



Platte County

TRADITION. PRIDE. VISION.



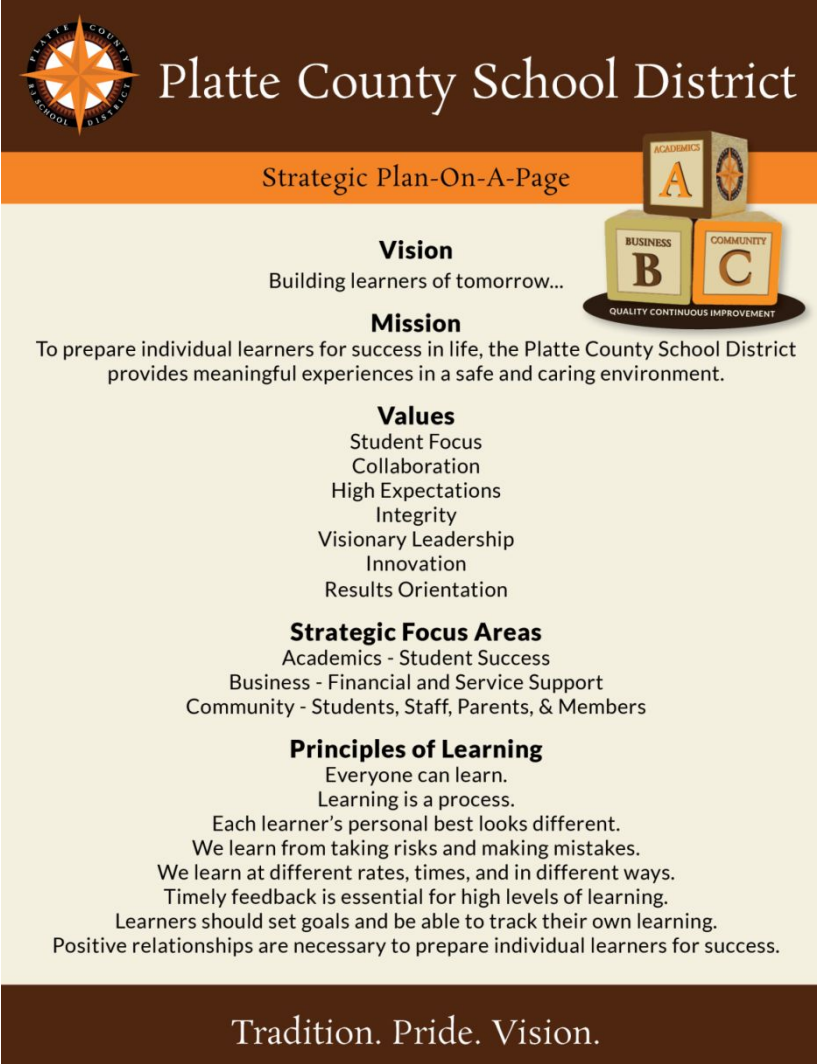
Prepared for the Board of Education

Quality Continuous Improvement and Strategic Planning Key Process Update

September 2021

VMV & Principles of Learning

Serves as our compass that guides our direction



The graphic is a vertical rectangular poster for the Platte County School District. At the top left is a circular logo with a compass rose and the text 'PLATTE COUNTY SCHOOL DISTRICT'. To its right, the text 'Platte County School District' is written in a serif font. Below this is an orange horizontal band with the text 'Strategic Plan-On-A-Page'. To the right of this band is a graphic of three stacked blocks labeled 'A', 'B', and 'C'. Block 'A' is labeled 'ACADEMICS', 'B' is 'BUSINESS', and 'C' is 'COMMUNITY'. Below these blocks is a banner that reads 'QUALITY CONTINUOUS IMPROVEMENT'. The main body of the poster is light beige and contains the following text: 'Vision: Building learners of tomorrow...', 'Mission: To prepare individual learners for success in life, the Platte County School District provides meaningful experiences in a safe and caring environment.', 'Values: Student Focus, Collaboration, High Expectations, Integrity, Visionary Leadership, Innovation, Results Orientation', 'Strategic Focus Areas: Academics - Student Success, Business - Financial and Service Support, Community - Students, Staff, Parents, & Members', and 'Principles of Learning: Everyone can learn. Learning is a process. Each learner's personal best looks different. We learn from taking risks and making mistakes. We learn at different rates, times, and in different ways. Timely feedback is essential for high levels of learning. Learners should set goals and be able to track their own learning. Positive relationships are necessary to prepare individual learners for success.' At the bottom is a dark brown band with the text 'Tradition. Pride. Vision.'

Platte County School District

Strategic Plan-On-A-Page

Vision
Building learners of tomorrow...

Mission
To prepare individual learners for success in life, the Platte County School District provides meaningful experiences in a safe and caring environment.

