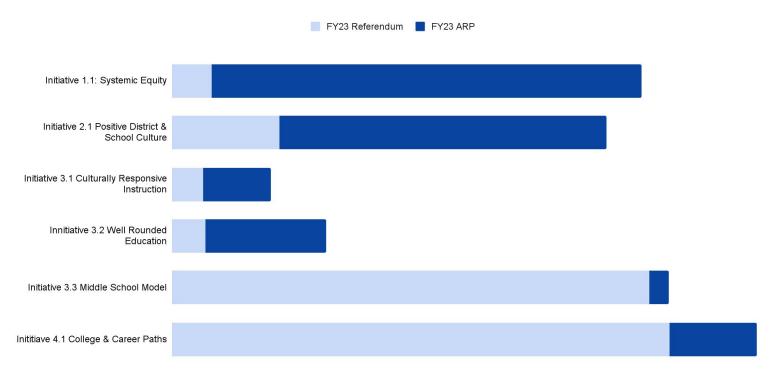
Address health & safety systems additional time resources to accelerate learning engagement in the short term

- 3. Build lasting, equitable systems of teaching and learning
- 4. Support student and staff social emotional needs on returning to full on-site learning

Enhance and accelerate SPPS Achieves Strategic Plan



## What Have We Invested in?





## What Are The Community Needs?



## **STUDENTS**

- 1. High-quality instruction
- 2. Strong feeling of welcome, safety, support as an individual and as a member of an ethnic/cultural/racial group and the school community
- 3. High level of engagement and representation in the classroom



## **SCHOOLS**

- 1. Understanding that different schools have different needs
- 2. Being flexible and allowing staff to focus



## **STAFF**

- 1. Time
- 2. Professional expectations for culturally relevant teaching and instruction
- 3. Partnerships with families and community resources

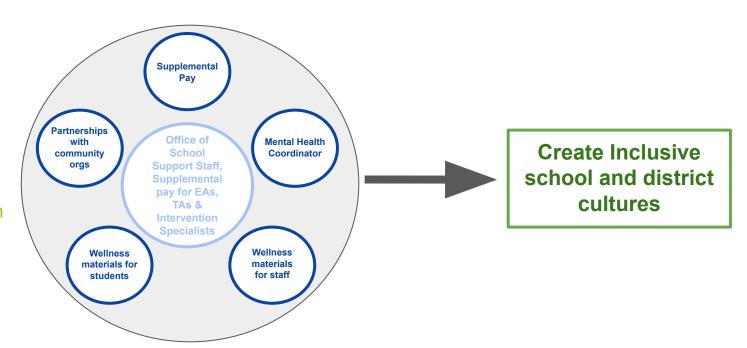


## **FAMILY & COMMUNITY**

- 1. Consistent safety procedures at school
- 2. High-quality, engaging education that addresses core learning
- 3. Racial/ethnic/linguistic representation
- Acknowledgement of the challenges facing families with children

ARP is funding additional staff, materials and other resources that adds to our referendum investment, which allow us to enhance and accelerate SPPS Achieves initiatives so that we can achieve the objectives of SPPS Achieves.

SPPS Achieves
Initiative 2.1:
Districtwide Social
Emotional Learning
(SEL) & Positive
Behavioral Intervention
& Supports (PBIS)

