BLUEPRINT 2030

ADVISORY TEAM MEETING

APRIL 29, 2021

WELCOME BACK & AGENDA

Thank you serving on our Advisory Team & guiding us in the development of Blueprint 2030 and the future of Kansas City Public Schools!

AGENDA

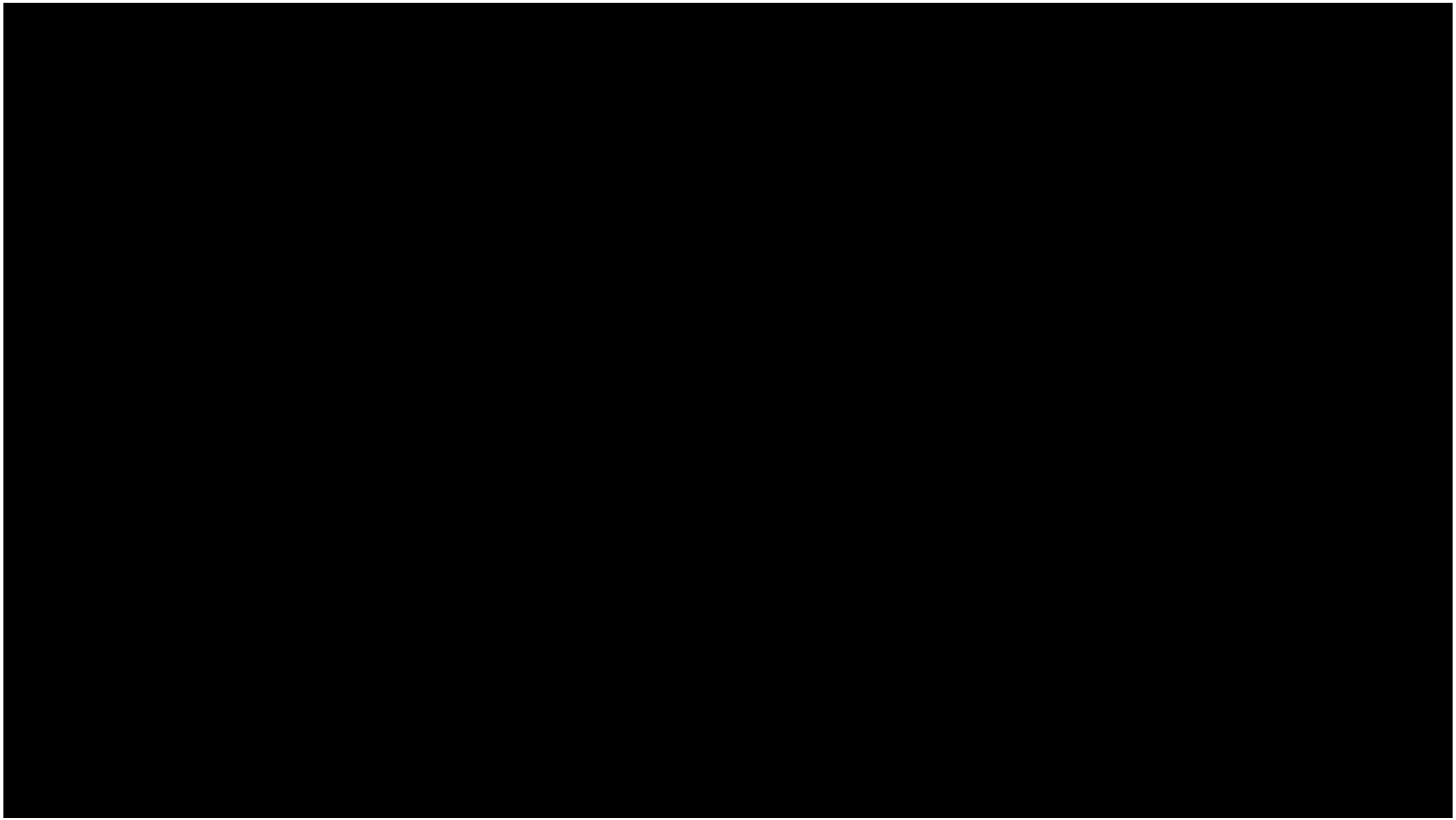
- Welcome message
- Stakeholder outreach & key takeaways
- Mission/vision
- Goal setting
- Breakout group discussions
- Next steps

THANKS FOR JOINING US!

IT'S TIME TO DREAM BIG!

It's time for KCPS to keep dreaming and for our students, teammates, families and community to help us **dream big**. We want to **imagine a future** for our school district and city that includes the ideas, solutions and directions that **we build together**. Our Blueprint 2030 process has started and we are engaging our community around how we approach the future of our schools in KCPS.

Essentially, we want to know – what do you want KCPS to look like in 2030?



THOUGHT EXCHANGE ONLINE ENGAGEMENT

Students: So that you are prepared for college, career and life, what additional offerings should KCPS provide? What can we do better? (156 participants)

Staff: As we continue to increase performance, what do we need to do within our system and within our teaching and learning capabilities? How should the system change or stay the same? (169 participants)

KCPS Families and Caregivers: As we plan for the next 5-10 years of KCPS offerings, facilities and programming, what are we struggling with that we need to do better? (301 participants)

Community Members and Partners: As we plan for the next 5-10 years of KCPS offerings, facilities and programming, what are we doing well that we need to expand upon? (30 participants)

APRIL COMMUNITY CONVERSATIONS

- What is your vision or hopes for KCPS by 2030?
- What are we struggling with that we need to do better? Do you have ideas for how KCPS could do this?
- What are we doing well that we need to expand upon? Do you have ideas for how KCPS could do this?
- What isn't currently offered to students that you feel we should in the next five years?
- If you had to prioritize 2 key initiatives/recommendations to be incorporated into BP2030, what would they be?