Values
Student Focus
Collaboration
High Expectations
Integrity
Visionary Leadership
Innovation
Results Orientation

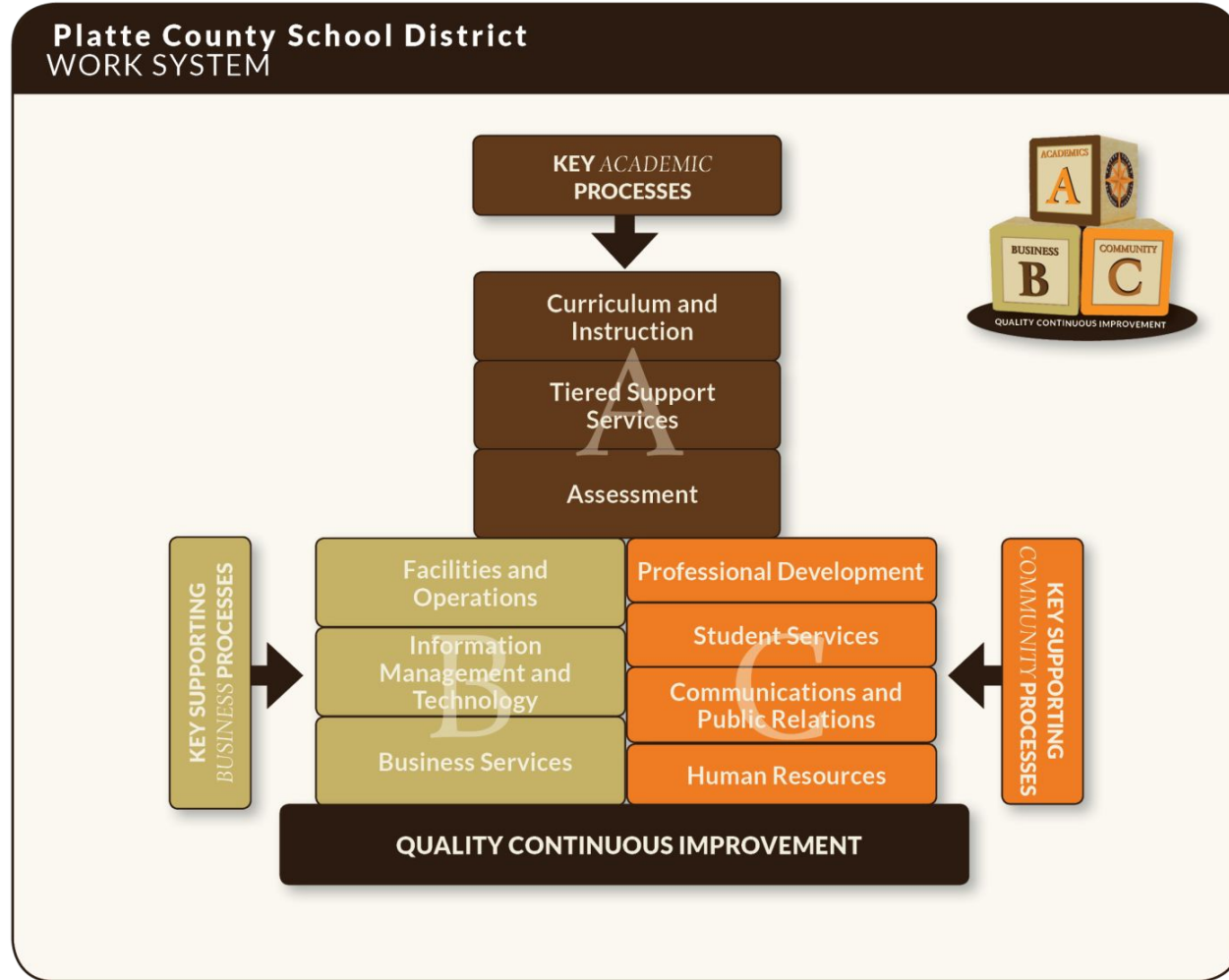
Strategic Focus Areas
Academics - Student Success
Business - Financial and Service Support
Community - Students, Staff, Parents, & Members

Principles of Learning
Everyone can learn.
Learning is a process.
Each learner's personal best looks different.
We learn from taking risks and making mistakes.
We learn at different rates, times, and in different ways.
Timely feedback is essential for high levels of learning.
Learners should set goals and be able to track their own learning.
Positive relationships are necessary to prepare individual learners for success.

Tradition. Pride. Vision.

