

Kenai Peninsula Borough School District





2018-2019 School Development Plan

Seward 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 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?	Using our intervention resources and data collection from the new MAP tests, we feel like we can more accurately measure students' progress; the level of rigor will increase with more projects and collaboration among students and staff; common planning & advisory periods are being built into the schedule to assist with collaboration.	Developing
Area of Focus: Relevance	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?	Our school is part of the Wave 2 Cohort and have just begun the Design Phase of the roll-out. We will complete the Next Steps to help our teachers practice their design plans in their classrooms this fall. The personalized learning team is helping teachers look at ways personalized learning can become a common practice with their students.	Developing
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 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?		
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?	Our teachers have chosen Targeted Instruction as their area of focus. They want to have more opportunities to cross content areas and work together to have students design products together.	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
Rigor: All students will achieve high levels of academic growth.	Relevance: Experience a personalized learning system.	Core Four: Targeted Instruction
Strategy #1	Strategy #2	Strategy #3

Student growth and success will be determined through multiple measures of learning.

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

Instruction

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.

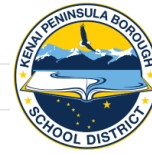
[SMART Goal for Strategy #1](#)

[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
Core Four Spectrums	Spectrums from the Core Four White Paper to demonstrate the areas 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

Seward Middle

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 the end of the year, 100% of students will be able to understand and communicate their individual academic growth through classroom, intervention, and new MAP data. Students will lead conferences by the 2nd round of parent/teacher conferences and show a 10% growth.

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>
Students will take new MAP assessments	intervention team, principal, teachers	3 times a year (fall, winter, spring)	students' use of reports available in MAP portfolio	MAP Growth Reports being used by teachers and students
Students will record & communicate academic growth	students, teachers, parents	2 times a year	students will communicate growth during parent/teacher conferences	Effective conversations with students/parents/teachers regarding data and academic growth
Teacher collaboration on projects across content areas	teachers	2 times a year (each semester)	teacher common planning allows for collaboration of projects; they'll try one project/product per semester through a standards-based rubric	Canvas/Powerschool/lesson plans, informal conversations, walk-through observations

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

MID-YEAR DISCUSSION: 12/20/18

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 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?	Teachers are collaborating with others on how to measure growth and using MAP data to get ready for conferences. 6th gr had student-led conferences in the fall and 7/8 gr will be doing them in the spring. We will work on horizontally aligning content through the use of a collaboration board in the conference room.	Developing

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>
Create a common template to guide conference discussion	teacher	January 2019	use of the discussion guide in conferences	
Students will obtain MAP scores and understand the data	students; teachers	January 2019	use of data in conferences	
Teachers will assist students in creating goals for future MAP test	teachers	Spring 2019	10% growth in MAP scores	

EOY DISCUSSION: 5/23/19

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

Intervention and advisory teachers reviewed MAP data with students and students led their parent-teacher conferences this Spring. Students were able to see previous scores and could compare their growth. All classes saw growth from fall to spring in all areas. Student growth was also determined through rubrics and self-reflection by several teachers.

Developing

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SMART Goal for Strategy #2

Seward Middle

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 the end of the year, SWMS staff will be fully implementing the Personalized Learning Core Four Tactics and be able to communicate and reflect on specific strategies they use in their classroom with all stakeholders. Students will be able to communicate how they are experiencing personalized learning in each classroom by the 2nd round of parent/teacher conferences.

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, or the indicator of success?</i>	Results: <i>Share results, observations, comments, etc.</i>
New school-wide goal adopted through personalized learning core four	personalized learning team, staff	August In-Service, 2018	teacher collaboration and staff meetings focusing on the goal	Lesson plans/Canvas/Powerschool will show evidence
Personalized learning classroom design implemented in each classroom	personalized learning team, staff	August In-Service, 2018	lesson plans, Canvas, classroom observations	Walk-throughs and Teacher Self-Reflection docs
Teacher comments and products showcased at staff meetings and early release in-service	staff	staff meetings and early release in-service	teacher collaboration and staff meetings focusing on the goal	Discussion at staff meetings and early release

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

MID-YEAR DISCUSSION: 12/20/18

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?	Teachers are trying new strategies in their classrooms. Teachers are more comfortable in getting into others' classrooms and want to set aside a 'Walk-about Wednesday' where they can go into classrooms on a dedicated day once a month.	Developing

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>
Calendar set up for teachers to go into one another's rooms on one Wednesday a month	Principal	January 2019	teacher feedback and reflections turned into principal and visiting teacher	
Teachers will use reflection tool from Learning Walk	teachers	2nd semester 2019	teacher feedback and reflections turned into principal and visiting teacher	

EOY DISCUSSION: 5/23/19

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?	Teachers presented their personal highlights from the core four to the staff at each staff meeting/in-service. Students were provided with choice and self-pacing in several classes.	Developing



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SMART Goal for Strategy #3

Seward Middle

Area of Focus #3: Core Four: Targeted Instruction

Strategy #3: Instruction

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

By the end of the year, 100% of certified staff will be focusing on the school goal of Targeted Instruction to begin aligning curriculum with one another, as evidenced in one collaborative standards-based project each semester.

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>
Staff will confirm goal of Targeted Instruction, as indicated at EOY, 2017.	personalized learning team, principal, staff	August In-Service, 2018	staff discussion and consensus	Staff will practice Targeted Instruction in their classrooms and will discuss progress in staff meetings.
Staff will collaborate with one other teacher to produce one shared project	staff	2 times per year	Powerschool, Canvas, Observation data	Staff will share projects at Early Release In-Service
Staff will observe other classrooms where targeted instruction is taking place and offer feedback on the visit.	principal, certified teachers	2 times per year	feedback data	Staff will share feedback data in staff meetings and in-service meetings.

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

MID-YEAR DISCUSSION: 12/20/18

Area of Focus	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?	Teachers would like to work on a school-wide rubric to be used across content areas and grade levels. Teachers would like to collaborate more on cross-curricular projects/assignments.	Advancing

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>
Lessons taught on citing sources	teachers	spring 2019	Student use of correct bibliography sources	
Lessons taught on plagiarism	teachers	spring 2019	Student understanding of plagiarism	
Cross-curricular projects and assignments	teachers	2nd semester	Student projects	

EOY DISCUSSION: 5/23/19

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

Although we started with the goal of targeted instruction, our goal evolved into student reflection and ownership, where our focus was on rubrics and feedback. This was a success in science in 7/8 gr, math in 6/7 gr, as well as 7/8 ELA and History.

Advancing