

**REPORT ON INITIATIVES CONNECTING HIGH SCHOOL STUDENTS TO CAREER-ORIENTED EXPERIENCES: PATHWAYS TO PROSPERITY AND CENTER FOR ADVANCED PROFESSIONAL STUDIES (CAPS)**

**STATUTORY AUTHORITY:**

161.092, RSMo

Consent  
Item

Action  
Item

Report  
Item

**DEPARTMENT GOAL NO. 1:**

All Missouri students will graduate college and career ready.

**SUMMARY:**

The presentation will include an update on the Department Pathways to Prosperity initiative as it has expanded across the state. This will include an example of a specific pairing of a school district and local business partner.

Board members will also be introduced to the Northland CAPS (Center for Advanced Professional Studies) project, which provides high school students in the Northland a professional, innovative, and entrepreneurial education through career-oriented experiences that represent high demand/high skill job opportunities.

**PRESENTERS:**

Sharon Helwig, Assistant Commissioner, Office of College and Career Readiness, Kristie Davis, Director, Pathways to Prosperity, Donna Deeds, Northland CAPS Regional Executive Director, and district superintendents with respective business partners participating in each program will assist with the presentation and discussion of this agenda item.



*Presentation Brief: Northland CAPS*  
*January 12, 2015*

**EXECUTIVE SUMMARY**

Northland Center for Advanced Professional Studies (Northland CAPS) provides high school students in the Northland a professional, innovative and entrepreneurial education through career-oriented experiences that represent high demand/high skill job opportunities. Students learn from global and local leaders, such as Ford Motor Company, Holland 1916, Cerner, North Kansas City Hospital, Liberty Hospital, BankLiberty to name a few who have chosen to partner with Northland CAPS. Students are able to gain experience working with real businesses and learning through meaningful projects. In addition to being a part of a real business, students are paired with mentors who are working in these professions.

Learning at Northland CAPS is real-time, real world and hands-on, propelling students into high demand/high skill workforce areas like Engineering, Advanced Manufacturing, Medicine & Healthcare, Global Business, Technology, and Entrepreneurship. The program is grounded in profession-based learning relying heavily on strong partnerships with business, industry and post-secondary institutions. Emphasis is placed on developing professional skills which employers deem highly important to career success, such as project management, business ethics, time management, teamwork, creativity.

Northland CAPS serves students from the school districts of Kearney, Liberty, North Kansas City, Park Hill, Platte County and Smithville. Northland CAPS is an example of how business, community and public education can partner to produce personalized learning experiences that educate the needed workforce of tomorrow, especially in high skill, high demand jobs.

**Program Offerings**

Northland CAPS is driven by the changing workforce needs of industry, therefore instructors and business partners co-author all coursework. Curriculum is dynamic, constantly evolving to follow industry trends and market changes using a copyrighted rapid prototyping curriculum development process. Courses are offered on a semester basis, 2.5 hours, morning and afternoon sessions resulting in high school and college credit. Students and instructors are co-located in training and/or conference rooms provided by Northland CAPS business partners.

- **Engineering and Advanced Manufacturing**  
Students are immersed with engineers and manufacturers using state-of-the art tools and software to create and test 3D prototypes of new designs. Solving complex problems, designing lean manufacturing processes and programming robots are the future of engineering and advanced manufacturing. Students explore the automation of engineering and manufacturing processes in several software languages and how to design efficient “handshaking” operations between robots and machinery.

- **Global Business and Entrepreneurship**  
Students will be exposed to the ever-changing world, which drives business and marketing decisions to adapt to the global economy, many times driving businesses to expand globally. Students will partner with local, regional, national and international businesses to produce real deliverables to include: marketing plans, promotional plans, customer research, social media plans, event management and strategic plans. Students will develop a domestic business plan with the intention to take it global.
- **Medicine and Healthcare**  
Students are embedded in the hospital setting experiencing the dynamic field of medicine and healthcare through hands-on opportunities. Alongside some of the region's most experienced medical professionals, students advance their understanding of human physiology, disease process, medical terminology, patient care, professionalism, ethics, and finally, provide an exploration of many career opportunities in healthcare.
- **Technology Solutions**  
Students discover a vast array of specialty areas available in technology careers where professionals utilize technology to solve business problems and design products. Students are immersed in a professional environment tackling and solving real world problems while exploring the following areas: software engineering, web development, operating systems, hardware technologies, network design/technologies, management information systems and emerging technologies.

### **Northland CAPS SUCCESS METRICS:**

#### **Student Targets**

- Northland CAPS Professional Skills
- Attendance
- Client Project Feedback
- Internship Numbers
- Internship Sponsor Feedback
- Grade Point Change
- Alumni Feedback

#### **Operational Targets**

- Enrollment
- Mentors and business partners
- Curriculum quality
- Budget

#### **Customer Satisfaction Targets**

- Stakeholder Groups
  - Students
  - Parents

- HS Administrators and Counselors
- Business Partners and Mentors
- College and University Partners
- Alumni

**School System Impact Targets**

- Instructional Changes
- Class Loads
- Schedules
- Curriculum Writing
- Assessments
- Attendance

**Blue Valley School District Center for Advanced Professional Studies (CAPS)**  
Overland Park, Kansas [www.bvcaps.org](http://www.bvcaps.org)

**Northland Center for Advanced Professional Studies (CAPS)**  
Six Northland School Districts [www.northlandcaps.org](http://www.northlandcaps.org)

### **What is CAPS?**

**In 2009, Blue Valley School District** launched the first Center for Advanced Professional Studies (CAPS). CAPS is a nationally recognized, innovative high school program created in partnership with seventy-four domestic and international business partners, hundreds of business mentors, six leading universities and education experts. Students fast forward into their future as if they already have a college degree and are fully immersed in a professional culture, solving real world problems, using industry standard tools and are mentored by real employers, all while receiving high school and college credit. Students learn from global and local leaders, such as IBM, Black & Veatch, Cerner, Burns and McDonnell, Cisco, Sprint, Bayer and Garmin to name a few who have chosen to partner with CAPS. CAPS is an example of how business, community and public education can partner to produce personalized learning experiences that educate the needed workforce of tomorrow, especially in high skill, high demand jobs.

**In 2013, Northland CAPS** launched as a joint operation between the Smithville, Kearney, Liberty, North Kansas City, Park Hill and Platte County school districts, providing high school students in the Northland with a professional, innovative and entrepreneurial education through career oriented experiences that are real time, hands-on and real-world. The program was created in partnership with Cerner, Holland 1916, Ford Motor Company and North Kansas City Hospital.

Northland CAPS students are immersed in professional environments engaging in curriculum driven by industry professionals, delivered by certified instructors. Learning is driven by project work directly from industry partners who engage to mentor students and ensure timely, accurate and real project results. Emphasis is placed on developing professional skills, such as project management, collaboration and business ethics, which employers deem highly important to early career success.

Northland CAPS is driven by the changing workforce needs of industry and jobs-based economic development, therefore instructors and CAPS Business Partners co-author all coursework. CAPS curriculum is dynamic, constantly evolving to follow industry trends and market changes using a copyrighted rapid prototyping curriculum development process.

- **Medicine & Healthcare - Hosted by North Kansas City Hospital**
- **Medicine & Healthcare- Hosted by Liberty Hospital**
- **Global Business & Entrepreneurship – Hosted by BankLiberty**
- **Engineering & Advanced Manufacturing- Hosted by Holland 1916 and Ford Motor Company**
- **Technology Solutions- Hosted by Cerner**

**All CAPS courses receive high school and college credit. JCCC is the college credit partner of Blue Valley CAPS. MCC is the college credit partner of Northland CAPS. In support of high demand, high skill jobs in the region, seamless pipelines from Northland CAPS to MCC to Northwest Missouri State University are in development.**

## CAPS By The Numbers

### ENROLLMENT

Students Served 2009-2014	3,216 (includes 28 Northland CAPS students)
Northland CAPS 2014-15	400 + students from 6 districts
Northland CAPS 2015-16	700 students
Northland CAPS 2016-17	900 students
Northland CAPS 2017-18	1,000 students

### COLLEGE ENDORSEMENTS

Blue Valley and Northland CAPS have received numerous college endorsements from Provosts, Chancellors and selective Deans. The following link provides the letters of endorsement from the university partners.

