

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

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

Strategy / Initiative	Responsible	Progress Monitoring	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
<b>PROGRAM MANAGEMENT</b>																						
Board/Community Updates	Chief Communication Officer		C	C	C	C	C	C	C	C	C	C	C	C								
Design Team Meetings	Strategy Leaders		C	C	C	C	C	C	C	C	C	C	C	C								
Internal Updates	Chief Communication Officer		C	C	C	C	C	C	C	C	C	C	C	C								
<b>Strategy 3: QUALITY EDUCATORS (Human Resources)</b>																						
<b>PEOPLE</b>																						
<b>Professional Learning Plan</b>																						
	3:1	Director of Professional Learning																				
Create a district level position to coordinate professional development.	3:1:1		SI	IP	IP	IP	IP	C														
Ensure that the Building Professional Development Coordinator is a member of the Building Leadership Team, and is empowered to drive improvements and change in professional development with the guidance and direction of the principals.	3:1:2			SI	IP	IP	IP	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
Develop lab classrooms for the school district, beginning with one elementary lab in each feeder pattern, one lab at the middle level, and one lab at the high school level. *A lab classroom shall be defined as an in-house professional development model that takes place in a host teacher's room during the normal school day, framed by a pre-observation meeting and a debriefing session.	3:1:3	Director of Professional Learning									SI	IP	IP	IP	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
Implement peer-to-peer observations and other job-embedded Professional Development opportunities.	3:1:4	Director of Professional Learning									SI	IP	IP	IP	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
Ensure reflection time for all professional learning activities.	3:1:5										SI	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP
<b>Work Environment</b>																						
3:2	Associate Sup. HR																					
Continue to provide access for all employees to quality mental health professionals. The wellness committee will evaluate ways to better advertise current available services and survey what additional needs there may be and will act upon those needs.	3:2:1	Associate Sup. HR	SI	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	O	O	O	O	O	O	O	O	O
Analyze the feasibility of increasing teacher planning and collaboration time by having secondary teachers teach five classes and elementary teachers have one grade level planning period and one individual planning period. Options to explore: *Provide protected Professional Learning Community time for elementary/middle/high by building the time into the schedule for each week. *Provide policy which will ensure that the structure of Professional Learning Communities is consistent and applied at all levels.	3:2:2	Associate Sup. HR	SI	IP	IP	IP	IP	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
Analyze the feasibility to reduce class sizes across all grade levels.	3:2:3	Associate Sup. HR						SI	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP
<b>Communication Protocols</b>																						
3:3	Chief Communications Officer																					
Create consistent set of surveys and communicate timely analysis of results within the system to all staff. Ensure that teams are assigned to follow-up on key issues.	3:3:1	Communication Coordinator	SI	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	IP	O
Review and improve communication protocols and channels to ensure that there is clear and consistent communication throughout the organization.	3:3:2	Communication Coordinator	SI	C	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
Establish a tool, such as a district maintained web page, to ensure information from the district is disseminated accurately and made available to all staff in a timely, consistent manner.	3:3:3	Communication Coordinator	SI	IP	C	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O