FEEDBACK: VISION/HOPES FOR KCPS BY 2030

- Every student has access to **internships/career exploration**
- KCPS is treating each child's **social/emotional needs** as well as academics
- KCPS will create/host events in a way that more **parents can participate and engage** with their schools
- All KCPS schools have **academic rigor and access to programs** that are currently available at signature schools
- KCPS will attain **full accreditation**
- **Community** is connected to KCPS and there is a sense of belonging
- KCPS has steady enrollment
- KCPS is the **school system of choice**
- …

FEEDBACK: WHAT DO WE WANT?

- More **mental health support** (students)
- Home ec & life skills classes (students/families/staff)
- More **POC representation among teachers**/diversity training for teachers (students)
- Begin ACT prep in 6th grade (students)
- Courses to help students realize what they REALLY WANT TO DO (students)
- **Reduce teacher:student ratio** (teachers/families)
- **Less testing** (teachers/families)
- Keep **PLTW** going (teachers)
- **Improve communication** (teachers/students/families)
- Property repairs/upgrades (families)
- Improved supplies for after school **clubs** (families)
- Increase the availability of **tutoring** (families)
- Improve **staff retention** (families)
- Better cafeteria food (students/families)
- …

MISSION, VISION, AND PURPOSE

"the best thing you can do is make sure your **purpose**, your **mission**, your **vision**, or all of the above answer one question for your people…

What are we fighting for?"

David Burkas

“…to achieve, in a way that is unencumbered by excuses, our vision for education by ensuring that all children benefit from teaching and learning”

What is this?

“…to achieve, in a way that is unencumbered by excuses, our vision for education by ensuring that all children benefit from teaching and learning”

KCPS’ Current Mission Statement

“…to achieve, in a way that is unencumbered by excuses, our vision for education by ensuring that all children benefit from teaching and learning”

Is it easy to say? Is it memorable? Is it understandable?

Does it effectively describe why KCPS exists?

“KCPS envisions its schools as places where every student will develop a deep understanding of the knowledge and skills necessary to pursue higher education, obtain family-supporting employment, contribute to the civic well-being of the community, and have the opportunity for a rewarding and fulfilling life”

Is this uplifting and aspirational? Is it a call to action for employees & our community?

The **purpose** of Kansas City Public Schools (KCPS) is to provide a quality education that prepares all of our students, regardless of background or circumstances, for success in college, career and life. We will produce scholars who are high-achieving critical thinkers, prepared to succeed in a constantly changing world and engaged in the improvement of their communities.

KCPS en**vision**s its schools as places where every student will develop a deep understanding of the knowledge and skills necessary to pursue higher education, obtain family-supporting employment, contribute to the civic well-being of the community, and have the opportunity for a rewarding and fulfilling life.

The **mission** of KCPS is to achieve, in a way that is unencumbered by excuses, our vision for education by ensuring that all children benefit from teaching and learning.

MISSION/VISION STATEMENTS – NEXT STEPS

- Desire from executive team to revise our vision and mission and let go of the purpose statement
  - Current vision: dislikes: too long, not easy to remember, not a call to action, too jargon, not ambitious enough
  - Current mission: likes: "all children will benefit" & reference to "teaching and learning"; dislikes: not memorable, not easy to remember, shouldn't reference the vision without being clear what the vision is
  - Current purpose statement: it's not needed if the mission/vision are strong
- Consider combining mission and vision into one statement
- Currently evaluating the feedback from KCPS stakeholders that can guide process of drafting revised mission/vision statement(s) for review by advisory team and school board

What information would you like to share regarding mission, vision, and/or purpose? What do you think is important as we look to revise?

GOAL SETTING

CURRENT STRATEGIC PLAN GOALS = ASPIRATIONAL

Goals & Measures of Student Success articulate the outcomes we want for our students and the indicators of progress toward those outcomes. Since student achievement is the centerpiece of the Strategic Plan, the Kansas City community defined **Five Aspirational Goals** for our students:

Goal 1: Success in the early years - Every student will receive the social-emotional, cognitive, health and community support necessary to be successful by the end of Grade 3.