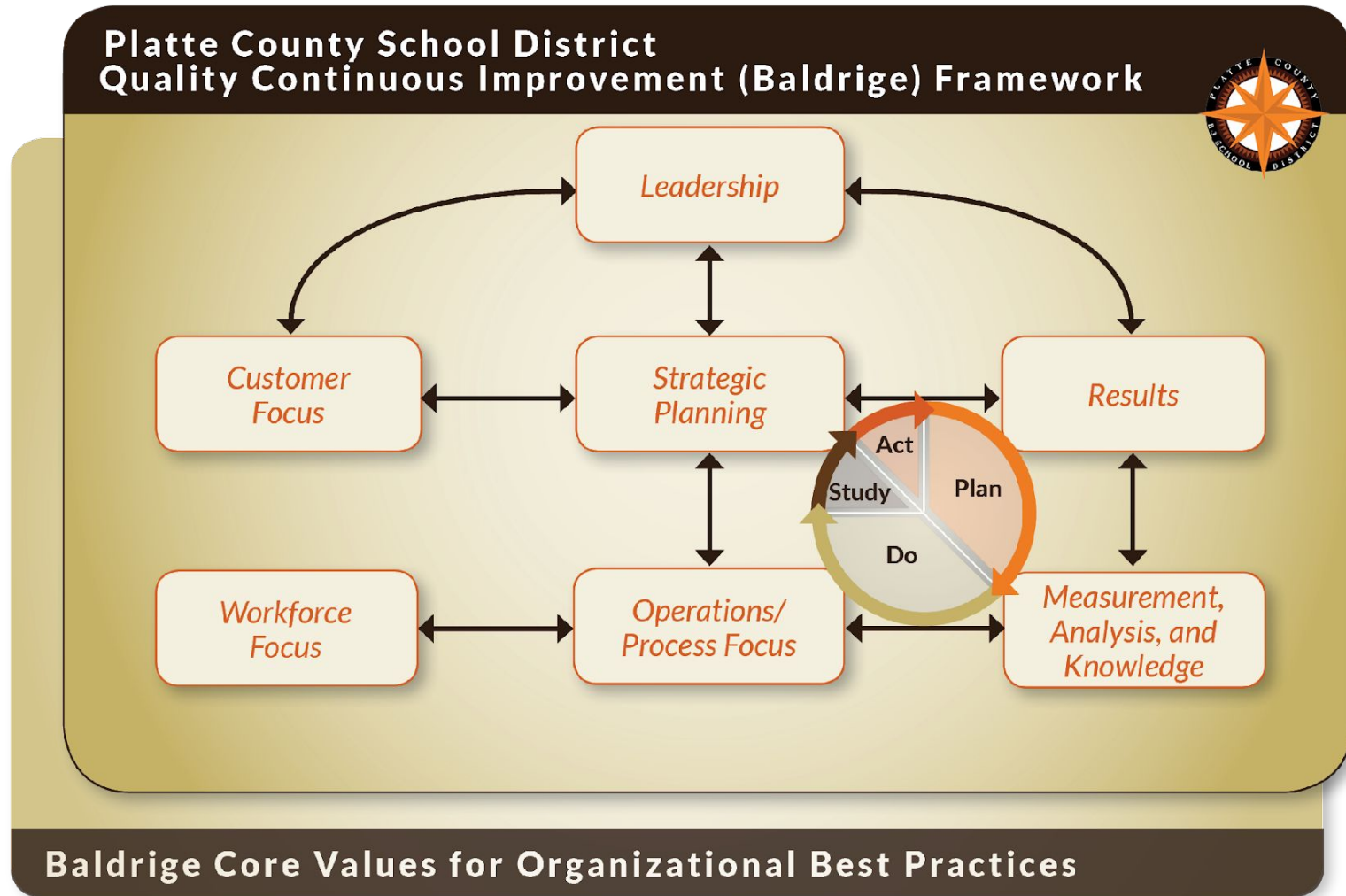
Work System

Serves as our vehicle for continuous improvement



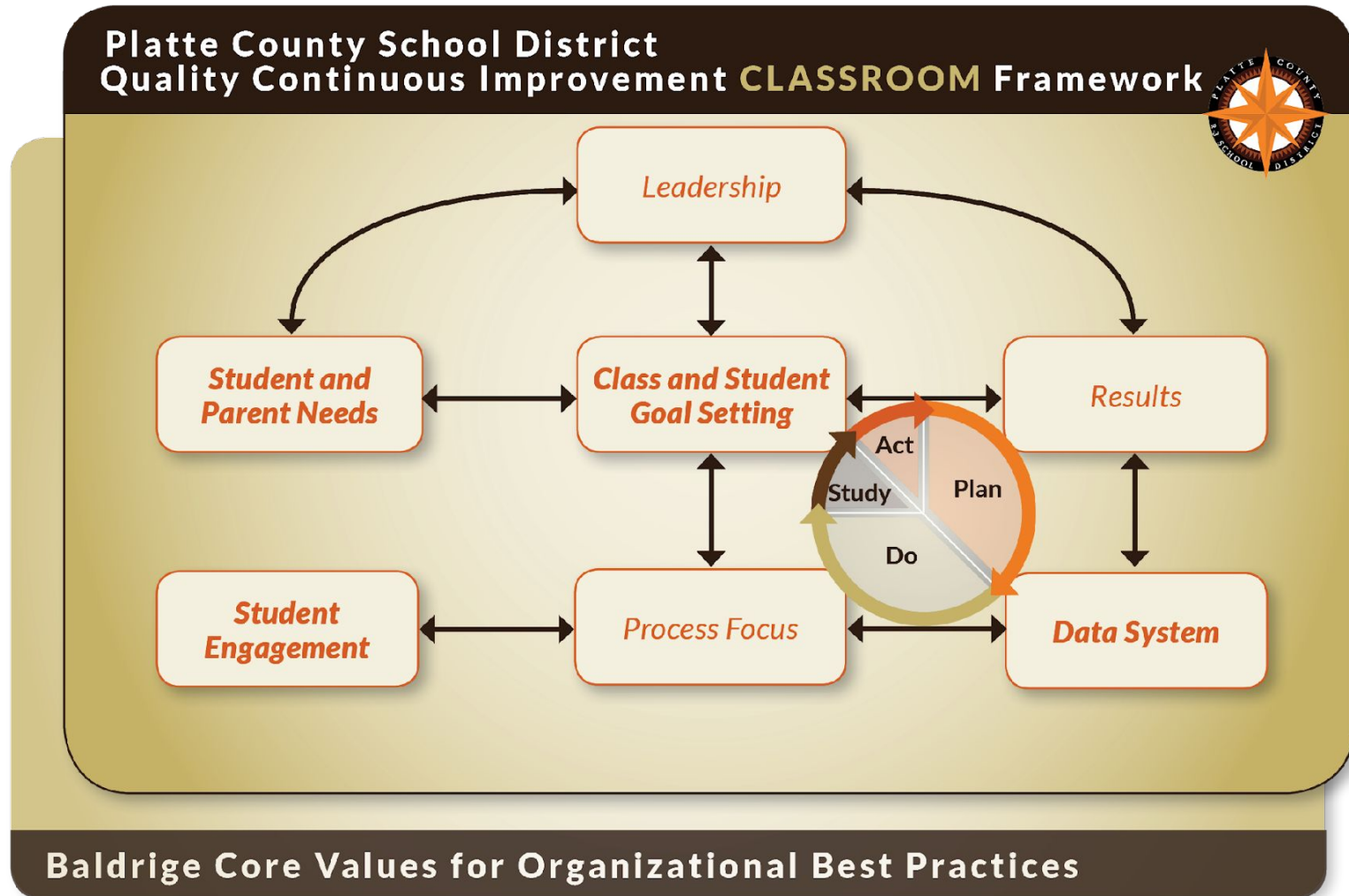
QCI Framework

Serves as our engine for continuous improvement



QCI Classroom Framework

Serves as our engine for continuous improvement



Why Quality Continuous Improvement?

- Keeps us focused on **WHO** we are, **WHY** we exist (mission), and **HOW** we wish to act (values/principles of learning)
- Provides a systematic process designed to organize, align, measure, prioritize, and continuously improve
- Allows us to identify and address our strategic advantages, disadvantages, and possible threats
- Allows the us to make decisions and create goals and objectives based on customer needs
- Supports us in determining and improving workforce capacity and capability
- Provides a vessel for innovative ideas to move throughout our system
- Creates an organizational culture of continuous improvement based on results and/or knowledge gained

