EXECUTIVE SUMMARY

- Commitment to supporting beliefs, mission, and objectives of the strategic plan remained our focus.
- Report contains progress completed by teams during the first semester 2022-2023 and a look ahead to next steps.
MISSION:
The mission of the Shawnee Mission School District, the bridge to unlimited possibilities yet to be discovered, is to ensure students construct their own foundation for success in life’s endeavors through relevant, personalized learning experiences orchestrated by talented, compassionate educators and distinguished by:
• an inclusive culture
• an engaged community
• and robust opportunities that challenge learners to achieve their full potential.
Mission

Every student will:

- achieve academic success through a challenging, personalized learning plan
- develop and utilize personal resilience while mastering essential competencies that lead to college and career readiness.
- develop interpersonal skills to be an engaged, empathetic member of the local and global community.
Strategy 1

We will reimagine teaching and learning to guarantee relevant opportunities for personalized learning experiences.

Celebrations/Progress:

- Action Team 1:3:4-5 continues to work on evidence-based feedback. During first semester 2022-2023, the committee:
  - Created and administered a survey of staff. (1:3:4)
  - Conducted research by interviewing regional schools/districts about their grading practices. (1:3:4)

Looking Ahead:
- The team will review the parent and staff survey data, research, and notes from other districts to develop a process for evidence-based grading in SMSD. (1:3:5)
Focus Areas:

● **Relationships**
  ○ Stakeholder Engagement
  ○ Diversity & Equitable and Inclusive Culture
  ○ Social-Emotional Learning

● **Responsive Culture**
  ○ Personalized Learning
  ○ Individual Plans of Study (IPS)
  ○ Academic and Interpersonal Success
  ○ Response to Intervention (RTI)
  ○ Commitment to Professional Learning Communities (PLCs)

● **Results**
  ○ Academic Growth in English Language Arts & Math
  ○ College and Career Readiness Skills
  ○ Social-Emotional Learning (Interpersonal Skills, Personal Resilience)
2022-2023: KESA Year Five in SMSD = Accreditation Review

- Prepare for successful Accreditation Review by:
  - Implementing strategies to support school, district and State Board Goals
  - Continuing to monitor progress through data collection and gather evidence to measure impact on results
  - Continuing to engage stakeholders in the continuous improvement process
  - Analyzing results and documenting progress on State Board Goals, Strategic Plan Objectives, and KESA Goals
  - Finalizing documentation for Accreditation Review-System Report
  - Conduct Year 5 Outside Visiting Team (OVT) Visit on March 9th
CULTURE
Strategy 2

We will relentlessly create a fully unified, equitable, and inclusive culture.

Celebrations/Progress:

- SMSD Recruit continues to build and work on relationships and connecting education students at universities to recruit teachers. They are also working on developing a retention plan to share with schools. (2:2:2)
  - SMSD HR developing relationships with universities to find opportunities to connect with students (i.e. mock interviews, class speakers, student teaching, observation settings, etc.). (2:2:5)
- Hosting a teacher education college fair with representatives from 8-10 regional colleges/universities for all teacher education program students and paraprofessionals. (2:2:3)
- FHSU/SPED Cohort #2 is underway with 15 participants working toward a master’s degree in special education. (2:2:5)
- Framework is in place for an SMSD-JCCC-K-State teacher residency program. (2:2:5)
Strategy 2

We will relentlessly create a fully unified, equitable, and inclusive culture.

Celebrations/Progress:

- Transitioning the responsibility for Diversity, Equity, Inclusion, and Belonging (DEIB) professional development work to the district’s equity practitioners. Continue to ensure DEIB is a focus in onboarding of staff, building plans, professional learning opportunities, etc. (2:3:1)
  - A hub of resources is being developed to support this work that can be accessed by staff.
- YES! - final session later in January. These students’ next steps will be to take their training through YES! back to the schools to utilize as leaders in various groups at the school. (2:3:1)
- Implementation of Cornerstone SEL curriculum and continued implementation and review of Panorama Data. (2:3:2)
- Continue to coordinate community stakeholders regarding promotion of education and exposure to diverse cultures (i.e. Superintendent’s Advisory for DEIB, School Community Cultural Events, Migrant Family Engagement). (2:3:3)
QUALITY EDUCATORS
Strategy 3

We will create the climate to cultivate quality educators so they flourish in pursuit of our mission.

Celebrations/Progress:

- Middle/high schools are utilizing late starts to meet and collaborate in Professional Learning Communities (PLC).
- Elementary PLCs choose from options to be able to meet and collaborate in PLCs. (3:2:2)
- Through ESSER funding, we continue to reduce elementary class sizes. (3:2:3)
- Focus on professional learning communities and utilizing those as a tool for building professional practice and improving/personalizing student learning and instruction.
SYSTEMS
Strategy 4

We will design systems that support our mission and beliefs.

Action Plan 4:3: Response to Intervention
Implement a district-wide Response to Intervention system to ensure social-emotional and academic growth for all students to achieve personal excellence.

Celebrations/Progress:
- Action Team 4:3:5 completed their work developing competencies related to RTI.
- Next, we will be building consensus and commitment related to RTI to ensure a common understanding of the tiers and consistency districtwide.
  - Once all departments have a shared understanding, the work will be taken to administrators and then to staff in the buildings. (4:3:6)
We will design systems that support our mission and beliefs.

Continue to review and update the Response to Intervention (RTI) Guidebook for Student Success.

- The guidebook, developed by an action team, is designed to serve as a guidebook for building and district team members to utilize in support of best practice implementation for RTI across the district.
  - The plan will be to regularly review and update the guidebook.
FACILITIES
Strategy 5

We will strategically focus resources to support state-of-the-art facilities to accomplish our beliefs, mission, and objectives.

Celebrations:

- Westwood View opened August 2022
- SMNW remodel in commons area and restroom renovations complete
- SM North weight room addition and restroom renovations complete
- John Diemer opens January 2023
- Rushton moves January 2023 to temporary location at the former Westwood View while the new school is being constructed
Strategy 5

We will strategically focus resources to support state-of-the-art facilities to accomplish our beliefs, mission, and objectives.

Look ahead:
● Pawnee to open July 2023
● Tomahawk in design process Spring 2023
● SM Early Childhood Center (at Broadmoor) to be renovated summer 2023
● HVAC upgrades, playgrounds, furniture replacement and other renovations will occur in summer 2023
Looking Ahead...