

Strategic Plan Development Update

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The Knoster Model for Managing Change



Adapted from Knoster, T. (1991) Presentation at TASH Conference, Washington DC
(Adapted by Knoster from Enterprise Group Ltd.)

Vision Structure

- Learning
- Teaching
- Leadership
- Professional Learning
- Wider Community



A healthy relationship between a school district and the community it serves is essential to each entity's ability to thrive. Raytown Quality Schools is committed to fostering strong relationships throughout our community as both continue to evolve.

We will create a culture of trust, transparency, and collaboration with our stakeholders. Our district and schools will engage families as true partners in their students' educational experiences by providing access to the information needed to support their development. We will provide before and after school programs that help keep students safe, assist working families, and extend the school day with high interest learning. We will regularly seek out information and feedback from students and families about the impact of services we offer. We will facilitate partnerships between feeder schools to build community, create cohesive learning models, and ease the transition between grade levels for students and families.

In addition to family engagement, we will build reciprocal partnerships with local businesses as well as educational, community, and civic organizations. These partnerships will provide client-connected, real-world experiences through volunteering, internships, and

apprenticeships while providing a variety of resources that will ensure the skills that we teach in school are transferable to our community. Additionally, we will develop regular opportunities for these organizations to partner with the district in providing families with wrap-around services — ensuring our students have the resources they need to fully engage in learning.

Consistent communications across our region will serve as a beacon to the Raytown community. We will leverage a variety of media (including newsletters, social media, community networks, videos, emails, blogs, and tweets) to provide "windows into our classrooms" that will build understanding about innovative practice, a wide range of positive student outcomes, and our strategic goals — empowering educators, families, community members, business partners, and peers to increase positive messaging around our work, enhance opportunities across our schools, and contribute as partners in problem solving.

The community is the lifeblood of our school district. Through close partnerships we will continue to leverage knowledge of stakeholders and work collaboratively to bring continued and future success to Raytown Quality Schools.



Inputs for Vision Development

- Superintendent Listening Sessions
- Internal Surveys and Feedback
- Internal Performance Measures and Needs Assessments
- Current Initiative Review
- G&D Associates Facilitated Community Engagement Activities



Inputs for Vision Development

Survey and Focus Group Inputs:

- 46 Students
- 582 Parents and Community Members
- 229 Staff Members
- Vision Development Team
 - Executive Leadership Team Members - 6
 - Board members - 1
 - Principals - 4

Total = 868 Members of the RQS Community



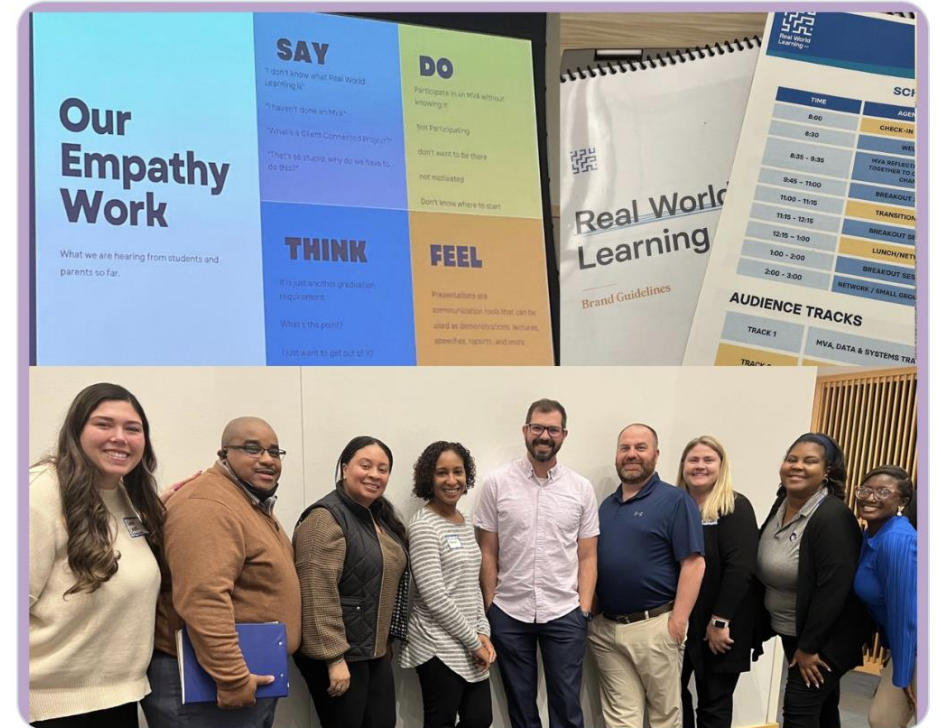
Next Steps

- Board Member Feedback
- Strategic Planning
- Garnering Support
- Implementation
- Transparency and Storytelling



Raytown Schools @RaytownSchools · Apr 20

The @RQSRealWorld team spending the day problem solving and learning at the @KauffmanFDN Real World Learning Communities of Practice meeting. Hearing student voices & excited to share.



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