



BOARD MEETING RECAP

Board items:

Program Evaluation

Dr. Michael Schumacher, associate superintendent of human resources, Dr. Jeremy Higgins, director of secondary human resources, Dr. Jarius Jones, director of classified human resources, Pam Lewis, director of elementary human resources, Dr. Brittany Gonser, director of professional learning, and Dr. Tyrone Bates, coordinator of diversity, equity and inclusion, presented a program evaluation and update on Human Resources in the Shawnee Mission School District.

Dr. Schumacher introduced the Human Resources Team and shared the team philosophy that people are Shawnee Mission School District's greatest resource. He introduced the five main functions of Human Resources, including Recruitment and Retention, Safety/Compliance, Employee Relations, Compensation and Benefits, and Training and Development.

Recruitment and Retention:

Dr. Schumacher and Dr. Bates shared information regarding recruitment and retention, stating that this work aligns with strategy 2 of the SMSD Strategic Plan to create a fully unified, equitable, and inclusive culture, specifically through efforts related to recruitment and hiring practices and procedures.

Dr. Bates detailed multiple strategies being used to recruit and retain a diverse workforce, sharing that students perform better and the community benefits when a diverse workforce is prioritized.

Ms. Lewis provided information on expanded efforts in recruitment for certified teachers, including visiting more colleges, increasing recruitment efforts in nearby states, and holding virtual and on-site events. She also introduced Alicia Anderson, instructional coach at Sunflower Elementary and a member of the SMSD Recruit Team.

Ms. Anderson spoke about her excitement about participating on the SMSD Recruit Team, stating that it has been exciting to connect with prospective candidates.

Dr. Jones gave information about the unprecedented vacancies in classified roles, and the strategies being used to fill these positions.

Dr. Higgins shared multiple internal recruitment strategies including the development, growth and expansion of the SMSD Teacher Education program, the establishment of a “Grow Your Own” program (where SMSD staff and students were developed as future teachers), and the expansion of partnerships with post-secondary institutions that promote and enhance diverse candidates in education.

Pam Lewis introduced Shawnee Mission South senior and Leadership Shawnee Mission graduate Graciela Albarran-Bautista. (Lewis mentored Albarran-Bautista during Leadership Shawnee Mission.)

Albarran-Bautista shared that she wants to become a teacher and spoke about the value of mentorships saying, “Any student would benefit from having a mentor in the career field they would like to pursue.”

Safety/Compliance:

Dr. Higgins reported that Human Resources oversees the annual trainings that certified and classified staff members are required to complete.

Employee Relations:

Dr. Brittany Gonser provided information regarding ongoing support and opportunities for new team members, including the New Team Member Academy. The New Team Member Academy is a professional learning time where SMSD staff share specific job-related resources, introduce essential programs, and share elements from the SMSD Strategic Plan with new team members.

Ms. Lewis provided additional information regarding the ongoing support for new team members, including on-site mentors, quarterly mentor meetings, and in-building support. In addition, the Human Resources team has committed to visiting new teachers in their classrooms, hosting student teacher check-ins, and connecting new teachers with mentor teachers.

Ms. Lewis also shared new social media and marketing initiatives for the Human Resources Team, including a new twitter handle @thesmsdhr, plans for updating the website, and utilization of new recruitment and hiring platforms.

Compensation and Benefits:

Dr. Jones provided information regarding compensation and benefits, including the Priority One Health Clinic and Fitness Center.

Training and Development:

Dr. Jones also shared that the HR Team is committed to providing training and professional development. SMSD team members have access to a variety of training opportunities, including HR Bootcamps, Diversity, Equity, Inclusion and Belonging (DEIB) training for classified staff, the professional development council, HR Hub and SMSD HR Real World opportunities for students.

