

STRATEGIC PLAN 2025-30

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Strategic Plan 2025-30 Overview

Platte County R-3 School District

Strategic Plan Overview

2025-30

We will make

students.

decisions based on

what is best for our

We will treat all

respect, and

kindness.

people with dignity,

We will honor our

history as we forge

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**.

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

INTELLECTUAL GROWTH: Each

individual success in an environment that provides challenging and meaningful experiences.

CHARACTER

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

LIFE-READINESS:

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

Meaningful Experiences

STRATEGY 2:

Extraordinary

STRATEGY 3:

Safe Respectful

STRATEGY 4:

Culture of Innovation and Excellence

STRATEGY 5:

Collaborative Community Partnerships









Parameters

We will practice responsible stewardship of our resources.

We will not compromise our commitment to excellence.

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



Strategies and Action Plans

Strategies	Action Plans
STRATEGY 1: Meaningful Experiences We will ensure meaningful experiences through real-world applications to enhance academic outcomes and opportunities.	1.1 - Strong Academic Foundation: Foster a strong academic foundation where all learners feel welcomed, valued, and supported through their educational journey across all levels. 1.2 - Essential Skills: Ensure instruction in essential skills that support the key competencies students need to succeed beyond high school, in their careers, and in life. 1.3 - Real World Learning: Empower educators to facilitate meaningful, real-world learning experiences, enhancing career awareness, skills, student agency, and Market Value Asset opportunities for future success. 1.4 - Business Partnerships for MVAs: 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.
STRATEGY 2: Extraordinary Educators We will invest in extraordinary educators so they know they are valued, supported, and prepared to elevate success for all.	2.1 - Exceptional Employment Experiences: Deliver exceptional employment experiences to invest in and support the unique needs of all educators and individual buildings. 2.2 - Educator Growth and Development: Invest in the continuous growth and development of all educators. 2.3 - Educator Total Rewards: Implement a total rewards program that includes competitive compensation, comprehensive benefits, and meaningful recognition.
STRATEGY 3: Safe Respectful Environments We will provide a safe, engaging, and respectful environment where all members of our school community thrive.	3.1 - Comprehensive Behavior Support System: Develop and implement a professional development plan grounded in a framework designed to reduce incidents and establish a comprehensive behavior support system. 3.2 - Culture of Belonging: 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. 3.3 - Proactively Manage Facilities: Proactively manage facilities to enhance the learning environment and ensure the continued success of our schools and community. 3.4 - Crisis Prevention: Ensure all schools have proactive, comprehensive crisis prevention strategies to foster a safe and secure learning environment.
STRATEGY 4: 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.	 4.1 - Innovation: Support personalized and professional learning, celebrate innovation, and enhance collaborative inquiry. 4.2 - Culture of Excellence: Enhance a culture of excellence through opportunities that foster deeper learning experiences. 4.3 - Communication of Innovation and Excellence: Foster clear, consistent, and collaborative communication with parents and the community to cultivate a shared understanding of District initiatives of innovation and excellence.
STRATEGY 5: Collaborative, Community Partnerships We will partner with the community and establish opportunities for the betterment of our students, staff, and district.	5.1 - Skills and Experiences: Equip students with the skills, experience, and credentials needed to thrive in a dynamic global workforce utilizing Real World Learning opportunities. 5.2 - Supports and Resources: Develop proactive and reactive supports and processes that focus on mental health and resource needs. 5.3 - Mutual Partnerships: Lead strong partnerships with families, local businesses, organizations, and communities in enriching student learning experiences and strengthening support services. 5.4 - Cross-District Collaboration: Ensure cross-district collaboration between stakeholders, community members, students, staff, and partners across the northern and southern attendance boundaries.