Why QCI?

Ensures the use of the systematic quality continuous improvement framework throughout the organization

How Can the BOE Participate in QCI?

- Reference our VMV with stakeholders
- Participate and actively encourage others to participate in stakeholder feedback opportunities that support validation and revision of our strategic plans
- Understand the purpose and significance of using the QCI Framework
- Ask questions and provide feedback each month relative to our Key Process Strategic Plan Updates, Program Evaluations and Building Strategic Plan Updates (2nd Semester)
- Request improvement plan updates relative to our major innovations/improvement focus areas.

**Core
Competency**
The Systematic
Improvement of
Teaching and Learning

(Refer to BOE Handout that can be used as a reference document during monthly updates)

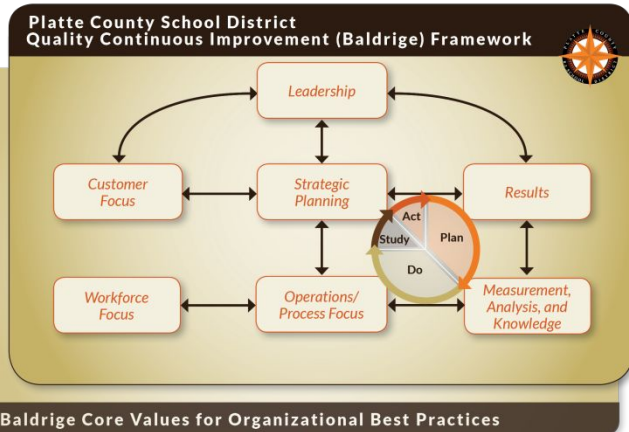
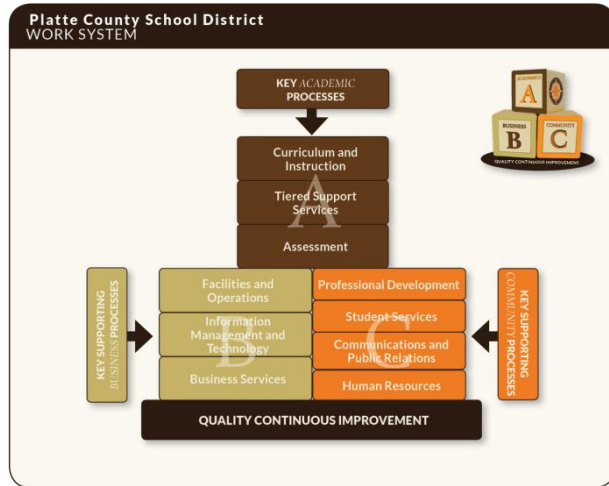
Process Updates/Program Evaluations