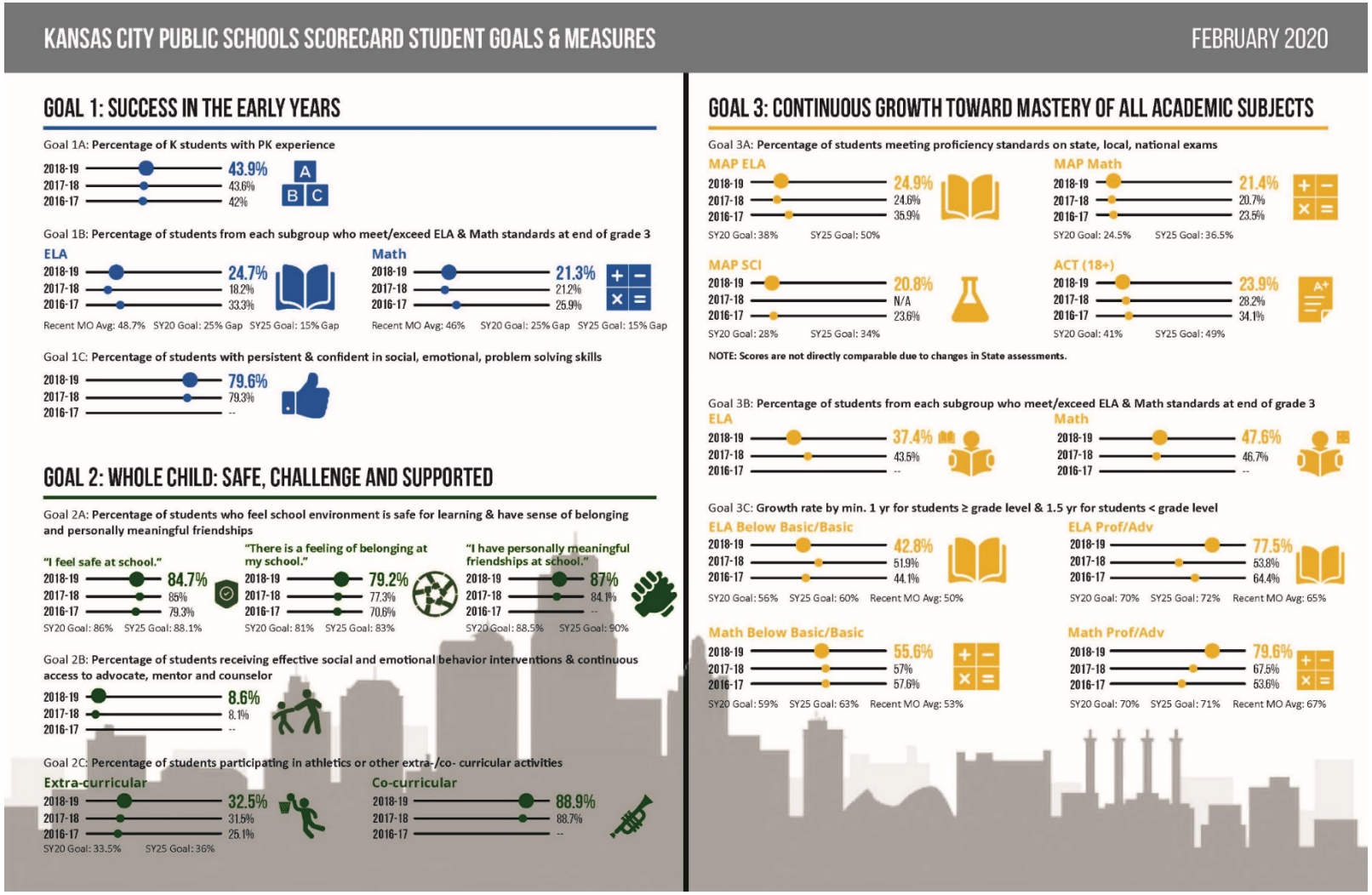
Goal 2: Whole Child: Safe, Challenged, and Supported - Every student will be challenged and supported within a safe learning environment to be a responsible and productive citizen capable of meeting high expectations.

Goal 3: Continuous Growth Toward Mastery of All Subjects - Every student will progress at a pace that closes the achievement gap, and will meet or exceed academic standards in academic subjects.

Goal 4: 21st Century Critical Thinkers and Problem-Solvers - Every student will demonstrate global competitiveness, creative thinking, and innovation through effective reasoning, communication, and advocacy for themselves and their community.

Goal 5: Readiness for College, Career, and Life - Every student will graduate from high school with a post-secondary plan and the experiences and preparation to execute that plan successfully after high school.

SPECIFIC? MEASUREABLE? ACHIEVEABLE? RELEVANT? TIME-BOUND?



KANSAS CITY PUBLIC SCHOOLS SCORECARD STUDENT GOALS & MEASURES — FEBRUARY 2020

GOAL 1: SUCCESS IN THE EARLY YEARS

Goal 1A: **Percentage of K students with PK experience**

2018-19	43.9%
2017-18	43.6%
2016-17	42%

Goal 1B: **Percentage of students from each subgroup who meet/exceed ELA & Math standards at end of grade 3**

ELA

2018-19	24.7%
2017-18	18.2%
2016-17	33.3%

Recent MO Avg: 48.7% SY20 Goal: 25% Gap SY25 Goal: 15% Gap

Math

2018-19	21.3%
2017-18	21.2%
2016-17	25.9%

Recent MO Avg: 46% SY20 Goal: 25% Gap SY25 Goal: 15% Gap

Goal 1C: **Percentage of students with persistent & confident in social, emotional, problem solving skills**

2018-19	79.6%
2017-18	79.3%
2016-17	--

GOAL 2: WHOLE CHILD: SAFE, CHALLENGE AND SUPPORTED

Goal 2A: **Percentage of students who feel school environment is safe for learning & have sense of belonging and personally meaningful friendships**

"I feel safe at school."

2018-19	84.7%
2017-18	86%
2016-17	79.3%

SY20 Goal: 86% SY25 Goal: 88.1%

"There is a feeling of belonging at my school."

2018-19	79.2%
2017-18	77.3%
2016-17	70.6%

SY20 Goal: 81% SY25 Goal: 83%

"I have personally meaningful friendships at school."

