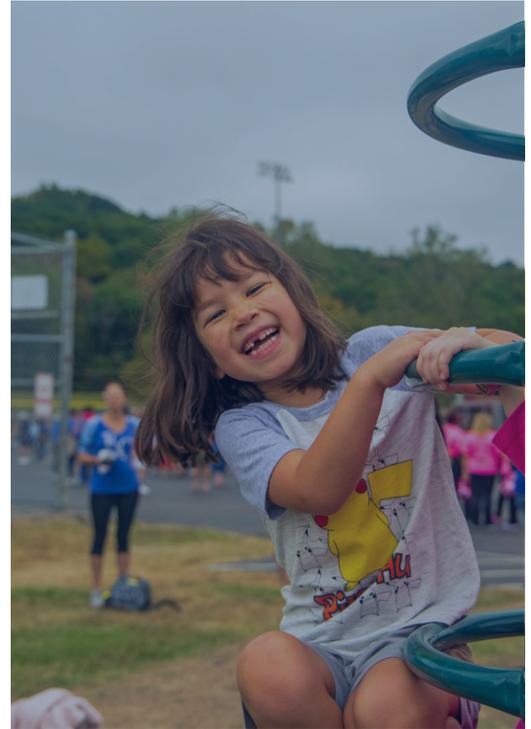




STRATEGIC PLAN



2022
2027




NORTH
KANSAS CITY
SCHOOLS

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North Kansas City Schools' 2022 – 2027 Strategic Plan defines aspirational goals for organizational improvement with representation from students, families, staff members, Board members, business partners and the community.

The district's first step in strategic planning involved gathering input from students, families, community and staff members in the fall of 2021. Students had a variety of means to share their thinking. All other stakeholders had two options for their voices to be heard: Community Forums or Virtual Input. All information gleaned from those we serve was compiled and processed. The Strategic Plan Steering Committee used this data as part of a three-day retreat to develop:

- Beliefs (The unequivocal expression of fundamental values, convictions, and character.)
- Mission (A clear, definitive statement of highest aspiration including unique identity, specific purpose, and critical attributes.)
- Parameters (Strict pronouncements that establish the boundaries, limits, and rules within which the mission is to be accomplished.)
- Objectives (The desired measurable, observable, or demonstrable results that realize the mission.)
- Strategies (Largely stated initiatives through which the mission and objectives are to be achieved.)

Action Planning Teams took the work of the initial group to further develop the plan. More than one hundred staff members, students, parents, administrators and community members dedicated time over several months to develop action plans with results statements for each strategy. Their articulation of the Strategic Planning Team's thinking was then reviewed and approved by that group. A labor of love to many was presented to the Board of Education for approval in May 2022.

Board of Education			
Dr. Terry Ward <i>President</i>	Jan Kauk <i>Vice President</i>	Terry Stone <i>Treasurer</i>	
Karee Gleason-Miller	Paul Harrell	Jane Rinehart	Dr. Daniel Wartick

Our Mission

As relentless champions for all students, North Kansas City Schools' mission is to develop self-aware, authentically empowered, future-ready learners through a rich array of purposeful learning opportunities in collaborative communities of belonging that are:

- culturally affirming
- academically challenging
- experiential and exploratory

for each student.



We Believe That...

- Each person has unique gifts, backgrounds, cultural experiences and inherent value.
- All people have the right to physical, emotional, psychological, and intellectual safety.
- People learn best by doing.
- Productive struggle is necessary for learning.
- Failure is a stepping stone, not a stop sign.
- Change is inevitable and an opportunity for growth.
- Agency and access are necessary conditions for optimal engagement.
- Collaboration and understanding enrich ownership.
- Solidarity, in balance with diversity, drives improvement.
- Learning is a community endeavor.
- Strong schools create strong communities.



STRATEGIC OBJECTIVES

- Each student will access a comprehensive and cohesive preK-12 educational experience, as an agent of learning, to achieve personal success.
- Each student will earn and value others' trust and respect by living with unwavering integrity, guided by authentic empathy.
- Each student will communicate with clarity, conviction, and confidence, understanding the value of meaningful collaboration.
- Each student will persevere as an agile learner, who uses multiple resources and divergent thought to develop creative responses.



PARAMETERS

- We will base decisions on what is best for each student.
- We will value individuality and treat all people, especially students, with dignity and respect.
- We will communicate honestly, clearly, and openly.
- We will exercise responsible stewardship of our resources.
- We will not compromise our commitment to excellence and equity.

STRATEGIES

1 We will cultivate relevant learning opportunities that commit to high expectations, respond to student needs, and focus on life ready skills.

North Kansas City Schools will:

Action Plan 1: Ensure learning environments throughout all educational facilities foster and enhance each aspect of the individual learning experience.

