





# Kenai Peninsula Borough School District



## 2017-2018 School Development Plan

### Tebughna

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
<b>Rigor Goal:</b> All students will achieve high levels of academic rigor. <b>Key Discussion Questions:</b> - 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?	1. We are creating rigor in our classrooms by challenging students through personalized learning, which allows for customized instructional strategies, based on their specific needs and interests. 2. We are using performance-based instructional models, such as service projects, Genius Hour projects (inquiry based) and KPNYL involvement to assist us to measure student growth and success in alternate ways. 3. We are using multiple measures of learning, including using re-assessment, self-reflection and self-assessment, so students are receiving a rigorous metric of their knowledge base. 4. We are no longer giving a zero for incomplete work, based on a workshop we took, "Grade Smarter, Not Harder", as teachers have spent much reflection time and discussion on fair and purposeful grading. 5. We are having students involved in lesson planning (Personalized Learning) which has allowed the teachers to increase relevant curriculum, without depending on a certain technology, instead chosen by the students' wants and availabilities.		Developing
Area of Focus: Relevance	Record discussion notes here		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>	<p>1. To improve constructing our Personalized Learning System so it meets the needs of each learner, teachers will use the KPBSD 5 Year Key Performance Indicators as a guide, when they meet with students individually. At these meetings, which parents will be invited to participate in, students and teachers will share Socratic dialogue to ascertain how they would prefer construction of academic content. The purpose of this is so the lessons are relevant, fluid and developmentally appropriate. 2. We help our students to develop healthy lifestyles through open and honest discussions, Talking Circles, Behavioral Health Counselor being made available every other week, "Good Kid Cards" sent home to show appreciation to our students for trying hard, kindness and empathy throughout the school, fun alternative activities both during and after school hours, and the inclusion of Culturally Relevant activities in our school curriculum on a regular basis. 3. In addition to teaching the skills that are needed for outside vocational positions, staff will collaborate with organizations who can offer feedback to students on their chosen vocation/interest such as Law Enforcement, Tyonek Corporation, or Hunting/Fishing Guides. 4. We will meet with students on an ongoing basis to ascertain that what has been chosen by them, remains interesting and challenging in pursuing their future. 5. Our school can better engage families and leverage resources by involving the entire community in activities and sharing of knowledge. We have been having community members come weekly to teach cultural activities so all students will appreciate their culture. These activities have included skinning a bear, dissecting salmon, hearing about the history and legends of Tyonek, learning to make fry bread, practicing drumming and dancing, performing Native Youth Olympics, and learning to bead. We are also having community members join us for our Harvest Festival, Community Volleyball Games and many Family Nights (movies, science, and literacy).</p>	<p>Developing</p>
<p>Area of Focus: Responsive</p>	<p>Record discussion notes here</p>	<p>Select a current ranking for your school in this area</p>
<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>	<p>1. We begin every morning by having an assembly where all students are updated about what will be happening that day, so everyone is equally involved in a successful and pleasant day. We say the American Pledge, along with our School Pledge. We then participate in "goofy songs or games" and two attendance prizes are awarded daily. 2. The last school day of each month we celebrate "perfect attendance for the month" with an awards ceremony and food item. Each Friday, we celebrate "perfect attendance for the week" with "Minute to Win It" games. 3. We send home "Great Kid" cards, and make regular positive phone calls home to parents. 4. We sponsor an abundance of Parent/Family/Community events all year long (at least twice a month) so students and families can enjoy time together. 5. In order to show support to our staff to strengthen their instructional practice, we have a "book club" related to Personalized Learning approximately 30 minutes of every staff meeting. Also, I support Teacher professional development as often as possible. The teacher comes back with innovative ideas and shares them with all of us, which multiplies the magnitude of the workshop. 6. We have students who participate regularly in Project Grad workshops, also, and they are always immersed in a high quality instructional environment. 7. I support students attending UpStream and AK Geographic events, which further their ability to meet their social, academic and emotional needs.</p>	<p>Developing</p>
<p>Step 3: Based on the discussion above, select 3 areas of focus and 3 corresponding strategies for the 2017-18 school-year</p>		
<p>Area of Focus #1</p>	<p>Area of Focus #2</p>	<p>Area of Focus #3</p>
<p>Rigor: All students will achieve high levels of academic growth.</p>	<p>Relevance: Experience a personalized learning system.</p>	<p>Responsive: Be immersed in a high quality instructional environment.</p>
<p>Strategy #1</p>	<p>Strategy #2</p>	<p>Strategy #3</p>