Strategic Plan Process & Leadership Team

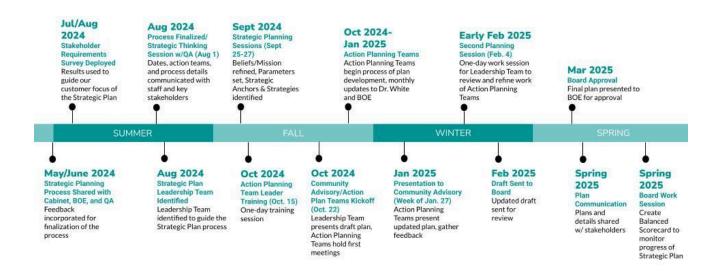
Platte County School District engaged parents/community members, students, and staff to gather input, information, and perspectives to help shape the District's new strategic plan for 2025-30. During this initiative, nearly 1,200 individuals



provided input into the District's direction through our Stakeholder Requirements Survey. In October 2024, the Strategic Plan Leadership Team, a group of 30 stakeholders (parents/community members, staff, and students) met for three days to begin the process of updating our District's Strategic Plan by refining our District's beliefs and mission, setting our parameters, and identifying our strategic anchors and strategies for the next five years.

From these strategies, Action Planning Teams were formed to develop specific desired results and action steps that are shared on the following pages. The Strategic Plan 2025-30 was presented to the Board of Education in February 2025 and recommended for approval in March 2025. This plan will serve as a framework both for the long-term direction of the District and the specific plans for each school year.

Strategic Planning Timeline





Strategic Plan Leadership Team



Shawn Chiddix, President, Board of Education



Tyler Fadler, Vice President, Board of Education



Jay Harris, Superintendent of Schools



Drew White,Deputy
Superintendent of
Schools



Alicia Casey, Executive Director of Teaching & Learning



Ashley Jones, Executive Director of Human Resources



Laura Hulett,
Director of
Communications



Devin Doll,Executive Director of Operations



Brian Noller, Executive Director of Business Services



Danielle Nickell, Executive Assistant to Supts & Board of Education Secretary



Eric White,Principal, Compass
Elementary



Jessi Hoffecker, Principal, Platte Purchase Middle School



Kiel Giese, Principal, Platte County High School



Anne Hayes, Teacher, Barry Elementary



Sam Stuteville, Teacher, Pathfinder Elementary





Marley Woods, Teacher, Siegrist Elementary



Nikki Forbes, Teacher, Compass Elementary



Val Stambersky, Teacher, Platte City Middle School



Bradley Brown, Teacher, Platte Purchase Middle School



Devan Foos,Teacher, Platte
County High School



Ron Webster, Student Services Coordinator, Northland Career Center



Jessica Guzman, Building Aide, Barry Elementary



Val Gillilan, Administrative Assistant, Platte City Middle School



Iman Elmi, Student, Platte County High School



Cole Johnson, Student, Platte County High School



Tara Lackey, Community Stakeholder, Barry Elementary



Rachel Kennedy, Community Stakeholder, Pathfinder Elementary



Ariel Kittling,Community
Stakeholder, Siegrist
Elementary



Brittany Link, Community Stakeholder, Compass Elementary



Jennifer Wilson, Community Stakeholder, Platte City Middle School



Christine Parisi, Community Stakeholder, Platte Purchase Middle School



Archie Wesley, Community Stakeholder, Platte County High School



Strategy 1: Meaningful Experiences

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

Action Team

Facilitators:
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Strategy:	We will ensure meaningful experiences through real-world applications to enhance academic outcomes and opportunities
Specific Result:	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 PLAN 1.1: Strong Academic Foundation

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completi on Date:
1.1.1	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.	Deputy Superintendent		
1.1.2	Develop a continuum of core priority standards that ensure vertical alignment for student growth across all levels.	Executive Director of Teaching & Learning		
1.1.3	Develop a continuum of priority standards for elective courses to ensure student growth across all levels.	Executive Director of Teaching and Learning		
1.1.4	Ensure high quality and viable professional development for staff that supports the PCR-3 instructional framework to ensure effective teaching in every classroom.	Executive Director of Teaching and Learning		
1.1.5	Evaluate and enhance our elementary specials offerings in order to ensure experiences that prepare all students for success.	Director of Elementary Education		
1.1.6	Evaluate and enhance our secondary electives in order to ensure experiences that prepare all students for success.	Director of Secondary Education		
1.1.7	Evaluate and enhance our gifted, EL, and special education programming to ensure it is aligned to core priority standards and instruction.	Director of Special Services and Early Learning		
1.1.8	Explore implementation of a multi-level graduation diploma system.	Director of Secondary Education		

