NORTH KANSAS CITY SCHOOLS
est. 1913

North Kansas City Schools

STRATEGIC PLAN

2017-2022

MISSION STATEMENT

As champions for students, North Kansas City Schools' mission is to ensure that all are life-ready and ethically grounded in an ever-changing world through innovative educational experiences that:

- Inspire Lifelong Learning
- Embrace Inclusion
- Forge a Unified Community

Just north of Kansas City's vibrant downtown, North Kansas City Schools is a district of nearly 20,000 learners who experience innovative educational experiences every day. This strategic plan guides the work of NKC Schools from the boardroom to the classroom, and determines district priorities each year as part of the Board of Education's Balanced Scorecard.

Timeline

- A Steering Committee of 30 community members, civic leaders, business owners, elected officials, parents, students and staff came together for three days – November 14-16 – to draft the Strategic Plan document and determined strategies.
- Four strategies were handed off to Action Teams to turn the concepts into a working reality. More than 100 people were involved in this process that took approximately four months.
- The Steering Committee reconvened April 12-13, 2017 to review the Action Plans and finalize the Strategic Plan.
- The Plan was presented to the Board of Education on June 13, 2017 for its formal approval.

NKC SCHOOLS BOARD OF EDUCATION • JUNE 2017

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Beliefs

- All people have the right to equitable opportunities to reach their full potential based on their individual needs.
- Respect and dignity are essential to a strong foundation.
- Appreciating individuality and embracing inclusion cultivates personal growth and safe, strong communities.
- High expectations and positive attitudes lead to greater success.
- Personal responsibility builds initiative and accountability.
- Collaboration leads to vested ownership.
- Change is inevitable and essential for growth.
- Investing resources in our youth delivers dividends for the future.
- Timely, open and honest communication fosters an educated shared understanding.
- A strong and vibrant society relies on both individual and community accountability.
- Taking risks is an essential and positive process toward growth.
- People are empowered through a safe culture that promotes risk-taking, allowing vulnerability and self-discovery.
- Individual pride affirms personal value and self-worth.
- Every person is an unfinished work with continual opportunity for growth and learning.

Strategies

Strategy I:

- **We will ensure diversified learning experiences that celebrate personal growth and promote lifelong learning for all.**
  - **Action Plan 1:** Provide personalized learning that increases student achievement and mastery through choice in product and learning styles; utilize technology to adapt to students' needs, increase efficiency and explore innovation.
  - **Action Plan 2:** Support creative learning spaces that are flexible and equitable.
  - **Action Plan 3:** Promote student success by creating a flexible framework for professional development that allows for staff choice, authenticity and variety based on the desired area for growth.
  - **Action Plan 4:** Ensure students are digitally literate: and that they choose and utilize appropriate technology to communicate, plan, research, solve problems and collaborate as productive digital citizens.
  - **Action Plan 5:** Establish a universal culture and process standards around the belief that abilities can be developed through learning, perseverance and quality mentoring support (growth mindset).
  - **Action Plan 6:** Consider academic offerings centered around a specific theme that can promote focused learning.
  - **Action Plan 7:** Explore Pre-K accessibility to families and maximize materials, curriculum, training and resources for early childhood programs.
  - **Action Plan 8:** Expand equitable and systematic learning experiences that are provided through activities that occur beyond the school day.

Strategy II:

- **We will instill in our community a shared responsibility for successful schools within vibrant neighborhoods.**
  - **Action Plan 1:** Explore ways to tie neighborhoods to our schools and students.
  - **Action Plan 2:** Find ways to connect students with volunteer opportunities to benefit our community.
  - **Action Plan 3:** Expand current programming, where possible, to open our facilities to our community.

- **Action Plan 4:** Strengthen the connection between our business community and our district to better provide authentic learning experiences for students.
- **Action Plan 5:** Use NKC Schools Education Foundation to build opportunities for our district students and community.
- **Action Plan 6:** Work to support the district's new feeder patterns

Strategy III:

- **We will strengthen inclusion in all aspects throughout our community.**
  - **Action Plan 1:** Commit to establishing, nurturing and maintaining meaningful relationships with every student, among all parties, in an inclusive learning community.
  - **Action Plan 2:** Ensure a culture of inclusivity, as reflected in recruiting, hiring and retention practices, staff professional development and performance standards for all employees.
  - **Action Plan 3:** Design curriculum and instructional practices to transform awareness, honor inclusion and prepare all district students to fully excel and positively contribute in our increasingly global society.
  - **Action Plan 4:** Create and maintain relationships with all community members celebrating the value students and community bring to each other.
  - **Action Plan 5:** Embed inclusive programs, policies, organizational structures, facilities, funding and processes in all facets of the district.