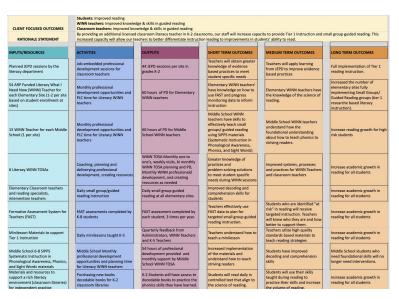




## Activity to Outcome Alignment



## Align The Work



Output or Outcome Area	Indicator	Data sources	Link to data source (If applicable)	Frequency of data collection	Dates of collection	Who will be collecting the data?	Who will be looking the data? In what context?
Elementary WINN teachers' have knowledge on how to use FAST and progress monitoring data to inform instruction	% of teachers completing FAST Certification	Certification Report in FAST	Certification Report in FAST	Fall, Winter, Spring	Fall, Winter, Spring	Elementary Specialist, Literacy Supervisor, WINN TOSAs	Elementary Specials Uteracy Supervior, O Directors
Middle School WINN teachers have skills to	% of teachers teaching SIPPS as designed	teacher feedback, and WINN TOSA observations	Feedback and observations	weekly	weekly	Middle School WINN TOSA	Middle School WIN TOSA and Literacy Supervisor
effectively teach small groups/guided reading using SIPPS materials (Systematic Instruction in Phonological Awareness, Phonics, and Sight Words)	FAST Growth	SAST	FAST Group Screening and Growth Report	three times a year	February, May	Middle School WINN TOSA	Uteracy Supervior OTL Directors
		Meeting Notes, PD planning documents and google slides	WINN Planning		bi monthly	Elementary Specialist, Uberacy Supervisor, WINN TOSAs	Elementary Specialist Liberacy Supervisor, WINN TOSAs
WINN TOSAs increased knowledge of practices and problem-solving solutions to meet student specific needs during WINN sessions	% Winn of WINN Coordinators who self report increased knowledge		WINN Coordinator Notes	86-monthly			
			WINN TOSA Weekly Log				
Teachers effectively use FAST data to plan	If classrooms with small groups	Attendance Report	Google	Fall, Winter, Spring and bi monthly for progress monitoring	October, January, May	Elementary Specialst, Literacy Supervior	Elementary Specials Literacy Superviors OTL Directors
for targeted small group guided reading instruction.	FAST growth disaggregated by SPED, EL	FAST	FAST Screening Report	Fall, Winter, Spring	February, May	Elementary Specialist, Literacy Supervisor	Elementary Specials Literacy Superviors OTL Directors
Students who are identified "at risk" in reading will receive targeted instruction. Teachers will know who they are and how better to support them.	FAST data	FAST data digs, professional development sessions	FAST data	3x a year	September, January, May	Elementary Specialist, Literacy Supervisor	Literacy Supervior OTL Directors
Full implementation of Tier 1 reading instruction.	FAST data	FAST reports	FAST reports	3x a year	Fall, Winter, Spring	Elementary Specialist, Literacy Supervisor	Literacy Supervior OTL Directors
Increase reading growth for high risk students	FAST, MCA	FAST	FAST	3x a year	Fall, Winter, Spring	Elementary Specialist, Literacy Supervisor	Literacy Supervior OTL Directors

Strategy Sponsor (SLT): Craig Anderson						
Strategy Owner (lead, project manager, main point of contact): Maijue X Lochungvu						
Strategy Team (members of the team to help progress mo	nitorl: Sue Br	aith	tweite			
Task Name	Status			Responsible	Contributor(s)	Comments
Hire and train 6 WINN Literacy TOSAs						
Create job descriptions for the positons	Complete	-	8/30/2021	Sue Braithwaite	Maijue Longchungvu	
Conduct interviews and hire TOSA's	Complete	-	8/30/2021	Sue Braithwaite	Jennifer Davis	
reate meeting schedule for WINN TOSA meeting	Complete		8/30/2021	Sue Braithwaite	Jennifer Davis	
Assign WINN TOSAs to a cohort of schools	Complete	v	8/30/2021	Sue Braithwaite	Jennifer Davis	
deet with WINN TOSAs 1 to 1	In progress	v	June 2021	Sue Braithwaite		
VINN Professional Development						
create schedule for WINN PD	Complete	-	September 2021	Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
Determine location for WINN PD	Complete	*	September 2021	Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
reate learning targets for WINN PD	Complete			Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
Deliver WINN PD to WINN Teachers	In progress	*	June 2021	Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
		Ť				
reate Evaluation Tools for Literacy Reporting	Complete		Controller 2022	Sue Braithwaite	Jennifer Davis, Lisa	
reate feedback forms for PD	compiete		september 2023	30e bratriwate	Olmstead	
	In progress	·	June 2022	Sue Braithwaite	Jennifer Davis, Lisa	
ollect quarterly feedback and analyze					Olmstead	
reate videos of exemplar lessons	In progress	٧	June 2022	Sue Braithwaite	WINN TOSAs	
Develop visuals to highlight the data	Not yet	•	December 2021, February 2022, June 2022		Jennifer Davis, Lisa Olmstead	
	Complete	-	February 2022	Sue Braithwaite	Jennifer Davis, Lisa	
reate recommendations for staffing for next year					Olmstead	
Create attendance forms for WINN teachers	Complete			Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
Collect attendance data from WINN Teacher PD Monthly	In progress			Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
ollect and analyze monthly student attendance data	In progress		June 2022	Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
ihare quarterly reports about WINN progress to eadership	Not yet	٠		Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
Review quarterly FAST data and report data	In progress	*	December 2021, February 2022, June 2022	Sue Braithwaite	Jennifer Davis, Lisa Olmstead	
Fler 1 Resources						
rurchase Minilesson materials	Complete	٧	June 2021	Sue Braithwaite	Jennifer Davis	
Purchase decodable books for K-2	Complete	+	February 2022	Sue Braithwaite	Jennifer Davis	



based on student enrollment at sites)	reading instruction; ie. science of reading, data, foundational skills, decodable books	WINN teachers
15 WINN Teachers for Middle Schools (1 per site)	Monthly professional development and PLC time for Literacy WINN teachers	71 hours of PD for Middle School WINN teachers
		1:1 monthly coaching sessions

