

## Kenai Peninsula Borough School District

**Mission Statement:** The mission of the Kenai Peninsula Borough School District is to develop productive, responsible citizens who are prepared to be successful in a dynamic world.

**Vision Statement:** We envision KPBSD students who engage in their learning, participate in their community, reach high levels of achievement, and graduate prepared for their future.

**Guiding Principles:** Each student can learn and be successful. Every student is recognized as unique, valuable, and is treated with respect and dignity. Learning is a lifelong process. The educational environment is safe, engaging and purposeful.

### District Focus Area: 2.0 Organizational Excellence

**District Goal: 2.3 Professional Development and Compensation**      **School Name:** Aurora Borealis

**Current Reality:** There is not a specific framework or language being utilized at ABCS so teachers can self-reflect on their teaching practices to increase student performance.

**SMART Goal:** By April 5, 2017, we will increase the number of teachers who rate their ability as a 3 (using a Likert scale from 1-4 with 4 being the highest) to self-reflect and score themselves using the Danielson model as evidenced by comparing teachers ability rating score (Likert scale score) at the beginning of the year and compare it to their score at the end of the year.

SMART = Specific, Measureable, Attainable, Responsible, and Time-bound

Last Updated: 5/26/2017

Action steps should be listed in this column. Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.	Who is responsible for leading or coordinating this action step?	Timeline for updating	What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?	Results, observations, or comments?
1. Meet with teachers to get an overall picture of how the Danielson model has been used in the past and everyone's comfort level. Have teachers rate their current ability to self-reflect on their practice using the Danielson Framework.	Mr. McCanna	August 19, 2016	In-Service Agenda	Accomplished and went well.
2. Collaborate with teachers about the 4 Domains of the Danielson Framework and how it is broken	Mr. McCanna	August 29, 2016	Collaborative Meeting notes	Completed.

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down into components and elements. Start with Domain 1 and have the teachers choose 2-3 components that will be a focus for ABCS. Everyone read the appropriate sections from Danielson's book "Enhancing Professional Practice".				
3. Review the rubrics for the chosen components of Domain 1. Discuss the evidence that could be used to show a Proficient rating.	Mr. McCanna	September 23	Collaborative Meeting notes, teacher plans	Completed.
4. Collaborate with teachers: Review all the components of Domain 2, have teachers choose two components to be the intensive focus for this year. Read about the chosen components from Danielson's book.	Mr. McCanna	October 7	Collaborative Meeting notes	We chose not to have teachers choose 2 at this point & utilized 2a-2d. Completed.
5. Review the rubrics for the chosen components of Domain 2. Collaboratively create a list of things that could be or are already done at ABCS to be Proficient in the components.	Mr. McCanna	October 21	Collaborative Meeting notes	Completed.
6. Everyone read the chapter about Domain 3 in Danielson's book. Collaborate & choose two other components besides 3c (will be a focus) to be a focus for this year. Review the rubrics for each chosen component.	Mr. McCanna	November 3	Collaborative Meeting notes	Completed.
7. Everyone read the chapter about Domain 4 in Danielson's book. Collaborate & discuss the things we already do that are considered Proficient on the rubrics. Discuss ways that we can document our evidence.	Mr. McCanna	November 18	Collaborative Meeting notes	Completed.
8. Collaborate with teachers to choose specific elements from the chosen components of Domain 2 to practice. Create a list of evidence that could be used to be rated as Proficient. Create an observation tool to collect data on the chosen elements to be used for the coaching observations. Conduct coaching observations with	Mr. McCanna	November 18	Collaborative Meeting notes, Observation tool, List of possible evidence from Domain 2	Completed.

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each teacher by going into the classrooms to look for the specific elements that were chosen from Domain 2 and give them specific feedback.				
9. Collaborate with teachers to choose specific strategies from component 3c. Create a list of evidence that could be used to be rated as Proficient. Create an observation tool to collect data on the chosen elements to be used for the coaching observations. Conduct coaching observations with each teacher by going into the classrooms to look for the specific elements that were chosen from 3c and give them specific feedback.	Mr. McCanna (Mrs. Drury will assist as necessary with coaching observations.)	December 16 (Ongoing throughout the year)	Collaborative Meeting notes, List of evidences, Observation tool, Teacher feedback notes from coaching observations	The observation lens is completed. And coaching observations using Lens 2 for Domain 3 began Jan. 24.
10. Continue to collaborate with staff during weekly Collaboration Meetings to review and discuss the specific components that were chosen from Domains 2 & 3. Watch short videos of teaching and have teachers rate the videos using Danielson's rubrics for the chosen elements.	Mr. McCanna	February 24	Collaborative Meeting notes, rubrics filled out by teachers	Teachers did not watch videos. Instead, Cody collected data from Domains 2 & 3 from a coaching observation and they used their rubrics to categorize the data into the appropriate domains and elements.
11. Continue to use the observation tools that were created to conduct coaching observations with teachers. Teachers will be able to choose specific observation tools to help improve their practice.	Mr. McCanna, Mrs. Drury	February 24	Observation tools filled out and given to teachers	Teachers used the observation lenses from Domain 2 & 3 to reflect on their practice.
12. Have teachers rate their current ability to self-reflect on their teaching practices using the Danielson Framework.	Mr. McCanna	April 5		Teachers

**District Goal Summary: The goal has been met.**

**District Goal Summary Reflection/Response:** All teachers rated their ability to self-reflect and score themselves using the Danielson model a three or higher on the post self-reflection survey done at the end of the year.

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