Shawnee Mission School District Strategic Plan Implementation Schedule Updated: May 2022 SI Scheduled Implementati C Complete
IP In Progress O Ongoing
TBD TBD

Updated: May 2022						TBD         TBD           2019-20         2020-21         2021-22         2022-23         2023													2022	2.4		
Strategy / Initiative	Responsible			2019-20			04				04	01			04	01	2022-23 Q1 Q2 Q3 Q4			2023-24		
PROGRAM MANAGEMENT				ŲI	Q2	Ų3	Ų4	ŲI	Ų2	ŲS	Ų4	ŲI	Ų2	Ų3	Ų4	ŲI	Q2	Ų3	Ų4	Q1	QZ	Q3   C
BoardCommunity/ Updates		Chief Comm	unications Officer	C	C	$\mathbf{C}$		$\mathbf{C}$	C	C	C											
Design Team Meetings	Strategy Leaders		$\mathbf{C}$	C	C	$\mathbf{C}$	C	C	C	C									$\Box$			
Internal Updates	Chief Communications Officer			C	C	C	C	C	C	C	C											
	CHI THDI	Deputy	<b>Progress Monitoring</b>																			
	CULTUR	Deputy Superintendent																				
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	0	0	0	0	0	0	0	0	0	o	0							
Create a collaborative team to calibrate consistency in discipline coding practices. Evaluate 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	0	O	0	o	0							
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	Committee meetings 12/9/21, 2/9/22				SI	O	O	O	0	O	o	o	0							
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	0							
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							
Develop, grow, and expand Teacher Education program.	2:2:3	Director of Secondary HR						SI	IP													
Establish "Grow Your Own" grants/scholarships to hire back SMSD graduates.	2:2:4	Director of Secondary HR	Committee Meeting dates: 11/4/21, 11/17/21, 12/2/21, 12/16/21, 1/13/22, 1/27/22, spring dates TBD									SI	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	Committee Meeting dates: 11/4/21, 11/17/21, 12/2/21, 12/16/21, 1/13/22, 1/27/22, spring dates TBD			SI	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	С	o	o	0	o	o	О	0							
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	Training dates: 9/9/21 or 10/5/21, 11/3/21 or 11/4/21, 1/20/22 or 2/1/22	SI	IP	IP	IP	0	0	0	0	0	0	0	0							
Implement Social Emotional Learning (student surveys, climate surveys, data disaggregation, and parent communication vehicle).	2:3:2			SI	IP	IP	IP	0	0	0	o	o	0	0	0							
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	0	O	0	o	0							