





Kenai Peninsula Borough School District

2018-2019 School Development Plan

Susan B. English



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? 			Developing
Area of Focus: Relevance	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"> - 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? 	As a small school with multi-grade classrooms we do engage students in flexible instructional models within the classroom to meet individual student needs and goals. We could improve in providing opportunities for students to engage in collaborative learning experiences and peer coaching.		Developing
Area of Focus: Responsive	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? 	While we are quite responsive, I feel that we could use more work on helping students be self-reflective and in setting personal learning goals.		Developing
Area of Focus: Core Four	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.</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? 			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	
Responsive: Be immersed in a high quality instructional environment	Relevance: Experience a personalized learning system		
Strategy #1	Strategy #2	Strategy #3	

Prioritize strong, positive relationships with all students to support their social and emotional needs

Students will learn in a flexible instructional model that is fluid and developmentally appropriate for all.

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 #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
Core Four Spectrums	Spectrums from the Core Four White Paper to demonstrate the area 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
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

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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 May of 2019, students will be proficient in developing SMART learning goals by assessing progress in their self-identified goals.

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>
Teachers will receive professional development in helping students set both long-term and short-term goals.	Josh Hinds	May 2019	Teachers feel confident in sharing this knowledge with students.	
Every student will set short-term goals, and then measure their progress toward meeting the goal(s) on a weekly basis.	Teaching Staff	May 2019	All students have set short-term, realistic goals and have determined whether or not they are making progress toward meeting those goals, and reflect upon progress.	
Every student will set a personal long-term learning goal, and then evaluate their progress toward meeting that goal.	Teaching Staff	May 2019	All students have set a long-term goal and have determined whether or not they are making progress toward meeting that goal in written reflection form.	

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

MID-YEAR DISCUSSION: January 2019

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>	Owners <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

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Area of Focus #2

Relevance: Experience a personalized learning system

Strategy #2

Students will learn in a flexible instructional model that is fluid and developmentally appropriate for all.

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

By May of 2019 teachers will adopt and implement an instructional strategy found within the district developed bank of instructional models.

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>
Review bank of instructional models.	All Staff	End of 1st Quarter	Participation in the Ed Elements Turnkey In-service.	
Select an instructional model to implement within the classroom by the end of Quarters 2, 3 & 4.	All Staff	End of each quarter.	Staff will communicate to administration which instructional model they will be implementing and provide reflection on the student outcomes.	

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

MID-YEAR DISCUSSION: January 2019

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 we do?</i>	Owner: <i>Who will do it?</i>	Timeline: <i>When will this be completed?</i>	Evidence of the Action: <i>What does success look like?</i>	Results: <i>Share attempts and data</i>

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?				