Work System Process Updates and Program Evaluations		
Month	Work System Process Update/Program Evaluations	Presenter
<i>August - October</i>	QCI & Strategic Plan Update and BOE Approval Results Update	Assistant Superintendent - Continuous Improvement
<i>November</i>	Curriculum, Instruction, Assessment, & Professional Development Update Title I, Library, and Professional Development Program Evaluations	Executive Director of Academic Services
<i>December</i>	Tiered Support Services Update Gifted, EL, Early Childhood, ECSE, SPED, Reading Improvement Program Evaluations	Executive Director of Pupil Services
<i>January</i>	Information Management & Technology Update	Director of Information & Technology Management
<i>February</i>	Facilities & Operations Food Service and Transportation Program Evaluations	Executive Director of Facilities and Operations

Process Updates/Program Evaluations

Work System Process Updates and Program Evaluations		
Month	Work System Process Update/Program Evaluations	Presenter
<i>March</i>	Results Update	Assistant Superintendent - Continuous Improvement
<i>April</i>	Human Resources Update Wellness Program Evaluation	Assistant Superintendent of Human Resources
<i>May</i>	Student Services (not including extra-curricular activities) Counseling, Social Work, Health Services, and A+ Program Evaluations	Executive Director of Pupil Services and Director of Student Services
<i>June</i>	Business Services Update and Budget Approval Student Services - Extra-Curricular Activities	Executive Director of Business Services Activities Director
<i>July</i>	Communications and Public Relations Update	Director of Communications and Public Relations

QCI/Strategic Plan Accountability Monitoring



	A	B	C	D	E	F	G	H	I	J	K
2	QCI	DB	5/1	6/1	6/1	8/20	8/20	8/22	8/30	8/20 & 1/7	4/23
3	Assessment	DW	5/1	6/1	6/1	10/22	10/29	11/6	11/15	10/29 & 2/18	4/23
4	Curriculum & Instruction	DW	5/1	6/1	6/1	10/22	10/29	11/6	11/15	10/29 & 2/18	4/23
5	Professional Development	SB	5/1	6/1	6/1	10/22	10/29	11/6	11/15	10/29 & 2/18	4/23
6	Tiered Support	Dr.Beutel	5/1	6/1	6/1	11/26	12/3	12/11	2/21	10/29, 11/26 & 2/18	4/23
7	Information Management & Technology	A. Hall	5/1	6/1	6/1	12/20	1/3	1/8	1/17	9/10 & 1/3	4/23
8	Facilities & Operations	JH	5/1	6/1	6/1	1/25	2/4	2/12	2/21	9/24 & 2/4	4/23
9	Human Resources	DG	5/1	6/1	6/1	3/4	3/11	3/19	3/28	10/15 & 3/11	4/23
10	Business Services	A. Hughes	5/1	6/1	6/1	3/25	4/1	4/9	4/18	12/3 & 4/1	4/23
11	Student Services	DB	5/1	6/1	6/1	4/22	4/29	5/7	5/16	12/3 & 4/29	4/23
12	Communication & Public Relations	LH	5/1	6/1	6/1	5/28	6/3	6/11	6/20	12/17 & 6/3	4/23
13											
14	Supporting Process Updates/Summaries										
15	Strategic Planning Process / CSIP	DB	5/1	6/1	6/1	8/20 & 9/3	Update Schedule 8/20	8/22 & 9/11	8/30 & 9/20 (action)	5/7	4/23
16	Assessment Summary	DB				10/22	10/29	11/6	11/15		
17											
18	Program Evaluations										
19	Media Center	AD				10/22	10/29	11/6	11/15		
20	Professional Development	SB				10/22	10/29	11/6	11/15		
21	Gifted	Dr. Beutel				11/26	12/3	12/11	2/21		
22	Early Childhood	Dr. Beutel				11/26	12/3	12/11	2/21		
23	SPED	Dr. Beutel				11/26	12/3	12/11	2/21		
24	Federal Programs	Dr. Beutel				11/26	12/3	12/11	2/21		
25	School Counseling	Dr. Beutel				11/26	12/3	12/11	2/21		
26	Social Work	Dr. Beutel				11/26	12/3	12/11	2/21		
27	Technology	Andy Hall				12/20	1/3	1/8	1/17		
28	Food Service	JH				1/25	2/4	2/12	2/21		
29	Transportation	JH				1/25	2/4	2/12	2/21		
30	Health Services	Dr. Beutel				3/4	3/11	3/19	3/28		
31	Wellness Program	BW				3/4	3/11	3/19	3/28		
32	A+	High School				4/22	4/29	5/7	5/16		
33	Co/Extra-Curricular	PD				4/22	4/29	5/7	5/16		
34	Y Club	JH				4/22	4/29	5/7	5/16		

Strategic Planning Cycle

Platte County School District

COMPREHENSIVE STRATEGIC IMPROVEMENT PLAN PROCESS CYCLE

Evaluation, Documentation, and Dissemination

- Evaluate, Document, and Disseminate Comprehensive Strategic Plan Results
- Evaluate, Document, and Disseminate Building and Program Strategic Plan Results
- Use Evaluation and Documentation for Planning in Next Cycle

