Shawnee Mission School District
Strategic Plan Implementation Schedule
Updated: May 2021

Legend: SI = Scheduled Implementation · IP = In Progress · C = Complete · O = Ongoing · TBD = TBD

Strategy / Initiative	#	Responsible	Progress Monitoring	2019-20 Q1	Q2	Q3	Q4	2020-21 Q1	Q2	Q3	Q4	2021-22 Q1	Q2	Q3	Q4	2022-23 Q1	Q2	Q3	Q4	2023-24 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												
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	Meeting dates: 10/23/19, 11/20/19. Implementation August 2020. Will review and train as necessary when for 21-22 school year		SI	IP	IP	C	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		Implemented August 2020 - continued revision. Meeting dates: 8/20/20, 11/11/20, 12/16/20, 2/16/21, 3/9/21				SI	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	Meeting dates: 9/13/19 *Data report shared with 2:2:2	SI	C	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	Meeting dates: 9/26/19, 11/4/2019, 12/2/2019, 10/13/2021,12/10/2020, 1/12/2021, 2/2/2021	SI	IP	IP	IP	O	O	O	O												
Develop, grow, and expand Teacher Education program.	2:2:3	Director of Secondary HR						SI	IP	IP	IP												
Establish "Grow Your Own" grants/scholarships to hire back SMSD graduates.	2:2:4	Director of Secondary HR										SI											
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								
Develop training/onboarding plan for new staff to enhance culture of diversity and equity.	2:2:6	Director of Secondary HR	Mandatory Annual Training Module developed and implemented for Fall 2020-21 school year.				SI	C	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	Training dates: 7/26/2019, 9/11/2019, 9/12/2019, 11/14/2019, 1/6/2020, 10/6/20, 10/7/20, 1/18/21, 1/25/21, 2/4/21, 2/16/21, 3/4/21	SI	IP	IP	IP	O	O	O	O												
Implement Social Emotional Learning (student surveys, climate surveys, data disaggregation, and parent communication vehicle).	2:3:2		Training dates: 9/3/2019, 11/19/2019, 3/2/2020, Established 2020-21 Survey Dates.	SI	IP	IP	IP	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	Community stakeholder groups have formed to provide resource support on calendar, cultures, religion, etc. Winter/Spring 2020. Affinity Groups established Winter 2021. Superintendent advisory group for DEI established Winter 2021.			SI	IP	O	O	O	O												