Action Plan 2: Build an inclusive model of professional collaboration that creates authentic learning experiences responsive in fostering both student academic and personal success.

Action Plan 3: Integrate learning experiences for students to acquire and apply life-ready skills as defined by the Portrait of a Graduate competencies.

Action Plan 4: Explore and implement innovative instructional approaches that incorporate students' aspirations, interests, and cultural experiences connecting to real world issues, problems, and contexts.



2 We will expand and strengthen our comprehensive systems of support to meet the individual needs of each student.

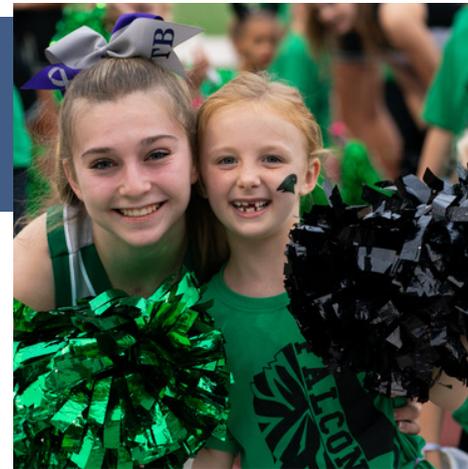
North Kansas City Schools will:

Action Plan 1: Foster school cultures where each student experiences a sense of belonging through the purposeful creation and leadership of spaces which affirm and connect all members of the school community.

Action Plan 2: Increase the capacity of classified and certified staff to respond to social-emotional needs and to create equitable spaces where each student feels welcome, safe, comfortable, and able to fully participate in the learning process.

Action Plan 3: Redesign and expand educational opportunities for students needing a setting outside of the traditional classroom to provide routes to individual success.

Action Plan 4: Utilize community expertise and services to further evaluate and support student emotional, behavioral, physical, and mental health services.



STRATEGIES

3 We will ensure, develop, and support a healthy and highly capable workforce that is passionate about meeting the needs of each other and each student.

North Kansas City Schools will:

Action Plan 1: Provide protected time equivalent to one full professional development day a month for all district staff including classified, certified, and administration.

Action Plan 2: Cultivate the autonomy and agency of all staff through a system that reaffirms passion and purpose.

Action Plan 3: Create programs for personal growth that encompass the whole person and sustain organizational outcomes.

Action Plan 4: North Kansas City Schools will expand systems and structures to create a culture of recognition.

Action Plan 5: Systematize the onboarding process for all staff to align their personal mission with the district's mission and beliefs.



4 We will serve to unify our community.

North Kansas City Schools will:

Action Plan 1: Amplify diverse voices by increasing awareness of -and opportunities for - involvement in the continuous journey of creating an inclusive community.

Action Plan 2: Promote authentic social engagement and cultural understanding within schools to strengthen a sense of belonging for each student and adult.

Action Plan 3: Strengthen connections within and across high school feeder patterns to better unite NKC Schools.

Action Plan 4: Embrace and support the neighborhoods within NKC Schools and the surrounding business community.

THANK YOU!

The Strategic Planning Committee included members of the community, district staff and Board of Education members whose diverse experiences with and relationships to the District informed the strategic planning process.

Steering Committee

Dr. Terry Ward - President, Board of Education

Jan Kauk - Vice President, Board of Education

Karee Gleason-Miller - Member, Board of Education

Dr. Daniel Clemens - Superintendent of North Kansas City Schools

Dr. Rochel Daniels - Assistant Superintendent, Organizational Development

Tammy Henderson - Executive Director, Community Relations and Governmental Affairs

Dr. Eric Johnson - Assistant Superintendent, Compliance and Support Services

Dr. Chad Sutton - Deputy Superintendent, Academic Services

Dr. Enjoli Avila - Principal, Chapel Hill Elementary School

Dr. Drew White - Principal, North Kansas City High School

Dr. Brian Van Batavia - Principal, Maple Park Middle School

Amanda Bearden - Teacher, Meadowbrook Elementary School

Jeff Siasoco - Teacher, Winnetonka High School

Cindy Bultemeier - Coordinator, Transportation Student Liaison

Jada Taylor - Administrative Assistant, North Kansas City High School

Emory McClendon - Student, Staley High School

Aisatu Nakoulima - Student, North Kansas City High School

Connie Mathews - Community Member, Winnetonka Feeder Pattern

Kevin O'Neill - First District Councilman, Kansas City, MO

Tina Weaver - Executive Director, North Kansas City YMCA

Action Planning Team Leaders

Dr. Enjoli Avila

Dr. Jessica Martin

Dr. Jamie Neibling

Peyton Galloway

Rene Cooper