2018-2019 School Development Plan
Homer Middle

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

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?	Instructional Strategies Choice Boards Higher level questions Project based Modeling Teacher Revision Make it personal and interesting Different opportunities to do different things such as group vs. poster project, some students don't like technology, pushing students out of their comfort zones. Having a rubric High expectations Personalized Learning Have students use data to set and map their own goals Increase technology use- video and analyze their performance Cross curricular activities/units Metrics measure Varies Concern- a lot of computer testing Unsure about MAP testing Student performance is more than just district/state test scores Scores may not accurately represent Multiple Measures of Learning Feedback from teachers Standardized Test Scores Formative Assessments Summative Assessments Rubrics Projects Student Conferences Hands on Group Activities Steps to increase rigor Collaboration with other teachers Feedback from students More Self Reflection Hold students to higher expectations Data Driven Instruction More in depth instruction on areas of weakness Intentional Students provide evidence Goal Setting Appropriate questioning Change of scenery	Advancing
Area of Focus: Relevance	Record discussion notes here	Select a current ranking for your school in this area

Flexible instructional model meetings needs and interests
- Choice Boards
- Small group instruction
- Independent work
- Blended Learning
- Flipped Classrooms
- Continue to learn from colleagues
- Try new things
- Ask students what works from them
- Data
- Opportunities for students to be exposed and develop new interests
- Be able to research and go deeper into current interests
- Varied assessments (ways to demonstrate learning)
- Personal connection and relevance of schoolwork, keep it local
- IEP needs and student interests
- Intervention
- Support in classroom
- Special population classes
- Parallel classes
- GradPoint Program
- Geoalgebra
- Field trips
- Community activities
- Mentoring Activities'
- Lifetime activities
- Making sure students are connected to books that they enjoy

How to Improve
- Extended lunches
- Lunch assemblies for morale
- Having really good data early on/good metrics
- Having valuable testing sources if students are taking time out of class
- Not excessive time taking tests

Healthy life styles
Articles in class about stress, sleep, depression, healthy eating and exercise
Tying content to what is happening in the world and personal
Study skills teaching to develop healthy sleep and stress levels
Life Skills Class
Health classes
Use teachable moments in the classroom
Teach and tie into real life application
The staff has genuine interaction with the students
Teachers model the behavior
Connecting them with safe and accessible community resources
Positive Role Models/Resources- Community mental health/family planning/lawyers/parole officer/nurse
Intervening early if we suspect a student is going down the wrong path

Engage families
- Have students talk to parents about their opinions on

Area of Focus: Responsive	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

Prioritize, strong, positive relationships with students
- Identify early students with needs
- Talk to kids
- Pay attention
- Ask questions
- Be nice
- Enrichment time/outside time
- Open lunches in our rooms
- Activity Night
- Club/sports
- NHS
- Morning Tutoring
- Teachers in the hallway during transitions
- Opening the library during lunch
- Lunch bunches
- Gen Ed students involved with IN students
- Top Dog
- Husky Pride
- Connecting students to the adult support they need
- Paras have a strong relationship with certain students
- A lot happens in the office, be sure students are taken care of

Instructional strategies to target student needs
- Team time is very important for our success
- Meeting with PLC Teams
- Making time to meet with colleagues
- Personalized learning
- Opportunities to win awards
- Project- engage student interest, be active, creative or artistic
- Knowing student accommodations
- Variety of questions
- Differentiation
- Collecting data
- Modifications

How to support staff to strengthen their practice
- Admin is open to new ideas
- Team time
- Professional Development
- Freedom to fail/try new things
- Put ideas on Canvas for other to see
- Staff "Brag Board"
- Team time
- Walk through
- Observe other classrooms
- If you chose be observed, ask for look for's for feedback

Culture of innovation

Steps to create an innovative culture
- Assistance in the process of establishing the activities
- Teachers and staff must be open minded and willing to try new things
- Give students the opportunity to be innovative
- Allowing 8th graders to take trips
- More collaboration with the middle and high school

Advancing

Area of Focus: Core Four	Record discussion notes here	Select a current ranking for your school in this area
Core Four Goal: Identify a specific Core Four area of focus **Options:** Student Reflection & Ownership, Targeted Instruction, Data Driven Decisions, Flexible Content & Tools **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?	Ways teachers are developing expertise Continue to focus on PL Use technology to help promote better instruction Use data from classroom and standardized assessment to drive instruction All the math teachers will be using geoalgebra Collaboration/PLCs Ways students are developing expertise Talk and share tools used in our classrooms More Cross Curricular Two algebra classes Next Steps Give opportunities for exposure to general education environments Improve communication between the middle and high school Better integration from elementary to middle schools	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.		Core Four: Student Reflection & Ownership
Strategy #1	Strategy #2	Strategy #3
Teachers will utilize a repertoire of high-yield instructional strategies that are researchbased, high quality instructional strategies, within the instructional environment.		Ownership

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 by used to support your School Development Plan.

