



# Strategic Plan Update 2025-30

*Board of Education Update*  
February 19, 2025



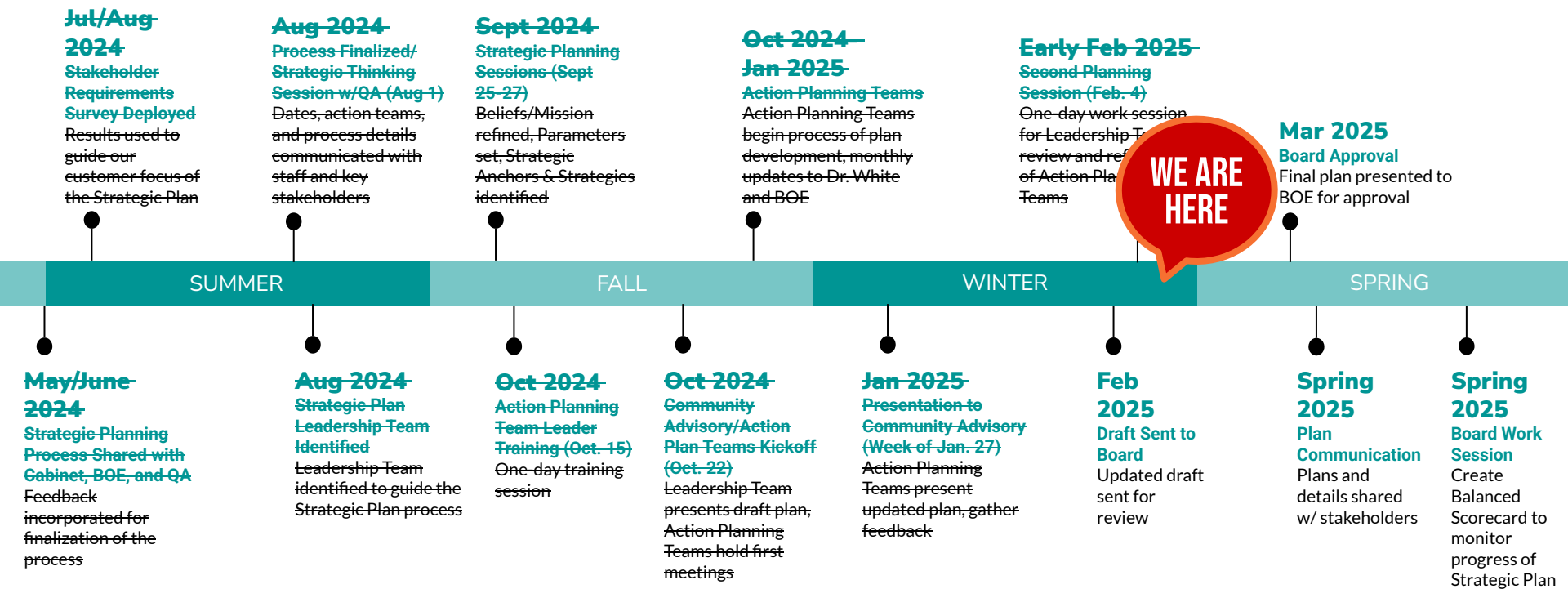


PLATTE COUNTY SCHOOL DISTRICT

**STRATEGIC PLAN**

**2025-30**

# Strategic Planning Timeline







STRATEGIC PLANNING

9,734  
TOUCH POINTS

SCHOOL DISTRICT

STRATEGIC

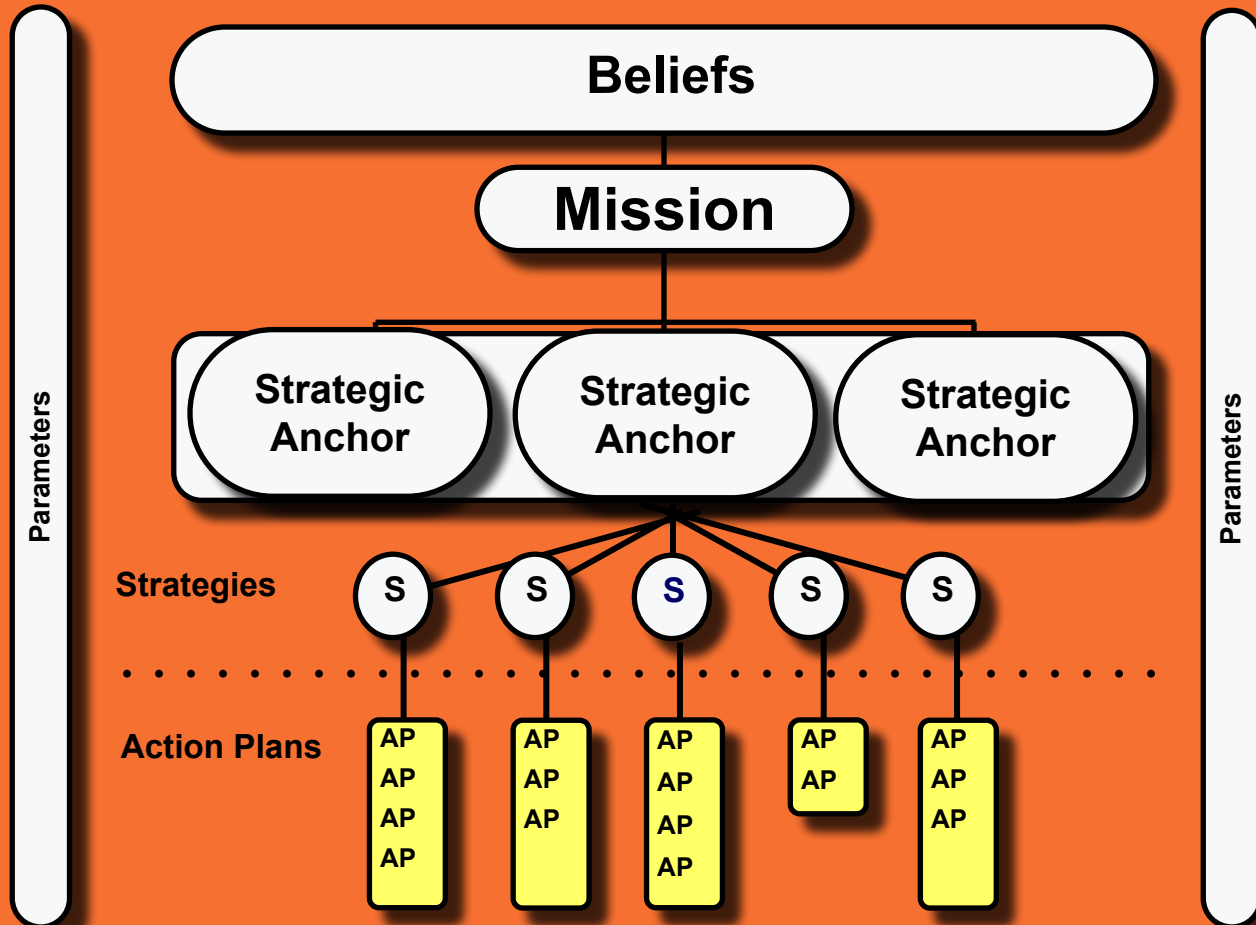
STRATEGIC

ENVIRONMENT  
COMMUNITY

COMMUNITY  
ENGAGEMENT

SCHOOL DISTRICT

# Strategic Planning Process



## Refined Mission

### ▪ The Mission of the Platte County School District:

Is to ensure our learners thrive in an ever-changing world with confidence and resilience, prepared to pursue their unique futures

- Through *meaningful experiences*
- Led by *extraordinary educators*
- In *safe respectful environments*
- With a *culture of innovation and excellence*
- And *collaborative community partnerships*

