Kenai Peninsula Borough School District
2018-2019 School Development Plan
Soldotna High

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?	Teachers use formative assessments and summative assessments. Students have the oportunity to retake assessments after remediation if needed. Students have challenging AP and college course offerings not matched within the district. In terms of growth, we would like to offer additional English, math, and science college courses and strenghten our relationship with the University of Alaska system, Alaskan vocational tech programs, and businesses to better prepare students for their future academic and professional success.	Advancing
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?	Canvas, online courses, electives, POLYCOM, community service embedded into instruction; these are all ways that we are creating a flexible instrucitonal model. We also have our after school library open until 4:30 pm with a certified staff member to work with stdents should they choose. Community welcome back BBQ, radio interviews to garner support for athletics by students and for teaching by staff member, reaching out to long term partners such as Chamber of Commerce with thank you by teacher of the year and student representatives. We can better engage families by making the school the community hub. Make it a place that everyone wants to use and go to throughout the school year as well as the summer.	Advancing
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?	Our staff build relationships by showing an interest in students lives beyond the classroom. Will be developing the personalized learning strategies to target individual students within the classroom. Have added courses and intervention strategies within the master schedule and system this year. Our school has welcomed innovation and worked at implementation with changes to using Canvas, the master bell schedule, partnerships with other schools and colleges, and intervention. We have a Raising Academic Performance class all 10th grade students will take in which we will be focusing on their social emotional well being, executive functioning skills and academics.	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?	An area of focus will be goal setting. We do digital reflection, journals, portfolios, but we don't have them write their goals and relfect on them. We feel that starting small and working towards bigger is the path to take.	Emerging

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
Relevance: Experience a personalized learning system.		Core Four: Student Reflection & Ownership

Strategy #1	Strategy #2	Strategy #3
Students will learn in a flexible instructional model that is fluid and developmentally appropriate for all.		Goal-Setting

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.
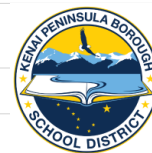
SMART Goal for Strategy #1

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

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Area of Focus #1:	Relevance: Experience a personalized learning system.

Strategy #1:	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 100% of the identified students will have an intervention in place and of the identified students 80% will recoup credits and be on track to graduate. Continue to create opportunities for students that are on track to be exposed to a flexible instructional model.

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.*
Review Student Intervention Database and identify students	Intervention Team	September 2018	Intervention list of students	Students Identified in I-Team meeting
Create intervention plan for each student	Intervention Team	October 2018	Intervention Database updated	Intervention database updated
Monitor student interventions	Intervention Team	On-going throughout the year at weekly i-team meetings	I-team Agendas/ Intervention database	Completed
Close intervention at end of school year	Intervention Team	May 2019	Intervention Database updated	We ended the year with 12 IEP studfents behind on credit and 6 10-11 students behind on credit. This was after we had 80 students identified throughout the year as in need of credit aquisition.
Work with Ed Elements	Leadership Team	On-going throughout the year	In-service and Early release agendas	completed
Teachers implementing personalized learning within the classroom	teachers	On-going throughout the year	Staff meeting share outs, observations, walk throughs	teachers valued the walkthroughs the most of any of the practices we went through. they saw first hand what their peers are doing and were able to glean from their peers in other disciplines.

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

MID-YEAR DISCUSSION: November 1, 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?	Teachers and staff are doing a great job of working with students and meeting them where they are. this is evident by the referals to I-team, the conversations we are having as a staff to work with the students and assist them in their learning progress.	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*

EOY DISCUSSION: May 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?	Finishing the year with only 6 students on the credit deficit list was a very big win. We also had 98% of our student this year graduate. This was another win for our staff. We were able to meet the needs of students and assit them with their learning making it relevant to their lives.	Advancing

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SMART Goal for Strategy #2

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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
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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

100% of staff will work with 100% of students to create two methods of demonstrating mastery on an objective 2 times per semester.

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.*
Continued work with Ed Elements	Leadership team	In-service August 16	In-service agenda - teacher share out	Staff worked hard to learn more about all core four areas in the deep dive. There was excitement and nervousness in their reactions. Leadership team each were at one area of the core four station rotations to assist and ask questions. Two teachers took hold of the reflection and ownership quickly
Learning Walks	Learning Walks	Learning Walks	Learning Walks	Learning Walks
Teacher share out-how they are working with students for relfection and ownership	Teacher share out-how they are working with students for relfection and ownership	Teacher share out-how they are working with students for relfection and ownership	Teacher share out-how they are working with students for relfection and ownership	

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

MID-YEAR DISCUSSION: November 1, 2018

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 are working on student reflection and ownership and are tking steps to engage their students in this practice. Results are being met with limited success. SOme of this is due to students strugling to make a shift in their thinking. There are many conversations with students of why they have to do this and why can't they just keep doing things the way they used to. Teachers will continue to focus on this practice and engage students.	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*
Teacher share out-how they are working with students for relfection and ownership	Teacher share out-how they are working with students for relfection and ownership	Teacher share out-how they are working with students for relfection and ownership	Teacher share out-how they are working with students for relfection and ownership	Teachers shared differnt ways that tey are working on the student reflection and ownership. One was the use of digital badges. It has been met with resistance from students. Another was a reflective practice through Canvas a tacher incorporated int o her class. This one has proven effective and has shown the increase in testing scores based onthe teaching practice being changed to meet the needs of the student and the student relfecting on the teachers practices.

EOY DISCUSSION: May 2019

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 continue to dig deeper into this area of student reflection and wnership. They feel that the practice is more like an onion where there are layers. Time needed to continue this is wanted and desired.	Developing