Set Purpose and Direction

- Utilize SWOT Analysis to Identify Strategic Advantages and Challenges and Opportunities for Improvement.
- Develop the Comprehensive Strategic Plan – Validate and/or Revise Strategic Focus Areas, Goals, Measures, and Improvement Actions
- Develop Aligned Building and Department Strategic Plans – Validate and/or Revise Strategic Focus Areas, Goals, Measures, and Improvement Actions
 - Validate and/or Refine Mission, Vision, Values – Surveys, Stakeholder Feedback, Focus Groups
 - Develop Budget and Staffing Plans

Analyze Results

- Review performance of Key and Supporting (In Process) Measures of the Comprehensive Strategic Plan
- Review Progress of Innovations in All Strategic Focus Areas
- Systems Check at Various Levels
- Conduct SWOT Analysis

Action, Alignment, and Agility

- Deploy Comprehensive Strategic Plan
 - Develop and Deploy Innovations - Learning Cycles
 - Develop and Deploy Building & Program Improvement Innovations - Learning Cycles



2021-22 CSIP Overview

Platte County R-3 School District Comprehensive Strategic Improvement Plan Overview 2021-22



Strategic Plan Focus Areas

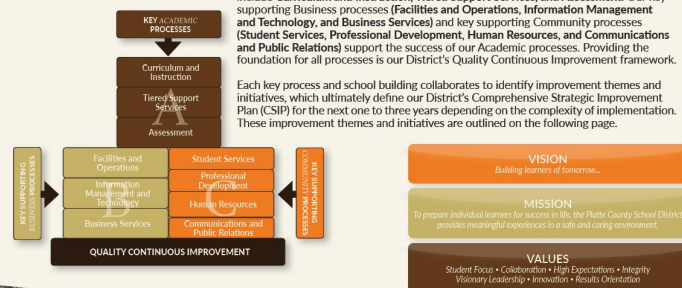
Platte County R-3 School District's strategic plan outlines goals, strategies and action plans across three strategic focus areas: Academics, Business, and Community (Students, Staff, Parents & Members). Overall goals of each strategic focus area are listed below along with indicators of success.

Academics	Business	Community Students	Community Staff	Community Parents & Members
GOAL: develop and enhance quality educational/instructional programs to improve overall and individual student academic performance INDICATORS OF SUCCESS: assessment performance, survey data, observation data, applicable Missouri School Improvement (MSIP) measures, compliance measures	GOAL: proactively and responsibly manage district growth, finances, and support services to improve student achievement INDICATORS OF SUCCESS: survey data, observation data, fund balances, non-academic performance data, bonding capacity, bond rating	GOAL: provide each student with a relevant education in a safe and caring environment INDICATORS OF SUCCESS: safe and caring performance data, survey data	GOAL: attract, retain, and develop a high quality staff INDICATORS OF SUCCESS: survey data, staff performance	GOAL: improve internal and external stakeholder communication, involvement, and partnership INDICATORS OF SUCCESS: survey data, engagement/communication performance data

Work System and Key Processes

Platte County R-3 School District considers Academics processes as its core processes, which are central to our District's Vision, Mission, and Values. Academic processes include Curriculum and Instruction, Tiered Support Services, and Assessment. Our key supporting Business processes (Facilities and Operations, Information Management and Technology, and Business Services) and key supporting Community processes (Student Services, Professional Development, Human Resources, and Communications and Public Relations) support the success of our Academic processes. Providing the foundation for all processes is our District's Quality Continuous Improvement framework.

Each key process and school building collaborates to identify improvement themes and initiatives, which ultimately define our District's Comprehensive Strategic Improvement Plan (CSIP) for the next one to three years depending on the complexity of implementation. These improvement themes and initiatives are outlined on the following page.



Platte County R-3 School District Comprehensive Strategic Improvement Plan Overview 2021-22



Improvement Themes and Initiatives

Each key process in our Work System and each Platte County R-3 school collaborates to identify strategic improvement themes and initiatives based on individual and collective results and annual SWOT (Strengths, Weaknesses, Opportunities for Improvement, and Threats) analysis. Improvement actions are then identified under each strategic theme that will be implemented over the course of this year and possibly multiple years depending on the scope of the improvement actions. The District's Comprehensive Strategic Improvement Plan, as well as the individual key process and school strategic improvement plans are monitored throughout the year using a Plan-Do-Study-Act Cycle.