SMART Goal for Strategy #1

SMART Goal for Strategy #2

SMART Goal for Strategy #3

Additonal 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

Homer Middle

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

Based on the 2017-18 School Climate and Mindset Survey in the Overall Instructional Depth Items it was reported on a scale score of 7 that students…make connections between things you learned in different subject or classes. 3.78/7; … compare ways of solving the same problem. 3.38/7; and … develop multiple solutions to a problem. 3.48.By the end of the 2018-19 school year, school overall student responses on the School Climate and Connectedness Survey will increase to 4.5/7 in all three of these above stated sub-categories in Overall Instructional Depth.

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, obersvations, comments, etc.*
Discuss Instructional Effective and Ineffective Instructional Strategies	Administrator and Staff	PLC/Staff/Early Relese/In-Service Meetings through May 1, 2019	PLC/Staff Agenda and notes	Complete
Bi-Weekly Classroom Observations	Teachers	Bi-weekly through May 17, 2019	Log Sheet	Completed Monthly with Classroom Observation Forms completed by teachers
Weekly Observations with Feedback	Administrator	Weekly through May 17, 2019	Log Sheet and Feedback Forms	Not completed- Need to improve
Discuss with students the "why of the lesson".	Administrator and Staff	Weekly through May 17, 2019	Discussion Feedback Sheets	Not completed formally- need to create the feedback form
Implement researched based innovation strategies in the classroom	Teachers	Shared at Early Release through May 2019	Observation and Lesson/Unit Plans	Jen Boox and Darcy Mueller TEPs. See data on TEPs
Showcase Innovation Projects	Administrator, Teachers, Quest Teacher	April 2019	Observation and Lesson/Unit Plans	Did not complete.

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

MID-YEAR DISCUSSION: [December 21, 2019]

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?	Need to be able to bring in relationships with students to increase connectedness. Review School Climate and Connectedness Survey in February.	Developing

Action Steps: *What will be done?*	**Owner:** *Who will do it?*	**Timeline:** *When will this be accomplished?*	**Evidence of the Action:** *What does success look like?*	**Results:** *Share attempts and wins*
Green Dot Training	Lisa Fellows	5/22/2019	Student Interaction	Decrease in office referrals

EOY DISCUSSION: [May 23, 2019]

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?	Increasing connections- 7th grade art project and language arts 8th grade thematic- bridge project History/science ELA Math rockets Changes to Open House- student led Progression of student responsibility Team and connectedness through subject areas Student Autism awareness- week? Bulletin Board- school and community events Outside learning opportunities Staff to push Husky Olympics- How cool it is to participate Team Building Disappointing for how students were treating each other- Be Kind – Respectful Quarterly/Semester- Non Academic one day event school wide Sign up for area of interest Bring in more community events Creating a culture beyond academics How do we do a better job of motivating boys? Student eligibility- a disconnect? Need to get kids out in the community Ryan Browning- Parent Internet Safety Night Us projects to bring in the community and parents- things we are already doing Cell Project Night Bridge Breaking Night My grades don't really count- attitude- Transition Attitude	Developing

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SMART Goal for Strategy #2

Homer Middle

Area of Focus #2:	
Strategy #2:	

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

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, obersvations, comments, etc.*

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

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

EOY DISCUSSION: [Date]

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

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SMART Goal for Strategy #3

Homer Middle

Area of Focus #3:	Student Reflection and Ownership
Strategy #3:	Ownership

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

By the end of the Spring 2019 Parent/Teacher Conferences, 70% students at Homer Middle School will participate in student-led parent/teacher conferences.

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, obersvations, comments, etc.*
Survey staff about perception of parent/teacher conferences	Administration and staff	End of September 2018	Complted surveys, PLC notes, TEP notes	Complete
Develop strategies for fall conferences to change the mindset about parent/teacher conferenes	Administration and Staff	October 24, 2018	PLC and TEP notes	Complete
Communicate with students and parents about the change in parent/teacher conferences	Administration and Staff	By the end of 2nd quarter	Copies of communication sent to students and parents	Complete
Develop schedules to provide opportunities for students to develop goals with teachers	Administration and staff	By the end of 2nd quarter	Copies of alternative schedules	Complete
Research pros and cons about student led conferences	Administration and staff	On-going as needed	Updates conference ideas	Complete

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

MID-YEAR DISCUSSION: [12/22/2018]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Reflect on Tradtiional Parent Teacher conferences and obstacles to overcome as a staff	7th and 8th grade teachers discussed stratgies to contact teachers. Individual teachers had a prefernce.	Advancing

Action Steps: *What will be done?*	**Owner:** *Who will do it?*	**Timeline:** *When will this be accomplished?*	**Evidence of the Action:** *What does success look like?*	**Results:** *Share attempts and wins*
Relfect on data for attendance	Bonnie Jason	May 1, 2019	Survey data of attendance	Met Goal
Reflect on data for engagement	Bonnie Jason	May 1, 2019	Survey data questions	Met Goal
Reflect on data for goal setting	Bonnie Jason	May 1, 2019	Survey data questions	Met Goal

EOY DISCUSSION: [5/22/2019]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Review Data from Parent Teacher Conferences using Survey Monkey	The staff definitely like the student led conferences. Would like to look at different options for Fall and Spring. Overall pleased.	Advancing