Shawnee Mission School District Strategic Plan Implementation Schedule

and parent communication vehicle).

diverse cultures (i.e. promoting events, establishing forums)

Coordinate community stakeholders regarding the promotion of education and exposure to

SI Scheduled Implementati C Complete Ongoing IP In Progress

TBD TBD Updated:January 2020 2023-24 2019-20 2020-21 2021-22 2022-23 Strategy / Initiative Responsible 01 02 03 04 01 02 03 04 01 02 03 04 01 02 03 04 01 02 03 04 01 02 03 04 01 02 03 04 PROGRAM MANAGEMENT Chief Communications Officer BoardCommunity/ Updates Strategy Leaders Design Team Meetings Chief Communications Officer Internal Updates Strategy 2: EQUITABLE AND INCLUSIVE CULTURE (Operations) Deputy CULTURE Superintende **Progress Monitoring** Director of Policies, Procedures, and Practices 2:1 Student Services Review and consider revising board policy prohibiting discrimination to be more inclusive of: Policy AC Board approved on race, color, ethnicity, national origin, sex, gender, disability, age, religion, sexual orientation, Board 9/16/19 2:1:1 gender identity, citizenship, economic status, and veteran status Committee SI Review and update all current board policies to identify and revise areas to ensure equitable and Policy GAAC Board approved on Board 2:1:2 10/28/19; policies continue to be inclusive practices. Committee reviewed at regular PRC meetings SI 0 Create a collaborative team to calibrate consistency in discipline coding practices. Evalaute Meeting dates: 10/23/19, Director of discipline data for disproportionality and implement a plan to address disparity. 11/20/19. 2:1:3 Activities and *Anticipated implementation Athletics August 2020 Create district-wide Administrative Guidelines related to inclusive practices and procedures for 2.1.4 transgender students (bathrooms, name change, pronouns, fieldstrips/lodging, athletics). Recruitment and Hiring Practices and Procedures Director of 2:2 Secondary HR Director of Meeting dates: 9/13/19 Collect and analyze data on staff diversity (certified and classified). 2:2:1 Secondary HR |*Data report shared with 2:2:2 SI IP Develop and promote hiring practices that seek and prioritize opportunities for minority Director of Meeting dates: 9/26/19, 2:2:2 candidates. Secondary HR 11/4/2019, 12/2/2019 2:2:3 Develop, grow, and expand Teacher Education program. Establish "Grow Your Own" grants/scholarships to hire back SMSD graduates. 2:2:4 Establish partnership(s) with post-secondary institution(s) that promote and enhance diverse candidates in education. *Practicum/Fellows Platform for early placement of undergrads. 2:2:5 *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. Develop training/onboarding plan for new staff to enhance culture of diversity and equity. 2:2:6 Positive Relationships Director of 2:3 Student Services Implement Deep Equity Training for all staff; on-going professional development centering Training dates: 7/26/2019, 2:3:1 9/11/2019, 9/12/2019, 11/14/2019, 1/6/2020 SI IP Implement Social Emotional Learning (student surveys, climate surveys, data disaggregation, Traiing dates: 9/3/2019,

11/19/2019, 3/2/2020

SI ΙP

2:3:2

2:3:3