 **United by Pride, Driven by Purpose** 

# Strategic Plan Draft

## Platte County R-3 School District Strategic Plan Overview 2025-30



### Beliefs

- We believe that an environment of **connection** and **belonging** is essential to overcome challenges, achieve success, and build a stronger community.
- We believe that **authentic experiences**, opportunities for **expression**, and **high expectations** foster powerful learning and drive achievement.
- We believe that positive progress requires **integrity, responsibility, accountability, and collaboration**.
- We believe that **every individual** has value and learns in their own **unique** way.
- We believe that **taking risks** and **leveraging mistakes** are catalysts for lifelong learning in a continually changing world.
- We believe that embracing **diversity** fuels **innovation, creativity, and growth**.
- We believe that **achieving balance** in all areas of life, by nurturing **physical, mental, and emotional well-being**, elevates one's potential and inspires others to be their best selves.
- We believe that supporting **personal values** and **beliefs** fosters **hope and encouragement** to fulfill one's **individual calling**.

### Parameters

We will make decisions based on what is best for our students.

We will treat all people with dignity, respect, and kindness.

We will honor our history as we forge our future.

### Parameters

We will practice responsible stewardship of our resources.

We will not compromise our commitment to excellence.

### Mission

The mission of the Platte County School District is to ensure our learners thrive in an ever-changing world with confidence and resilience, prepared to pursue their unique futures:

- *Through meaningful experiences*
- *Led by extraordinary educators*
- *In safe respectful environments*
- *With a culture of innovation and excellence*
- *And collaborative community partnerships*

United by Pride; Driven by Purpose

### Strategic Anchors

Each student will achieve individual success in an environment that provides challenging and meaningful experiences.

Each student will demonstrate civility, develop character, and show respect in the classroom and community while displaying confidence in an ever-changing world.

Each student will develop the essential attributes necessary for life-readiness so that they see themselves embodied in the Portrait of a Graduate.

### Strategies

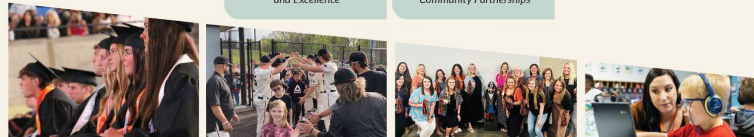
**STRATEGY 1:**  
Meaningful Experiences

