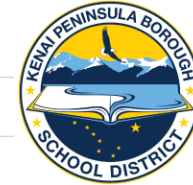






# Kenai Peninsula Borough School District

## 2018-2019 School Development Plan

Hope



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 KPBSD 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 KPBSD's strategic plan		
Step 2: Based on your discussion, use the Harvey Balls below to make a current selection for each area		
<b>Emerging:</b> Not yet addressed or minimal foundation in place at this time; we have <b>significant room for growth</b> to get where we want to be	 Emerging	
<b>Developing:</b> Good foundation in place at this time; still <b>much room for growth</b> to get where we'd like to be	 Developing	
<b>Advancing:</b> Excellent foundation in place at this time; we have <b>some room for growth</b> to get where we'd like to be	 Advancing	
<b>Sustaining:</b> In fantastic shape right now and just need to sustain what we have; <b>little to no room for growth</b> at this time	 Sustaining	
Area of Focus: Rigor	Record discussion notes here	Select a current ranking for your school in this area

<p><b>Rigor Goal:</b> All students will achieve high levels of academic rigor.</p> <p><b>Key Discussion Questions:</b></p> <ul style="list-style-type: none"> <li>- In what ways do our instructional strategies create rigor in the classroom?</li> <li>- How well does do our metrics measure student performance?</li> <li>- Is student growth and success determined through multiple measures of learning?</li> <li>- What steps might we take to increase the rigor of our classrooms?</li> </ul>	Teacher is solid in lesson planning. Each lesson is designed for t	Developing
Area of Focus: Relevance	High level questioning strategies.	Select a current ranking for your school in this area
<p><b>Relevance Goal:</b> Experience a personalized learning system.</p> <p><b>Key Discussion Questions:</b></p> <ul style="list-style-type: none"> <li>- 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?</li> <li>- How do we help our students to develop healthy lifestyles and make healthy choices?</li> <li>- How can our school better engage families and leverage resources beyond the classroom?</li> </ul>	Finding something that will keep their interest level up, challeng	Developing
Area of Focus: Responsive	growth is determined through multiple measures of	Select a current ranking for your school in this area
<p><b>Responsive Goal:</b> Be immersed in a high quality instructional environment.</p> <p><b>Key Discussion Questions:</b></p> <ul style="list-style-type: none"> <li>- In what ways does our school and staff prioritize strong, positive relationships with students to meet their social and emotional needs?</li> <li>- What instructional strategies are used by our staff to target student needs? How can we support our staff to strengthen their instructional practice?</li> <li>- Does our school foster a culture of innovation? What steps might we take to better support such a culture?</li> </ul>	Strong relationships are historically a focus of the school and the	Advancing
Area of Focus: Core Four	Record discussion notes here	Select a current ranking for your school in this area
<p><b>Core Four Goal:</b> Identify a specific Core Four area of focus</p> <p><b>Options:</b> Student Reflection &amp; Ownership, Targeted Instruction, Data Driven Decisions, Flexible Content &amp; Tools</p> <p><b>Key Discussion Questions:</b></p> <ul style="list-style-type: none"> <li>- In what ways are teachers developing expertise in this area?</li> <li>- In what ways are students developing expertise in this area?</li> <li>- What next steps should our school take to better incorporate this Core Four area of focus into our instruction?</li> </ul>	Reflection is the most likely strategy to improve student learning	Developing
Step 3: Based on the discussion above, select 3 areas of focus and 3 corresponding strategies for the 2018-19 school-year		
Area of Focus #1	Area of Focus #2	Core Four Area (if working with EE) / Area of Focus #3
Rigor: All students will achieve high levels of academic growth.	Responsive: Be immersed in a high quality instructional environment.	Core Four: Student Reflection & Ownership
Strategy #1	Strategy #2	Strategy #3

Student growth and success will be determined through multiple measures of learning.	Prioritize strong, positive relationships with all students to support their social and emotional needs.	Goal-Setting
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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.

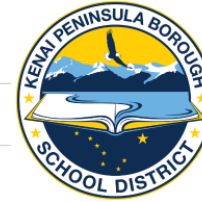
[SMART Goal for Strategy #1](#)

[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.	<a href="#"><u>Link to KPBSD Strategic Plan</u></a>
KPI 1	Key Performance Indicators organized by Readiness Factors (College, Career, Life) and type of school. (Grid)	<a href="#"><u>Link to KPI Grid</u></a>
KPI 2	Key Performance Indicators by type of school.	<a href="#"><u>Link to KPI by School Level</u></a>
Core Four White Paper	White paper providing detail into core instructional strategies to have a successful personalized classroom	<a href="#"><u>Link to Core Four White Paper</u></a>
Cour Four Specturms	Spectrums from the Core Four White Paper to demonstrate the areas in which schools and teachers can grow	<a href="#"><u>Link to Core Four Specturms</u></a>
School Design Matrix	Matrix designed to support schools to create a school design at an atomic level	<a href="#"><u>Link to School Design Matrix</u></a>
Collaborative Learning Framework	Framework developed with DCPS to provide insights into creating successful peer-to-peer, collaborative learning environments	<a href="#"><u>Link to Collaborative Learning Framework</u></a>
Personalized Learning Core Four Continuum	Core Four framework that gives insights into specific ways to enhance teacher practice	<a href="#"><u>Link to Personalized Learning Core Four Continuum</u></a>

# Kenai Peninsula Borough School District



*SMART Goal for Strategy #1*

*Hope*

**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**

By May 2019, the number of students who increase their score on the PEAKS assessment will increase by 10%.

