

Strategic Plan Highlights

A Community-wide Commitment to Student Learning and Success



Moving Forward Together

With this Strategic Plan, we continue on the journey toward ensuring all schools are oases of high-engagement, innovative learning for all students for the school years of 2018 to 2023.

This community-wide recommitment to student learning, growth and success is our roadmap for **Moving Forward Together**.



KCPS is

a school system that offers **innovative programs**, including Montessori schools, International Baccalaureate (IB), Spanish Dual-Language, Mandarin Chinese & Spanish Language Immersion.

KCPS is

a school system focused on **equity, opportunity and the whole child**, including all-day preschool, fine & performing arts, 1-to-1 technology initiative and free access to internet hotspots for high school students.

KCPS is

a school system committed to preparing students for **successful transitions beyond high school**, through Early-College Academy, internships and technical/trade programs.

KCPS is

is a school district that is home to the **highest-ranked high school** in the State of Missouri, Lincoln College Preparatory Academy.



KANSAS CITY
PUBLIC SCHOOLS



These are some of the opportunities available today to many students in KCPS, but not to all students... not yet. Now, our aim is to turn the exception into the norm for Kansas City students and families.

Superintendent's Message

Improving is hard work. To improve implies intent, consideration and coordination. Tangible, significant and sustainable progress can only happen with honest assessments, careful planning and faithful execution. That is why Kansas City Public Schools (KCPS) has created this five-year strategic plan.

When I took the reins as superintendent of KCPS in July 2016, one of my top priorities was to implement a community plan for positive change in KCPS.

KCPS is on the rise, but we will thrive only as a community, together. Our team and Board of Directors took the step of launching this strategic planning process as a concerted public effort because we must lift together if we are going to reach our goals. Kansas City has such remarkable resources. Our people are strong and bright and innovative and caring and committed. It would be foolish not to utilize the remarkable resources in our neighborhoods, businesses, and non-profit organizations.

My team and I are amazed and proud of the response. The community provided invaluable input over many months of hard work.

We have jointly produced a valuable document that will guide us over the coming years toward the destination that is clearly marked in our Board Policy: a world class, equitable school system where the expectation is that we will fully prepare every student to be critical thinkers and problems solvers who are equipped to succeed in the 21st century global economy. This is a plan that will help us grow schools that meet the social, emotional and academic needs of our children.

Our improvement work has only just begun. We have an excellent plan in hand. Now we need to carry it through relentlessly and with fidelity. As superintendent, I expect our Board and the community to hold us accountable for ensuring that the work gets done. I also welcome the ongoing commitment of our stakeholders to support us as we achieve those ends. One of the best possible outcomes of any strategic plan has already started to happen as a result of this process: the growing awareness that our school system functions as an integral part of our community. With that in mind, I am excited to join with you as we move forward together. We're built for this, and we will achieve greatness.

- Dr. Mark Bedell, Superintendent

Highlights of This Plan

This documents provides a high-level summary of our Strategic Plan. The highlights consist of the following:

- District **Vision** and **Mission**
- The **Five Goals** for student success, defined by our community.
- The **Four Pillars**, or building blocks, that frame our actions and decisions.
- The **Twelve Strategic Priorities**, aligned to our Four Pillars, that we will implement as a community to assure success for every student, without exception.

A more detailed version of the Strategic Plan is available at:
www.kcpublicschools.org

About KCPS

Vision

Every student develops 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.

Mission

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.

BY THE NUMBERS

- 14,100+ Students
- 35 Academic Locations
- 50+ Languages
- 2,500+ Employees



Goals and Measures of Student Success

MEASURES

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.

a. Increased percentage of Kindergartners who have pre-kindergarten experiences.

b. Increased percentage of students from each student subgroup meeting or exceeding standards in English Language Arts and Mathematics at the end of Grade 3.

c. Increased percentage of students who demonstrate persistence and confidence in social, emotional, and problem solving skills.

2 Whole Child: Safe, Challenged & 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.

a. Increased percentage of students who feel that their school offers a safe environment for learning, and who have a sense of belonging and personally meaningful friendships.

b. Increased percentage of students who receive effective social and emotional behavior interventions and continuous access to an advocate/mentor/counselor.

c. Increased percentage of students participating in athletics or other extra-curricular/co-curricular activities.

3 Continuous Growth Toward Mastery of All Academic Subjects

Every student will progress at a pace that closes the achievement gap, and will meet or exceed academic standards in academic subjects.

a. Increased percentage of students meeting proficiency standards on local, state, and national examinations.

b. Increased percentage of identified students who move up or out of tiered academic support (e.g., English Language Learners [ELL]; Problem-solving Team [PST]; Individualized Education Program [IEP]).

c. Increased growth rate by a minimum of one year for students at/above grade level and 1.5 years for students below grade level.

4 21st Century Critical Thinkers & Problem Solvers

Every student will demonstrate global competitiveness, creative thinking, and innovation through effective reasoning, communication, and advocacy for themselves and their community.

a. Increased percentage of students who can solve real-world, interdisciplinary problems.

b. Increased percentage of students who can use appropriate digital tools and resources to plan and conduct research, manage projects, solve problems, and make informed decisions.

c. Increased percentage of students meeting standards on performance-based assessments (e.g., Career/Technical Education, CTE; industry licensing or certification; Armed Services Vocational Aptitude Battery, ASVAB; apprenticeships)

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.