**STRATEGY 2:**  
Extraordinary Educators

**STRATEGY 3:**  
Safe Respectful Environments

**STRATEGY 4:**  
Culture of Innovation and Excellence

**STRATEGY 5:**  
Collaborative Community Partnerships





# Strategic Plan Draft

## Platte County R-3 School District Strategic Plan Overview 2025-30



### Strategies and Action Plans

| Strategies  | Action Plans   |
|---|--|
| <p><b>STRATEGY 1:</b><br/><i>Meaningful Experiences</i></p> <p>We will ensure meaningful experiences through real-world applications to enhance academic outcomes and opportunities.</p>                                  | <ul style="list-style-type: none"> <li>• <b>Action Plan 1.1:</b> Foster a strong academic foundation where all learners feel welcomed, valued, and supported through their educational journey across all levels.</li> <li>• <b>Action Plan 1.2:</b> Ensure instruction in essential skills that support the key competencies students need to succeed beyond high school, in their careers, and in life.</li> <li>• <b>Action Plan 1.3:</b> Empower educators to facilitate meaningful, real-world learning experiences, enhancing career awareness, skills, student agency, and Market Value Asset opportunities for future success.</li> <li>• <b>Action Plan 1.4:</b> Expand its business partnerships to enhance opportunities for students to gain market value assets by offering a range of enrichment experiences, job shadowing opportunities, internships, apprenticeships, and mentorship programs.</li> </ul> |
| <p><b>STRATEGY 2:</b><br/><i>Extraordinary Educators</i></p> <p>We will invest in extraordinary educators so they know they are valued, supported, and prepared to elevate success for all.</p>                           | <ul style="list-style-type: none"> <li>• <b>Action Plan 2.1:</b> Deliver exceptional employment experiences to invest in and support the unique needs of all educators and individual buildings.</li> <li>• <b>Action Plan 2.2:</b> Invest in the continuous growth and development of all educators.</li> <li>• <b>Action Plan 2.3:</b> Implement a total rewards program that includes competitive compensation, comprehensive benefits, and meaningful recognition.</li> </ul>  |
| <p><b>STRATEGY 3:</b><br/><i>Safe Respectful Environments</i></p> <p>We will provide a safe, engaging, and respectful environment where all members of our school community thrive.</p>                                   | <ul style="list-style-type: none"> <li>• <b>Action Plan 3.1:</b> Develop and implement a professional development plan grounded in a framework designed to reduce incidents and establish a comprehensive behavior support system.</li> <li>• <b>Action Plan 3.2:</b> Foster trusting relationships and a culture of belonging, where collaboration among staff, students, parents, and community partners ensures every member feels valued and supports student success.</li> <li>• <b>Action Plan 3.3:</b> Proactively manage facilities to enhance the learning environment and ensure the continued success of our schools and community.</li> <li>• <b>Action Plan 3.4:</b> Ensure all schools have proactive, comprehensive crisis prevention strategies to foster a safe and secure learning environment.</li> </ul>   |
| <p><b>STRATEGY 4:</b><br/><i>Culture of Innovation and Excellence</i></p> <p>We will foster a culture of innovation and excellence, preparing each student and educator to succeed and make meaningful contributions.</p> | <ul style="list-style-type: none"> <li>• <b>Action Plan 4.1:</b> Support personalized and professional learning, celebrate innovation, and enhance collaborative inquiry.</li> <li>• <b>Action Plan 4.2:</b> Enhance a culture of excellence through opportunities that foster deeper learning experiences.</li> <li>• <b>Action Plan 4.3:</b> Foster clear, consistent, and collaborative communication with parents and the community to cultivate a shared understanding of District initiatives of innovation and excellence.</li> </ul>   |
| <p><b>STRATEGY 5:</b><br/><i>Collaborative, Community Partnerships</i></p> <p>We will partner with the community and establish opportunities for the betterment of our students, staff, and district.</p>                 | <ul style="list-style-type: none"> <li>• <b>Action Plan 5.1:</b> Equip students with the skills, experience, and credentials needed to thrive in a dynamic global workforce utilizing Real World Learning opportunities.</li> <li>• <b>Action Plan 5.2:</b> Develop proactive and reactive supports and processes that focus on mental health and resource needs.</li> <li>• <b>Action Plan 5.3:</b> Lead strong partnerships with families, local businesses, organizations, and communities in enriching student learning experiences and strengthening support services.</li> <li>• <b>Action Plan 5.4:</b> Ensure cross-district collaboration between stakeholders, community members, students, staff, and partners across the northern and southern attendance boundaries.</li> </ul>   |

SCAN THE CODE  
for a complete draft plan including  
Action Steps under each Action Plan by Strategy





# Action Planning Team Facilitators

- **Meaningful Experiences:**  
*Jess Chiddix/Kali Young*
- **Extraordinary Educators:**  
*Morgan Scheib/Jessi Hoffecker*
- **Safe, Respectful Environment:**  
*Ashley Richardson/Chris Miller*
- **Culture of Innovation and Excellence:**  
*Devan Foos/Mandi Tolen*
- **Collaborative Community Partnerships:**  
*Megan Drummond/Emily Miller*



# Meaningful Experiences

We will ensure meaningful experiences through real-world applications to enhance academic outcomes and opportunities.

# Meaningful Experiences Action Plans



1.1

1.1: The Platte County School District will foster a **strong academic foundation** where all learners feel welcomed, valued, and supported through their educational journey across all levels.

