



Kenai Peninsula Borough School District

2017-2018 School Development Plan

Homer Middle

KPBSD Mission Statement	KPBSD Vision Statement	KPBSD Guiding Principles
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.	We envision KBPSD students who engage in their learning, participate in their community, reach high levels of achievement, and graduate prepared for their future.	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.
Step 1: Using the questions below, discuss each of the key areas related to KBPSD's strategic plan		
Step 2: Based on your discussion, use the Harvey Balls below to make a current selection for each area		
Emerging: Not yet addressed or minimal foundation in place at this time; we have significant room for growth to get where we want to be		 Emerging
Developing: Good foundation in place at this time; still much room for growth to get where we'd like to be		 Developing
Advancing: Excellent foundation in place at this time; we have some room for growth to get where we'd like to be		 Advancing
Sustaining: In fantastic shape right now and just need to sustain what we have; little to no room for growth at this time		 Sustaining
Area of Focus: Rigor	Record discussion notes here	Select a current ranking for your school in this area

Rigor Goal: All students will achieve high levels of academic rigor. Key Discussion Questions: - In what ways do our instructional strategies create rigor in the classroom? - How well does our metrics measure student performance? - Is student growth and success determined through multiple measures of learning? - What steps might we take to increase the rigor of our classrooms?	Teachers use a variety of strategies and meet in grade level PLCs to ensure students are performing at their highest level in every classroom. The teachers would like a different measurement tool besides Performance Series. We also discussed a guidance counselor survey to measure school climate. Lisa Fellows will provide the survey and make adjustments to determine if it is appropriate. Student growth is determined mostly through Performance Series as we have not had another standardized tool. One of the discussions looked at the appropriateness to use grades as each subject/grade level is taught by one person and there is minimal turnover at HMS. Several of our teachers are reading Teach Like a Pirate, Teach Like a Champion and Go Blended. HMS is also working with teachers to have a professional Twitter account to network with like colleagues.	Developing
Area of Focus: Relevance Relevance Goal: Experience a personalized learning system. Key Discussion Questions: - In what ways do we create a flexible instructional model that meets the needs and interests of each learner? In what ways might we improve? - How do we help our students to develop healthy lifestyles and make healthy choices? - How can our school better engage families and leverage resources beyond the classroom?	Record discussion notes here HMS uses Canvas. At this time some of the teachers provide different levels of curriculum and tests to meet the students academic abilities. Students are able to access teacher made videos when absent or if needing additional exposure. HMS could improve if every teacher made videos for student access. Every 7th and 8th grade student takes one quarter of health and a full year of PE. In addition, HMS partners with local agencies to provide instruction in a healthy life style. Students are encouraged to participate in extra-curricular activities and are celebrated at Pep Rallies even if it is not school sponsored. HMS families attend athletic and music events but have low attendance for information nights such as Sexual Health and Teen Brain Nights. HMS Site Council had family engagement as one of their goals for the 2016-17 school year. HMS uses FaceBook to celebrate students; the Web Page for Information, has a monthly electronic newsletter, a 7th grade newsletter, sends emails for information and uses PowerMessenger. The staff are looking at different ways to facilitate Open House and Parent/Teacher Conferences this year. One suggestion included student ownership of the conference with teachers designated as a mentor. Most of the staff really liked this idea even though it needs some re-working. HMS needs to update our School Mission/Vision Statements. One thought is Think Globally Act Locally. More exploration needs to be done.	Select a current ranking for your school in this area Developing
Area of Focus: Responsive	Record discussion notes here	Select a current ranking for your school in this area

Responsive Goal: Be immersed in a high quality instructional environment. Key Discussion Questions: - In what ways does our school and staff prioritize strong, positive relationships with students to meet their social and emotional needs? - What instructional strategies are used by our staff to target student needs? How can we support our staff to strengthen their instructional practice? - Does our school foster a culture of innovation? What steps might we take to better support such a culture?	HMS has a very strong and positive school climate and culture. This has been the number one focus for the past 4 years. When individuals interview for a position at HMS, they are asked how can they contribute to our climate and culture. We have Husky Pride Fridays and every new student to HMS receives a Husky Pride T-shirt. Due to our lunch schedule, students often go into classrooms to make-up work or just to find a quiet place to hang out. This allows a positive bonding between teacher and student. All teachers attend a majority of school sponsored events, volunteer for Activity Night, and coach/sponsor a club. Building respect and rapport with students is our number one strategy to strengthen instructional practice. Making adjustments to classes and even the master schedule is another instructional strategy. Due to grade level Team Time our teachers can collaborate about instructional strategies that work and do not work in their classroom as well as plan interdisciplinary units. HMS students are exposed to a variety of exploratives to include music, art, technology, robotics, world languages and Project Lead the Way. We also have several students in Quest who participate in Engineering Challenges. One area HMS could grow is to bring in more Digital/Skype Guest Speakers. There are a variety of networking and social media groups we can tap into. This also includes seeing what other educational institutions are doing to foster a culture of innovation.	Developing
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Step 3: Based on the discussion above, select 3 areas of focus and 3 corresponding strategies for the 2017-18 school-year		
Area of Focus #1	Area of Focus #2	Area of Focus #3
Rigor: All students will achieve high levels of academic growth.	Relevance: Experience a personalized learning system.	Responsive: Be immersed in a high quality instructional environment.
Student growth and success will be determined through multiple measures of learning.	Students will experience varied instructional strategies that target individual strengths and interests of each learner.	Prioritize strong, positive relationships with all students to support their social and emotional needs.

