

Shawnee Mission School District
Strategic Plan Implementation Schedule
Updated: January 2023

SI	Scheduled Implementation	C	Complete
IP	In Progress	O	Ongoing
		TBD	TBD

Strategy / Initiative	Responsible	2019-20				2020-21				2021-22				2022-23				2023-24			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
PROGRAM MANAGEMENT																					
BoardCommunity/ Updates	Chief Communications Officer	C	C	C	C	C	C	C	C												
Design Team Meetings	Strategy Leaders	C	C	C	C	C	C	C	C												
Internal Updates	Chief Communications Officer	C	C	C	C	C	C	C	C												
Strategy 2: EQUITABLE AND INCLUSIVE CULTURE (Operations)	CULTURE Deputy Superintendent	Progress Monitoring																			
Policies, Procedures, and Practices	2:1	Director of Student Services																			
Review and consider revising board policy prohibiting discrimination to be more inclusive of: race, color, ethnicity, national origin, sex, gender, disability, age, religion, sexual orientation, gender identity, citizenship, economic status, and veteran status.	2:1:1	Board Committee	Policy AC Board approved on 9/16/19	SI	C																
Review and update all current board policies to identify and revise areas to ensure equitable and inclusive practices.	2:1:2	Board Committee	Policy GAAC Board approved on 10/28/19; policies continue to be reviewed at regular PRC meetings	SI	O	O	O	O	O	O	O	O	O	O	O	O	O				
Create a collaborative team to calibrate consistency in discipline coding practices. Evalaute discipline data for disproportionality and implement a plan to address disparity.	2:1:3	Director of Activities and Athletics			SI	IP	IP	C	O	O	O	O	O	O	O	O	O				
Create district-wide Administrative Guidelines related to inclusive practices and procedures for transgender students (bathrooms, name change, pronouns, fieldtrips/lodging, athletics).	2:1:4	Director of Student Services					SI	O	O	O	O	O	O	O	O	O	O				
Recruitment and Hiring Practices and Procedures	2:2	Associate Superintendent of HR																			
Collect and analyze data on staff diversity (certified and classified).	2:2:1	Director of Secondary HR		SI	C	O	O	O	O	O	O	O	O	O	O	O	O				
Develop and promote hiring practices that seek and prioritize opportunities for minority candidates.	2:2:2	Coor of DEI		SI	IP	IP	IP	O	O	O	O	O	O	O	O	O	O				
Develop, grow, and expand Teacher Education program.	2:2:3	Director of Secondary HR						SI	IP	IP	IP	IP	IP	IP	IP	O	O				
Establish "Grow Your Own" grants/scholarships to hire back SMSD graduates.	2:2:4	Director of Secondary HR										SI	IP	IP	IP	IP	IP				
Establish partnership(s) with post-secondary institution(s) that promote and enhance diverse candidates in education. *Practicum/Fellows Platform for early placement of undergrads. *Partner to increase enrollment in intro-teaching courses. *Para-certification program for current employees. *Non-traditional education program to encourage SMSD parents to enter profession.	2:2:5	Director of Secondary HR				SI	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP				
Develop training/onboarding plan for new staff to enhance culture of diversity and equity.	2:2:6	Director of Secondary HR					SI	C	O	O	O	O	O	O	O	O	O				
Positive Relationships	2:3	Director of Student Services																			
Implement Deep Equity Training for all staff; on-going professional development centering around inclusion and diversity.	2:3:1	Coor of DEI		SI	IP	IP	IP	O	O	O	O	O	O	O	O	O	O				
Implement Social Emotional Learning (student surveys, climate surveys, data disaggregation, and parent communication vehicle).	2:3:2			SI	IP	IP	IP	O	O	O	O	O	O	O	O	O	O				
Coordinate community stakeholders regarding the promotion of education and exposure to diverse cultures (i.e. promoting events, establishing forums)	2:3:3	Coor of DEI				SI	IP	O	O	O	O	O	O	O	O	O	O				