2018-19	87%
2017-18	84.1%
2016-17	--

SY20 Goal: 88.5% SY25 Goal: 90%

Goal 2B: **Percentage of students receiving effective social and emotional behavior interventions & continuous access to advocate, mentor and counselor**

2018-19	8.6%
2017-18	8.1%
2016-17	--

Goal 2C: **Percentage of students participating in athletics or other extra-/co- curricular activities**

Extra-curricular

2018-19	32.5%
2017-18	31.5%
2016-17	25.1%

SY20 Goal: 33.5% SY25 Goal: 36%

Co-curricular

2018-19	88.9%
2017-18	88.7%
2016-17	--

GOAL 3: CONTINUOUS GROWTH TOWARD MASTERY OF ALL ACADEMIC SUBJECTS

Goal 3A: **Percentage of students meeting proficiency standards on state, local, national exams**

MAP ELA

2018-19	24.9%
2017-18	24.6%
2016-17	35.9%

SY20 Goal: 38% SY25 Goal: 50%

MAP Math

2018-19	21.4%
2017-18	20.7%
2016-17	23.5%

SY20 Goal: 24.5% SY25 Goal: 36.5%

MAP SCI

2018-19	20.8%
2017-18	N/A
2016-17	23.6%

SY20 Goal: 28% SY25 Goal: 34%

ACT (18+)

2018-19	23.9%
2017-18	28.2%
2016-17	34.1%

SY20 Goal: 41% SY25 Goal: 49%

NOTE: Scores are not directly comparable due to changes in State assessments.

Goal 3B: **Percentage of students from each subgroup who meet/exceed ELA & Math standards at end of grade 3**

ELA

2018-19	37.4%
2017-18	43.5%
2016-17	--

Math

2018-19	47.6%
2017-18	46.7%
2016-17	--

Goal 3C: **Growth rate by min. 1 yr for students ≥ grade level & 1.5 yr for students < grade level**

ELA Below Basic/Basic

2018-19	42.8%
2017-18	51.9%
2016-17	44.1%

SY20 Goal: 56% SY25 Goal: 60% Recent MO Avg: 50%

ELA Prof/Adv

2018-19	77.5%
2017-18	63.8%
2016-17	64.4%

SY20 Goal: 70% SY25 Goal: 72% Recent MO Avg: 65%

Math Below Basic/Basic

2018-19	55.6%
2017-18	57%
2016-17	57.6%

SY20 Goal: 59% SY25 Goal: 63% Recent MO Avg: 53%

Math Prof/Adv

2018-19	79.6%
2017-18	67.5%
2016-17	63.6%

SY20 Goal: 70% SY25 Goal: 71% Recent MO Avg: 67%

5 student goals

28 measures

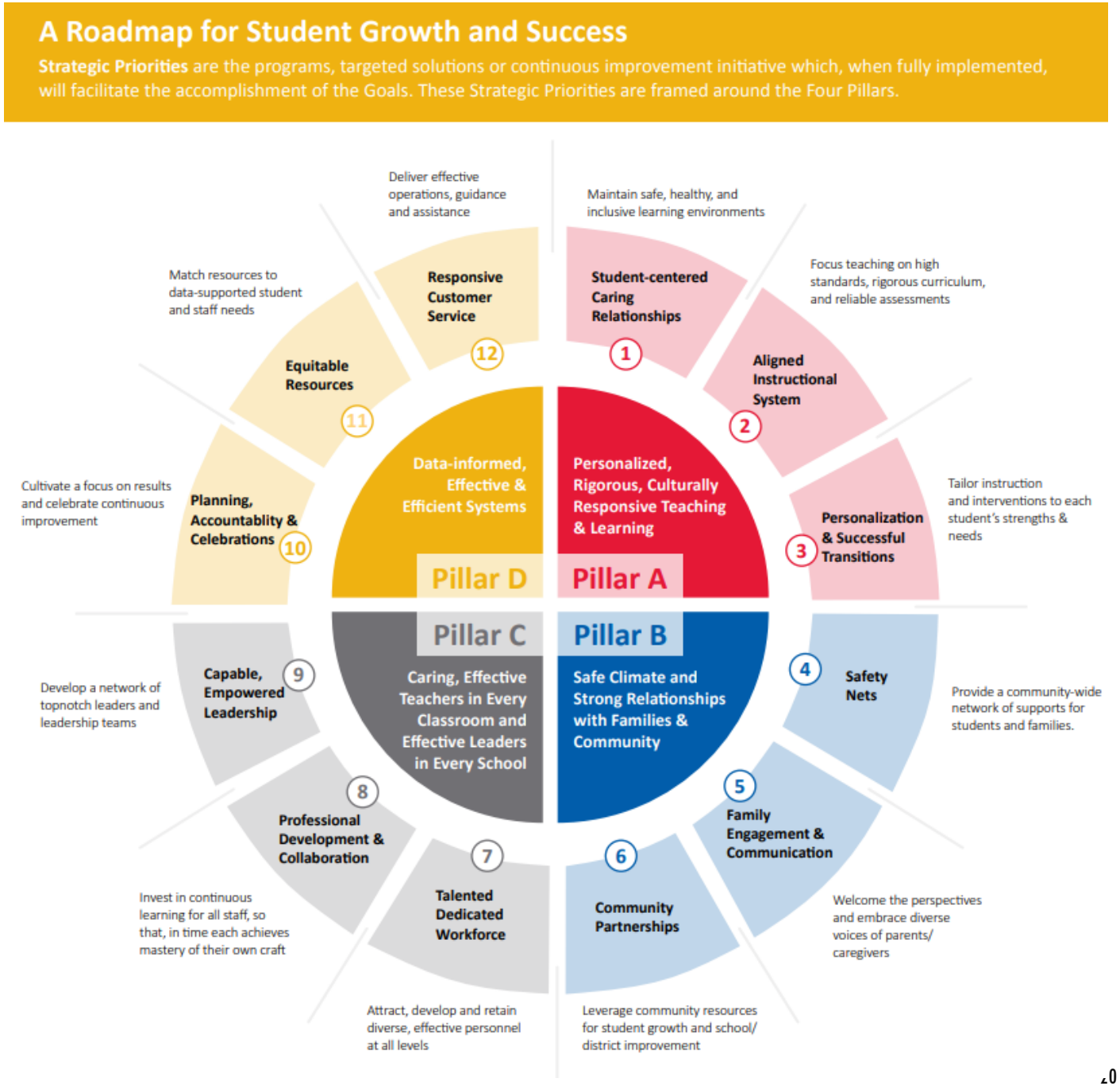
14 indicators for adults

SPECIFIC? MEASUREABLE? ACHIEVEABLE? RELEVANT? TIME-BOUND?