<http://www.northlandcaps.org/s/1625/index.aspx?sid=1625&gid=1&pgid=397>

### BUSINESS PARTNERS & MENTORS

2009-2014	350+ Business Partners, some international
2009-2014	420+ Trained Mentors

Examples of Strategic Business Partners: Bayer, Cerner, Cisco, Black & Veatch, Burns and McDonnell, DuPont, St. Luke's North and South, KU Medical Center, Stowers Institute, Sprint, Garmin, Ford Motor Company, Holland 1916, North Kansas City Hospital, MRI Global, Freedom Bank, DLR Group, Kauffman Foundation

### INTERNSHIPS

2009-2014	228 placements (includes 28 for Northland CAPS)
2014-15	200 + new placements for Northland CAPS

### CAPS REPLICATORS

11 School Districts in Five States; Iowa, Minnesota, Utah, Missouri, Kansas  
<http://www.bvcaps.org/s/1403/index.aspx?sid=1403&gid=1&pgid=580>



# PATHWAYS TO PROSPERITY, MISSOURI

January 2015

Missouri Department  
of Elementary and Secondary Education

# Pathways to Prosperity

2

- Pathways for Teachers
  - **117** administrators, counselors, core teachers, and CTE teachers in **9** school districts participating
    - Affton, Ferguson-Florissant, Hazelwood, Normandy School Collaborative, Camdenton, Centralia, Blue Springs South, Ruskin, and Platte County
      - Information Technology
      - Hospitality and Tourism
      - Health Science
      - Advanced Manufacturing
      - Bioscience/Biotechnology



# Pathways to Prosperity

3

- Mid-Missouri and Kansas City Asset Mapping
  - Key Points:
    - Rural communities concerned with students leaving due to lack of local economic opportunity awareness
    - Employers see many students lacking the soft skills that are essential in the workplace
    - IT programing and networking are in high demand across all industry sectors
    - Many educational programs/initiatives but in many cases lack of coordination among comparable programs



# Pathways to Prosperity

4

- Pathways/Building Bridges Statewide Conference
  - March 2-3 Tan-Tar-A
  - Highlighting a variety of programs and resources across the state
    - Pathway districts, Innovation Campus, Northland CAPS, OTC Middle College, MERIC data, Educator Evaluation Tool, Project Based Learning, etc.



# Pathways to Prosperity

5

- Summer Jobs League
  - Announced by the Governor
  - 2,000 summer jobs in St. Louis
  - 1,500 summer jobs in Kansas City
    - Approximately 400 jobs designated for Pathway districts
    - Pathways collaborating with local Workforce Investment Boards and Summer Jobs League Committee



# PATHWAYS TO PROSPERITY MISSOURI

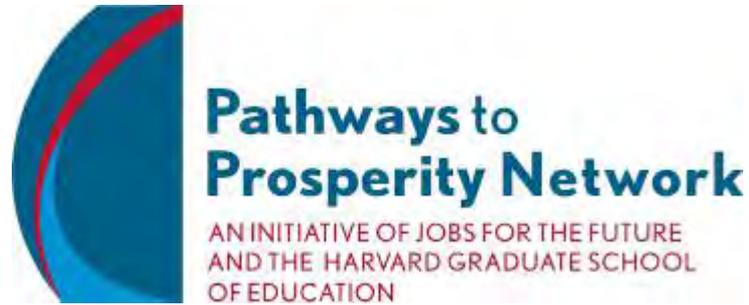
**Kristie Davis-State Director**

**Gail Stewart-St. Louis Regional Director**

**Bragg Stanley-Mid-Missouri Regional Director**

**Ann Starlin-Horner-Kansas City Regional Director**

# IBM – Pathways to Prosperity



# What are Our Purpose, Values and Practices?

Purpose, Values and Practices define what is unique and enduring about a great enterprise – and what makes its people both an inspiration and a force to reckon with, creating a sustainable competitive advantage.

1

Be essential.

3

Dedication to every client's success.

Innovation that matters—for our company and for the world.

Trust and personal responsibility in all relationships.

9

“Put the client first.”

“Listen for need, envision the future.”

“Share expertise.”

“Restlessly reinvent—our company and ourselves.”

“Dare to create original ideas.”

“Treasure wild ducks.”

“Think. Prepare. Rehearse.”

“Unite to get it done now.”

“Show personal interest.”

# IBM Columbia Delivery Center / Pathways to Prosperity High School Intern Experience

## 2014 IBM Internship Program

- Pilot program to bring in 2 High School interns for summer of 2014
- Prepare students for college AND a career – Jobs for the future
- Interview & selection / Training / Real client work
- Networking / Collaboration / Career planning / Corporate Character Workshop
- Converted both interns to Supplemental employees at the end of the internship program
- Looking to expand the program for 2015

# IBM Columbia Delivery Center / Pathways to Prosperity High School Intern Experience

## Benefits

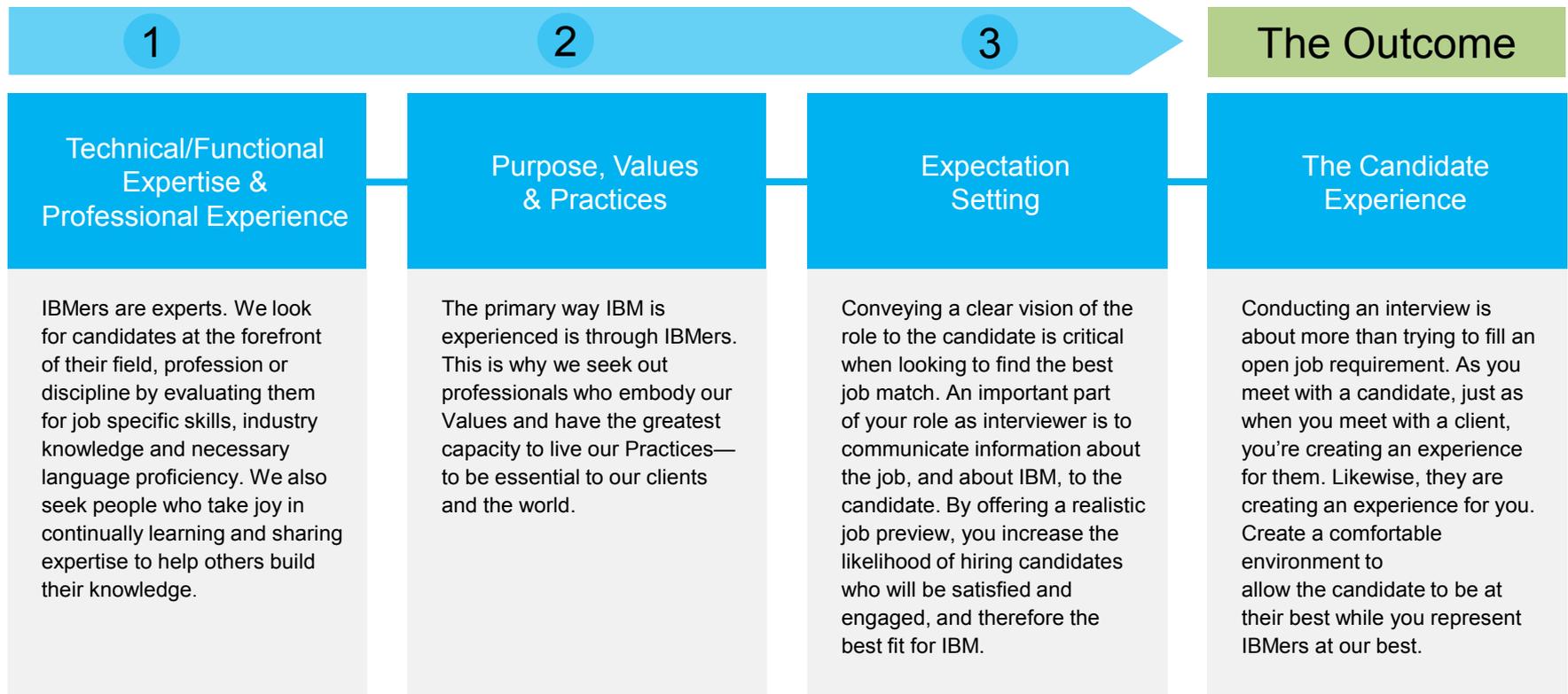
- Exciting opportunity to supplement our workforce with young, motivated talent, fresh ideas
- Feeder for future employees possessing the skills & experience we need
- Low cost / High Return
- IBM's commitment to diversity and the communities where we have a presence

## Challenges / Barriers

- Internal IBM budget approvals
- IBM investment (time & talent) to provide initial training, mentoring & oversight
- Closing gaps to prepare students to function successfully in the workplace
- Closing gaps in academic curricula and business realities / needs
- Changing paradigm to move educators to new model – “preparing for college and preparing for a career should not be mutually exclusive options”

# Transforming the way we assess future IBMers

Interview the IBM Way is an experience that provides IBMers with the resources and support to transform the way we interview. These three criteria allow IBM to discern which candidates possess the qualities of the quintessential IBMer.