CLIENT FOCUSED OUTCOMES

RATIONALE STATEMENT

56 ARP Funded Literacy What I

Need Now (WINN) Teachers for

Elementary Schools (1-2 per site

INPUTS/RESOURCES

6 Literacy WINN TOSAs

Students: Increased reading proficiency

Foster the skills of WINN TOSA's

to provide coaching, planning,

record high quality instruction

and create resources to support

professional development,

WINN and K-2 teachers.

instruction. This increased capacit students' reading proficiency.	y w	ill provide K-2 students with more	opp	ortunities to engage in small g	roup	p differentiated reading instruction	n; thu	us, leading to improvement in
ACTIVITIES		OUTPUTS		SHORT TERM OUTCOMES		MEDIUM TERM OUTCOMES		LONG TERM OUTCOMES
Monthly professional development required for all Literacy WINN teachers on topics to support high quality reading instruction; ie. science		72 hours of PD for Elementary WINN teachers		Elementary WINN teachers have knowledge of how to use FAST screening and progress monitoring data to		Teachers will obtain greater knowledge of evidence-based practices to meet		Increase in the number of elementary sites fully implementing Tier 1 evidence-based literacy

By providing an additional licensed classroom literacy teacher in K-2 classrooms, educators will have an increased capacity to provide Tier 1, small group differentiated reading

inform instruction

Middle School WINN teachers have skills to

effectively teach small

groups using SIPPS materials

(Systematic Instruction in

Phonological Awareness,

WINN Teachers will feel

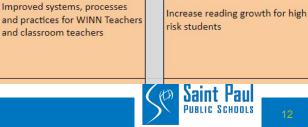
supported by coaching,

professional development,

Phonics, and Sight Words)

science of reading Middle School WINN teachers understand how the Increase reading growth for high foundational understanding risk students about how to teach phonics to striving readers.

student-specific needs



practices in alignment with the

Inspire students to think critically, pursue their dreams and change the world.

leadership teams.

WINN teachers: Improved knowledge & skills in support of effective small group differentiated instruction Classroom teachers: Improved knowledge & skills in support of effective small group differentiated instruction

with WINN Teachers, weekly

visits to cohort schools based on

site-specific needs, WINN TOSA

bi-monthly planning, facilitating

sessions, supporting PLCs and

monthly WINN Teacher

professional development

and resources.

and classroom teachers

## Public Facing

## Strategy Rationale:

By providing an additional licensed classroom literacy teacher in K-3 classrooms, teachers will increase capacity to provide Tier 1 instruction and small group guided reading. This increased capacity will allow our teachers to better differentiate instruction leading to improvements in students' ability to read.

K-8 Core Reading Instruction (WINN)



All elementary and middle schools



## **ACTIVITIES**

Daily small group instruction

FAST assessment administration

Monthly professional development for all WINN teachers including the science of reading

Coaching and planning from district literacy staff

## **SHORT-TERM OUTCOMES**

Increased decoding and comprehension skills (students)

Greater knowledge of evidence-based literacy practices (teachers)

Use of FAST data to inform instruction (teachers)

## **MEDIUM-TERM OUTCOMES**

Practice learned reading skills and increase reading volume (students)

FAST data used to plan for small group reading instruction (teachers)

Apply learning to improve evidence-based practices (teachers)

