

# Building and Maintaining True Partnerships

June 25, 2024



# Introductions

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- Names
- Previous work experience
  - Have we worked within SSD/St. Louis County, outside or both?
- General education vs special education experience

# Agenda/Participant Outcomes from this session

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- Building a Common Vision, Mission, and Goals
- Communication
  - Examples from the building and district level
- Continuous Improvement
- Staffing

# Building a common Vision, Mission, and Goals

**Affton** - VISION - Affton School District **empowers each student** to become a confident, compassionate, **lifelong learner** prepared to thrive as a responsible citizen in their community and beyond.

MISSION - We support the success and wellbeing of our students through opportunities for innovative learning, future-readiness, and emotional growth to ensure they can reach their **full potential** as we do our part in making our community strong.

SSD - VISION - All students realize their **full potential in life and learning**.

MISSION - To support and **empower students** of all learning abilities to excel to their **greatest potential**.

SSD in Affton - VISION - SSD in Affton **empowers** and supports **each student** to become a confident, compassionate, **lifelong learners** prepared to thrive as a responsible citizen in their community and beyond to their **greatest potential**.

MISSION - We support the success and wellbeing of our students through opportunities for innovative learning, future readiness, and emotional growth to ensure they can reach their **full potential** as we do our part in making our community strong by providing research and evidence based learning opportunities.

# Communication

- District Level
  - Learning Team - meet every other week
    - We make decisions together
      - SRSN
      - MVA's - creating opportunities for all students in Affton
      - MTSS
    - Cabinet - meet every other week
      - We make decisions together
    - Administrative Council - meet monthly
      - We share decisions together
  - Building Level
    - Almost daily check ins
    - Being visual and available
    - Scheduling is always a team effort

# Continuous Improvement

- Both institutions have been prioritizing Continuous Improvement for over a decade
- Make a commitment to make data based decisions
  - Even though we have growth opportunities in Affton, we are getting better every year
- Make a commitment to presume positive
  - We have trust and dedication to our students and want to have hard conversations when they have positive results
- Make a commitment to honor our different responsibilities
  - People will use us against each other. Don't let them.
- A willingness to change
  - There are no “off limits” conversations. We don't say “That's the way it is” or “That's the way it's always been done.”

# Staffing

- District and Schools
  - Hiring
    - Both districts are present and have a say
  - HR
    - Concerns are brought to both administrators and we work together as a team
  - Rounding - Another continuous improvement strategy
    - What is going well? What gets in the way of you doing your best work? Who has been especially helpful to you? How may I better serve you and your team?

# Questions?



# Contact Information

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