# Interview guide

Practice definition

Behavioural Questions

Situational Questions

Rating scale for evaluation

## "Put the client first."

We care for the client's business as if it were our own. We put their interests before ours, and we never let our structure or process get in the way of a seamless client experience.

### Behavioral Questions (choose one)

Partnerships involve giving and receiving. Tell me about a time you collaborated with a customer to determine a path to achieve mutual goals.

Describe how you have used measurement or feedback systems to track how well you are serving your client. What feedback did you receive? And what actions did you take after?

### Situational Questions (choose one)

Your client recently shared with your manager that they feel you are providing them services based on your own personal goals. How do you handle this situation?

You have been given a client account from another team member. Upon receiving the transitioned client, you find out that the main contact has not been partnering with those in your organization and you are the third project lead. How do you approach this relationship?

### Use rating scale below to rate Behavioral Patterns:

#### 1 Unacceptable

- Missed opportunities to build and maintain relationships
- Often placed emphasis on own goals rather than the goals and values of the client
- Frequently provided reasoning for issues when clients complained rather than make improvements

#### 2 Marginal

#### 3 Acceptable

- Sometimes identified the need to build and maintain relationships with clients
- Placed a majority of the client and organizational goals and values ahead of own goals
- Took immediate action to correct problems when clients provide feedback

#### 4 Above Average

#### 5 Outstanding

- Continuously sought opportunities to build and maintain relationships with clients
- Always placed the goals and values of the client and organization ahead of own goals
- Proactively sought client feedback and assessed situations in order to put systems and process improvements in place

Notes:

# Evaluating the candidate

- 1: Unacceptable
- 2: Marginal
- 3: Acceptable
- 4: Above Average
- 5: Outstanding

*For an offer to be extended, an interview evaluation form must be completed*

## "Think. Prepare. Rehearse."

When IBMers express a point of view or make a recommendation, we speak with conviction and authenticity, because we have thought it through. And because we respect the precious gift of others' time and attention, we prepare and come ready to collaborate.

### Behavioral Questions (choose one)

Tell me about the last or best presentation you've made (at a professional association or conference). What was your approach? How did you prepare?

How have you modified your presentation of the same product / service for different clients? Give an example. What worked and what didn't?

### Situational Questions (choose one)

You are giving a presentation to a large group in a few weeks. You have been feeling very nervous about this engagement. How would you prepare?

You are tasked to negotiate a large contract with a client. You know that they are stern with their service level agreements and prices for service. What will you do to ensure that you are ready to negotiate?

### Use rating scale below to rate Behavioral Patterns:

#### 1 Unacceptable

- Often missed opportunities to expand knowledge about advancements in the market place
- Provided unimportant information to stakeholders and misaligned recommendations
- Communication lacked focus, clarity, and logical organization; chose inappropriate mediums

#### 2 Marginal

#### 3 Acceptable

- Sometimes sought to learn about new advancements in the marketplace that effected current solutions
- Communicated tactfully and involved stakeholders to build support in recommendations
- Usually communicated in a logical, concise, and clear manner, choosing the appropriate medium

#### 4 Above Average

#### 5 Outstanding

- Proactively stayed abreast of current and trending advancements in the marketplace.
- Actively built support through tactful communication, careful positioning of recommendations, and stakeholder involvement
- Always communicated in an engaging, logical, and succinct manner, choosing the ideal medium

# Interview evaluation form

*This evaluation form is completed during or immediately after the interview.*

*Note: Every employee in IBM is expected to abide by IBM policy and all applicable laws on this subject, and to uphold IBM's commitment to workforce diversity.*

**New Practices & competencies**

**Final recommendation box**

**CEFR scale for language assessment**

Version 19 | August 2013

## IBM Interview Evaluation Form

Please complete this evaluation form during or immediately after the interview. A final Recommendation is required. To upload form on Global OM – go to candidate's "Personal Data" section. Click Attached Documents: Upload New Document Link. Browse, select and upload evaluation form.

**Note:** Every employee in IBM is expected to abide by IBM policy and all applicable laws on this subject, and to uphold IBM's commitment to workforce diversity.

Applicant Name:	
Candidate ID:	
Interview Date:	
Interviewer:	
Requisition Number:	

Please select from the drop down menu to specify your rating (5=Outstanding 4=Above Average 3=Acceptable 2=Marginal 1=Unacceptable)	Rating
Value, Practices, & Core Expertise	Select
Technical and Professional Expertise	Select
Communicate for impact	Select
Embrace challenge	Select
Act with systemic perspective	Select
Put the client first	Select
Listen for need, envision the future	Select
Share expertise	Select
Restlessly reinvent—our company and ourselves	Select
Dare to create original ideas	Select
Treasure wild ducks	Select
Think. Prepare. Rehearse.	Select
Unite to get it done now	Select
Show personal interest	Select
Additional dimension 1 (specify in comments)	Select
Additional dimension 2 (specify in comments)	Select
<b>Overall Rating</b>	Select

Language Skills (English, CEFR Scale)	Check Box or Mark with an X
Understands basic expressions - Basic A1	<input type="checkbox"/>
Understands basic sentences- Basic A2	<input type="checkbox"/>
Understands standard text- Independent B1	<input type="checkbox"/>
Understands complex text- Independent B2	<input type="checkbox"/>
Fluent - Proficient C1	<input type="checkbox"/>
Very fluent - Proficient C2	<input type="checkbox"/>

**Recommendation**

Further interview/assessment required

Should be offered a position in this department

Should not be offered a position in this department at this time  
(Please mark all appropriate reasons in comments)

Other applicants were more competitive

Applicant's compensation requirements are too high

Applicant should be considered for employment in other IBM departments  
Please specify Job Category/department in comments

Should not be offered a position in any IBM department  
(Please mark all appropriate reasons in comments)

**Comments:** Enter business appropriate comments here. These comments may be discoverable and shared with the candidate.