Strategic Theme	Improvement Action/Initiative
Academic Achievement for All	<ul style="list-style-type: none"> • Improvement Cycles • Student Success Team (SST) Enhancements • Reading & Math Intervention • College and Career Readiness • Differentiation of Instructional Experiences
Real World Connections & Experiences	<ul style="list-style-type: none"> • Relevant and Engaging Instruction • Real World Learning • Student Schedule Revisions • Comprehensive Middle-Level Afterschool Programming
Whole Child Education	<ul style="list-style-type: none"> • Character, Skills, and Habits - Learning & Recognition • Student Success Team Improvements • Social & Emotional Learning • Equity and Inclusion
Stakeholder (Internal and External) Engagement & Collaboration	<ul style="list-style-type: none"> • Community Engagement and Involvement Systems (Two-way Feedback Processes, Parent/Family Education, Communication Improvement) • Professional Collaboration • Job-embedded Learning
Resource & Process Management	<ul style="list-style-type: none"> • Human Resources Improvement Cycles Revision • Development and Utilization of Dashboards to Guide Decision-Making • Technology Access and Instruction • Budget Planning to Align to Strategic Initiatives • Quality Facilities



2021-22 Strategic Goals

1. Develop and enhance quality educational/instructional programs to improve overall and individual student academic performance.
2. Proactively and responsibly manage district growth, finances, and support services to improve student achievement.
3. Provide each student with a relevant education in a safe and caring environment.
4. Attract, retain, and develop a high quality staff.
5. Improve internal and external stakeholder communication, involvement, and partnership.

2021-22 Indicators of Success

- **Performance Data**
 - State Assessment Data
 - College and Career Assessment and Participation Data
 - Staff Growth Data
 - Communication and Public Relations Engagement Data
 - Operational Efficiency Data
 - Technology Access and Usage Data
 - Financial Results
- **Stakeholder Survey Data**
 - Staff
 - Students
 - Parents and Community

2021-22 Strategic Themes

- Academic Achievement for All
- Real World Connections & Experiences
- Whole Child Education
- Stakeholder (Internal & External) Engagement & Collaboration
- Resource & Process Management

2021-22 Strategic Themes & Initiatives

- **Academic Achievement for All**
 - Improvement Cycles
 - Student Success Team (SST) Enhancements
 - Reading and Math Interventions
 - College and Career Readiness
 - Differentiation of Instructional Experiences

2021-22 Strategic Themes & Initiatives

- **Real World Connections & Experiences**
 - Relevant & Engaging Instruction
 - Real World Learning (Kauffman Grant)
 - Essential Skills
 - Pathways
 - Scheduling Revisions
 - Student Advisory
 - Flex Time for Support
 - Comprehensive Middle-Level Afterschool Programming

2021-22 Strategic Themes & Initiatives

- **Whole Child Education**
 - Character, Skills, and Habits Learning & Recognition
 - Student Success Team (SST) Improvements
 - Social and Emotional Learning
 - Equity and Inclusion

2021-22 Strategic Themes & Initiatives

- **Stakeholder (Internal & External) Engagement & Collaboration**
 - Community Engagement and Involvement Systems (Two-way Feedback Processes, Parent/Family Education, Communication Improvement)
 - Professional Collaboration
 - Job-embedded Learning

2021-22 Strategic Themes & Initiatives

- **Resource & Process Management**
 - Human Resources Improvement Cycles Revision
 - Development and Utilization of Dashboards to Guide Decision-Making
 - Technology Access
 - Technology Instruction
 - Quality Facilities

Results Update - ELA - % Top 2 Levels

District and State ELA Performance				
	2018	2019	2021	2021 State Average
<i>District - Grades 3-8</i>	59.2	58.9	59.0	43.7
<i>Grade 3</i>	67.9	64.0	53.6	41.8
<i>Grade 4</i>	61.1	62.8	69.5	48.5
<i>Grade 5</i>	55.7	58.4	53.3	41.8
<i>Grade 6</i>	59.1	56.7	56.2	43.1
<i>Grade 7</i>	54.7	56.5	54.9	41.0
<i>Grade 8</i>	57.3	61.0	66.2	45.7
<i>ELA 2 - PCHS</i>	53.5	70.0	63.3	54.9

**No assessments were administered in 2020*

Results Update - Math - % Top 2 Levels

District and State Math Performance				
	2018	2019	2021	2021 State Average
<i>District - Grades 3-8</i>	51.2	51.8	45.4	34.9
<i>Grade 3</i>	69.9	63.7	46.8	37.1
<i>Grade 4</i>	53.1	55.1	54.0	39.7
<i>Grade 5</i>	57.3	48.2	44.3	32.9
<i>Grade 6</i>	51.6	58.0	44.0	37.6
<i>Grade 7</i>	44.3	47.8	48.9	34.2
<i>Grade 8</i>	21.5	31.3	30.6	27.3
<i>Algebra I - Middle School</i>	94.5	90.4	82.1	Not Available
<i>Algebra I - PCHS</i>	73.9	70.3	57.7	35.6

*No assessments were administered in 2020

Results Update - Science - % Top 2 Levels

District and State Science Performance				
	2018	2019	2021	2021 State Average
<i>District - Grades 5 and 8</i>	N/A	54.3	50.2	38.7
<i>Grade 5</i>	N/A	53.1	50.0	40.1
<i>Grade 8</i>	N/A	55.6	50.4	37.3
<i>Biology</i>	N/A	N/A	42.2	34.0

