





Kenai Peninsula Borough School District

2018-2019 School Development Plan

Fireweed Academy



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		
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

<p>Rigor Goal: All students will achieve high levels of academic rigor.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - 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? 	<ul style="list-style-type: none"> - In what ways do our instructional strategies create rigor in the classroom? Constructivist principles are used. Authentic experiences are offered. Practices are differentiated to provide for multiple avenues of learning. - How well does do our metrics measure student performance? Aimsweb data is used throughout the grade levels, although it is limited. - Formative assessment strategies (work sampling, peer mentoring, etc.) are used. - Is student growth and success determined through multiple measures of learning? Portfolios are used in the lower grades. Informal assessments are used. Socratic seminar and discussion structures (Kagan) provide understanding. - Focus on all 6 of our learner outcomes allows us build students up. - What steps might we take to increase the rigor of our classrooms? Electronic portfolios in the upper grades. We need to improve our data. - We need to investigate methods to increase student awareness and engagement. - We need to teach, train and mentor new staff in the rigorous and high quality. 	<p style="text-align: center;">Advancing</p>
<p style="text-align: center;">Area of Focus: Relevance</p>	<p style="text-align: center;">Record discussion notes here</p>	<p style="text-align: center;">Select a current ranking for your school in this area</p>
<p>Relevance Goal: Experience a personalized learning system.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - 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? 		
<p style="text-align: center;">Area of Focus: Responsive</p>	<p style="text-align: center;">Record discussion notes here</p>	<p style="text-align: center;">Select a current ranking for your school in this area</p>
<p>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - 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? 	<ul style="list-style-type: none"> - In what ways do we create a flexible instructional model that meets the needs of all learners? Rotation stations are utilized. Canvas lessons are used. Hand-on activities are used. - Lesson planning allows for flexible change of direction when relevant. - How do we help our students to develop healthy lifestyles and make healthy choices? Daily check-ins provide the opportunity to engage students in meaningful conversations. - Use of emotional and social problem solving skills, including the use of role playing. - Use of movement times and breaks, brain gym activities and creative writing. - Theme studies that connect to these topics provide entry points to learning. - How can our school better engage families and leverage resources? Offer more opportunities for parents to interact with their children. - Encourage and offer diverse opportunities for parents to become partners in learning. 	<p style="text-align: center;">Advancing</p>
<p style="text-align: center;">Area of Focus: Core Four</p>	<p style="text-align: center;">Record discussion notes here</p>	<p style="text-align: center;">Select a current ranking for your school in this area</p>

<p>Core Four Goal: Identify a specific Core Four area of focus</p> <p>Options: Student Reflection & Ownership, Targeted Instruction, Data Driven Decisions, Flexible Content & Tools</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - 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? 	<ul style="list-style-type: none"> - In what ways does our school and staff prioritize strong, positive relationships with all students to support their social and emotional needs? - Daily check-ins provide the opportunity to engage students in meaningful conversations. - Be aware and sensitive to the needs and challenges of each student - Seeing students as whole beings: capable and interesting. Helping them reach their potential. - What instructional strategies are used by our staff to target student learning? - Posting and stating learning objectives, generating and testing hypotheses - Differentiated practice to provide for learning style differences and individual needs - Dynamic cross age groupings, thematic immersion, project based learning - How can we support our staff to strengthen their instructional practice? - Peer observations. Socratic Seminar workshop. Continued Kagan Collaborative Learning - Mentoring new staff- teachers, aides as well as new APC members - Does our school foster a culture of innovation? Yes! - This is at the heart of Fireweed. - Components and strategies mentioned above all encourage, build and sustain a culture of innovation. - What steps might we take to better support such a culture? Utilize KPBSD's new Student Social and Emotional Wellbeing supports - Showcase innovative work within the school and the community. Incorporate more mindfulness and Mind Up curriculum. Continue to build on our current practices. 	<h2>Advancing</h2>
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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
Responsive: Be immersed in a high quality instructional environment.	Responsive: Be immersed in a high quality instructional environment.	
Strategy #1	Strategy #2	Strategy #3
Prioritize strong, positive relationships with all students to support their social and emotional needs.	Professional learning is embedded and ongoing, resulting in continuous growth and innovation.	

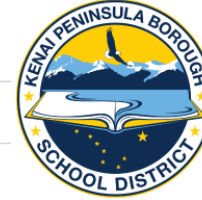
Step 4: Complete a SMART Goal for each strategy by clicking on the corresponding strategy tab below. Also, for your reference, see the additional resources below that can be used to support your School Development Plan.

