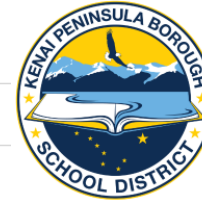


# Kenai Peninsula Borough School District



*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	Practice assessment scheduled
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**

**MID-YEAR DISCUSSION: February 20, 2019**

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
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<p>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?</p>	<p>Anticipate successful practice. Technology needs are met at Hope, and most of the students have participated in PEAKS before.</p>	<h2>Advancing</h2>
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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>
Schedule practice and actual PEAKS assessment to fall within the two week window	Teacher	February	Practice PEAKS question and testing connectivity tested.	Students ready and confident.

**EOY DISCUSSION: May 2019**

<b>Area of Focus</b>	<b>Record Discussion Notes Here</b>	<b>Select a current ranking for your school in this area</b>
<p>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?</p>	<p>Students were able to complete the assessment in less than one week. Student attitude was positive. School-wide celebrations each morning during the testing was helpful.</p>	<h2>Sustaining</h2>

# 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: February 2019

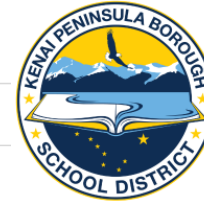
Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
<p>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> <li>- In what ways does our school and staff prioritize 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>Hanover survey available. Hanover survey administration. Survey will enable CL to have comparable data from year to year and among other schools. It is likely scores will be high in this "family-type" school.</p>	<p>Sustaining</p>

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>
administer Hanover survey	Teacher	Hanover Survey window	results of survey available	Easier than building our own survey and more comparable.

### EOY DISCUSSION: May 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"> <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>Very positive data including 100% scores in many categories. Access to principal and growth mindset are both categories to be improved on. This is similar with all compared schools, including all H-Team schools.</p>	<p>Sustaining</p>

# 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. references in planning documents	Formed partnerships with teachers at other small schools with intentional conversations about fostering student reflection.
Use of District PL page for examples PD on use of SWIVL cam for teacher reflection	All staff Admin and district coaches	All year October 2018	videos for teacher and students to reflect on work	Used as conversation anchor. Technology failure. New Swivl issued.
Use of student reflection in improving student learning	All Staff	November 2018- May 2019	Improvement in student work that requires reflection and "redo"	Feedback received from teachers and admin. Students do not always appreciate "redo"
Learning Walks with EE	All Staff	Sept- May	Adjustments in instructional style and resources around feedback from learning walks	Successful Learning Walks with EE and district support. Feedback on student reflection positive with suggestions on ways to incorporate the 1-4 system of self-reflection.

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

## MID-YEAR DISCUSSION: February 2019

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:</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>	<p>Transitioning to team learning walks with district support instead of EE support. Struggled with this as sometimes it requires the use of technology that is inconsistent in small schools.</p>	<b>Advancing</b>

<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>
Schedule Learning Walks among the four schools	PL team from each school	March-May	Successful schedule of visitations to conduct learning walks at each school.	Very informative and the beginning of understanding of what Personalized Learning really is. Teachers from the different settings appreciated the challenges of PL and learned successful strategies.

## EOY DISCUSSION: May 2019

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:</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>	<p>If this level of professional development is continued to be supported, this will be a very successful format. Teachers from the different settings, not just different schools, but completely different in the challenges presented to PL, were able to observe effective strategies that can be adapted. It would be in the best interest of all teachers to both go to, and host other teachers with the focus on PL.</p>	<b>Sustaining</b>