## Action Steps

Establish clear and measurable success criteria for PCR-3 grade spans (PreK-2, 3-5, 6-8, 9-12) to ensure all students are equipped with the academic foundation required for advancement to the next educational stage.

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Develop a continuum of core priority standards that ensure vertical alignment for student growth across all levels.

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Develop a continuum of priority standards for elective courses to ensure student growth across all levels.

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Ensure high quality and viable professional development for staff that supports the PCR-3 instructional framework to ensure effective teaching in every classroom..

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Evaluate and enhance our elementary specials offerings in order to ensure experiences that prepare all students for success.

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# Meaningful Experiences Action Plans



*Cont.*

## Action Steps (continued)

Evaluate and enhance our secondary electives in order to ensure experiences that prepare all students for success.

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Evaluate and enhance our gifted, EL, and special education programming to ensure it is aligned to core priority standards and instruction.

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Explore implementation of a multi-level graduation diploma system.



# Meaningful Experiences Action Plans



1.2

1.2: The Platte County School District will ensure instruction in **essential skills** that support the key competencies students need to succeed beyond high school, in their careers, and in life.

## Action Steps

Create a vertically aligned essential skills curriculum that supports the PCR-3 Portrait of a Graduate across all levels.

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Grow teacher efficacy by implementing best practices and evidenced-based professional development on essential skills instruction.

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Embed and expand essential skills instruction in the core curriculum across all levels.

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Cultivate and include essential skills instruction in extra- curricular programming that is aligned with the PCR-3 Portrait of a Graduate.

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# Meaningful Experiences Action Plans



1.3

1.3: The Platte County School District will empower educators to facilitate meaningful, **real-world learning experiences**, enhancing career awareness, skills, student agency, and Market Value Asset opportunities for future success.

## Action Steps

Provide professional learning for educators on:

- Real World Learning (RWL)
- Cross-curricular unit planning
- Competency-based education
- Project-based learning and design thinking process

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Develop models and structures that support:

- Coordination of student experiences
- Coordination of teacher externship opportunities
- Monitoring and tracking of Market Value Assets (MVA)

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Develop a college and career readiness continuum that provides essential experiences for all students per grade level, building a strong foundation for real-world application and understanding.

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Conduct a comprehensive audit and alignment of elective offerings to DESE's Career Paths, enhancing student awareness and exposure to diverse career opportunities across all levels.

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# Meaningful Experiences Action Plans



*Cont.*

## Action Steps (cont.)

Establish Career Paths to enhance student awareness and exposure, with the option to adopt or adapt DESE's framework.

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Incorporate real world learning experiences into course curriculum and unit planning, with the potential to lead to a Market Value Asset (MVA) at secondary level.

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Ensure students experience:

- Career awareness and exposure during PK-8
  - Career engagement and immersion in grades 9-12
  - Developing a student portfolio across all levels
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Create an environment that is intellectually and socially safe for learning, along with experiences that empower students with voice, choice, and ownership over their own learning process, fostering the development of student agency.

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# Meaningful Experiences Action Plans



1.4

1.4: The Platte County School District will expand its **business partnerships** to enhance opportunities for students to gain market value assets by offering a range of enrichment experiences, job shadowing opportunities, internships, apprenticeships, and mentorship programs.

## Action Steps

Identify and expand strategic partnerships with local businesses, industries, and organizations in high-demand sectors like healthcare, technology, and the arts to create student opportunities.

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Create enrichment programs with workshops, seminars, and guest speakers to expose students to various careers, while partnering with businesses for after-school activities.

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Launch job shadowing and internship programs with local businesses to give 9-12 students career insights and hands-on experience, potentially earning academic credit.

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Develop apprenticeship programs with skilled trades and technical companies, focusing on construction, manufacturing, and IT, to give secondary students academic and practical skills for post-graduation careers.

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# Meaningful Experiences Action Plans



*Cont.*

## Action Steps (cont.)

Establish mentorship programs pairing students with professionals for guidance, while collaborating with alumni, local leaders, and businesses to help build networks and life skills.