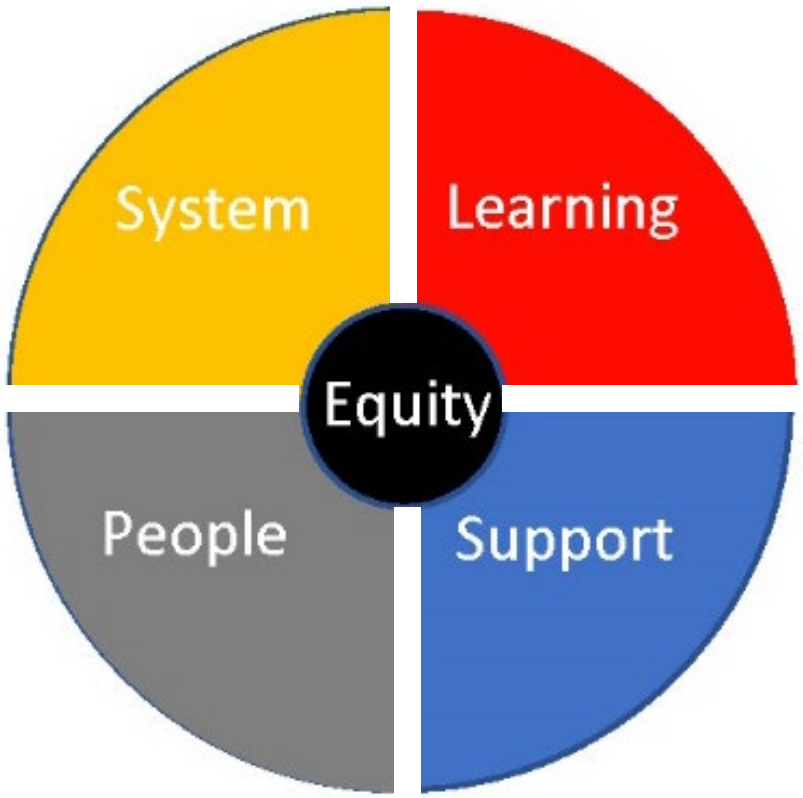
CURRENT STRATEGIC PLAN PILLARS

Pillars represent the **building blocks** of what adults need to do well in order for students to reach goals.

Currently, **there is not direct alignment** between four pillars and student goals.



SMART GOALS BASED UPON REVISED FOUR PILLARS



LEARNING. Student Achievement and Effective Teaching
KCPS will…provide a personalized, rigorous, and culturally responsive instructional system that enables every student to make continuous progress and meet or exceed academic standards.

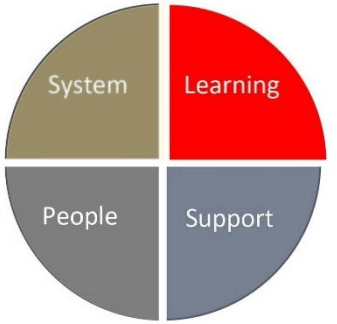
SUPPORT. Whole Child and Community Partnerships
KCPS will…ensure every student will be challenged and supported within a safe learning environment to be a responsible and productive citizen capable of meeting high expectations.

PEOPLE. Human Capital and Relationships
KCPS will…attract, develop, and retain a diverse, high-caliber staff at all levels and ensure a caring, effective teacher in every classroom and effective leaders in every school.

SYSTEM. Sustainability and Viability
KCPS will…be a desirable, sustainable system that practices sound local fiscal stewardship, protects district resources and invests them wisely to best serve the needs of students.

Specific
Measurable
Achievable
Relevant
Time-bound
SMART
GOALS
What *exactly* are you trying to achieve?
How will you know when you've achieved it?
Is it genuinely possible to achieve it?
Is it relevant & does it contribute to your organization?
When do you want to achieve this by?

LEARNING GOALS



Academic Growth

L1 By 2025, X% of students will score prof/adv in **ELA** on the MAP, growing to X% by 2030

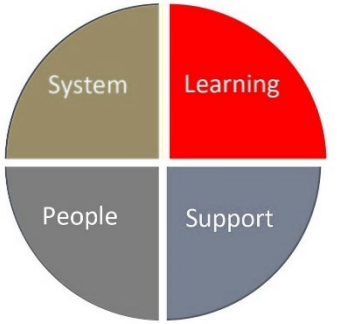
L2 By 2025, X% of students will score prof/adv in **Math** on the MAP, growing to X% by 2030

L3 By 2025, X% of students will score prof/adv in **Science** on the MAP, growing to X% by 2030

L4 By 2025, X% of **students below grade level will attain their annual growth goals** needed to be on a path to proficiency (as defined by iReady)

L5 By 2025, X% of **students at or above grade level will attain their annual growth goals** needed to achieve/maintain advanced proficiency (as defined by iReady)

LEARNING GOALS CON'T



Success in the Early Years

L6 By 2025, KCPS will offer a total of X **Pre K seats** throughout the district, increasing to X seats by 2030

L7 By 2025, X% of KCPS **1st graders will be reading at or above grade level**, increasing to X% by 2030

L8 By 2030, the percentage of KCPS **3rd graders scoring proficient or advanced in ELA** will equal or exceed the MO state average (by subgroup?)