## **LONG-TERM OUTCOMES**

Increase reading growth for high-risk students

Full implementation of Tier 1 reading instruction



## SPPS ACHIEVES ALIGNMENT

Increase academic growth in reading and math for all students



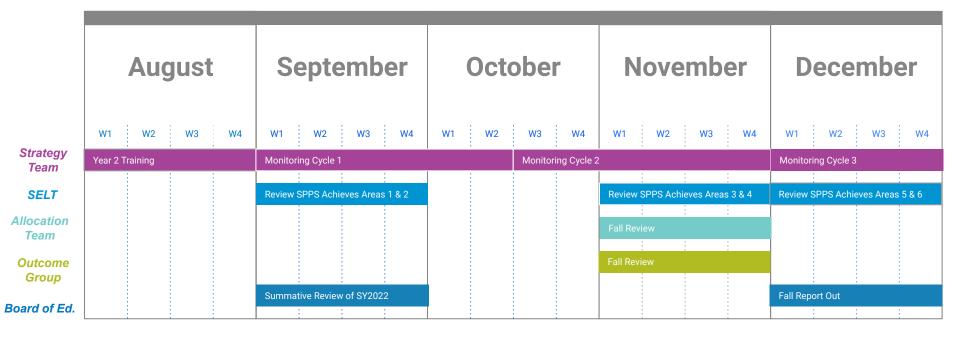


## Monitoring & Reporting Alignment

## Monitoring: Teaming

	Strategy & Initiative Teams	ARP Allocation Team	Outcome Consultation Group	Senior Executive Leaders (SELT)	Board of Education
Purpose	Oversee day-to-day operation of an ARP strategy or SPPS Achieves initiative	Make recommendations to SELT around ARP funding	Provide consultation on impact of ARP strategies and SPPS Achieves initiatives on students, families and community	Oversee big picture monitoring  Make final decisions regarding ARP & SPPS Achieves	Approve ARP plan & SPPS Achieves
Members	District staff	District staff Building staff	Community stakeholders	Executive leaders	Elected Directors
Meeting Frequency	Monthly	3X per year	3X per year	Monthly	4X per year

## Monitoring Cycle: Fall 2022





## **Outcome Consultation Groups**



To provide clear accountability/feedback/engagement with regard to ARP and SPPS Achieves and consult with a wide variety of stakeholders on our use of ARP funds, we are creating outcome consultation groups that will:

- Review SPPS data
- Provide consultation on impact of ARP strategies and SPPS Achieves initiatives on students, families and school communities
- Offer ideas for district leadership on opportunities to improve or strengthen specific strategies and initiatives

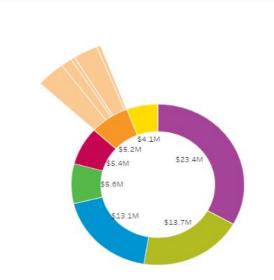
Focused on each of the long-term student outcomes:

- 1. Improve kindergarten readiness
- 2. Improve achievement of EL learners
- 3. Improve achievement of SPED learners
- 4. Prepare all students for career, college & life
- 5. Improve growth in reading and math
- 6. Decrease racial/ethnic disparities



### **ARP Strategy Overview** Long-Term Student Action Steps Completed by Strategy Name Percent Spent FY23 Outcome Ouarter Early Childhood Mental Health Support 31% Decrease disparities in "Check and Connect" Special Education Program 2 096 achievement based on race. 7% ethnicity, culture and Mental Health and Wellness Support identity Internships and Certifications for High School Summer \$3.3M spent of \$50.6M budgeted Internships and Certifications for High School Quarter Dashboard: Students 33% Culturally Responsive Instruction (CRI) Increase achievement of 7% English Learners Quarterly K-8 Core Literacy Instruction (WINN) Summer \$1.8M spent of \$25.9M budgeted K-8 Core Math Instruction (WINN) monitoring of Ouarter Early Childhood Autism Support 29% budget spend Increase achievement of Early Childhood Mental Health Support 8% students receiving special education services down and "Check and Connect" Special Education Program \$2.3M spent of \$27.6M budgeted Summer Culturally Decomposive Instruction (CDI) project Ouarter Early Childhood Autism Support 1 33% completion Early Childhood Mental Health Support Improve kindergarten 6% readiness Elementary Specialists and Job Embedded Professional Development (JEPD) Summer \$1.2M spent of \$18.9M budgeted Indoor Air Quality Improvements: Infrastructure

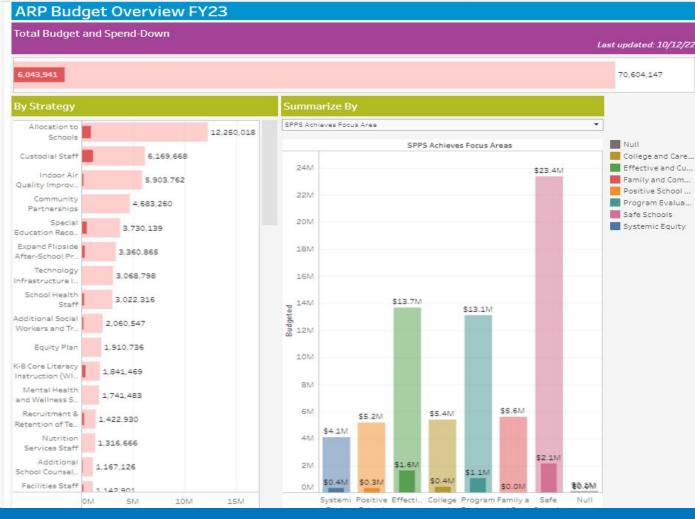




# Additional Social Workers and Training for Responding to Trauma \$2,060,547 \$194,737 Mental Health and Wellness Support \$1,741,483 \$62,733 Attendance Interventions through Community Partnerships \$800,000 \$13,356 Social Emotional Learning Support \$290,000 \$32,886 Early Childhood Mental Health \$286,718 \$24,362

Dashboard: Monthly monitoring of budget spend down





Dashboard:
Public facing
budget spend
down





## Thank You