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Create a feedback loop for students, mentors, and partners to share insights and evaluate the impact on student engagement, career readiness, and academic achievement.

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Promote and expand programs by using school newsletters, district websites, and social media to inform students and parents, while continuously seeking new community partners to broaden opportunities.

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# Extraordinary Educators

We will invest in extraordinary educators so they know they are valued, supported, and prepared to elevate success for all.

# Extraordinary Educators Action Plans

## 2.1

2.1: The Platte County School District will deliver **exceptional employment experiences** to invest in and support the unique needs of all educators and individual buildings.

### Action Steps

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Develop career pathways and "grow your own" initiatives for PCR-3 employees.

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Develop flexibility in policy design and job arrangement to promote balanced work and life experiences for all educators.

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Develop comprehensive recruitment and retention strategies to retain and attract extraordinary educators.

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Create a comprehensive wellness and support program to promote educator well-being and resilience.

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Provide opportunities for educators to build supportive social relationships (e.g., professional networks and employee resource groups), contributing to both personal fulfillment and the success of all learners.

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# Extraordinary Educators Action Plans



2.2: The Platte County School District will invest in the continuous **growth and development** of all educators.

## Action Steps

Provide a systematic approach to new hire orientation, job-specific training, and ongoing support of District initiatives/programming.

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Develop leadership and mentorship programming for certified staff.

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Develop leadership and mentorship programming for classified staff.

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Audit ongoing job-specific, job-embedded professional development.

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Create ongoing job-specific, job-embedded professional development based on audit results.

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Implement an aligned, comprehensive professional development system, connecting District to building to individual plans.

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# Extraordinary Educators Action Plans



2.3

2.3: The Platte County School District will implement a **total rewards** program that includes competitive compensation, comprehensive benefits, and meaningful recognition.

## Action Steps

Complete an internal salary study annually, and a comprehensive salary study using a third party every three years, to validate market competitiveness.

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Strengthen partnerships with preparation programs (teacher and related services), grant programs, and the PCR-3 Education Foundation to develop beneficial opportunities for current and future educators.

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Design and offer a comprehensive benefits program that meets employees' needs and educates them to help them make informed healthcare decisions.

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Investigate on-site early learning and/or childcare opportunities for educators' families.

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Refine District-wide recognition process and program to align with the PCR-3 Strategic Plan.

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Work with the Board of Education to identify a total compensation goal for retaining and attracting extraordinary educators.

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# Safe Respectful Environments

We will provide a safe, engaging, and respectful environment where all members of our school community thrive.

# Safe Respectful Environments Action Plans

## 3.1

3.1: The Platte County School District will develop and implement a professional development plan grounded in a framework designed to reduce incidents and **establish a comprehensive behavior support system.**

### Action Steps

Identify and implement clear, consistent strategies for a PCR-3 Behavior Management Plan within an multi-tiered system of support (MTSS) Framework.

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Analyze relevant behavioral data on an annual basis to drive the focus of professional development.

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Develop and implement a 5-year professional development plan to support the PCR-3 Behavior Management Plan within an MTSS Framework.

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Align the elementary and secondary staffing models to support the PCR-3 Behavior Management Plan within an MTSS Framework.

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Foster shared responsibility by engaging families, communities, staff and students in shaping and sustaining behavior supports.

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Develop a tool for monitoring progress and ensuring fidelity with the implementation of the PCR-3 Behavior Management Plan within an MTSS Framework.

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# Safe Respectful Environments Action Plans



## 3.2

3.2: The Platte County School District will foster trusting relationships and a **culture of belonging**, where collaboration among staff, students, parents, and community partners ensures every member feels valued and supports student success.

### Action Steps

Develop activities and leadership opportunities that honor diverse academic pathways for learners at all levels.

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Continuously refine and promote a comprehensive wellness program for staff, students, and our community.