RESPONSIBLE STRATEGY TEAM LEADER



Strategy:	We will ensure meaningful experiences through real-world applications to enhance academic outcomes and opportunities
Specific Result:	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 PLAN 1.2: Essential Skills

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
1.2.1	Create a vertically aligned essential skills curriculum that supports the PCR-3 Portrait of a Graduate across all levels.	Director of Student Services		
1.2.2	Grow teacher efficacy by implementing best practices and evidenced-based professional development on essential skills instruction.	Director of Student Services		
1.2.3	Embed and expand essential skills instruction in the core curriculum across all levels.	Directors of Elementary and Secondary Education		
1.2.4	Cultivate and include essential skills instruction in extra- curricular programming that is aligned with the PCR-3 Portrait of a Graduate.	Director of College and Career Readiness		

RESPONSIBLE STRATEGY TEAM LEADER



Strategy:	We will ensure meaningful experiences through real-world applications to enhance academic outcomes and opportunities.
Specific Result:	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 PLAN 1.3: Real World Learning

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
1.3.1	Provide professional learning for educators on Real World Learning (RWL), project-based learning and design thinking process, and cross-curricular unit planning.	Director of College and Career Readiness		
1.3.2	Develop models and structures that support coordination of student experiences, coordination of teacher externship opportunities, and monitoring and tracking of Market Value Assets (MVA).	Director of College and Career Readiness		
1.3.3	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.	Director of College and Career Readiness		
1.3.4	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.	Directors of Elementary and Secondary Education		
1.3.5	Establish Career Paths to enhance student awareness and exposure, with the option to adopt or adapt DESE's framework.	Director of College and Career Readiness		
1.3.6	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.	Director of College and Career Readiness		
1.3.7	Ensure students experience career awareness and exposure during PK-8, career engagement and immersion in grades 9-12, and developing a student portfolio across all levels.	Director of College and Career Readiness		
1.3.8	Create an environment that is intellectually and socially safe for	Director of Student Services		



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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RESPONSIBLE STRATEGY TEAM LEADER



Strategy:	We will ensure meaningful experiences through real-world applications to enhance academic outcomes and opportunities
Specific Result:	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 PLAN 1.4: Business Partnerships for MVAs

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
1.4.1	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.	Director of College and Career Readiness		
1.4.2	Create enrichment programs with workshops, seminars, and guest speakers to expose students to various careers, while partnering with businesses for after-school activities.	Director of College and Career Readiness		
1.4.3	Launch job shadowing and internship programs with local businesses to give 9-12 students career insights and hands-on experience, potentially earning academic credit.	Director of College and Career Readiness		
1.4.4	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.	Director of College and Career Readiness		
1.4.5	Establish mentorship programs pairing students with professionals for guidance, while collaborating with alumni, local leaders, and businesses to help build networks and life skills.	Director of College and Career Readiness		
1.4.6	Create a feedback loop for students, mentors, and partners to share insights and evaluate the impact on student engagement, career readiness, and academic achievement.	Director of Communications		
1.4.7	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.	Director of Communications		



RESPONSIBLE STRATEGY TEAM LEADER





Strategy 2: Extraordinary Educators

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

Action Team

Facilitators:

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Erica Newsome

Amber Polner

Gena Pratt

Jacqueline Quinlan

Sharon Sherwood

Johna Sutton

Joanna Stusse

Bobbi Wheeler

Eric White



Extraordinary Educators Action Plan 2.1

Strategy:	We will invest in educators so they know they are valued, supported, and prepared to elevate success for all.
Specific Result:	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 PLAN 2.1: Exceptional Employment Experiences