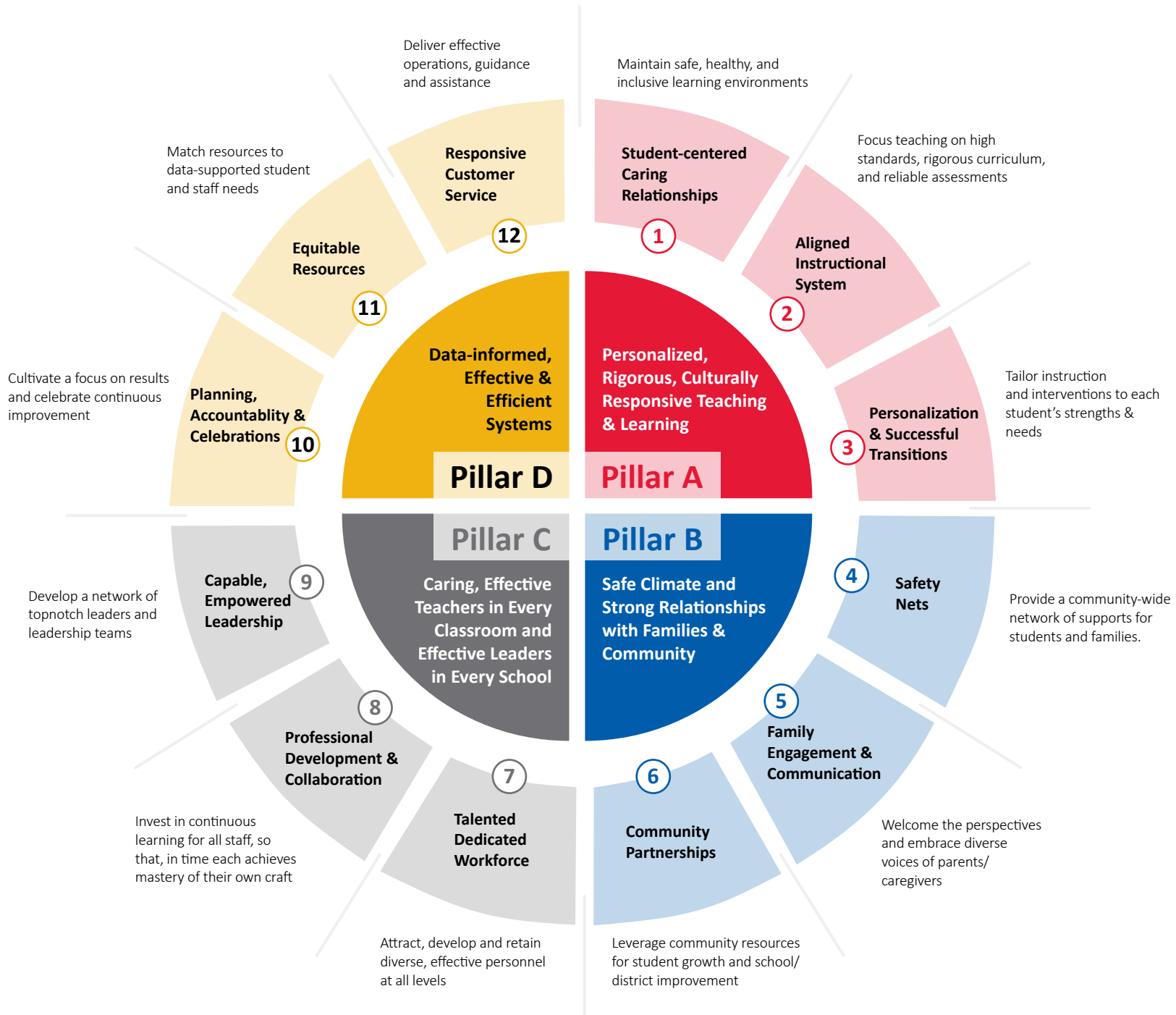
a. Increased percentage of students with school attendance of at least 90%.

b. Increased percentage of students who complete courses, activities, and experiences based on college and career plan.

c. Increased 4-year high school graduation rates and decreased 4-year high school dropout rates.

A Roadmap for Student Growth and Success

Strategic Priorities are the programs, targeted solutions or continuous improvement initiative which, when fully implemented, will facilitate the accomplishment of the Goals. These Strategic Priorities are framed around the Four Pillars.



The Four Pillars are the building blocks of what we must do well to achieve the outcomes for students; i.e., they are the means to the ends. Together, they define the capabilities we need and must develop continuously to strengthen instructional effectiveness and organizational infrastructure.

Pillar A focuses on **“TEACHING & LEARNING”** the most important function of our schools. It advocates for a personalized instructional system that is responsive to the needs of each student.

Pillar B recognizes that **“SCHOOLS CAN'T DO IT ALONE”** it promotes trust, open communication, and healthy partnership with families and community.

Pillar C emphasizes **“INVESTING IN PEOPLE”** by attracting, developing, and retaining high-caliber staff at all levels.

Pillar D champions **“MANAGING THE WHOLE”** by creating mission-focused structures and processes that will facilitate effective and efficient operations and continuous improvement.