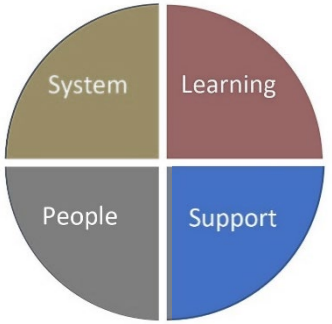
College & Career Ready

L9 By 2025, the four year high school **graduation rate** will be 80%, increasing to 85% by 2030

L10 By 2025, 90% of graduates will attain **at least one Market Value Asset (MVA)** in their plan of study, increasing to 100% of graduates by 2030

L11 By 2025, KCPS will offer an enhanced student experience, such that the **attendance rate** will be X%, increasing to X% by 2030

SUPPORT GOALS

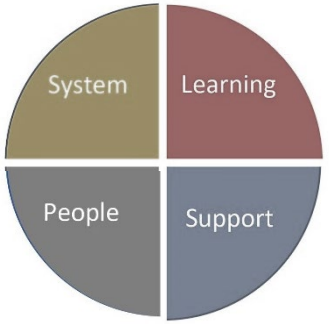


The Whole Child

S1 By 2025, **all KCPS schools will attain the "Trauma-Informed School" status** based on the Missouri Model Principles of Trauma-Informed Care

S2 By 2025, X% of KCPS students will be **paired with a mentor**, increasing to X% by 2030

PEOPLE GOALS



Human Capital

P1 By 2025, X% of KCPS schools will be led by a highly qualified, effective and empowered **school leader**

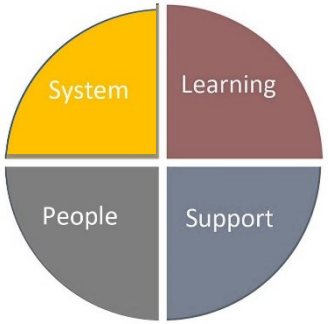
P2 Increase the number of **teachers of color** by X% annually, growing to X% by 2030

P3 By 2025, X% of KCPS staff will have received **cultural competency and/or implicit bias training**

P4 By 2025, the **starting salary for KCPS teachers** will be within X% of all other KC Metro school districts

P5 By 2025, X% of internal and external stakeholders will report they "Agree/Strongly Agree" that "KCPS provides **responsive and high quality customer service**"

KCPS SYSTEM GOALS



Sustainability and Viability

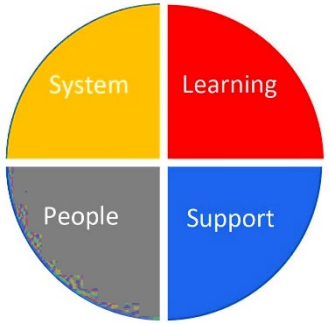
K1 By 2025, X% of KCPS schools will be **fully accredited**

K2 By 2025, X% of the **KCPS budget will be allocated for K-12 instruction and student support**

K3 By 2025, KCPS will secure dedicated funding for the first phase of the **10-year bond plan** that addresses deferred maintenance and school modernization needs

K4 By 2025, **grow K-12 enrollment** by 2,000 students to XX,XXX

BREAKOUT SESSIONS ON PILLARS & GOALS



Group 1 Learning (Academic Progress)

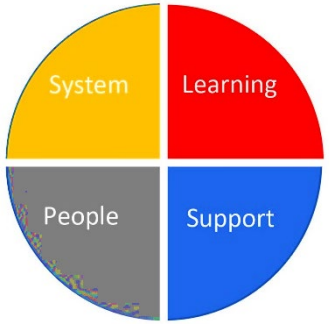
Group 2 Learning (Early Years & College/Career)

Group 3 Support & People

Group 4 System

Choose a group and join the link in the chat!

LEARNING BREAKOUT (ACADEMIC PROGRESS)



What do you think of the 4 Pillars: Learning, Support, People, System? Do these effectively encompass the key areas we need to address over the next 5 & 10 years?

For the "Learning" Pillar, does the language accurately capture what we want to achieve? Too long or short? What should be taken out or added? What elements should be incorporated?

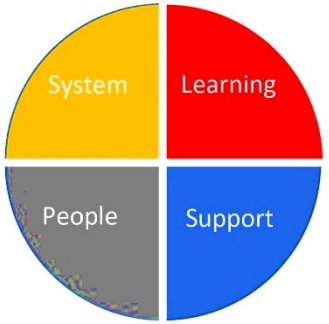
LEARNING. Student Achievement and Effective Teaching
KCPS will…provide a personalized, rigorous, and culturally responsive instructional system that enables every student to make continuous progress and meet or exceed academic standards.

What do you think about the three core areas identified within Learning: Academic Growth/ Success in the Early Years/ College & Career Ready?

Do we have the right SMART Goals for Academic Growth? Do you have any suggestions for edits to the proposed goals?

Are there any pieces missing from the proposed goals? Will these goals be transformative and push the district forward?

LEARNING BREAKOUT (EARLY YRS & CCR)



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Do we have the right SMART Goals for Success in the Early Years? For College & Career Ready? Do you have any suggestions for edits to the proposed goals?