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Implement research-based character education programs District-wide to foster consistency and belonging across all levels.

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Host recurring focus groups to gather input on improving our organizational culture and our staff, student, and community sense of belonging in our schools.

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Conduct an audit of spaces to ensure accessibility for all.

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Develop celebration and recognition events for various diverse groups represented in our school community.

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# Safe Respectful Environments Action Plans



3.3

3.3: The Platte County School District will **proactively manage facilities using the Long-Range Facility Plan** to enhance the learning environment and ensure the continued success of our schools and community.

## Action Steps

Update our enrollment projections a minimum of every two years to ensure we are proactively managing District growth to inform our staffing model and facility management.

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Expand access to early learning opportunities to ensure students are academically and behaviorally ready to enter Kindergarten.

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Refine the process for preventative maintenance and enhancements of current facilities to ensure quality learning environments.

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Research evidence-based practices for learning environments to enhance student engagement and increase staff retention.

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Investigate grant and partnership opportunities that will provide funding for District-wide facility projects.

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Implement safety and security audit recommendations that impact infrastructure to ensure a safe and caring environment.

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# Safe Respectful Environments Action Plans



## 3.4

3.4: The Platte County School District will ensure all schools have **proactive, comprehensive crisis prevention strategies** to foster a safe and secure learning environment.

### Action Steps

Conduct an audit of current District and building practices and procedures for crisis prevention.

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Review and revise District-wide safety and security (crisis) procedures and provide adequate training to ensure procedures are in alignment with current best practices.

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Ensure student and staff safety by providing equitable security staff for all buildings and events.

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Expand best entry procedures for visitors entering District buildings to equip all staff with the necessary crisis prevention strategies.

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Ensure consistent classroom hardware (i.e. locking mechanisms) and software (i.e. internal communication) for all District buildings to ensure a safe learning environment in the case of an emergency.

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Annually review best practices and implement up-to-date training in order to support students and staff.

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# Culture of Innovation and Excellence

We will foster a culture of innovation and excellence, preparing each student and educator to succeed and make meaningful contributions.

# Culture of Innovation and Excellence Action Plans

## 4.1

4.1: The Platte County School District will support **personalized and professional learning, celebrate innovation, and enhance collaborative inquiry.**

### Action Steps

Design a process to support personalized professional learning experiences for all educators to implement evidence-based innovative ideas.

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Support risk-taking by celebrating with a building and/or district innovation award on a monthly basis for educators and/or students.

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Create and offer collaborative inquiry teams (adults and students) to guide innovation of instructional practices and address school-related challenges. (Similar to AP Fellowship)

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Create an advisory process that requires a mutual investment from students and teachers to curate and monitor evidence of student growth and standard/skill mastery.

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Embed in the curriculum, learning opportunities at all grade levels that take students outside the classroom walls and engage the mind and body.

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Change titles of instructional coaches to innovation coaches to encourage utilization of their resources and increase innovative practices.

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# Culture of Innovation and Excellence Action Plans

## 4.2

4.2: The Platte County School District will enhance a culture of excellence through opportunities that foster **deeper learning experiences**.

### Action Steps

Embed into our curriculum an evidenced-based instructional model that would require students to critically think, problem solve, and apply acquired skills.

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Develop and launch a process for students to monitor and communicate their progress toward a Portrait of a Graduate with a portfolio at all student levels.

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Provide diploma options including the increase in credits and the attainment of Market Value Assets (industry valued and recognized skills that create a more seamless transition from school to postsecondary education and/or the workplace).

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Develop a process for all students to document and own their growth in learning, using methods such as capstones, portfolios, or data notebooks to demonstrate the process of learning, not just the end result.

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Develop a plan to ensure excellence is not in pockets, but continuous at all levels.

- Curricular essential skills (including proficiency scales)
  - Multi-tiered system of support (behavior and academic)
-

# Culture of Innovation and Excellence Action Plans



4.3: The Platte County School District will foster clear, consistent, and collaborative communication with parents and the community to **cultivate a shared understanding** of District initiatives of innovation and excellence.