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
2.1.1	Develop career pathways and "grow your own" initiatives for PCR-3 employees.	Executive Director of HR		
2.1.2	Develop flexibility in policy design and job arrangement to promote balanced work and life experiences for all educators.	Executive Director of HR		
2.1.3	Develop comprehensive recruitment and retention strategies to retain and attract extraordinary educators.	Executive Director of HR		
2.1.4	Create a comprehensive wellness and support program to promote educator well-being and resilience.	Executive Director of HR		
2.1.5	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.	Executive Director of HR		

RESPONSIBLE STRATEGY TEAM LEADER

Executive Director of Human Resources



Extraordinary Educators Action Plan 2.2

Strategy:	We will invest in educators so they know they are valued, supported, and prepared to elevate success for all.
Specific Result:	The Platte County School District will invest in the continuous growth and development of all educators.

ACTION PLAN 2.2: Educator Growth and Development

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
2.2.1	Provide a systematic approach to new hire orientation, job-specific training, and ongoing support of District initiatives/programming.	Executive Director of HR		
2.2.2	Develop leadership and mentorship programming for certified staff.	Deputy Superintendent		
2.2.3	Develop leadership and mentorship programming for classified staff.	Deputy Superintendent		
2.2.4	Audit ongoing job-specific, job-embedded professional development.	Executive Director of Teaching and Learning		
2.2.5	Create ongoing job-specific, job-embedded professional development based on audit results.	Executive Director of Teaching and Learning		
2.2.6	Implement an aligned, comprehensive professional development system, connecting District to building to individual plans.	Executive Director of Teaching and Learning		

RESPONSIBLE STRATEGY TEAM LEADER

Deputy Superintendent



Extraordinary Educators Action Plan 2.3

Strategy:	We will invest in educators so they know they are valued, supported, and prepared to elevate success for all.
Specific Result:	The Platte County School District will implement a total rewards program that includes competitive compensation, comprehensive benefits, and meaningful recognition.

ACTION PLAN 2.3: Educator Total Rewards

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
2.3.1	Complete an internal salary study annually, and a comprehensive salary study using a third party every three years, to validate market competitiveness.	Executive Director of HR		
2.3.2	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.	Executive Director of HR		
2.3.3	Design and offer a comprehensive benefits program that meets employees' needs and educates them to help them make informed healthcare decisions.	Executive Director of HR		
2.3.4	Investigate on-site early learning and/or childcare opportunities for educators' families.	Director of Special Services and Early Learning		
2.3.5	Refine District-wide recognition process and program to align with the PCR-3 Strategic Plan.	Executive Director of HR		
2.3.6	Work with the Board of Education to identify a total compensation goal for retaining and attracting extraordinary educators.	Superintendent		

RESPONSIBLE STRATEGY TEAM LEADER

Executive Director of Human Resources



Strategy 3: Safe Respectful Environments

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

Action Team

Facilitators:

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Glenn White

Zach White

Derek Yost



Strategy:	We will provide a safe, engaging, and respectful environment where all members of our school community thrive.
Specific Result:	The Platte County School District will design and implement a comprehensive and sustainable behavior management framework to enrich positive behavior and foster a supportive environment.

ACTION PLAN 3.1: Comprehensive Behavior Support System

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
3.1.1	Identify and implement clear, consistent strategies for a PCR-3 Behavior Management Plan within an multi-tiered system of support (MTSS) Framework.	Director of Student Services		
3.1.2	Analyze relevant behavioral data on an annual basis to drive the focus of professional development.	Director of Student Services		
3.1.3	Develop and implement a 5-year professional development plan to support the PCR-3 Behavior Management Plan within an MTSS Framework.	Executive Director of Teaching and Learning		
3.1.4	Align the elementary and secondary staffing models to support the PCR-3 Behavior Management Plan within an MTSS Framework.	Executive Director of HR		
3.1.5	Foster shared responsibility by engaging families, communities, staff and students in shaping and sustaining behavior supports.	Director of Student Services		
3.1.6	Develop a tool for monitoring progress and ensuring fidelity with the implementation of the PCR-3 Behavior Management Plan within an MTSS Framework.	Executive Director of Teaching and Learning		

