



2015

MISSOURI QUALITY AWARD RECIPIENT



The Park Hill School District, formally organized in 1951, encompasses 71 square miles located in the southern Platte County, located just north of downtown Kansas City, Missouri. The Park Hill School District is a public school district with pre-kindergarten programs through grade 12, including ten elementary schools, three middle schools, two high schools, a day treatment school, and an Early Childhood Education Center. Other support facilities include a district aquatic center, underground support services, and the district office. Predominantly rural when the district was formed, the Park Hill School District has steadily changed to a more suburban district, blending both residential and commercial growth.

The Park Hill School District maintains a reputation for educational excellence in the region and throughout the state of Missouri. As a result, realtors commonly reference the Park Hill School District as a selling point in the Kansas City metro area. The Park Hill School District serves 11,111 kindergarten through twelfth grade students and approximately 435 pre-kindergarten students. The Park Hill School District has experienced sustained, stable growth for more than thirty years. In fact, the Park Hill School District witnessed an increase in student enrollment every year for the past 31 years. During the last fifteen years, student enrollment in the district increased, on average, by 150 students each year.

The Park Hill School District's culture of high expectations and continuous improvement is guided by the tenets of a professional learning community with a shared vision, mission, and values.

Key stakeholder groups of the Park Hill School District include students, parents, and taxpayers. The Park Hill School District's performance management system includes the Comprehensive School Improvement Plan, Building School Improvement Plans, district balanced scorecard, and building balanced scorecards, and allows the district to monitor the key requirements of students, parents, and taxpayers:

- Accreditation
- High student achievement
- Preparing students for college or career
- Interesting, engaging instruction
- Focus on individual student needs
- Parent involvement
- Financial responsibility and integrity
- Quality teachers
- Safe and orderly environment
- Respectful, caring environment
- Extracurricular opportunities
- Good food
- Small class sizes
- Competitive teacher compensation



The Park Hill School District maintains a focus upon identified Strategic Focus Areas and articulated goals within the Comprehensive School Improvement Plan that are aligned with student and stakeholder requirements and expectations. Staff members use collective inquiry, collaborative teams, and an action orientation to accomplish the district's goals.

The Park Hill School District supports employees through a variety of means, including an engaging work environment, a wellness and employee assistance program to support staff and families in maintaining physical, social, and emotional balance in their lives, and leadership development. The district engages its workforce in meaningful work, giving clear organizational direction, availing the opportunity to learn, and creating an environment for high performance. Specific resources to value people include The District Fitness Center, Safe Lift Program, Camera Security, and Emergency Preparedness Drills. By helping employees lead healthy, balanced lives, the district not only supports the people who make the district a success, but also increases performance, decreases absenteeism, and manages health costs for employees

and the district. Leadership commitment to valuing people is demonstrated through workforce programs such as Aspiring Principals and School Leaders, Support Services Leadership Development, succession planning programs, competitive compensation and benefits package, listening, sharing and communicating knowledge.

The Park Hill School District is recognized for its student-centered excellence. The district uses constant sensitivity to the changing and emerging customer requirements. Quality tools such as issue bins and plus deltas are used continually to obtain actionable feedback directly from their students. Feedback from students is incorporated into the Comprehensive School Improvement Plan which then measure progress at the organizational level and student level using tools such as the newly developed College and Career Readiness Index. For students and stakeholders, the Park Hill School District communicates and manages relationships through the provision of transition activities for students and parents as they begin and end their educational experiences at each building.



Visionary leadership is evident in the Park Hill School District through the leaders' personal and professional commitment to the district's four strategic focus areas – Financial, Academic, Customers, and Environment – is recognized and appreciated by the workforce, which then encourages all levels of the workforce to contribute, develop and learn, and support meaningful change. Communication mechanisms include regular face-to face discussion, telephone, email, and web sites. Students and parents access PowerSchool, an online portal, to obtain relevant information such as daily grades, attendance, and teacher comments. Use of the newly developed College and Career Readiness Index to measure achievement of the district's Mission to prepare each student for success in life further shows the district's commitment to the value of continuous improvement. The district continues to expand its use of continuous improvement classrooms, where students become further engaged in their own education through:

- Classroom mission statements
- Measurable goals
- Student data notebooks
- Quality tools
- Defining quality
- Ground rules
- Classroom data centers
- Class meetings

The Park Hill School District is a community of learners focused on continuous improvement to ensure that each student is prepared to succeed in life. This commitment has led to improved organizational performance, and most importantly, student growth exceeding that of other districts serving a similar student population.

For More information:

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Park Hill School District



EXCELLENCE IN
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FOUNDATION

If you are interested in learning more about how your organization can implement the Criteria for Performance Excellence please contact the Excellence in Missouri Foundation.

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