[The presentation slides can be viewed here.](#)

[The program evaluation can be viewed here.](#)

Board Policy Committee Board of Education members held a first reading of the following policy:

[Revised Board Policy IF: Public Concerns/Complaints About Instructional and Library Resources \(First Reading\)](#)

From the Superintendent Report:



Health Clinic The Health Partnership Clinic (HPC) at Shawnee Mission West is open and serving students across the district. Last week, partners from HPC, the Overland Park Chamber, and the Shawnee Mission School District gathered for a ribbon cutting to celebrate this new facility. Attendees were able to tour the clinic, which is open to all Shawnee Mission School District students and their siblings. The clinic is open from 11 a.m. to 3 p.m. every Thursday for appointments. [Click here to make appointments](#)

Dr. Hubbard thanked Health Partnership Clinic, Shawnee Mission West staff, and health services director Shelby Rebeck, who made this resource available to our students.



Sustainability Summit Students from every Shawnee Mission high school recently met at the Center for Academic Achievement to help chart the future for sustainability in the SMSD. They were joined by educators and a dedicated group of community experts to develop recommendations for Sustainability Priorities for the district at a Sustainability Summit. Dr. Hubbard thanked Dr. Leigh Anne Neal, chief of early childhood and sustainability, community volunteers, and the educators and students who participated, for their dedication to sustainable and efficient use of resources in the SMSD.

Tech Tune Up - Drive Up Event



6 to 8 p.m. on Oct. 14 at 8200 W. 71st St.

Digital Learning Resources for Families The SMSD continues to work toward providing helpful information to support families as students use digital resources. Dr. Hubbard shared several upcoming opportunities for additional technical support for families.

A drive-up Tech Tune Up event to assist families with resources like Canvas and Skylert will be held on Thursday, October 14, from 6:00 to 8:00 p.m. The event will be held at the Center for Academic Achievement, 8200 W. 71st. St., Overland Park, KS 66204.

October 18 will kick off National Digital Citizenship Week, and the SMSD will be engaging students and educators in lessons and activities related to digital literacy, etiquette and safety. There will also be an event on November 3 focused on students, screentime, and health.

[Click here for resources for Digital Citizenship Week here.](#)

[Click here to RSVP for these events and find additional resources.](#)



Anti-Bullying Awareness Week Last week, Shawnee Mission observed Anti-Bullying Awareness Week. Schools across the SMSD joined in raising awareness and providing resources designed to help students and families proactively prevent bullying. This is a statewide awareness effort, and the theme this year was “Choose Peace.” Dr. Hubbard thanked everyone who participated in this

awareness week.



Gift for SMAC PTA Dr. Hubbard thanked Girl Scout Troop #582, who worked together to make a new donation bin for the Shawnee Mission Area Council PTA Clothing Closet. These Oak Park-Carpenter elementary students recently presented their gift at the clothing closet, located at the Shawnee Mission Early Childhood Education Center. Their gift will allow people across our community

to donate items for people in need.



Foundation Breakfast The Shawnee Mission Education Foundation’s Fall Breakfast was held on Tuesday, September 28. Dr. Hubbard gave a shout out to high school students Grayson, Solomon, and Beatrice, who interviewed her during the event. The theme for the event was “Unlimited Possibilities”.

“If you haven’t seen the breakfast, I hope everyone takes some time to watch. It gives us all a chance to celebrate so much of what is great about our district,” stated Dr. Hubbard.

Dr. Hubbard thanked the Foundation and district Communications staff for all they did to share this presentation with our community. [Click here to view the Fall Breakfast](#)



October Read Across SMUSD Dr. Hubbard shared that the October Read Across SMUSD theme is “Create Change.” Our community is reading stories that encourage students to use their voice to make a difference. This month, Mr. Stubblefield spoke with student Olivia Bloomfield, who shared her experience creating change. [Click here to view the October Read Across SMUSD video.](#)

This publication, provided after each Shawnee Mission Board of Education meeting, provides a recap of some actions taken by the Shawnee Mission Board of Education and information about activities happening in the school district.

An archive video of the workshop and regular meeting [can be found here](#). Links to board policies, agendas, and meeting minutes [can be found here](#).