RESPONSIBLE STRATEGY TEAM LEADER



Strategy:	We will provide a safe, engaging, and respectful environment where all members of our school community thrive.
Specific Result:	The Platte County School District will foster trusting relationships and a culture of belonging, where collaboration among students, staff, families, and community partners ensures every member feels valued and supports student success.

ACTION PLAN 3.2: Culture of Belonging

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
3.2.1	Develop activities and leadership opportunities that honor diverse academic pathways across all learning levels.	Executive Director of Teaching and Learning		
3.2.2	Implement a comprehensive wellness program for staff, students, and our community.	Director of Student Services		
3.2.3	Implement research-based character education programs district-wide to foster consistency and belonging across all learning levels.	Director of Student Services		
3.2.4	Host recurring focus groups to gather input on improving our organizational culture and our staff, student, and community sense of belonging in our schools.	Director of Communications		
3.2.5	Conduct an audit of spaces to ensure accessibility for all.	Executive Director of Operations		
3.2.6	Develop celebration and recognition events for various diverse groups represented in our school community.	Director of Communications		

RESPONSIBLE STRATEGY TEAM LEADER

Deputy Superintendent



Strategy:	We will provide a safe, engaging, and respectful environment where all members of our school community thrive.	
Specific Result:	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.	Pi

ACTION PLAN 3.3: Proactively Manage Facilities

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
3.3.1	Update our enrollment projections a minimum of every two years to ensure we are proactively managing growth within our District for the purpose of our District staffing model and facility management.	Executive Director of Operations		
3.3.2	Expand access to early learning opportunities to ensure students are academically and behaviorally ready to enter Kindergarten.	Director of Special Services and Early Learning		
3.3.3	Refine the process for preventative maintenance and enhancements of current facilities to ensure quality learning environments.	Executive Director of Operations		
3.3.4	Research evidence-based practices for learning environments to enhance student engagement and increase staff retention.	Executive Director of Operations		
3.3.5	Investigate grant and partnership opportunities that will provide funding for District-wide facility projects.	Executive Director of Business Services		
3.3.6	Implement safety and security audit recommendations that impact infrastructure to ensure a safe and caring environment.	Executive Director of Operations		

RESPONSIBLE STRATEGY TEAM LEADER

Executive Director of Operations



Strategy:	We will provide a safe, engaging, and respectful environment where all members of our school community thrive.
Specific Result:	The Platte County School District will ensure all schools have proactive, comprehensive crisis prevention strategies to foster a safe and secure learning environment.

ACTION PLAN 3.4: Crisis Prevention

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
3.4.1	Conduct an audit of current district and building practices and procedures for crisis prevention.	District Safety Manager		
3.4.2	Review and revise district-wide safety and security (crisis) procedures and provide adequate training to ensure procedures are in alignment with current best practices.	Executive Director of Operations		
3.4.3	Ensure student and staff safety by providing equitable security staff for all buildings and events.	Executive Director of Operations		
3.4.4	Expand best entry procedures for visitors entering district buildings to equip all staff with the necessary crisis prevention strategies.	Executive Director of Operations		
3.4.5	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.	Executive Director of Operations		
3.4.6	Annually review best practices and implement up-to-date training in order to support students and staff.	Executive Director of Operations		

RESPONSIBLE STRATEGY TEAM LEADER

Executive Director of Operations



Strategy 4: 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.