## Action Steps

Create opportunities to showcase the growth and process of learning for all students (potential for improving p/t conferences in addition to new opportunities).

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Develop a portrait of a Platte County Educator that will include the Platte County belief statements and celebrate educators exemplifying these qualities.

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Provide professional development, support, and accountability around the process of building a positive community culture.

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Create and execute a communication plan to educate our community on our new strategic plan.

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Leverage existing and explore new communication technologies to facilitate the effective communication between staff and families.

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# Collaborative Community Partnerships

We will partner with community and establish opportunities for the betterment of our students, staff, and district.

# Collaborative Community Partnerships Action Plans



## 5.1

5.1: The Platte County School District will **equip students with the skills, experience, and credentials** needed to thrive in a dynamic global workforce utilizing Real World Learning opportunities.

### Action Steps

Continue to design instruction, curriculum, and scope and sequence for learners at all levels that is focused around Real World Learning (RWL) opportunities.

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Increase student participation in project based learning for students at all grade levels, including, but not limited to, guest speakers, client-connected projects, internships, and job shadow opportunities.

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Increase guest speaker engagements and career fair exploration across the Platte County School District with community partners to increase exposure to various workforce opportunities for students at all levels.

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Create and initiate student interest/perception surveys, to determine what resources each grade level needs to be successful. This will also include aptitude tests that help students identify strengths in various career paths.

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# Collaborative Community Partnerships Action Plans



5.2: The Platte County School District will develop proactive and reactive supports and processes that focus on **mental health and resource needs**.

## Action Steps

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Ensure all teaching staff are certified in Mental Health First Aid training.

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Enhance connections with local businesses, faith organizations, strategic partners, and non-profit organizations to secure donations and provide information on assistance resources to support students and families.

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Increase awareness of resources available to students and families through parent engagement nights that offer informational resources as well as distribution of tangible resources.

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Establish a school-based Treasure Chest that collects and distributes toiletries and school supplies to support students within each building.

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# Collaborative Community Partnerships Action Plans



5.3

5.3: The Platte County School District will lead strong partnerships with families, local businesses, organizations, and communities in **enriching student learning experiences and strengthening support services.**

## Action Steps

Expand opportunities for family engagement within the school setting including, but not limited to, ease of parents coming in to eat lunch with their student, volunteering for class parties, volunteering within classrooms, scorekeepers for events, chaperoning, etc.

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Utilize diverse communication channels (website, email, expanded social media, school communication apps.) to promote events and activities, enhancing community awareness, and participation.

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Provide translational support for students and families, and increase the amount of district communication that is sent out in various languages.

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Develop a database that will be used for the school district and for business partners to communicate needs for donations, guest speakers, and opportunities for volunteer work. The database should be centered around allowing both parties to express their needs, and allow for signups.

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Increase active parental involvement through PTA/PTO organizations within each school building.

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# Collaborative Community Partnerships Action Plans



## 5.4

5.4: The Platte County School District will ensure **cross-district collaboration** between stakeholders, community members, students, staff, and partners across the northern and southern attendance boundaries.

### Action Steps

Create an address search tool on the District website to allow families to check school boundaries.

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Create a rotation of community and student events that would be hosted at schools within the northern and southern attendance boundaries, creating equitable access and connectedness.

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Increase the visibility of the Platte County School District brand by incorporating additional external logo signage on our school buildings.

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Coordinate opportunities for high school students to mentor and volunteer at elementary and middle level with specific dates scheduled and transportation provided. This will include step up/step down mentoring opportunities.

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## Next Steps

- Make Revisions if necessary
- Order Action Steps; Identify Action Steps to Activate in 2025-26, and Years 2, 3, 4 & 5
- Assign Team Leaders to Action Plans
- March 20, 2025: Recommendation for Board Approval
- Spring 2025: Plan Communication





# Strategic Planning Timeline