- [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 Specturms	Spectrums from the Core Four White Paper to demonstrate the ares in which schools and teachers can grow	Link to Core Four Specturms
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
Personalized Learning Core Four Continuum	Core Four framework that gives insights into specific ways to enhance teacher practice	Link to Personalized Learning Core Four Continuum

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SMART Goal for Strategy #1

Fireweed Academy

Area of Focus #1: Responsive: Be immersed in a high quality instructional environment.

Strategy #1: 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 the end of 2018-2019, Fireweed Academy will build on and refine the baseline tools established in 2017-2018 prioritize strong, positive relationships with all students to support their social and emotional needs. (Kagan Structures, Kagan Coaching, Zone of Regulation r, KPBSD Student Climate and Mindset Survey, APC Review, PBIS). Results will be measured through the KPBSD Student Climate and Mindset Survey results for 2018-2019. There will be a decrease of 4 percentage points in the response "No, not at all" in the survey item "Its is easy to talk to adults at this school about things that are bothering me." There will be a decrease of 3 percentage points in the response "No, not at all " in the survey item "When students see another student being picked on, they try to stop it." There will be a decrease of 4 percentage points in the response "No, not at all" in the survey item "Its is easy to talk to adults at this school about things that are bothering me." There will be a decrease of 3 percentage points in the response "No, I cannot do this easily" in the survey item "How confident are you in your ability to clealy describe your feelings."

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>
PBIS In-service	PBIS Team	August 16, 2018	100% of Bigfireweed staff will attend.	

During August In-Service, the staff will review Kagan Structures, and will develop a plan to fully implement the use of Kagan Structures during the first quarter.	All Staff	Fall Semester	100 % of the staff develop their skills in using Kagan structures, and implement these skills to improve ethnic relations, enhance self-esteem, create a more harmonious classroom climate, reduce discipline problems, and develop students' social skills and character virtues. Classroom observation will provide evidence that the staff are using Kagan structures. A reduction in the use of Refocus forms and office referrals.
Kagan coaching will be offered to all staff to help refine the use of structures.	Stephanie Zuniga / Todd Hindman	2018-2019	100% of staff will be provided Coaching in Kagan Structures.Coaching Log of sessions.
Zones of Regulation will be utilized during morning check-ins. Staff and students will be provided Zones of Regulation lessons.	Christine Faber / Staff	2018-2019	Students working on social/emotional skills will practice the skills in Zones of Regulation and apply them to thier lives at school, home and in our community.
Staff will review the results of the Student Climate and Mindset Survey to determine the school's strengths and the areas to focus on for the school year through use of Kagan Structures, Zones of Reglation and community resources (ie Green Dot).	Staff	2018-2019	Effective Kagan structures and Zones of Regulation lessons will support improvements that have been identified in the survey. Outside traninings will be scheduled and conducted.

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
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<p>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - 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? 		
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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>

EOY 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"> - 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? 		

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SMART Goal for Strategy #2

Fireweed Academy

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

Strategy #2: Professional learning is embedded and ongoing, resulting in continuous growth and innovation.

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

Fireweed Academy will develop a highly reliable and efficient organization through collaboration tools. This collaboration will support 100% commitment to the Mission, Vision and Core Values.

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 and introduce a professional development plan among the staff to strengthen our professional learning community and to share methodology that aligns to the Mission, Vision, and Core Values	Staff	August In-Service 2018	The professional development plan is made.	
Mentoring partnerships will be established	Staff	August In-Service 2018	Mentoring partnerships are made.	
Rewired for Work workshop	Susie Amundson / Kim	August In-Service 2018	100% of staff attend the workshop.	
Staff will implement the professional development plan during full staff meetings, inservice days and early release days.	Staff	2018-2019	Staff agendas, inservice agendas PLC/Collaboration Work Data collection. worksheet	

Socratic Seminar Workshop	Todd Hindman	October 19, 2018	All staff will attend an in-service training on leading Socratic Seminars. Staff will utilize Socratic talks within their classrooms.	
Peer Observations	Staff	2018-2019	Staff will participate in peer observations in order to share high-yield instructional strategies. The observations will help establish and/or strengthen current schoolwide instructional strategies that support our mission, vision and core values.	

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"> - 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>

EOY DISCUSSION: [Date]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
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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?