Shawnee Mission School District					SL Scheduled Implementat C Complete																		
Strategic Plan Implementation Schedule Updated:January 2020					IP In Progress Oneoing TBD TBD																		
Strategy / Initiative	Responsible		Progress Monitoring	2019-20			2020-21			2021-22				2022-23				2023-24					
		Responsible	r rogress Monitoring	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 Commuication Officer			С	IP																		
Design Team Meetings	Strategy Leaders			С	IP																		
Internal Updates	Chief Commuication Officer			С	IP																		
Strategy 3: QUALITY EDUCATORS (Human Resources)	PEOPLE	Associate Superintendent of HR																					
Professional Learning Plan	3:1	Coordinator of Elementary (Dr. Smith)																					
Create a district level position to coordinate professional development.	3:1:1	Teacher - Galindo	Meeting dates: 09/23/2019. Report submitted	SI	IP																		
Ensure that the Building Professional Development Coordinator is a member of the Building Leadership Team, and is empowered to drive improvements and change in professional development with the guidance and direction of the principals.	3:1:2		Meeting dates: 11/04/2019 Report submitted		SI																		
Develop lab classrooms for the school district, beginning with one elementary lab in each feeder pattern, one lab at the middle level, and one lab at the high school level. *A lab classroom shall be defined as an in-house professional development model that takes place in a host teacher's room during the normal school dav. finaned by a pre-observation meeting and a debriefing session.	3:1:3											SI											
Implement peer-to-peer observations and other job-embedded Professional Development opportunities.	3:1:4											SI											
Ensure reflection time for all professional learning activities.	3:1:5											SI											
Work Environment	3:2	Director of Secondary HR																					
Continue to provide access for all employees to quality mental health professionals. The wellness committee will evaluate ways to better advertise current available services and survey what additional needs there may be and will act upon those needs.	3:2:1	Director of HR	Meeting dates: 11/13/19, 1/14/20. *Anticipated report by 3/6/2020	SI	IP																		
Analyze the feasibility of increasing teacher planning and collaboration time by having secondary teachers teach five classes and elementary teachers have one grade level planning period and one individual planning period. Options to explore: "Provide protected Professional Learning Community time for elementary/middlehalty by building the time into the schedule for each week. "Provide policy which will ensure that the structure of Professional Learning Community time consistent and applied at all levels.	3:2:2	Director of Secondary HR	Meeting dates: 11/7/19, 12/19/19. *Anticipated report 3/6/2020	SI	IP																		
Analyze the feasibility to reduce class sizes across all grade levels.	3:2:3								SI												_		
Communication Protocols	3:3	Chief Communications Officer																					
Create consistent set of surveys and communicate timely analysis of results within the system to all staff. Ensure that teams are assigned to follow-up on key issues.	3:3:1			SI																			
Review and improve communication protocols and channels to ensure that there is clear and consistent communication throughout the organization.	3:3:2			SI																			
Establish a tool, such as a district maintained web page, to ensure information from the district is disseminated accurately and made available to all staff in a timely, consistent manner.	3:3:3		Meeting dates: 2/25/20	SI	IP																		