Shawnee Mission School District
Strategic Plan Implementation Schedule
Updated: June 2024

SI Scheduled Implementati
IP In Progress
C Complete
O Ongoing
TBD TBD

Strategy / Initiative	Responsible			2019-20				2020-21				2021-22				2022-23				2023-24			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	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	O	O	O	O	O	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			SI	IP	IP	C	O	O	O	O	O	O	O	O	O	O	O	O	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	Director of Student Services					SI	O	O	O	O	O	O	O	O	O	O	O	O	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		SI	C	O	O	O	O	O	O	O	O	O	O	O	O	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		SI	IP	IP	IP	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
Develop, grow, and expand Teacher Education program.	2:2:3	Director of Secondary HR						SI	IP	IP	IP	IP	IP	IP	IP	O	O	O	O	O	O	O	O
Establish "Grow Your Own" grants/scholarships to hire back SMSD graduates.	2:2:4	Director of Secondary HR										SI	IP	IP	IP	IP	IP	IP	IP	IP	TBD	TBD	
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	IP	IP	IP	IP	IP	IP	IP	O	O	O	O	O
Develop training/onboarding plan for new staff to enhance culture of diversity and equity.	2:2:6	Director of Secondary HR					SI	C	O	O	O	O	O	O	O	O	O	O	O	O	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		SI	IP	IP	IP	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
Implement Social Emotional Learning (student surveys, climate surveys, data disaggregation, and parent communication vehicle).	2:3:2			SI	IP	IP	IP	O	O	O	O	O	O	O	O	O	O	O	O	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				SI	IP	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O