Action Team

Facilitators: Devan Foos Mandi Tolen

Andrea Balzer Mary Dickson David Dixon Aaron Duff Anne Hayes Laura Hulett Brandy Lister Sarah Majors Mary Martin Robert Mueller Elisa Netzer Curtis Nower Stephanie Orr Jennifer Payea Kristen Willey Jennifer Wright





Culture of Innovation and Excellence Action Plan 4.1

Strategy:	We will foster a culture of innovation and excellence, preparing each student and educator to succeed and make meaningful contributions.
Specific Result:	The Platte County School District will support personalized and professional learning, celebrate innovation, and enhance collaborative inquiry.

ACTION PLAN 4.1: Innovation

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
4.1.1	Design a process to support personalized professional learning experiences for all educators to implement evidence-based innovative ideas.	Executive Director of Teaching and Learning		
4.1.2	Support risk-taking by celebrating with a building and/or district innovation award on a monthly basis for educators and/or students.	Director of Communications		
4.1.3	Create and offer collaborative inquiry teams (adults and students) to guide innovation of instructional practices and address school-related challenges.	Executive Director of Teaching and Learning		
4.1.4	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.	Executive Director of Teaching and Learning		
4.1.5	Embed in the curriculum, learning opportunities at all grade levels that take students outside the classroom walls and engage the mind and body.	Directors of Elementary and Secondary Education		
4.1.6	Change titles of instructional coaches to innovation coaches to encourage utilization of their resources and increase innovative practices.	Executive Director of HR		

RESPONSIBLE STRATEGY TEAM LEADER



Culture of Innovation and Excellence Action Plan 4.2

Strategy:	We will foster a culture of innovation and excellence, preparing each student and educator to succeed and make meaningful contributions.		
Specific Result:	The Platte County School District will enhance a culture of excellence through opportunities that foster deeper learning experiences.		

ACTION PLAN 4.2: Culture of Excellence

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
4.2.1	Embed into our curriculum an evidenced-based instructional model that would require students to critically think, problem solve, and apply acquired skills.	Executive Director of Teaching and Learning		
4.2.2	Develop and launch a process for students to monitor and communicate their progress toward the PCR-3 Portrait of a Graduate with a portfolio at all student levels.	Executive Director of Teaching and Learning		
4.2.3	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).	Director of Secondary Education		
4.2.4	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.	Executive Director of Teaching and Learning		
4.2.5	Develop a plan to ensure excellence is not in pockets, but continuous at all levels. • Curricular essential skills • Proficiency scales • Multi-tiered system of support • Behavior • Academic	Executive Director of Teaching and Learning		

RESPONSIBLE STRATEGY TEAM LEADER



Culture of Innovation and Excellence Action Plan 4.3

Strategy:	We will foster a culture of innovation and excellence, preparing each student and educator to succeed and make meaningful contributions.
Specific Result:	The Platte County School District will foster clear, consistent, and collaborative communication with families and the community to cultivate a shared understanding of district initiatives of innovation and excellence.

ACTION PLAN 4.3: Communication of Innovation and Excellence

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
4.3.1	Create opportunities to showcase the growth and process of learning for all students (potential for improving parent/teacher conferences in addition to new opportunities).	Directors of Elementary and Secondary Education		
4.3.2	Develop a portrait of a Platte County Educator that will include the Platte County belief statements and celebrate educators exemplifying these qualities.	Executive Director of HR		
4.3.3	Provide professional development, support, and accountability around the process of building a positive community culture.	Deputy Superintendent		
4.3.4	Create and execute a communication plan to educate our community on our new strategic plan.	Director of Communications		
4.3.5	Leverage existing and explore new communication technologies to facilitate the effective communication between staff and families.	Director of Communications		

RESPONSIBLE STRATEGY TEAM LEADER

Deputy Superintendent



Strategy 5: Collaborative Community Partnerships

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

Action Team

Facilitators:

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Strategy:	We will partner with the community and establish opportunities for the betterment of our students, staff, and district.
Specific Result:	The Platte County School District will equip students with the skills, experiences, and credentials needed to thrive in a dynamic global workforce utilizing real world learning opportunities.

