Kenai Peninsula Borough School District

2018-2019 School Development Plan

Nikolaevsk
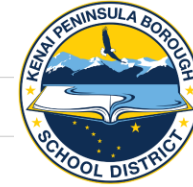
KPBSD Mission Statement	KPBSD Vision Statement	KPBSD Guiding Principles
The mission of the Kenai Peninsula Borough School District is to develop productive, responsible citizens who are prepared to be successful in a dynamic world.	We envision KPBSD students who engage in their learning, participate 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?	Dig deeper, multiple ways to show understanding, high expectati	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?	Grouping based on data, guided and independent work, genius ho	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?	"We rock PBIS", daily innovation, SMART goals, "Providing sa	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?	Student goal setting, personalized learning, reflections, "grit rack	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
Relevance: Experience a personalized learning system.	Responsive: Be immersed in a high quality instructional environment.	Core Four: Student Reflection & Ownership
Strategy #1	Strategy #2	Strategy #3

Students will be given opportunities to develop healthy lifestyles and make healthy choices.	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.
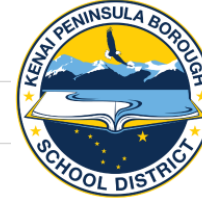
[SMART Goal for Strategy #1](#)

[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

Nikolaevsk

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

Strategy #1:	Students will be given opportunities to develop healthy lifestyles and make healthy choices.

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

Tier 1 PBIS will be fully implimented by all staff by October 18 and maintained throughout the year as evidenced by SET.

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 PBIS with all staff	Stading	August	notes	
Review of action plan for 2018-19	Stading	August	note	
Select monthly PBIS meeting dates	Stading	August	notes	monthly PBIS meetings have been agreed to and set for the year
Teach PBIS expectations	Team	August and continued as needed	posters, notes	Each staff member explicitly taught PBIS expectations for each space in the school. Classrooms, entry and halls, lunchroom, playground, computer lab, bathrooms, gym, etc.
Check and Adjust PBIS progress	Stading/Team	monthly meetings	notes	check and adjust at monthly meetings and more often as needed (i. e. how to better address "stop and think".
Complete quartly TIC	Coordinator/Team	October	documents	Completed at october PBIS meeting
SWT staff practice	Team	September		Covered, but need to address more explicitly.
SWT practice with students	Team	September		Covered, but need to address more explicitly.
School-wide celebrations	Celebration committee	As needed	photos, posters, etc.	Begining of yr completed. Celebration has been planned with student input for November.
Student Surveys	Team	December, May	Survey results	Student surveys completed. Need to further improve next year, giving students greater voice.

School-wide evaluation SET	Trina	March	SET score	Completed. SET score was solid. Need to pay greater attention to reviewing rclassroom behavior respomses entered by teachers.
PBIS start up plan started for 19/20 sc	Staff	May	plans	R Stading will be taking over as PBIS coordinator.

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
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?	Continuing development of "stop walk talk" student reflections	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: [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?	we will be starting with about 50% of our staff next year familiar with PBIS and our history/culture. Much time will need to be taken to help new staffs become familiar with PBIS.	Developing

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SMART Goal for Strategy #2

Nikolaevsk

Area of Focus #2:	Responsive: Be immersed in a high quality instructional environment.

Strategy #2:	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

Students and teachers will identify, share, and review salient data to be used to set and monitor individual learning goals by October 5, 2018 and continueed through May 2019.

Step 2: Give detail to the SMART Goal by completing the actions bank below

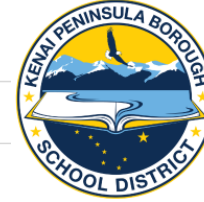| Action Steps: *What will be done? Include: professional development, ongoing communication with stakeholders, progress monitoring, and mid-year adjustments.*	Owner: *Who is responsible for leading or coordinating this action step?*	Timeline: *When will this be accomplished?*	Evidence of the Action: *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 PEAKS data with all staff	Sellers	August	notes	Data reviewed in August and September with all ataff
Review forms of data with staff (formative and summative)	Sellers	August	notes	Forms of data reviewed with all staff. All staff participated in learning data collection and efficacy activity in September.
Review forms of data (formative and sumative) with students	All teachers	September	notes, pictures, student comments	All staff participated in learning data collection and efficacy activity
Review 2018-19 Assesment Calendar	Sellers	August and reminders as needed	notes	Completed during august inservice. reviewed as windows approach
Provide students with performance series and AIMSWEB data as appropriate and teach them how to interpret data.	all teachers	during assesment windows and after tests	Data in student 6-part folders, conversations with students, student SMART goals	Teachers providing students with data so they can use for SMART goals and share with parents during Student led Parent/Teacher conferences.
Provide students with required salient data with which they can use to assess progress	all teachers	throughout the school year	student comments, student SMART goals check and adjust, etc.	Teachers sharing data as available.

MID-YEAR DISCUSSION: [Date]

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?	Our school has a culture of data use. Students are familiar with how to use data and what they mean.	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: [Date]

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?	School has a strong data culture. Students generaly do their best on assesment and take them seriously. We will be transitioning next year to MAPs and expect some learning curve. We will also have 50% new staff.	Advancing

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SMART Goal for Strategy #3

Nikolaevsk

Area of Focus #3:	Core Four: Student Reflection & Ownership

Strategy #3:	Ownership

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

Staff and students will begin to develop SMART goals and review and celebrate progress the first week of school and continue through May 2019.

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 SMART goals with staff and history of use with students at Nkolaevsk	Sellers	August	notes	SMART goals were reviewed with all staff at August and September meetings.
Teach students how to write simple SMART goals	All teachers	August	Student SMART goals, classroom posters, etc.	Teachers explicitly taught SMART goals and reviewed data with students K-12.
Plan for time to revisit individual student SMART goals and celebrate results	All teachers	individualized all year	student goals, 6-part folders, student led conferences	Students writing various goals depending on individual needs. Students sharing goals and data with parents at student led conferences. K-5 further along in process then secondary.
Teach students to plan/write "deeper" SMART goals	All teachers	September and continue throughout the year	student goals, 6-part folders, student led conferences	Some teachers did better with this than others. Students taking online classes were sometimes "missed" in the planning procces as well as chekng in with results.

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
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?	Generlay teachers grades K-5 did a better job assisting studnts with goals and sharing at student lead conferences. Secondary teachers are helping students in their development of these skills.	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*

EOY DISCUSSION: [Date]

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?	6-12 grades still behing their younger classmates. Some confusion surrounding online learning and goals. Further work is needed. Next year Nikolaevsk students will be teaming with RCA students learning to set and monitor goals. Student team from Niko and RCA will then train 6-12 grade students at Niko.	Advancing