Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #1

Hope School

Area of Focus #1:	Rigor: All students will achieve high levels of academic growth.
Goal #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 Goal #1

By May 2020 MAPs assessment will be a part of every eligiable student's data collection to be considered in providing the most appropriate instruction for each individual student.

Step 2: Give detail to the SMART Goal by completing the action steps 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, observations, comments, etc.*
Maps Training in August coordinated with AIMS Web and classroom assessments. Additional support will be provided by partner schools including Tustumena teachers.	Building Teacher	Fall 2019	All staff can successfully administer tests and utilize the resulting Data.	Maps assessment training complete. Assessments administered.
MAPs assessment administered to all student grades 3-6	Building Teacher	Fall testing window ending September 13.	Complete set of data for analysis during data/ I-Team days	Done
Plan data days/I-Team (with other buildings in order to check thinking) meetings to review MAPS and AIMSweb data along with CBA in order to determine the need for intervention above classroom instruction.	Building Teacher	September 24 will be the first Data review meeting, to be followed by quarterly and "as needed" intervention meetings.	Team schedule as well as the actual interventions with individual students	Incomplete. Instead had district coaches support teachers in assessments as well as classroom management and scheduling.

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

MID-YEAR DISCUSSION: 1/20/2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Assessment	Coaches continue to support teachers. Assessments completed. Interventions developed with support of itinerant teachers and coaches.	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*
continue to receive coach support on administration of assessments	teacher/coaches	all year	useful student assessment data and effective student intervention	continuing to design effective intervention.

EOY DISCUSSION: [Insert Date]

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

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #2

Hope School

Area of Focus #2:	Relevance: Experience a personalized learning system
Goal #2:	Students will experience varied instructional strategies that target individual strengths and interests of each learner.

Step 1: Write a SMART Goal in the space provided below for Goal #2

Between the months of October and April, each teacher will utilize the concept of a shared chart (Pineapple chart) to share learning opportunities they are willing to share with other teachers. Then, each teacher will schedule a time to observe another teacher's classroom and systems with the intent of replicating or modifying a similar system within their own classroom. This observation will have the focus of Personalized Learning.

Step 2: Give detail to the SMART Goal by completing the action steps 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, observations, comments, etc.*
We are going utilize quarterly Learning Walks, creating a Pineapple Chart to take advantage of days with Substitute planning time.	Adminstrator and staff leaders.	October through April	The physical schedule with completion of learning walks and subsequent discussions.	Teachers visited other schools as part of the support provided by the district coaches

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

MID-YEAR DISCUSSION: 1/20/2020

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

Learning Walks	Exemplary instruction observed. Teachers are continuing to attempt to replicate with the support of district coaches.	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*
Learning walks at other small schools	Teacher/admin	end of February	Scheduled learning walks	TBA

EOY DISCUSSION: [Insert Date]

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

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #3

Hope School

Area of Focus #3:	Core Four: Flexible Content and Tools
Goal #3:	Flexible Content and Tools

Step 1: Write a SMART Goal in the space provided below for Goal #3

Between the months of October and April each teacher will recieve actionable feedback in the area of Personalized Learning/Flexible tools, that will result in modifying instruction at the individual level.

Step 2: Give detail to the SMART Goal by completing the action steps 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.*
We will do professional development and our learning walks will provide feedback in the area of Flexable Tools.	Administrator	Between October and April of the school year.	Feedback Cards and observation of flexable tools and content in the classroom.	Reverted to district coaching and on site visits to other schools.
Review cards during pre observation meetings. Because Hope teachers are non-tenured, they will receive feedback and formal observations at least twice a year during pre-observation meetings.	Certified teachers	Between October and April of the school year.	Pre-observation notes in Evaluwise	Formal observations and informal observations completed to date. Will continue observation and feedback.

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

MID-YEAR DISCUSSION: 1/20/2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Flexible content and tools	Continuing to arrange for coaching to include flexible content and tools. Teachers will observe at least one other school by the end of 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*
Schedule school observation for flexible content and tools.	Teacher/admin	February 28	schedule and feedback cards completed by teachers	TBA
Continue coaching support to include flexible content and tools.	Teacher/ coaches	March	coaches calendar	TBA

EOY DISCUSSION: [Insert Date]

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

Kenai Peninsula Borough School District

2019-2020 School Development Plan

Hope School

KPBSD Mission Statement	KPBSD Vision Statement	KPBSD Guiding Principles
The mission of the Kenai Peninsula Borough School District is to empower all learners to positively shape their futures.	KPBSD will inspire all learners to pursue their dreams in a rigorous, relevant and responsive environment.	Every KPBSD student will graduate prepared for their future. A strong, positive relationship with all students is the foundation of a quality education in KPBSD. A KPBSD diploma guarantees a student is ready for life, college, and career.

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?	Moose Pass, Cooper Landing, and Hope Schools collaborated to construct SDPs. Although they are quite similar, there are key differences. We use data from Aimsweb Plus and will use data from MAPS testing this year. Student growth and success will be determined also through classroom based assessments (formal and informal). Hope School has two new teachers and will have one less para as well as a new secretary as part of the school team. The learning of assessment programs will be a heavy lift and we will have to rely on support at the district level as well as our partner schools to become proficient with the assessment tools and the application of the data.	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?	Based on data driven decisions, we provide assistance and instruction directed at individual learners and their needs. We participate in the Healthy Choices program and fund raising for Jump for Heart to encourage healthy lifestyles and healthy choices.	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?	The school and staff meet and discuss student needs on a daily basis. Utilizing volunteers helps support the staff and also meet the needs of the students. Also, it improves our relationship with the community. Our school is always looking to innovate and streamline our practices. we could reach out this year to outside sources to better support innovation.	Advancing

Step 3: Based on the discussion above, select up to 3 areas of focus and 3 corresponding goals for the 2019-20 school-year

Strategic Plan Area of Focus #1	Strategic Plan Area of Focus #2	Strategic Plan Area of Focus #3/Core Four Focus
Goal #1	Goal #2	Goal #3

Step 4: Complete a SMART Goal Sheet for each goal listed above by **either** clicking on the link below **or** the corresponding goal tab below. Also, for your reference, see the additional resources below that can by used to support your School Development Plan.

SMART Goal Sheet for Goal #1

SMART Goal Sheet for Goal #2

SMART Goal Sheet for Goal #3

Additional Resources	Description	Link
KPBSD Strategic Plan 2017-2022	The 5-year Strategic Plan as adopted by the school board.	Link to KPBSD Strategic Plan
Key Performance Indicators	KPBSD Key Performance Indicators (KPI's)	Link to KPI's
Cour Four Look Fors	Key Points to look for when conducting a Learning Walk, including questions to ask students	Core Four Look Fors
Core Four Continuum	Continuum Rubric based on the Core Four. Can be used by teams and teachers as a resource for advancing and growing Personalized Learning practices	Core Four Continuums
Core Four White Paper	White paper providing detail into core instructional strategies to have a successful personalized classroom	Link to Core Four White Paper
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