ACTION PLAN 5.1: Skills and Experiences

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
5.1.1	Continue to design instruction, curriculum, and scope and sequence for learners at all levels that is focused around Real World Learning (RWL) opportunities.	Director of College and Career Readiness		
5.1.2	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.	Director of College and Career Readiness		
5.1.3	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.	Director of College and Career Readiness		
5.1.4	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.	Director of College and Career Readiness		

RESPONSIBLE STRATEGY TEAM LEADER



Strategy:	We will partner with the community and establish opportunities for the betterment of our students, staff, and district.	
Specific Result:	The Platte County School District will develop proactive and reactive supports and processes that focus on mental health and resource needs.	

ACTION PLAN 5.2: Supports and Resources

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
5.2.1	Ensure all teaching staff are certified in Mental Health First Aid training.	Director of Student Services		
5.2.2	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.	Executive Director of Business Services		
5.2.3	Increase awareness of resources available to students and families through parent engagement nights that offer informational resources as well as distribution of tangible resources.	Director of Communications		
5.2.4	Establish a school-based Treasure Chest that collects and distributes toiletries and school supplies to support students within each building.	Director of Student Services		

RESPONSIBLE STRATEGY TEAM LEADER

Executive Director of Business Services



Strategy:	We will partner with the community and establish opportunities for the betterment of our students, staff, and district.
Specific Result:	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 PLAN 5.3: Mutual Partnerships

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
5.3.1	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.	Deputy Superintendent		
5.3.2	Utilize diverse communication channels (website, email, expanded social media, school communication apps.) to promote events and activities, enhancing community awareness, and participation.	Director of Communications		
5.3.3	Provide translational support for students and families, and increase the amount of district communication that is sent out in various languages.	Director of Special Services and Early Learning		
5.3.4	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.	Director of College and Career Readiness		
5.3.5	Increase active parental involvement through PTA/PTO organizations within each school building.	Deputy Superintendent		

RESPONSIBLE STRATEGY TEAM LEADER

Deputy Superintendent



Strategy:	We will partner with the community and establish opportunities for the betterment of our students, staff, and district.
Specific Result:	The Platte County School District will ensure cross-district collaboration between students, staff, families, and community partners across the northern and southern attendance boundaries.

ACTION PLAN 5.4: Cross-District Collaboration

#	ACTION STEP (each step should be numbered)	Assigned To:	Start Date:	Completion Date:
5.4.1	Create an address search tool on the District website to allow families to check school boundaries.	Executive Director of Operations		
5.4.2	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.	Director of Communications		
5.4.3	Increase the visibility of the Platte County School District brand by incorporating additional external logo signage on our school buildings.	Director of Communications		
5.4.4	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.	Director of Secondary Education		

RESPONSIBLE STRATEGY TEAM LEADER

Director of Communications



Glossary of Terms

Advisory or PLT (Pirate Learning Time): A designated class or period in which students receive support and guidance outside of their academic subjects. Advisory or homeroom focuses on building relationships, promoting personal development and community, addressing social-emotional learning, and offering academic support.

Behavior Management Plan: A structured approach to fostering a positive and productive learning environment by implementing schoolwide positive behavior strategies, effective classroom management techniques, and individualized student interventions.

Capstones: Final, comprehensive projects or courses that serve as a culminating academic or professional experience for students.

Certified Staff: Positions required to be certified by DESE's educational and other requirements.

Classified Staff: Support positions including administrative, custodial, maintenance, paraprofessional, health, transportation, security, technology, and others.

Client Connected Project: A hands-on learning experience in which students collaborate with an external client—such as a business, nonprofit, or community organization—to solve a real-world challenge or complete a meaningful project.

Collaborative Inquiry Team: A group of educators who work together to examine data, share insights, and implement research-based strategies to improve student learning or solve an issue.

Core Curriculum: Coursework in the academic areas of English Language Arts (ELA), Math, Science, and Social Studies.

Crisis Prevention: Key work process to ensure safety and manage emergencies.