Step 4: Complete a SMART Goal for each strategy by clicking on the corresponding strategy tab below. Also, for your reference, see the additional resources below that can be used to support your School Development Plan.

SMART Goal for Strategy #1
SMART Goal for Strategy #2
SMART Goal for Strategy #3

Additional Resources	Description	Link
KPBSD Strategic Plan	The new 5-year plan adopted by the school board.	Link to KPBSD Strategic Plan

KPI 1	Key Performance Indicators organized by Readiness Factors (College, Career, Life) and type of school. (Grid)	Link to KPI Grid
KPI 2	Key Performance Indicators by type of school.	Link to KPI by School Level
Core Four White Paper	White paper providing detail into core instructional strategies to have a successful personalized classroom	Link to Core Four White Paper
Cour Four Spectrums	Spectrums from the Core Four White Paper to demonstrate the areas in which schools and teachers can grow	Link to Core Four Spectrums
School Design Matrix	Matrix designed to support schools to create a school design at an atomic level	Link to School Design Matrix
Collaborative Learning Framework	Framework developed with DCPS to provide insights into creating successful peer-to-peer, collaborative learning environments	Link to Collaborative Learning Framework

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SMART Goal for Strategy #1

Homer Middle



Area of Focus #1:

Rigor: All students will achieve high levels of academic growth.

Strategy #1:

Student growth and success will be determined through multiple measures of learning.

Step 1: Write a SMART Goal in the space provided below for this strategy

Example:

In the beginning of the 2017-18 School Year, Homer Middle School is dependent on Performance Series data as the only consistent data to drive instruction as well as to determine appropriate placement in courses. By the end of the 2017-18 School Year, Homer Middle School will determine at least 5 relevant and reliable data sources to drive instruction and place students in the appropriate courses.

Step 2: Give detail to the SMART Goal by completing the actions bank below

Action Steps: <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	Owner: <i>Who is responsible for leading or coordinating this action step?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like? What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?</i>	Results: <i>Share results, observations, comments, etc.</i>
Create a list of reliable and relevant data sources currently used at HMS.	Kari Dendurent and Lisa Fellows	By the end of the 1st quarter	Data Source List	
Create a list of reliable and relevant data sources used by KPBSD.	Kari Dendurent	By the end of the 1st quarter	Data Source List	
Create or locate a list of reliable and relevant data sources in the State of Alaska.	Kari Dendurent	By the end of the 1st Semester	Data Source List	
Locate/create a list of reliable data sources used in the US.	Kari Dendurent	By the end of the 2017-18 School year	Data Source List	

Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps

MID-YEAR DISCUSSION: [Date]

Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
Rigor Goal: All students will achieve high levels of academic rigor. Key Discussion Questions: - In what ways do our instructional strategies create rigor in the classroom? - How well does do our metrics measure student performance? - Is student growth and success determined through multiple measures of learning? - What steps might we take to increase the rigor of our classrooms?				
Action Steps: <i>What will be done?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and wins</i>
Data List for School	Lisa Fellows	End of 1st Quarter	List	Complete
Data List for District	Lisa Fellows and Kari Dendurent	End of 1st Quarter	List	Complete
Data List for State	Lisa Fellows and Kari Dendurent	End of 1st Semester	List	Not-Complete at this time.

EOY DISCUSSION: [Date]

Area of Focus		Record Discussion Notes Here	Select a current ranking for your school in this area
Rigor Goal: All students will achieve high levels of academic rigor. Key Discussion Questions: - In what ways do our instructional strategies create rigor in the classroom? - How well does do our metrics measure student performance? - Is student growth and success determined through multiple measures of learning? - What steps might we take to increase the rigor of our classrooms?			

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SMART Goal for Strategy #2

Homer Middle



Area of Focus #2:	Relevance: Experience a personalized learning system.		
Strategy #2:	Students will experience varied instructional strategies that target individual strengths and interests of each learner.		
Step 1: Write a SMART Goal in the space provided below for this strategy			
<i>Example:</i> <i>By the end of the first semester, every certified staff member at HMS will be able to provide an explanation of Personalized Learning at Homer Middle School and will be able to provide an example of Personalized Learning in their classroom when asked by the students, the school based administrator, district based administrators, HMS parents and HMS Stakeholders.</i>			
Step 2: Give detail to the SMART Goal by completing the actions bank below			
Action Steps: What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.	Owner: Who is responsible for leading or coordinating this action step?	Timeline: When will this be accomplished?	Evidence of the Action: What does success look like? What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?
Personalized Learning will be presented to the HMS Staff to include a survey about each staff member's understanding about Personalized Learning.	Kari Dendurent and Ingrid McKinstry	August 2017 Pre-planning Inservice	Sign In Sheets, Completed Individual Surveys, Discussion Notes, Survey Analysis Sheets
Book Talk (Blended Learning in Action- Carlylyn Tucker or Blended - Michael B. Horn & Heather Staker)	Kari Dendurent and Ingrid McKinstry	By the end of first semester. Book talks once a week.	Discussion Log, Formal Book Talk Presentation to the HMS Staff.
Personalized Learning PD with Ed. Elements	Ed Elements	November 2017	Sign in sheets and activities completed for Ed. Elements
Survey students about how to better personalize and request suggestions	HMS School Leadership Team	December 2017	Compilation of student ideas.

Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps

MID-YEAR DISCUSSION: [Date]					
Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area	
Relevance Goal: Experience a personalized learning system. Key Discussion Questions: - In what ways do we create a flexible instructional model that meets the needs and interests of each learner? In what ways might we improve? - How do we help our students to develop healthy lifestyles and make healthy choices? - How can our school better engage families and leverage resources beyond the classroom?					
Action Steps: <i>What will be done?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and wins</i>	
Personalized Learning will be presented to the HMS Staff to include a survey about each staff member's understanding about Personalized Learning.	Kari Dendurent	August 2017 Pre-planning Inservice	Sign In Sheets, Completed Individual Surveys, Discussion Notes, Survey Analysis Sheets	Complete	
Book Talk (Blended Learning in Action- Caitlyn Tucker or Blended - Michael B. Horn & Heather Staker)	HMS Staff	End of 1st Semester	Sign In Sheets, Completed Individual Surveys, Discussion Notes, Survey Analysis Sheets	Some staff are participating in the Book Talks. The Option has been provided to participate in the Book Talks in 2nd Semester. Several teachers have decided to participate at a later date.	
Personalized Learning PD with Ed. Elements	Kari Dendurent, Ingird McKinstry, Margi Blanding	November 28, 2017	Sign In Sheets	Complete	
Survey Students	HMS Leadership Team	December 2017	Survey Results	Not Complete at this time.	
EOY DISCUSSION: [Date]					
Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area	

Relevance Goal: Experience a personalized learning system.

Key Discussion Questions:

- In what ways do we create a flexible instructional model that meets the needs and interests of each learner? In what ways might we improve?
- How do we help our students to develop healthy lifestyles and make healthy choices?
- How can our school better engage families and leverage resources beyond the classroom?

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SMART Goal for Strategy #3

Homer Middle



Area of Focus #3: Responsive: Be immersed in a high quality instructional environment.

Strategy #3: Prioritize strong, positive relationships with all students to support their social and emotional needs.

Step 1: Write a SMART Goal in the space provided below for this strategy

Example:

By the end of the 3rd quarter every student will be able to respond they have at least one adult at Homer Middle School in which they trust and can depend on as evidenced by the KPBSD School Climate and Connectedness Survey.

Step 2: Give detail to the SMART Goal by completing the actions bank below

Action Steps: <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	Owner: <i>Who is responsible for leading or coordinating this action step?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like? What will be the evidence the action step occurred, the data indicating progress, or the indicator of success?</i>	Results: <i>Share results, observations, comments, etc.</i>
HMS Staff Commitment Sheet to attend pre-determined number of student events.	HMS Staff	By September 30, 2017.	Survey	
Student council will include president, VP, secretary and treasurer as well as class representatives.	Kari Dendurend and Student Council Advisor	By October 31, 2017.	Student Council and Class Representative List	
Distribute the KPBSD School Climate and Connectedness Survey	Lisa Fellows and KPBSD	By the end of the 3rd quarter	Completed Surveys	

Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps

MID-YEAR DISCUSSION: [Date]

Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
Responsive Goal: Be immersed in a high quality instructional environment. Key Discussion Questions: - In what ways does our school and staff prioritize strong, positive relationships with students to meet their social and emotional needs? - What instructional strategies are used by our staff to target student needs? How can we support our staff to strengthen their instructional practice? - Does our school foster a culture of innovation? What steps might we take to better support such a culture?				
Action Steps: <i>What will be done?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be accomplished?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and wins</i>
HMS Staff Commitment Sheet to attend pre-determined number of student events.	HMS Staff	By September 30, 2017.	Survey	Not Complete
Student council will include president, VP, secretary and treasurer as well as class representatives.	Kari Dendurent and Student Council Advisor	By October 31, 2017.	Student Council and Class Representative List	Complete
School Climate and Connectedness Survey	Kari Dendurent and Student Council Advisor	February 19, 2018	Completed Survey	Will be completed February 19, 2018

EOY DISCUSSION: [Date]

Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
Responsive Goal: Be immersed in a high quality instructional environment. Key Discussion Questions: - In what ways does our school and staff prioritize strong, positive relationships with students to meet their social and emotional needs? - What instructional strategies are used by our staff to target student needs? How can we support our staff to strengthen their instructional practice? - Does our school foster a culture of innovation? What steps might we take to better support such a culture?				