

**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 3: We will enhance our community-centered environment to recruit and retain diverse and exemplary certified and classified team members and families by being the best place to learn, work, and connect.		PEOPLE	Associate Superintendent of Human Resources																		
3.1 The Shawnee Mission School District will grow, develop, mentor, and support diverse and exemplary educators by being the best place to learn, work and connect.	3.1	Director of Elementary HR																			
Consider the expansion of mentorship opportunities to support cooperating teachers, 1st-5th year teachers, and “new-to-position” teachers.	3.1.1			SI																	
Consider the expansion of opportunities for aspiring educators thru Teacher Ed, student teaching, and other grow your own programs, for example para/SPED, leadership.	3.1.2									SI											
Support the growth of certified team members by implementing the SMSD retention plan, enhancing the comprehensive evaluation process, and focusing on systematic and consistent communication.	3.1.3		SI																		
Establish new partnerships and continue current partnerships with post secondary institutions that promote and enhance all exemplary candidates in education.	3.1.4									SI											
Continue to explore and implement equitable hiring practices in an effort to hire highly qualified and diverse certified team members.	3.1.5		IP																		
Grow teacher efficacy by implementing current best practice and research based professional development	3.1.6		IP																		
3.2 The Shawnee Mission School District will recruit, develop and connect to retain diverse and exemplary classified team members that fosters a culture of excellence and inclusivity.	3.2	Director of Classified HR																			
Develop a team to recruit current classified team members into better fit positions and make connections to recruit new classified team members.	3.2.1								SI												
Develop a Superintendent’s Classified Advisory Council as a companion to the Superintendent’s Certified Advisory Council.	3.2.2		SI																		
Identify classified team members to provide specialized, expert onboarding for new classified team members in the same role, prioritizing frequently hired positions (paras, admin. assistants, nurse aide).	3.2.3								SI												
Continue to develop Real World Learning opportunities for students to shadow, intern, or apprentice with current SMSD classified team members and earn a market value asset (MVA).	3.2.4												SI								
Identify and develop data collection specific to classified team members.	3.2.5		SI																		
3.3 The Shawnee Mission School District will develop a family recruitment and retention plan that provides a map to guide our collective action and signal our priorities for attracting and retaining families in a competitive public education environment.	3.3	Chief of Student Services, Diversity, Equity, and Inclusion																			
Conduct a district-wide survey to include town-hall style meetings designed to reach a diverse representation of families and assess their wants and needs. Analyze and prioritize the survey and town-hall assessment results.	3.3.1												SI								
Identify and implement best practices to be applied in all buildings PK-12.	3.3.2														SI						
Identify grant and partnership opportunities that will provide funding and support to expand on existing or initiate new district-wide projects that attract and retain families (i.e. affordable housing, state and federal programs/funding, outside grants, corporate partnerships). Communicate and advocate for state-funded resources (i.e., programs in early childcare).	3.3.3															SI					
Create a Marketing Plan to promote/market SMSD to families effectively. Communication platforms must be consistent across all buildings, (i.e. one communication hub, website and/or app).	3.3.4																SI				