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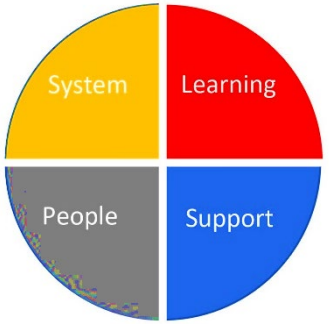
SUPPORT BREAKOUT



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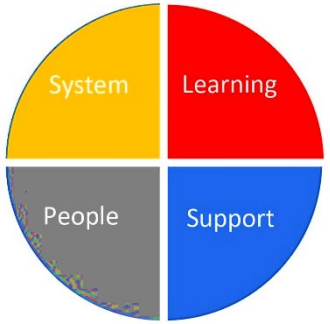
PEOPLE BREAKOUT



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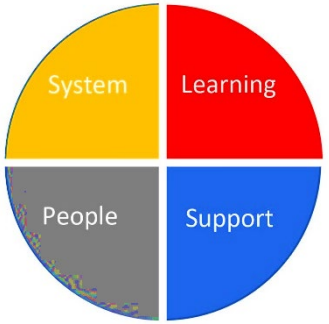
Do we have the right SMART Goals for Human Capital and Relationships? What would you edit?

Are there any pieces missing from the proposed goals? Will these goals be transformative and push the district forward?

SYSTEM BREAKOUT



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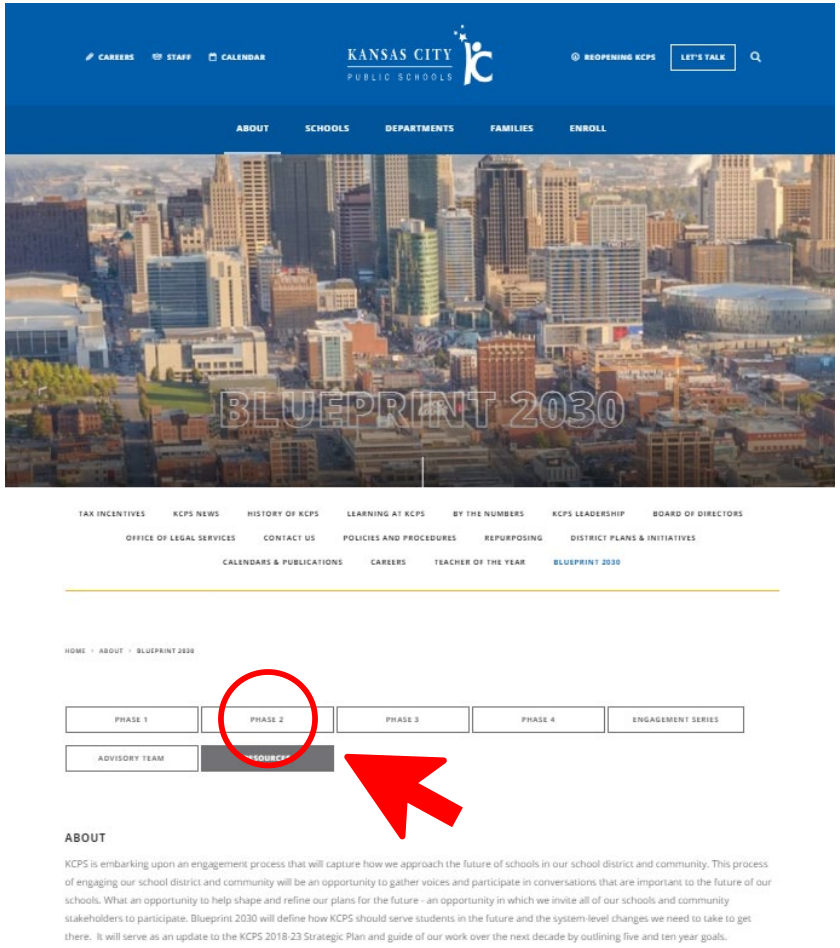
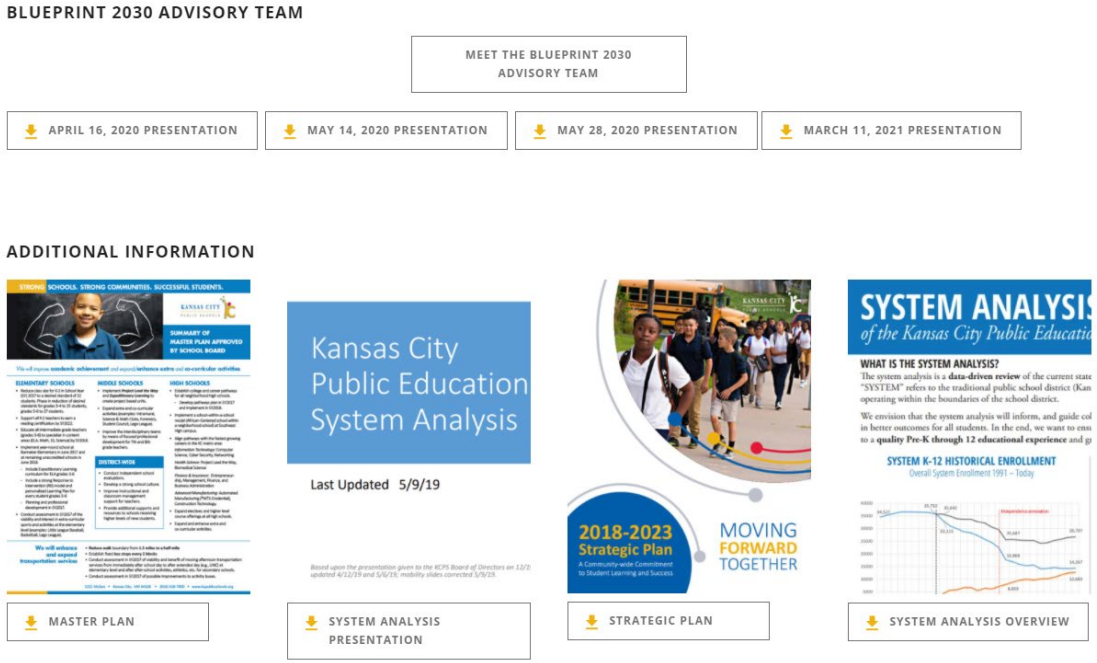
SYSTEM. Sustainability and Viability
KCPS will…be a desirable, sustainable system that practices sound local fiscal stewardship, protects district resources and invests them wisely to best serve the needs of students.