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grazie

Thank you

Gracias

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# Agenda

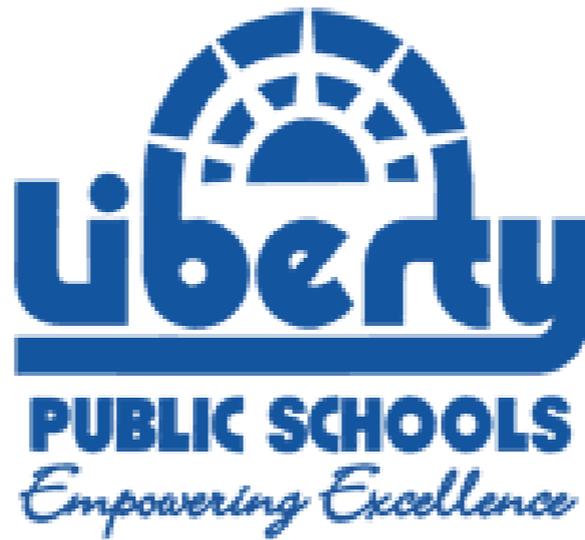
**Northland CAPS Program**

**Business Partnerships**

**Success Metrics + Funding Model**

# What is Northland CAPS?





**Park Hill School District**  
Building Successful Futures • Each Student • Every Day



**Platte County**  
TRADITION. PRIDE. VISION.



# Focus on economic development

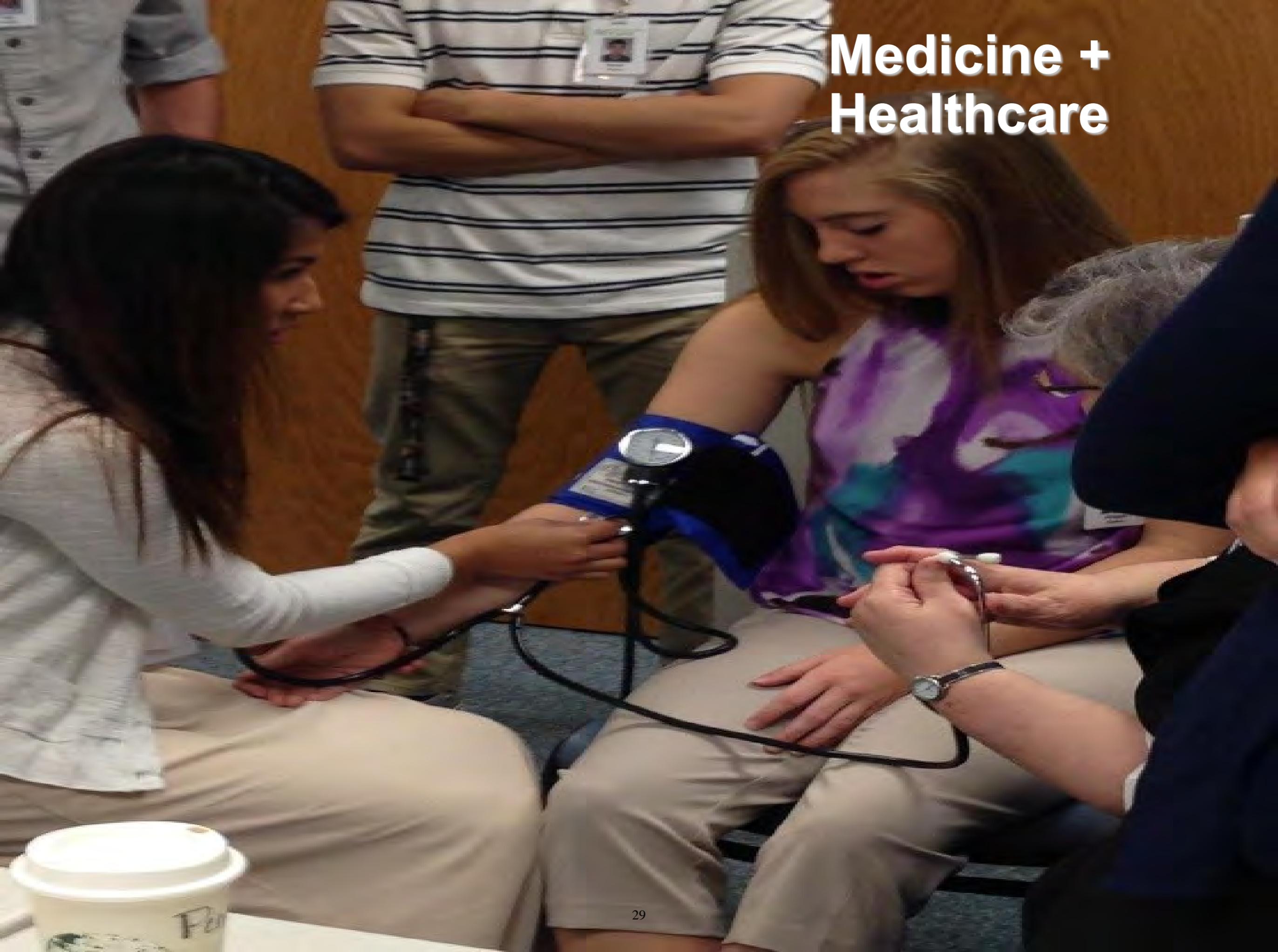
# Engineering + Advanced Manufacturing



# Global Business + Entrepreneurship



# Medicine + Healthcare



# Technology Solutions



# Global Logistics + Transportation



# Liberate curriculum

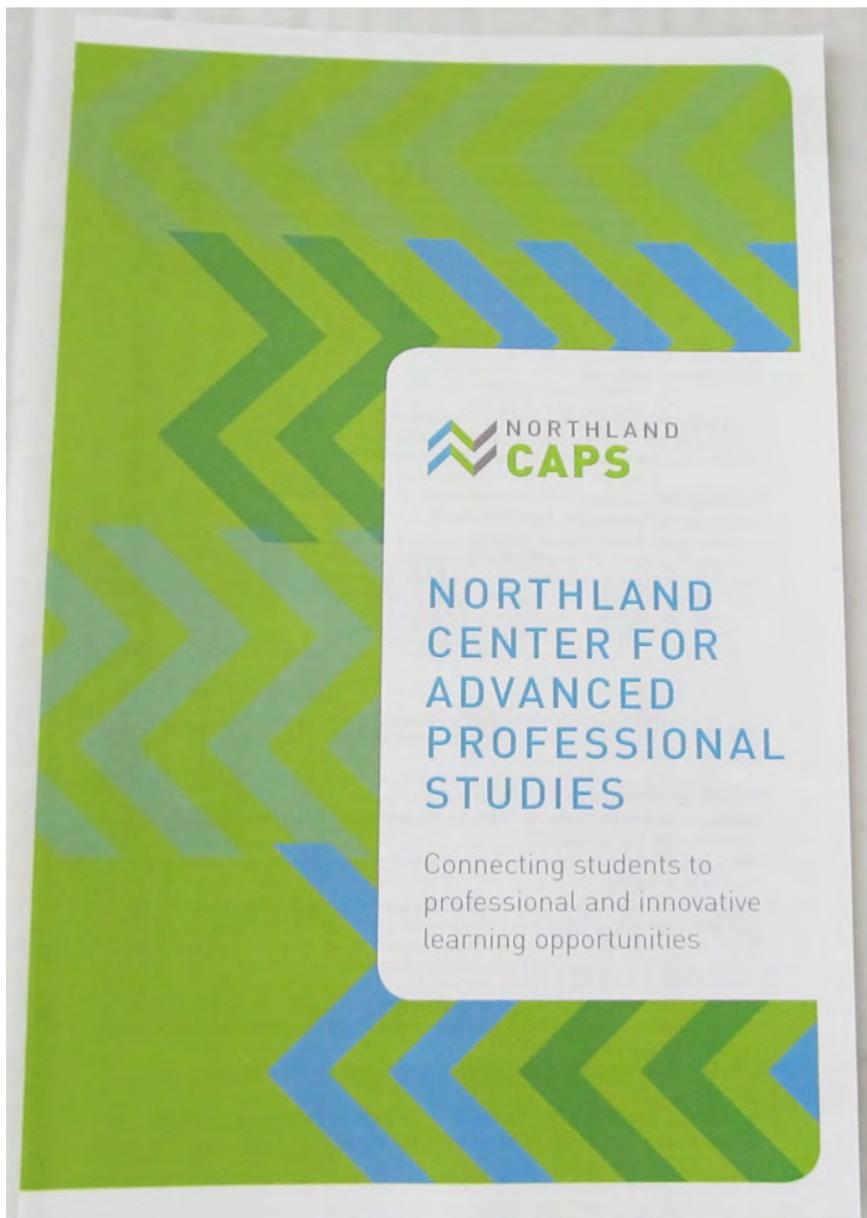
# Business partners drive curriculum.



Classroom



Google Office



**NORTHLAND CAPS**

**NORTHLAND CENTER FOR ADVANCED PROFESSIONAL STUDIES**

Connecting students to professional and innovative learning opportunities

**NORTHLAND CENTER FOR ADVANCED PROFESSIONAL STUDIES**

Northland Center for Advanced Professional Studies (Northland CAPS) provides high school students in the Northland with a professional, innovative and entrepreneurial education through full immersion in high demand/high skill careers.

Northland CAPS students solve real world problems, using business standard software, equipment and are mentored by real employers. Students gain experience working with real businesses, assisting and learning through meaningful projects. Early career professional skills like project management, creativity, business ethics, teamwork and time management are instructed, role modeled and measured.

Learning at Northland CAPS is real-time, real-world and hands-on. Emphasis is placed on developing professional skills, such as communication and collaboration, which employers deem highly important to individual success.

Northland CAPS is open to students from the school districts of: Kearney, Liberty, North Kansas City, Park Hill, Platte County and Smithville.



**IS THIS PROGRAM FOR ME?**

- Do you enjoy working with students from other districts and business partners from the real world of work?
- Are you eager to solve real problems in a fast growing business outside of the high school walls?
- Are you planning for your junior or senior year in high school and want to explore your future career?

**WHAT CAN I EXPECT?**

- Hands-on learning in real world projects within fast growing businesses.
- Develop a professional resume, portfolio and a network of contacts before leaving high school.
- Explore high demand/high skill careers using state-of-the art technologies and equipment.
- Gain professional skills like collaboration, critical thinking, creativity and project management that employers deem mandatory for early career success.

**NORTHLAND CAPS OVERVIEW**

Students in the Northland CAPS program meet for 2.5 hours, every day, either in the morning or afternoon, securing high school credit and college credit. Northland CAPS courses are facilitated by a certified instructor and are located at the business partner site, e.g. Holland 1916, North Kansas City Hospital, Cerner.

Students gain access to high demand/high skill careers working with professionals every day. Learning is driven by the business partner projects, resulting in highly engaged and motivated students. Formal instruction is minimal due to the fact that learning occurs in real-time, while students collaborate across teams and subject areas to complete a project goal.