Strategy IV:

- **We will create a culture of wellness for students, staff and community that encourages the health of the whole person.**
  - **Action Plan 1:** Establish a wellness program at each building with district coordination.
  - **Action Plan 2:** Provide mechanisms so that staff, students, and community members have access to preventive services and healthy living resources on an ongoing basis.
  - **Action Plan 3:** Establish an environment that supports social and emotional health, including training that results in a positive culture.

Objectives

- Each student will acquire an exemplary academic education that will instill the desire to become a lifelong learner.
- Each student will lead with strength of character exhibited by kindness, compassion and confidence.
- Each student will serve the common good as a positive change agent, contributing to an honorable purpose that transcends self.

Parameters

- We will base decisions on what is best for all students.
- We will treat all people with dignity and respect.
- We will communicate honestly, clearly and openly.
- We will be responsible stewards of our resources.
- We will maintain the fiscal integrity of the district.
- We will not compromise excellence.

STEERING COMMITTEE

Tammy Henderson
District Liaison

Lauren Arthur
Russ Baehr
Ashley Bass
Dan Clemens
Linda Coventon
Tom Cummings
Rochel Daniels
Allen Dillingham
Charles Emery
Anita Gorman
Paul Guess
Jill Hackett
Paul Harrell
Deborah Hermann
Sandy Henshaw
Heidi Hiebert
Brian Mercer
Skyler Murphy
Jackson Petrie
Bill Skaggs
Chad Sutton
Brian Van Batavia
Deyrle Wallace
Terry Ward
Judy Wartick
Jeremy Webb
Katherine Whitaker
Scott Wingerson
Kozhen Zhala

Thank you!

ACTION TEAMS

Learning Experiences

Margaret Helwig
Action Team Leader

Kate Place
Action Team Leader

Lucy Acock
Fred Bouchard
Colleen Brenner
Kerri Cassity
Michelle Cronk
Dara Evans
Jill Evert
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Sarah McKenna
Jeremy Montague
Kristen Niederberger
Pat O'Keefe
Tarah Palmer
Michael Pragman
Tricia Scott
Jason Shanks
Chad Sutton
Kyleigh Taylor
Brian Van Batavia
Casey Vokolek
Katherine Whitaker
Dara Wood

Community Involvement

Tammy Henderson
Action Team Leader

Denice Ash
Eric Berlin
Libby Blair
Jane Brown
Kyle Bundy
Lisa Correu
Shelly Dorrel
Spencer Fields
Athena Graham
Heather Hall
Amy Harlin
Bob Hiatt
Audrey Hill
Jan Lewis
Jenni Mann
Corey McCune
Melinda Mehaffy
Josh Peters
Michaela Quinones
Jocelyn Rivard
Harper Ross
Amy Snively
Johnny Strada
Sheila Tracy
Scott Wagner
Pam Wiltfong
Jason Withington
DD Zimmerman

Inclusion

Mark Maus
Action Team Leader

Shelly Sanders
Action Team Leader

Dana Alvarez
Enjoli Avila
Andrea Barnes
Steve Book
Kara Cain
Amy Campbell
Leah Copeland
Amy Corlew
Dick Davis
Mike Duffy
Emma Evans
Paul Fregeau
Jim Hampton
Nancy Knipfel
Allison Latcham
Frank McMurray
Shelly Meinke
Lisa Meyer
Vanessa New
Anita Otto
Rachael Pearman
Amy Jo Reid
Addie Sherman
Kim Smith
Molly Smith
Melissa Strub
Matt Wheeler
Joni Wickham
Lianne Zuber

Wellness/ Whole Person

Jenni Gaddie
Action Team Leader

Janelle Porter
Action Team Leader

Russ Baehr
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Lori Dameron
Deborah Delsemme
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Matt Fritz
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Richard Gist
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Jennifer Hansen
Andrew Hargis
Phil Holloway
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