Do we have the right SMART Goals for measuring the Sustainability and Viability of our system? Do you have any suggestions for edits to the proposed goals?

Are there any pieces missing from the proposed goals? Will these goals be transformative and push the district forward?

WHERE YOU CAN FIND MORE INFORMATION





HTTPS://WWW.KCPUBLICSCHOOLS.ORG/BLUEPRINT2030

WHAT'S NEXT?

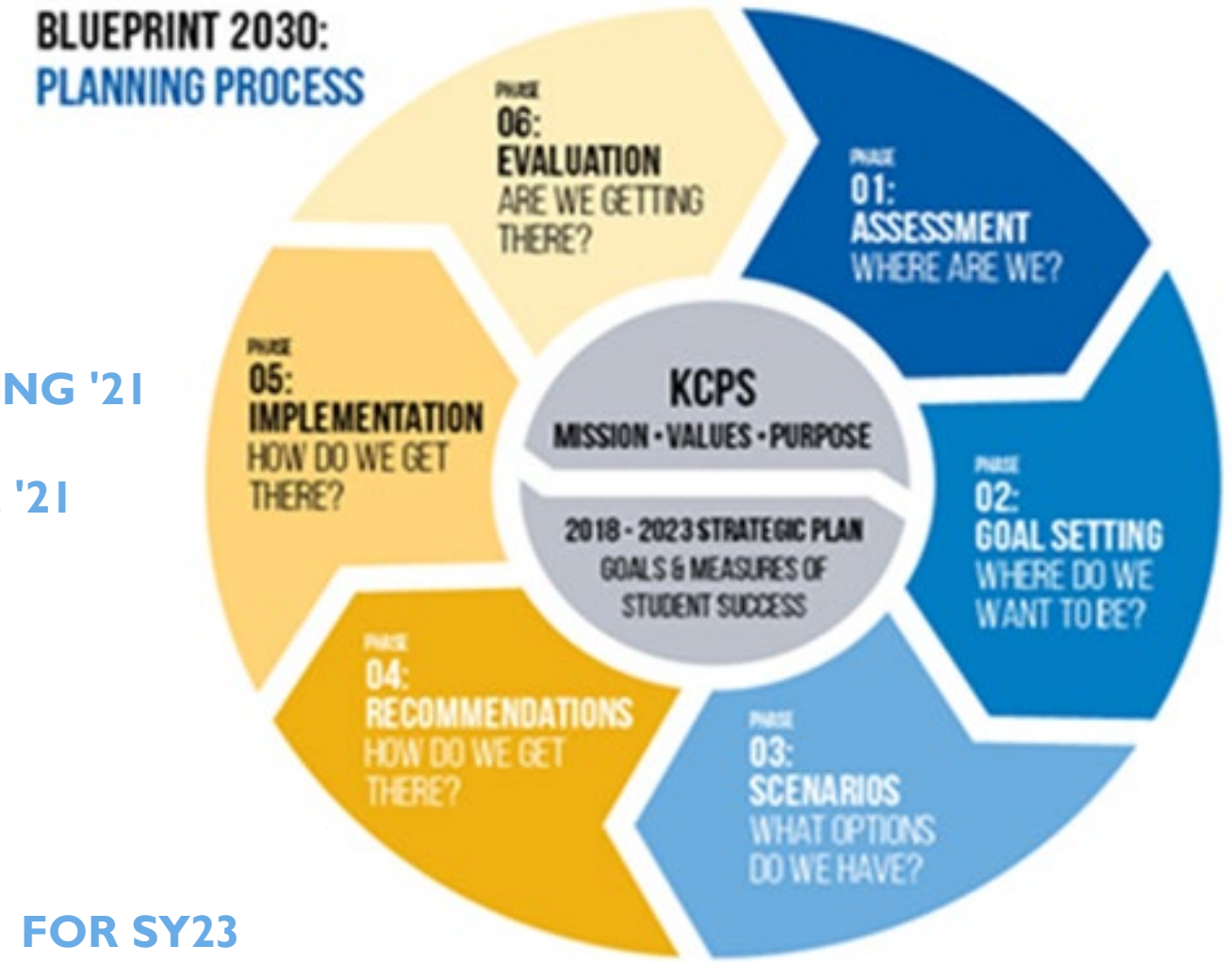
PHASE 1 ASSESSMENT: **THRU WINTER '20/21**

PHASE 2 GOAL SETTING: **WINTER '20/21 - SPRING '21**

PHASE 3 SCENARIO PLANNING: **SPRING - FALL '21**

Next Advisory Team Meeting
June 24th at 5:30 PM

PHASE 4 RECOMMENDATIONS: **FALL '21**

PHASE 5 IMPLEMENTATION: **BEGIN WINTER '21 FOR SY23**

PHASE 6 EVALUATION: **ANNUALLY**