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.	Teachers will utilize a repertoire of high-yield instructional strategies that are researchbased, high quality instructional strategies, within the instructional environment.
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.		
<a href="#">SMART Goal for Strategy #1</a>		
<a href="#">SMART Goal for Strategy #2</a>		
<a href="#">SMART Goal for Strategy #3</a>		
Additonal Resources	Description	Link
KPBSD Strategic Plan	The new 5-year plan adopted by the school board.	<a href="#">Link to KPBSD Strategic Plan</a>
KPI 1	Key Performance Indicators organized by Readiness Factors (College, Career, Life) and type of school. (Grid)	<a href="#">Link to KPI Grid</a>
KPI 2	Key Performance Indicators by type of school.	<a href="#">Link to KPI by School Level</a>
Core Four White Paper	White paper providing detail into core instructional strategies to have a successful personalized classroom	<a href="#">Link to Core Four White Paper</a>
Cour Four Specturms	Spectrums from the Core Four White Paper to demonstrate the areas in which schools and teachers can grow	<a href="#">Link to Core Four Specturms</a>
School Design Matrix	Matrix designed to support schools to create a school design at an atomic level	<a href="#">Link to School Design Matrix</a>
Collaborative Learning Framework	Framework developed with DCPS to provide insights into creating successful peer-to-peer, collaborative learning environments	<a href="#">Link to Collaborative Learning Framework</a>

# Kenai Peninsula Borough School District



## SMART Goal for Strategy #1

Tebughna

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:*

*By the end of Quarter One, we will begin Progress Monitoring our Tier 2 students (Aimsweb and Ed Performance) every two weeks and our Tier 3 students every week.*

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?*

**Results:**

*Share results, observations, comments, etc.*

Pull out and progress monitor every Tier 2 and Tier 3 student, K-12th weekly or bi-weekly	Interventionist, Michael Potter	To be arranged with the regular ed teacher	A folder representing each student's academic growth, will be shared monthly with the regular ed teacher, and at inservice meetings. The data will also be shared with parents on a line graph (change over time). The indicator of success will be movement to Tier 1.	
Teachers will use the data to make more informed instructional decisions.	Regular Ed Teachers	At weekly staff meetings	The teacher will use the progress monitoring data to have documentation to use toward higher academic challenges for the student.	
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?				
<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>Rigor Goal: All students will achieve high levels of academic rigor.</p> <p>Key Discussion Questions:</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>				

# Kenai Peninsula Borough School District



*SMART Goal for Strategy #2*

*Tebughna*

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

*Example:*

*By the end of 2018 school year, staff will implement Core 4 strategies.*

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

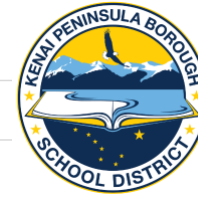
<b>Action Steps:</b> <i>What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.</i>	<b>Owner:</b> <i>Who is responsible for leading or coordinating this action step?</i>	<b>Timeline:</b> <i>When will this be accomplished?</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>
Personalized Learning book talks at every staff meeting. We will read together the four books which the D.O. shared with us, and analyze the information, so it will be most useful in our classrooms.	Principal	We will have all four books read and discussed by May 2018.	We will use visual graphic organizers to discuss our readings, and prepare and reply to questions which we will make as a team.	

Each teacher will create a plan to focus on one aspect of Core Four Framework, to teach the other 3 teachers.	Principal will bring it to our October 20th Inservice and each teacher will decide on which component they will teach the others.	Discussion will begin October 20th at our inservice and our first "core" will be presented at our staff meeting on October 30th.	Lesson plans will be shared for individual cores, and explicit outcomes, and assessments will be shared for varying grade levels.	
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?				
<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>Relevance Goal: Experience a personalized learning system.</p> <p>Key Discussion Questions:</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>		

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## SMART Goal for Strategy #3

Tebughna

Area of Focus #3:

Responsive: Be immersed in a high quality instructional environment.

Strategy #3:

Teachers will utilize a repertoire of high-yield instructional strategies that are researchbased, high quality instructional strategies, within the instructional environment.

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

*Example:*

*By December 20, 2017, students will perform a play (video taped) which will be shown to parents and community, while the students serve a turkey dinner*

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>
Students will practice a Christmas Play and a student will video tape it.	Mr. Perzechino will prepare the students for the play. Ms. Potter will coordinate the video taping.	The play will be completely practiced and videotaped by December 8, 2017	A Christmas play that all of us are proud to share with family.	

Students will learn how to cook a turkey dinner with all the trimmings.	Mr. Potter will purchase the turkey meal supplies using student store funds, and teach the students how to properly prepare the meal.	The food items will be purchased over Thanksgiving break. The meal will be completely prepared by December 20, 2017.	Culinary skills to make a holiday meal.	
Students will serve the meal to the Elders, community and parents while the Christmas play is shown.	Ms. Christy	Ms. Christy will lead the students in advertising the holiday dinner and play by December 8, 2017. The students will complete decorating the MPR for the meal by December 19, 2017. Ms. Christy will assist them in the proper method to serve the holiday meal by December 20, 2017.	A great turkey dinner, a well performed play, and a special holiday with family and friends.	
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>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</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>				

<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>
<b>EOY DISCUSSION: [Date]</b>				
<b>Area of Focus</b>		<b>Record Discussion Notes Here</b>		<b>Select a current ranking for your school in this area</b>
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?				