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	Director of Elementary HR			**SI**	**IP**																
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	Director of Secondary HR									**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	Director of Elementary HR		**SI**	**IP**	**IP**																
Establish new partnerships and continue current partnerships with post secondary institutions that promote and enhance all exemplary candidates in education.	3.1.4	Director of Secondary HR									**SI**											
Continue to explore and implement equitable hiring practices in an effort to hire highly qualified and diverse certified team members.	3.1.5	Coordinator of DEI	**IP**	**IP**	**IP**	**IP**																
Grow teacher efficacy by implementing current best practice and research based professional development.	3.1.6	Director of Professional Learning	**IP**	**IP**	**IP**	**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	Director of Classified HR					**SI**															
Develop a Superintendent's Classified Advisory Council as a companion to the Superintendent's Certified Advisory Council.	3.2.2	Director of Classified HR	**SI**	**IP**	**IP**	**C**																
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	Director of Classified HR					**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	Director of Classified HR									**SI**											
Identify and develop data collection specific to classified team members.	3.2.5	Director of Classified HR		**SI**	**IP**	**IP**																
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	Director of Student Services									**SI**											
Identify best practices to be applied in all buildings PK-12.	3.3.2	Director of Elementary HR & Director of Secondary HR										**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, etc.). Communicate and advocate for state-funded resources (i.e., programs in early childcare).	3.3.3	Director of Student Services														**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	Chief Communications Officer															**SI**					