



Smithville School District Kindness & Inclusion Plan

Goal 1: Governance

Core Value: We commit to respecting the unique traits, backgrounds and perspectives of individuals and ensuring kindness and equity while emphasizing that people have more commonalities than differences.

Outcome 1:	The SSD will support policies and ensure resources that create a culture where people are respected for their unique traits, backgrounds, and perspectives.	District Alignment: Board Priority MSIP 6 Standards & Indicators	
Action Steps:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Conduct a policy audit of current district policies related to kindness and inclusion. 	Superintendent, Board Secretary, MSBA	Report of all associated policies along with an executive summary	May 2023
<ul style="list-style-type: none"> Launch an awareness campaign to promote kindness and inclusion and related policies. 	Superintendent, Communication Specialist	Comprehensive summary posted on website, social media posts	August 2023

Outcome 2:	The SSD will identify and establish metrics indicative of a culturally responsive environment and set goals for progress.		District Alignment: Board Priority MSIP 6 Standards & Indicators
Action Step:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Review current data (ie. AC violations, equity surveys, etc), establish benchmarks, and create goals for improvement. 	Director of Student Services, Building Principals	Policy AC Data Panorama Surveys Climate & Culture Surveys	Annually in the Fall & Spring

Goal 2: Professional Learning

Core Value: We commit to respecting the unique traits, backgrounds and perspectives of individuals and ensuring kindness and equity while emphasizing that people have more commonalities than differences.

Outcome:	The SSD will develop staff empathy, responsibility, and skill to build a safe and equitable learning environment.		District Alignment: Board Priority MSIP 6 Standards & Indicators
Action Steps:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Educate staff to recognize bias and exclusion in themselves and others. 	Assistant Superintendent, Director of Student Services, Building Principals, Teacher Leaders	List of trainings provided Staff Survey Student Inclusion Survey Panorama Surveys Climate & Culture Surveys	Fall 2022 and ongoing

<ul style="list-style-type: none"> Develop respect and empathy through responsive & inclusive strategies to address bias and exclusion. 	Assistant Superintendent, Director of Student Services, Building Principals, Teacher Leaders	Audit of current practices & resources	
<ul style="list-style-type: none"> Provide time for teams and develop a process for teams to support colleagues as they develop responsibility, empathy and skills. 	Assistant Superintendent, Director of Student Services, Building Principals, Teacher Leaders	PLC Training PLC Minutes SST Minutes	August 2023 and ongoing

Goal 3: Student Support

Core Value: We commit to respecting the unique traits, backgrounds and perspectives of individuals and ensuring kindness and equity while emphasizing that people have more commonalities than differences.

Outcome 1:	The SSD will provide a safe and positive social and emotional learning environment that allows kids to thrive.		District Alignment: Board Priority MSIP 6 Standards & Indicators
Action Steps:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Develop and teach common expectations for behavior. 	Director of Student Services, Building Principals, Teachers	Tracking of majors Discipline data	Current practice & ongoing
<ul style="list-style-type: none"> Develop and teach common vocabulary and communication skills. 	Director of Student Services, Building Principals, Teachers	Discipline referrals Panorama Surveys Common Language Displayed in Buildings	July 2022, September -October 2022 and ongoing

<ul style="list-style-type: none"> Establish “safe place” adults who will ally with and advocate for students experiencing bias. 	Director of Student Services, Building Principals	Training plan & implementation Staff Survey Student Inclusion Survey Panorama Surveys Climate & Culture Surveys	Fall 2023
<ul style="list-style-type: none"> Give students opportunities to provide input and promote change. 	Building Principals, Counselors, Teachers	Student Inclusion Survey Panorama Surveys Climate & Culture Surveys	Fall 2023 and ongoing
Outcome 2:	The SSD will appreciate and respect our commonalities and the unique traits of individuals.		District Alignment: Board Priority MSIP 6 Standards & Indicators
Action Steps:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Provide time and facilitate groups to give students an opportunity to interact with peers in “connected conversations”. 	Principals, Director of Student Services, Counselors, Teachers	Student Inclusion Survey Panorama Surveys Climate & Culture Surveys	Fall of 2023 and ongoing
<ul style="list-style-type: none"> Host family culture celebrations to inform and to promote inclusion. 	Teachers, Principals	Event Agenda	Spring 2023 and ongoing
<ul style="list-style-type: none"> Recognize students who are inclusive through “Student Spotlights”. 	Teachers, Principals	List of Recognitions	Fall 2022 and ongoing

Outcome 3:	The SSD will improve systems of support for all individuals to promote growth and acceptance.		District Alignment: Board Priority MSIP 6 Standards & Indicators
Action Steps:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Establish peer mentoring programs 	Director of Student Services, Counselors, Principals	Program formation and implementation	Fall of 2024 and ongoing
<ul style="list-style-type: none"> Provide ongoing training on safe & positive relationships for students and staff 	Director of Student Services, Principals, Counselors, Teachers	Training agenda Student Inclusion Survey Panorama Surveys Climate & Culture Surveys	Fall of 2022 and ongoing
<ul style="list-style-type: none"> Increase awareness on current resources such as mental health, counseling & Family Resource Specialist 	Family Resource Specialist, Director of Student Services, Counselors, Communication Specialist	Audit of websites Communication Plan	Fall of 2023 and ongoing

Goal 4: Curriculum & Instruction

Core Value: We commit to respecting the unique traits, backgrounds and perspectives of individuals and ensuring kindness and equity while emphasizing that people have more commonalities than differences.

Outcome:	The SSD will implement curriculum, instructional practices, and resources that promote inclusion, equity, and respect.	District Alignment: Board Priority MSIP 6 Standards & Indicators
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Action Steps:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Integrate character “teachable moments” into daily instruction. 	Teachers, Principals, Assistant Superintendent	Student Inclusion Survey Panorama Surveys Climate & Culture Surveys	Fall 2022 and ongoing
<ul style="list-style-type: none"> Incorporate relationship building activities into daily instruction. 	Teachers, Principals, Assistant Superintendent	Implementation of Teambuilding & Classbuilding	Fall 2022 and ongoing
<ul style="list-style-type: none"> Deliver curriculum through equity-centered instructional practices (ie. Kagan cooperative learning structures, Number Talks, workshop model, etc.) 	Teachers, Principals, Assistant Superintendent	Walkthrough data Training agendas	Fall 2022 and ongoing

Goal 5: Parent & Community Engagement

Core Value: We commit to respecting the unique traits, backgrounds and perspectives of individuals and ensuring kindness and equity while emphasizing that people have more commonalities than differences.

Outcome 1:	The SSD will engage the community in learning opportunities that promote inclusion and equity.	District Alignment: Board Priority MSIP 6 Standards & Indicators	
Action Steps:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> Engage city leaders representing the 	Superintendent	Schedule of Events	Fall of 2024 and ongoing

community to provide guidance on community education.			
<ul style="list-style-type: none"> • Create opportunities for community members of various groups to identify and share similarities and differences. 	Superintendent	Meeting agendas/minutes Schedule of Events	Fall of 2024 and ongoing
Outcome 2:	The SSD will establish and foster community partnerships.		District Alignment: Board Priority MSIP 6 Standards & Indicators
Action Step:	Responsible Party:	Evidence of Implementation:	Timeline:
<ul style="list-style-type: none"> • Inform and engage local businesses and organizations to support and promote the kindness and inclusion initiative. 	Superintendent	Resources Public Display of Support	Fall of 2024 and ongoing