DESE: Missouri's Department of Elementary and Secondary Education; the administrative arm of the State Board of Education. A service agency that works with educators, legislators, government agencies, community leaders and citizens to maintain a strong public education system.

DESE's Career Clusters or Paths: Groupings of occupations used as an organizing tool for curriculum design, a model for guidance and instruction, and a mechanism for seamless transition from secondary education to postsecondary and/or career. Click here for more information.

Design Thinking Process: A problem-solving approach that focuses on understanding the needs and challenges of users, generating creative solutions, and iterating to find the most effective outcome. The process typically involves five stages: Empathize (understanding the user's perspective), Define (clearly identifying the problem), Ideate (brainstorming potential solutions), Prototype (creating tangible models of solutions), and Test (evaluating the prototypes and refining the solution).

Efficacy: The ability of teachers or programs to produce the desired result of achieving positive student outcomes.

Elementary: Grades Kindergarten-5.

Essential Skills: Key competencies students need to succeed beyond high school, in their careers, and in life. Essential skills outlined in PCR-3's Portrait of a Graduate include: Global Citizenship, Personal Connections, Self-Awareness, Problem Solving, Personal Growth, and Effective Communication.

EL: English Learners; term used for students with limited English Proficiency.

Instructional Framework: A structured guide that outlines the key components of effective teaching and learning.

Long-Range Facility Plan: A strategic, data-driven roadmap



developed by a committee to guide the planning, development, and maintenance of school facilities over an extended period. <u>Click here for more information on PCR-3's Long-Range Facility Plan</u>.

Market Value Asset: Industry valued and recognized skills that create a more seamless transition from school to postsecondary education and/or the workplace.

Multi-level Graduation Diploma: A graduation framework that recognizes varying levels of achievement, skills, and experiences beyond traditional credit requirements. This approach allows students to earn distinctions based on advanced coursework, industry certifications, real-world learning experiences, or other demonstrated competencies.

Multi-Tiered System of Support (MTSS) Framework: A preventative and proactive framework to meet the comprehensive needs of students.

PCR-3 Education Foundation: A tax-exempt, non-profit organization established in 1998, managed by a Board of Directors made up of community volunteers, that supports Platte County R-3 School District by administering scholarship funds and innovative classroom grants annually.

Portrait of a Graduate: A clear, collective vision that outlines the essential skills, knowledge, and character traits students should develop by the time they graduate. It serves as a guide for schools to ensure students are prepared for success in college, careers, and life. Click here for PCR-3's Portrait of a Graduate.

PreK-12 or All Levels: Pre-Kindergarten through 12th grade; refers to the breadth of a student's experience from the time they start early childhood education to high school graduation or beyond while being served by the District.

Standards that highlight the core concepts and skills students must master to progress to the next grade level and establish connections across various subjects. Click here for more information.

Proficiency Scales: A proficiency scale defines a learning progression or set of learning goals for a specific topic, relative to a given standard. It is a tool that shows teachers, students, and parents what student proficiency looks like, what knowledge and skills must be obtained for mastery, and how students might go beyond what the standard requires.

Project Based Learning: An instructional approach where learners actively explore real-world problems and challenges over an extended period.

Real World Learning (RWL): A Kansas City community initiative to help prepare our region, students, and employers for the future. The goal of the RWL initiative is that all high school students across our region will graduate with skills and experiences in addition to their diploma that prepare them for future work and learning. Click here for more information on PCR-3's RWL efforts..

Specials: Specialized courses offered to elementary school students that complement core academic subjects. These classes typically include art, music, physical education, and library.

Staffing Model: A staffing model is a structured framework that guides staff allocation based on student needs, enrollment, and budget, ensuring transparency in resource distribution.

Total Rewards Program: A comprehensive approach to compensating and motivating employees, which includes not only base salary but also benefits, bonuses, incentives, recognition, professional development opportunities, and work-life balance initiatives.

Priority Standards: A subset of the Missouri Learning