

Administrators Meeting

April 12, 2007

Kenai Peninsula Borough School District

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Superintendent of Schools

Focus

“Staying focused on the path keeps us on the track to success.”



Fine-tuning Your Positive Attitude Through the End of the Year



Loosely adapted from
an article by Jeffry
McEwan and Marty
Linsky in Scholastic
Administrator,
January 2007

Reflecting on Your Job

Approaching situations inherent to this time of year

- Externalize the conflict
- Listen
- Recognize that relationships are fluid
- Find sanctuary
- Infuse the work with meaning

Excellence

“Quality doesn’t just happen. It requires intention, effort and skill.”



District Direction

Long range plan ideas to jumpstart your school improvement planning.

Remember...

It is all about student achievement!

Context

1993 Strategic Plan

2001 Long Range Plan

2007-2012 Long Range Plan

Mission

The mission of the Kenai Peninsula Borough School District, in partnership with the richly diverse communities, is to develop creative, productive learners who demonstrate the skills, knowledge, and attitudes to meet life's challenges, by providing stimulating, integrated learning opportunities in a safe, supportive environment.

Guiding Principles

Our guiding principles consider the ideal educational experience for all students to be one in which:

- Each person can learn and be successful
- Learning becomes a lifelong process
- Each individual is recognized as unique, valuable, and is treated with respect and dignity
- Prevention of academic difficulties is preferred to intervention
- Education is the accepted responsibility of the entire community
- The educational environment is physically and psychologically safe and healthy
- Cultural diversity is recognized and respected
- High standards and expectations are essential elements
- Positive change is embraced
- Decisions are student-centered, data-driven, and made collaboratively
- High quality programs, personnel, and practices supporting the mission and vision of the District are developed and nurtured.
- There is recognition that all students are gifted in some way and at risk at some time.
- Learning experiences/opportunities are equivalent in range and quality to all students regardless of where they live and/or their economic status.

Vision

*“By looking beyond
boundaries we gain
exciting new
perspectives.”*



Organization of the Plan

Based on Baldrige National Quality Program
Education Criteria for Performance Excellence

1. Organizational Competence
2. Organizational Improvement
3. Organizational Agility
4. Organizational Sustainability

Goal #1 – Organizational Competence

KPBSD will adequately provide services to students in order to prepare them to thrive in a 21st century global economy and society.

The District will do this through:

Step A: Assuring all students a safe, respectful, student-centered, and welcoming environment in which to learn.

Step B: Teaching students well with:

- Non-negotiable goals for achievement and instruction (i.e., all students performing at grade level or having a plan and supports in place to attain proficiency)
- Comprehensive, integrated, creative curriculum
- High quality, energized staff
- Varied and diverse instructional methodologies
- Continuous progress monitoring and adjustment for learning

Goal #2 – Organizational Improvement

KPBSD will continuously and thoughtfully enhance the value and quality of its personnel and services utilizing data and input.

The District will do this through:

Step A: Having outside entities audit, provide recommendations for improvement, and have the District adopt necessary changes in specific areas such as:

- Communications
- Building utilization (right sizing of buildings for infrastructure, yet providing for shared community and school spaces)
- Energy/efficiency
- Work classifications (job responsibility review)
- Data warehousing and use.

Goal #2 – Organizational Improvement *cont'd*

Step B: Developing and adopting a long-term comprehensive model for professional development

- Focusing on student achievement
- Providing aligned, effective, relevant, engaging curriculum and instruction using research-based “best practices” and “high yield strategies”
- Building on past training while meeting future needs
- Utilizing multiple delivery models
- Assuring training is embedded, sustainable, and addresses changing personnel
- Emphasizing collaboration
- Implementing changes with fidelity, intensity, and consistency

Step C: Building a system that accepts responsibility for the continual progress of all students, making sure all students' needs are met at every level.

Goal #3 – Organizational Agility

KPBSD will be a responsive organization able to move quickly and easily as new information and changing circumstances dictate.

The District will do this through:

Step A: Providing maximum, quality choices in classes, programs and schools.

Step B: Continuing and expanding work with local providers assuring “safety nets” for all students.

Step C. Nurturing and expanding partnerships in the community and state to provide additional opportunities for students, particularly in areas of critical need.

Step D: Continuing ubiquitous technology integration and implementation as well as exploring and adopting appropriate emerging technologies to improve student performance and prepare students for their future world.

Goal #3 – Organizational Agility

cont'd

Step E: Providing individualized learning plans and flexible accommodations for students to reach their highest personal potential.

The individualized plans will:

- Be developed by team of student, parents, school professionals
- Engage students in their own learning and provide a clear path to success
- Expect differentiation in classrooms
- Provide menus/choices in delivery systems
- Include interventions that work
- Supply individual coaching focused on marketable and life skills

Goal #4 – Organizational Sustainability

KPBSD will be a stable, viable, vibrant organization focused on students and plans regardless of changes in leadership and personnel.

The District will do this through:

Step A: Securing sufficient monetary resources for meeting the needs of students now and in the future.

Step B: Being efficient as an organization, ensuring the greatest portion of resources possible used to directly impact student learning.

Step C: Providing extensive leadership development throughout multiple levels of the organization.

Step D: Using the District's strengths (unique geographic location, technology infrastructure, and collaborative team structure) as tools for attracting and retaining quality personnel as well as developing a sense of self, sense of place and sense of community for students.

One Foot in This Year, One Foot in Next Year

*“Going the extra mile
can lead us to
extraordinary
achievements.”*