**ENGINEERING AND ADVANCED MANUFACTURING**



Immerse yourself with engineers and manufacturers using state-of-the-art tools and software to create and test 3D prototypes of new designs. Solving complex problems, designing lean manufacturing processes and programming robots are the future of engineering and advanced manufacturing. Explore the automation of engineering and manufacturing processes in several software languages and how to design efficient "handshaking" operations between robots and machinery.

**TECHNOLOGY SOLUTIONS**



Discover a vast array of specialty areas available in technology careers where professionals utilize technology to solve business problems and design products. Immerse yourself in a professional environment where you tackle and solve real world problems while exploring the following areas: software engineering, web development, operating systems, hardware technologies, network design/technologies, management information systems and emerging technologies.

**MEDICINE AND HEALTHCARE**



Embedded in the hospital setting, experience the dynamic field of medicine and healthcare through hands-on opportunities. Alongside some of the region's most experienced medical professionals, advance your understanding of human physiology, disease process, medical terminology, patient care, professionalism, ethics, and finally, provide an exploration of many career opportunities in healthcare.

**GLOBAL BUSINESS AND ENTREPRENEURSHIP**



In an ever-changing world, business and marketing decisions must be adapted to the global economy, many times driving businesses to expand globally. Partner with local, regional, national and international businesses to produce real deliverables to include: marketing plans, and promotional plans, customer research, social media plans, event management and strategic plans. Be prepared to develop a domestic business with the intention to take it global.

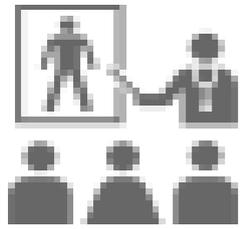
**FOR MORE INFORMATION**

ONLINE [www.nkcschools.org/northland-caps](http://www.nkcschools.org/northland-caps)  
PHONE 816-413-5188




**High school and college credit  
2.5 hours every day**

# Northland CAPS Internship Process



**Professional Skills Training**



**Business Partner Interview**



**NORTHWEST**  
MISSOURI STATE UNIVERSITY

1

2

3

4

5



**Resume and Mock Interview Training**



**Internship Placement**

# Free instructors

# Diverse staff



---

Cadre of  
Doctors &  
Nurses



---

Retired  
corporate  
executive



---

Sport medicine  
professional



---

Mechanical  
engineer



---

Technologist

# □ Full immersion

## Northland CAPS – Satellite Locations

A – Medicine/Healthcare  
**NKC Hospital**

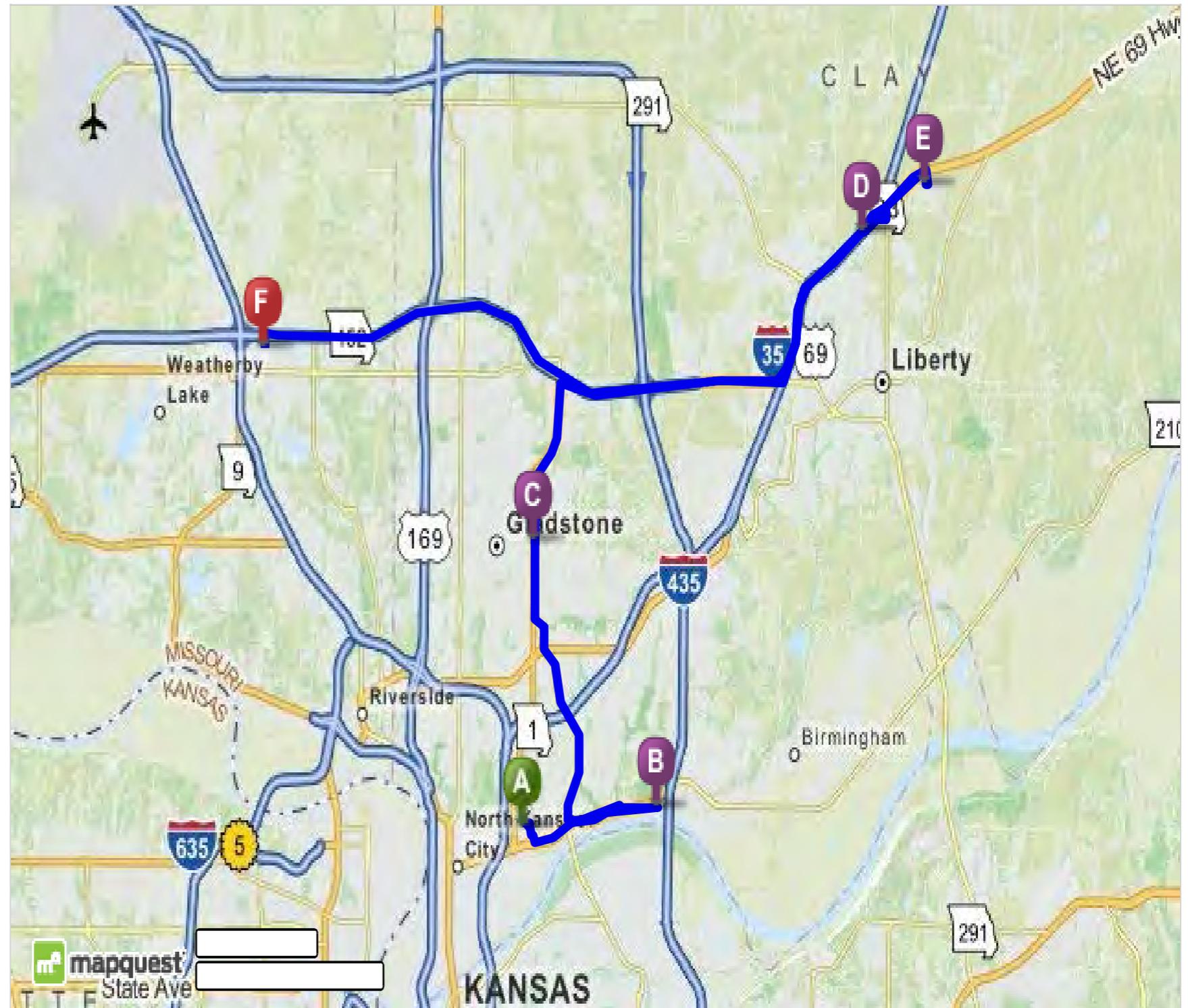
B- Technology Solutions  
**Cerner**

C – Global Business  
**BankLiberty**

D – Medicine/Healthcare  
**Liberty Hospital**

E – Engineering/Adv  
Manufacturing  
**Holland 1916**

F- Administrative Office  
**BankLiberty**











BARKLEY

Syniverse

EXIT

EXIT

...you might **wonder**:

