

**Shawnee Mission School District
Cycle II Strategic Plan Implementation Schedule**

Updated:

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

Strategy / Initiative	Responsible	2024-25				2025-26				2026-27				2027-28				2028-29			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
PROGRAM MANAGEMENT																					
BoardCommunity/ Updates																					
Design Team Meetings																					
Internal Updates																					
Strategy 2: We will intentionally strengthen our unified, equitable, inclusive culture to ensure belonging for all.	BELONGING	Associate Superintendent of Human Resources																			
2.1 The Shawnee Mission School District will ensure equitable access for students, staff, and families to engage fully in all aspects of the SMSD experience.	2.1	Chief of Student Services/DEIB																			
Implement training on restorative practices for all staff to foster relationships, facilitate equitable dialogue, and address causes of conflict and harm.	2.1.1					SI															
Review and revise district-wide discipline policies and procedures to ensure an equitable, consistent, restorative, and effective disciplinary approach.	2.1.2			SI																	
Explore and research the addition of Family Advocate position(s) per feeder pattern to provide support, resources, and guidance between home and school for culturally and linguistically diverse students.	2.1.3									SI											
Ensure student, staff, and community belonging through the implementation of evidence-based feedback cycles, including surveys, focus groups, and town hall meetings.	2.1.4					SI															
2.2 The Shawnee Mission School District will implement a unified, accessible, cohesive, and consistent communication strategy that informs and solicits engagement at all community levels.	2.2	Communication Coordinator																			
Create a streamlined set of communication policies and procedures: best practices, requirements for website, newsletter, social media platforms, email communication, and public engagement skills.	2.2.1		SI																		
Provide internal training to ensure consistent implementation of communication policies and procedures.	2.2.2				SI																
Provide multiple learning opportunities for SMSD families to ensure awareness and access to all District communications and systems.	2.2.3									SI											
Ensure accessible communication for all community levels through translation and assistive technology.	2.2.4				SI																
Gather and analyze data from the community to measure the effectiveness of communication methods.	2.2.5									SI											
2.3 The Shawnee Mission School District will facilitate community events and district-wide programs that create a more connected and inclusive school environment that cultivates belonging for all students, families, staff, and community members of SMSD.	2.3	Chief of Student Services/DEIB																			
Develop mentorship programs that pair students with peer models and/or community partner members to provide guidance, support, and foster safe and caring relationships.	2.3.1			SI																	
Strengthen belonging support groups for marginalized or underrepresented groups of staff and students within the SMSD community.	2.3.2	SI																			
Increase district wide events/gatherings that build relationships with community partners and facilitate connections among all SMSD students, families, staff, and community members.	2.3.3					SI															
Continue ongoing professional development for staff and increase student voice and student learning opportunities that foster a sense of belonging for all.	2.3.4	SI																			
Develop and strengthen feeder pattern collaboration and connections for staff, students, and community members to increase involvement and support a stronger sense of belonging at SMSD.	2.3.5					SI															