**No assessments were administered in 2020*

**2018 was field testing for all science assessments and 2019 was field testing for Biology*

**Government was a field test for 2021*

Results Update - ACT Results

District and State Composite ACT Results						
	Class of 2019	2019 State Average	Class of 2020	2020 State Average	Class of 2021	2021 State Average
<i>% Test Takers</i>	77%	76%	76%	75%	66%	*
<i>Composite Score</i>	22.1	20.6	23	20.7	21.6	*

**2021 State ACT information was not available at the time of this presentation*

Results Update - Advanced Placement

Advanced Placement Exams and Scores				
	2018	2019	2020	2021
<i>Total AP Students</i>	148	127	164	175
<i># of Exams</i>	206	174	230	244
<i>AP Students with Scores of 3+</i>	97	81	121	111
<i>% of Total AP Students with Scores of 3+</i>	65.54%	63.78%	73.78%	63.43%



Submitted for Your Review

2021-22 CSIP Overview

Platte County R-3 School District Comprehensive Strategic Improvement Plan Overview 2021-22



Strategic Plan Focus Areas

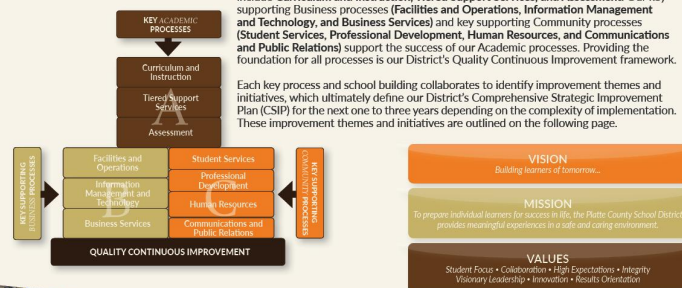
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Reference Documents

Key Questions in QCI – Leadership

Key Questions in QCI	
LEADERSHIP	
QCI Framework	Classroom Framework
<ul style="list-style-type: none">• Who are we?• Why do we exist?• What is our mission?• What do we value?• How will we hold each other accountable to our mission and values?• How do we determine our purpose?• How do we operate?• Who is responsible for the improvement?• Who is accountable for the improvement actions?	<ul style="list-style-type: none">• Who are we?• Why does this class exist?• What is our mission?• What do we value?• How will we hold each other accountable to our mission and values?• Why is it important to the individuals?• Who is responsible for the learning?• Who is accountable for the improvement actions for the learning?

Key Questions in QCI – Customer Focus

Key Questions in QCI	
CUSTOMER FOCUS	
QCI Framework	Classroom Framework
<ul style="list-style-type: none">• Who are our customers?• How do we determine their needs?• What are their needs?• How do we know if we are meeting their needs?	<ul style="list-style-type: none">• How do we determine the needs of students and parents?• What are the needs of students and parents?• How do we know if we are meeting their needs?

Key Questions in QCI – Strategic Planning

Key Questions in QCI	
STRATEGIC PLANNING	
QCI Framework	Classroom Framework
<ul style="list-style-type: none">• How do we determine our goals and improvement actions?• What are our strategic advantages, strategic disadvantages, opportunities for improvement, and threats?• What are our goals, objectives, and improvement actions?• What are the plans for improvement?	<ul style="list-style-type: none">• How do we determine our goals and improvement actions for the both the class and the individuals?• What are our strategic advantages, strategic disadvantages, opportunities for improvement, and threats?• What are our goals, objectives, and improvement actions?• What are the plans for improvement?

Key Questions in QCI – Workforce Focus

Key Questions in QCI	
WORKFORCE FOCUS	
QCI Framework	Classroom Framework
<ul style="list-style-type: none">• How do we determine the capacity and capability of our staff to achieve our goals?• What are our plans to ensure effective capacity and capability of our staff?• How do we engage our staff to support their needs?	<ul style="list-style-type: none">• How do we determine the capacity and capability of our students to achieve individual and collective goals?• How do we engage our students to support the class and individual goals?

Key Questions in QCI – Process Focus

Key Questions in QCI	
PROCESS FOCUS	
QCI Framework	Classroom Framework
<ul style="list-style-type: none">• How do we determine our key and supporting processes needed to support the achievement of our goals and improvement actions?• Which processes need to be developed and/or revised to best support our goals?• How do we develop and revise our key and supporting processes?• How do we evaluate and revise our processes?	<ul style="list-style-type: none">• How do we determine our key processes and routines needed to support the achievement of our goals and improvement actions?• Which processes and/or routines need to be developed and/or revised to best support our goals?• How do we develop and revise our key processes and routines?• How do we evaluate and revise our processes?

Key Questions in QCI – Measurement, Analysis and Knowledge

Key Questions in QCI	
MEASUREMENT, ANALYSIS AND KNOWLEDGE	
QCI Framework	Classroom Framework
<ul style="list-style-type: none">• How do we measure our progress?• How do we use our analysis and knowledge gained?	<ul style="list-style-type: none">• How do we measure our progress?• How do we use our analysis and knowledge gained?

Key Questions in QCI – Results

Key Questions in QCI	
RESULTS	
QCI Framework	Classroom Framework
<ul style="list-style-type: none">• What are our results?	<ul style="list-style-type: none">• What are our results?