**How does Northland CAPS  
make this happen?**



# 200+ Business Partners

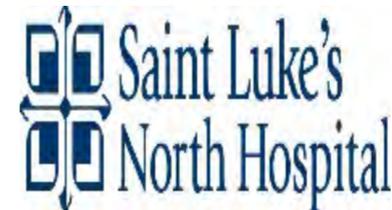


## ENGINEERING

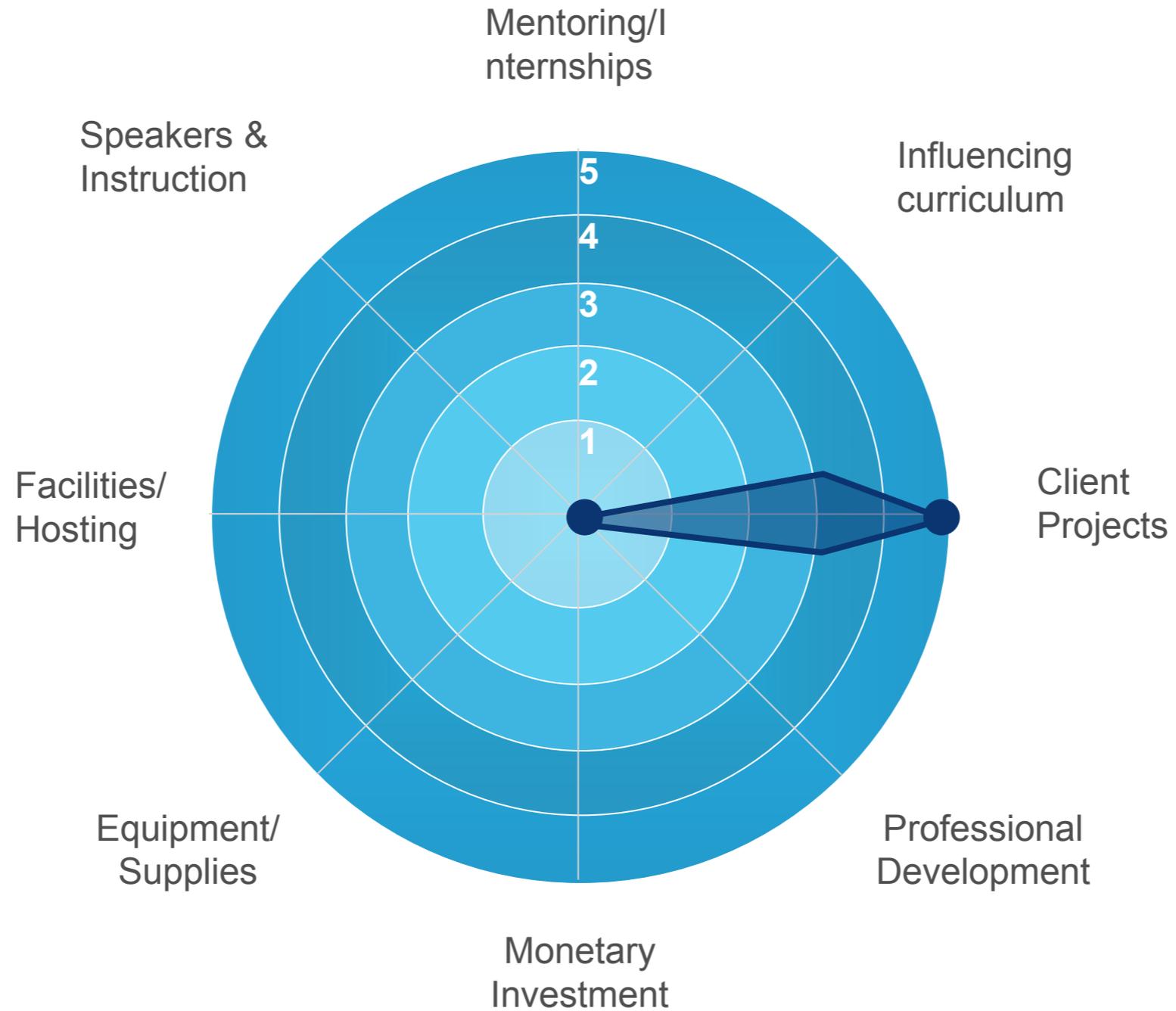
## TECHNOLOGY

## MEDICAL

## BUSINESS

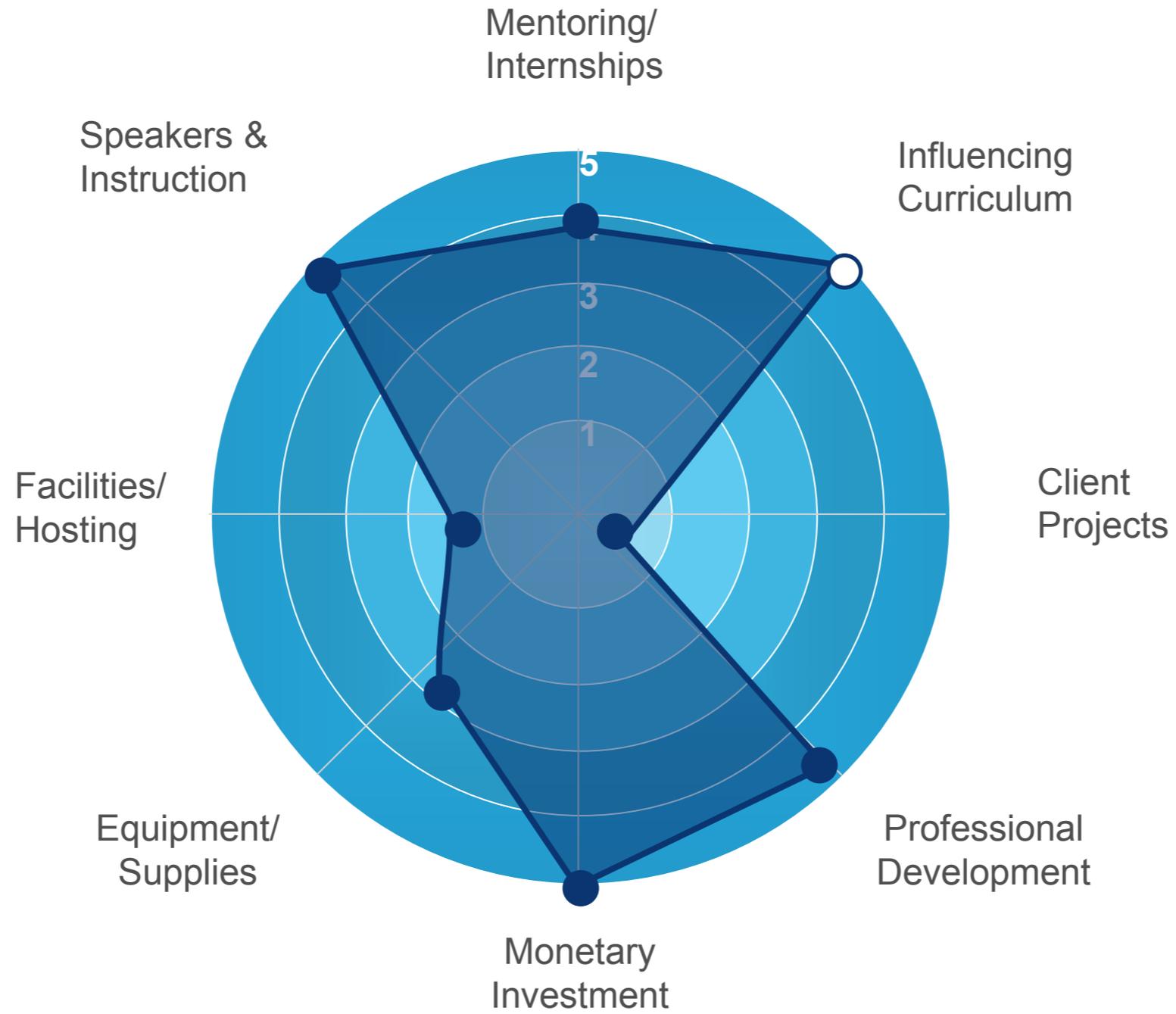


CASE STUDIES

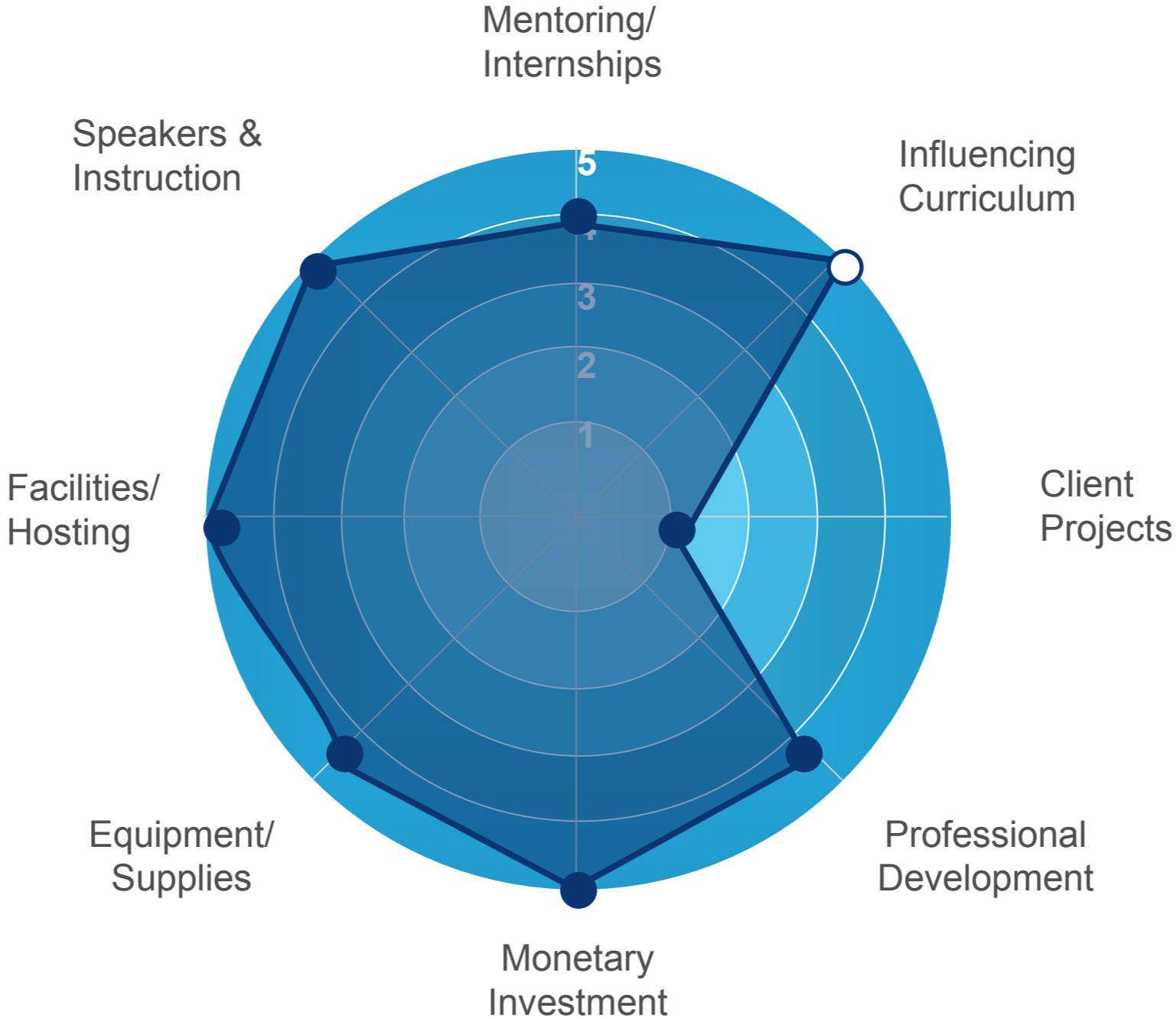