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

<b>Action Steps:</b> <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	<b>Owner:</b> <i>Who is responsible for leading or coordinating this action step?</i>	<b>Timeline:</b> <i>When will this be accomplished?</i>	<b>Evidence of the Action:</b> <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>	<b>Results:</b> <i>Share results, observations, comments, etc.</i>
Study current PEAKS results	All Certified Staff	September 1, 2018	PEAKS assessment increase	
District Coaches observation and support	PEAKS Level Staff	November 1, 2018		
PEAKS pre assessments	PEAKS level Staff	February 1, 2019	Pre assessment data	
PEAKS assessment	PEAKS Level Staff	April 1, 2019	PEAKS assessment data (available in August)	

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

<b>MID-YEAR DISCUSSION: [Date]</b>		
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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<b>Action Steps:</b> <i>What will be done?</i>	<b>Owner:</b> <i>Who will do it?</i>	<b>Timeline:</b> <i>When will this be accomplished?</i>	<b>Evidence of the Action:</b> <i>What does success look like?</i>	<b>Results:</b> <i>Share attempts and wins</i>

**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?		

# Kenai Peninsula Borough School District



*SMART Goal for Strategy #2*

*Hope*

**Area of Focus #2:** Responsive: Be immersed in a high quality instructional environment.

**Strategy #2:** 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**

By May 2019, 90% of the student population in grade 3 or higher will indicated by survey that they feel safe, cared for, and there is at least one adult advocate that the feel they can go to if they n

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

<b>Action Steps:</b> <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	<b>Owner:</b> <i>Who is responsible for leading or coordinating this action step?</i>	<b>Timeline:</b> <i>When will this be accomplished?</i>	<b>Evidence of the Action:</b> <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>	<b>Results:</b> <i>Share results, observations, comments, etc.</i>
Across the four schools, have staff collaborate to develop an appropriate survey to use a baseline to determine social and emotional health.	Teachers grade 3 and above at all three schools.	October 2018.	Questions designed for survey.	Hanover survey not available for small schools.
Administer the survey at Tustumena first to determine the reliability of survey. Redesign if necessary. Then administer the assessment to other schools.	Teachers grade 3 and above at all three schools.	November 1,2018	data from Tustumena survey.	
Assess the results of survey and design interventions according to the results.	Admin and Teachers grade 3 and above at all three schools.	December 2018- April 2019.	Data from survey.	
Readminister survey and assess results.	Teachers grade 3 and above at all three schools.	May 2019.	Data from survey.	

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

**MID-YEAR DISCUSSION: [Date]**

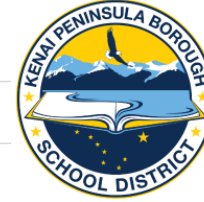
Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Responsive Goal: Be immersed in a high quality instructional environment. Key Discussion Questions: - In what ways does our school and staff prioritize strong, positive relationships with students to meet 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?		

<b>Action Steps:</b> <i>What will be done?</i>	<b>Owner:</b> <i>Who will do it?</i>	<b>Timeline:</b> <i>When will this be accomplished?</i>	<b>Evidence of the Action:</b> <i>What does success look like?</i>	<b>Results:</b> <i>Share attempts and wins</i>

**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?		

# Kenai Peninsula Borough School District



*SMART Goal for Strategy #3*

*Hope*

Area of Focus #3: Core Four: Student Reflection & Ownership

Strategy #3: Goal-Setting

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

By May, 2019, all students at Hope School will have experience in reflection and ownership, (as part of our EE Core Four work) of their performance at an appropriate level. This will be evidenced by...

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

<b>Action Steps:</b> <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	<b>Owner:</b> <i>Who is responsible for leading or coordinating this action step?</i>	<b>Timeline:</b> <i>When will this be accomplished?</i>	<b>Evidence of the Action:</b> <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>	<b>Results:</b> <i>Share results, observations, comments, etc.</i>
Staff PD on the use of reflection	Admin and PD coordinator	September and October Staff meetings and collaboration times	Carry over into classrooms.	
Use of District PL page for examples	All staff	All year	references in planning documents	
PD on use of SWIVL cam for teacher reflection	Admin and district coaches	October 2018	videos for teacher and students to reflect on work	
Use of student reflection in improving student learning	All Staff	November 2018- May 2019	Improvement in student work that requires reflection and "redo"	
Learning Walks with EE	All Staff	Sept- May	Adjustments in instructional style and resources around feedback from learning walks	

**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
<p>Core Four Goal: Identify a specific Core Four area of focus Options: Student Reflection &amp; Ownership, Targeted Instruction, Data Driven Decisions, Flexible Content &amp; Tools</p> <p>Key Discussion Questions:                      - In what ways are teachers developing expertise in this area?                      - In what ways are students developing expertise in this area?                      - What next steps should our school take to better incorporate this Core Four area of focus into our instruction?</p>		

<b>Action Steps:</b> <i>What will be done?</i>	<b>Owner:</b> <i>Who will do it?</i>	<b>Timeline:</b> <i>When will this be accomplished?</i>	<b>Evidence of the Action:</b> <i>What does success look like?</i>	<b>Results:</b> <i>Share attempts and wins</i>

**EOY DISCUSSION: [Date]**

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
<p>Core Four Goal: Identify a specific Core Four area of focus Options: Student Reflection &amp; Ownership, Targeted Instruction, Data Driven Decisions, Flexible Content &amp; Tools</p> <p>Key Discussion Questions:                      - In what ways are teachers developing expertise in this area?                      - In what ways are students developing expertise in this area?                      - What next steps should our school take to better incorporate this Core Four area of focus into our instruction?</p>		