## CASE STUDIES

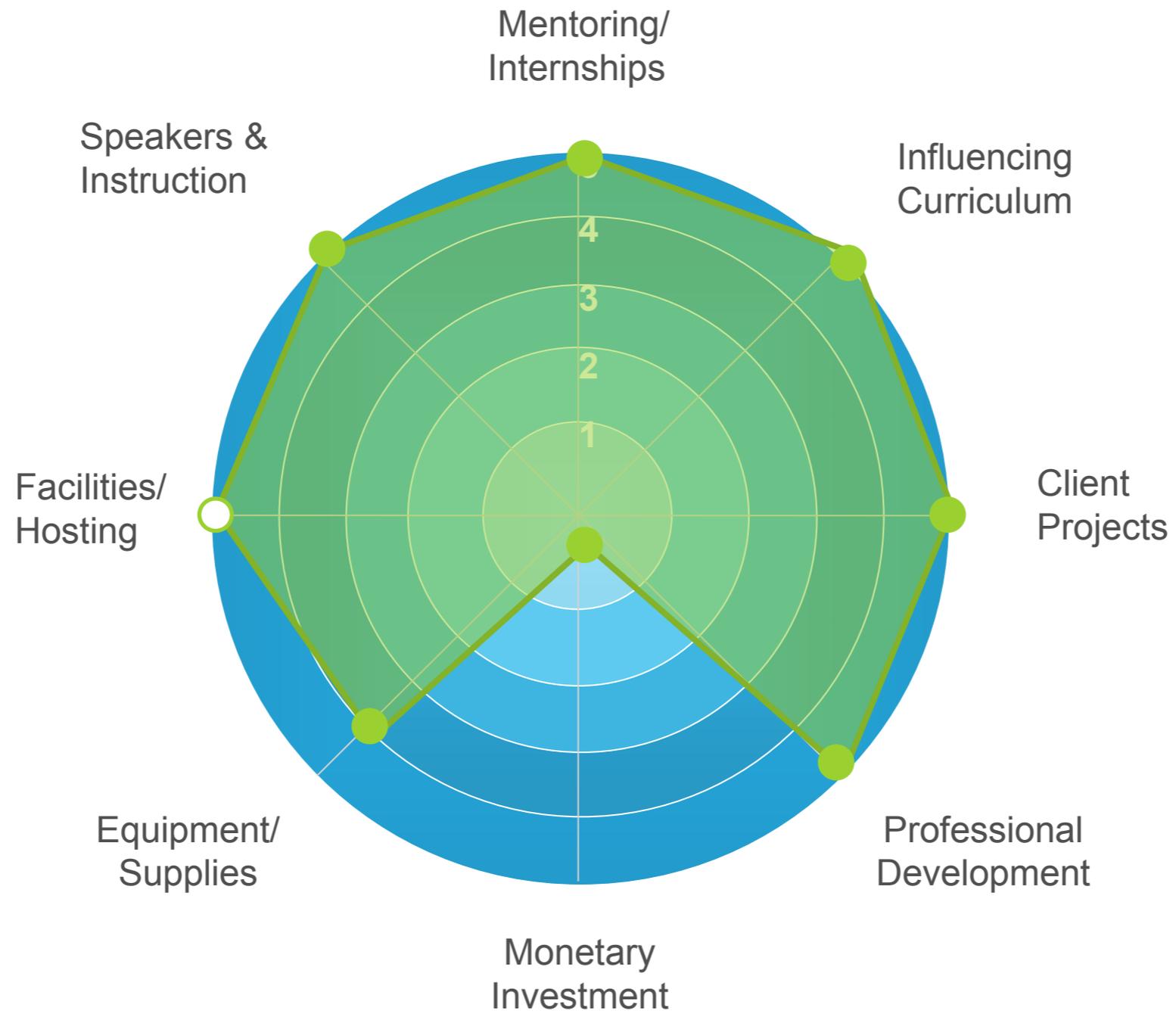


CASE STUDIES

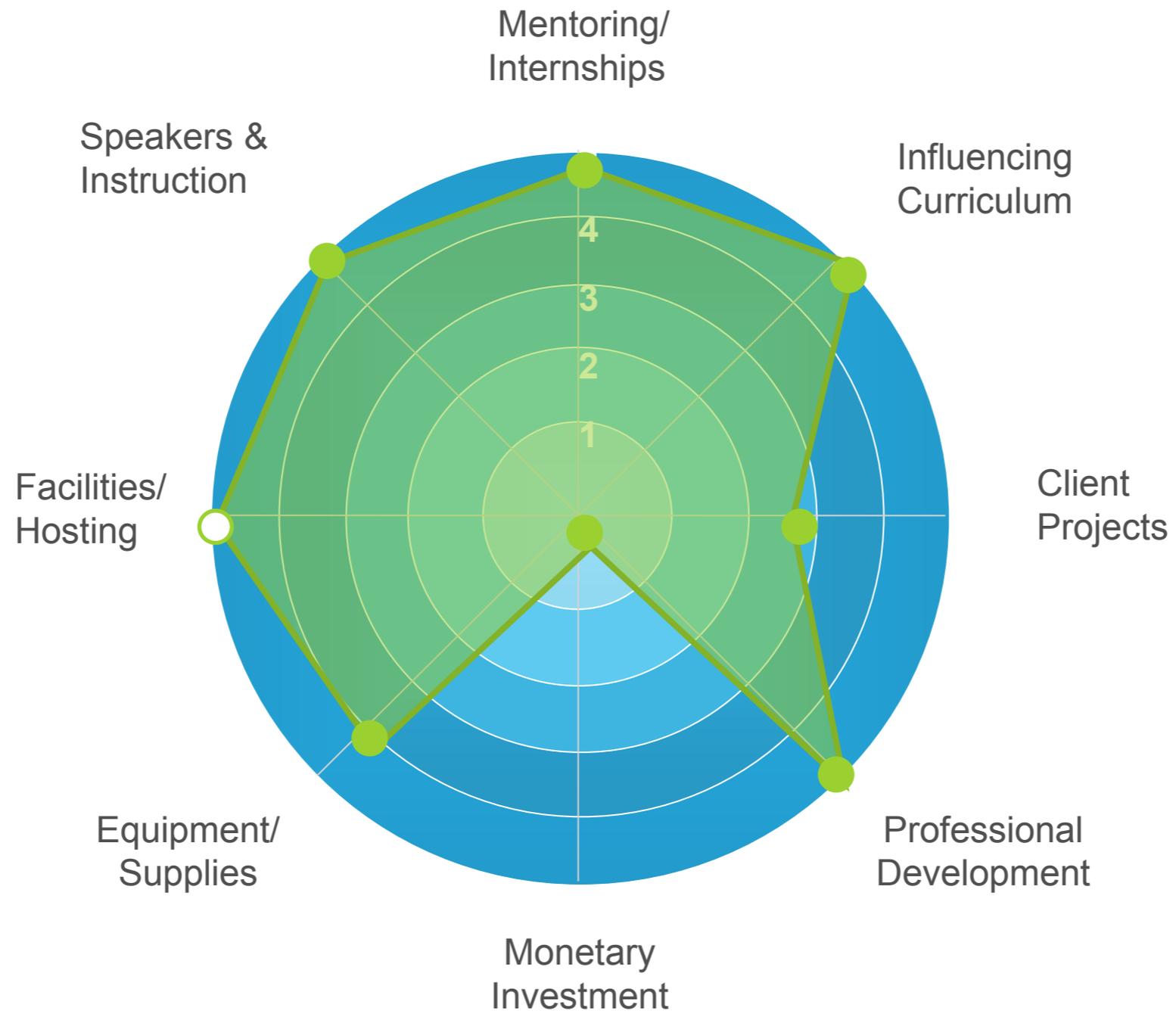




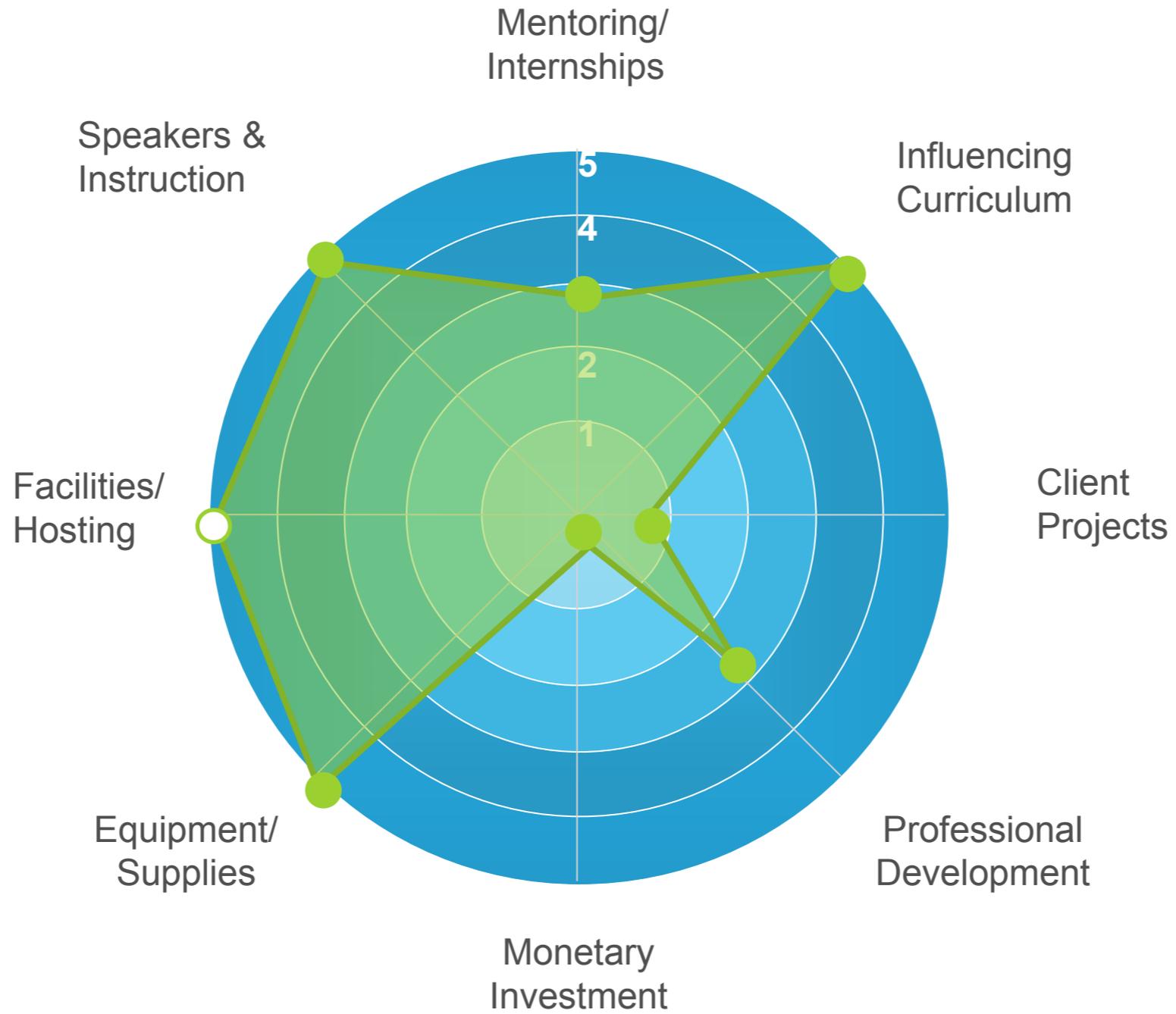
## CASE STUDIES



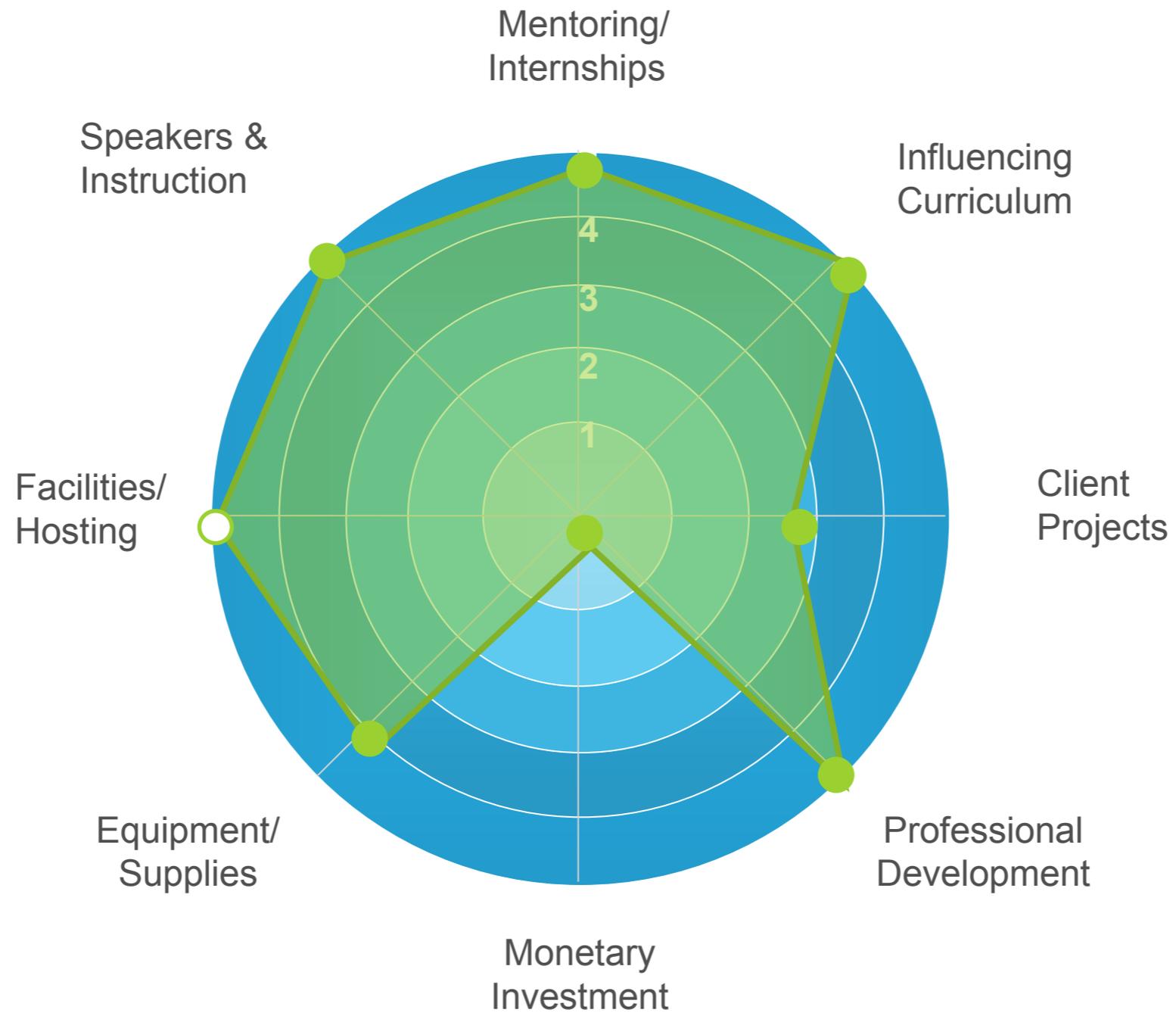
CASE STUDIES



# CASE STUDIES



**CASE STUDIES**



# CAPS Replicators

5

States



11

Blue Valley School District  
Overland Park, KS

Kearney School District  
Liberty School District  
North Kansas City School District  
Park Hill School District  
Platte County School District  
Smithville School District  
Northland, MO

Minnetonka, MN  
Topeka, KS  
Park City, UT  
Waukee, IA



350+

Nationwide Business Partners