Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #1

Tustumena Elementary 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	Interventionist/testing coordinator	Fall 2019	All staff can successfully administer tests and utilize the resulting Data.	Interventionist provided initial training in mass for all staff then went to individual staff members for followup and was available for support.
MAPs assessment administered to all student grades 3-6	Classroom Teachers	Fall testing window ending September 13.	Complete set of data for analysis during data/ I-Team days	
Plan data days/I-Team meetings to review MAPS and AIMSweb data along with CBA in order to determine the need for intervention above classroom instruction.	Interventionist/testing coordinator	September 24 will be the first I-Team meeting, to be followed by quarterly and "as needed" intervention meetings.	I-team schedule as well as the actual interventions with individual students	

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		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?	I-Team has conducted all scheduled meetings. Meeting foci were on student performance and support. Students in need of additional support were assigned a "Tier" of intervention. The next I-Team meetings will be held on February 23, 2020 to review the most recent data.	Sustaining

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*
Collect student data including CBA and district assessment (MAP)	all teachers	On-going and on district calendar	Student data in an organized format for I-Team meetings	Fully successful in each classroom. Ongoing support for all identified students.
Schedule I-Team meetings	Building interventionist	Quarterly	I-Team meetings and updated interventions on PowerSchool	Updated interventions.

EOY DISCUSSION: 5/20/2020

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 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?	I-Team meetings were interupted by school closure. Electronic meetings did occur. Instruction was altered and consistent attendance was a challenge. Intervention schedules were kept as best as could be considering attendence and connectivity would allow.	Sustaining

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #2

Tustumena Elementary 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.	

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

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?		Learning walks completed in Decemeber and scheduled for February. December's learning walks with in the building. Our next learning walks with be off campus at other buildings. Currently meeting with leadership team to determine schedule. Teachers who are not directly part of this spring's learning walks will be scheduled first next fall.		Sustaining
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*
Complete first learning walks within building	All staff either observer or observed	December 2019	Feedback cards and discussions of observations.	Completed including feeback cards given to classroom teachers being observed.
Schedule learning walks in February and March for next wave of teachers to explore classrooms and programs outside of the building.	Leadership team to set schedule	March 2020	Feedback cards and discussions of observations. Plus the actual schedule	TBA

EOY DISCUSSION: 5/20/2020

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?	Feedback cards were well received through February. No other walk throughs occured after February. We will continue with our plan to have walk throughs occur outside the building as long as funding for subs continues. Current state of virus has us questioning the concept of visiting other buildings. New staff members will need to be brought up to speed and will have options of visiting in-building teachers first.	Sustaining

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #3

Tustumena Elementary School

Area of Focus #3:	Core Four: Flexible Content & Tools
Goal #3:	Flexible Content & 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.	
Review cards during pre observation meetings	Certified teachers	Between October and April of the school year.	Pre-observation notes in Evaluwise	

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.	Each teacher received feedback from admin and other teachers during learning walks. Mid year discussions are scheduled for teachers on TEP's. Teachers whom have already had formal observations received admin content and were required to provide evidence of flexible content and tools. Non tenured teachers will continue to receive formal feedback. All teachers will share examples of Flexible content and tools during staff meetings and inservice meetings.	Sustaining

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*
In service training on Flexible content and tools	Certified staff	Sept- March	Discussion and application in classrooms	Open discussions. Additional information from one of the teachers taking the Canvas class on Personalized Learning
Teacher presentations	Certified staff	December - March	Discussion and application in meetings	All teachers involved in discussion and able to provide evidence of flexible content and tools
Follow up during observations	Admin	December - March	Evidence during pre and post observation meetings	All pre and post observation notes include focus on the use of flexible content and tools.

EOY DISCUSSION: 5/20/2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Switched to distance learning PD. All staff vigorously attended needed PD in distance learning. Also supported each other in problem solving and student engagement.This was a real example of the need for using flexible content and tools.	Real world example thrust upon us. Flexible was the only option. Teachers rose to the occation. Additionally, we learned a great deal about the reliance on family support during distance learning. Student data next year is likely to show a wider gap in learning as some students/families embraced the task and some avoided it, and many in between.	Sustaining

Kenai Peninsula Borough School District

2019-2020 School Development Plan

Tustumena Elementary 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?	Use AIMS Web, Maps testing results, and Classroom assessments to make Data Driven Decisions. These multiple data points will be the driver for decisions regarding the level of intervention individual students will receive. This area would be in considered "sustaining" except we are currently learning more about the MAPs assessment and how that data can best be utilized.	Advancing
Area of Focus: Relevance		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?	Engage entire staff in Personalized Learning strategies. Educate Parents in this new approach . Take steps to involve students in self reflection, helping them to take ownership their learning.	Sustaining
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?	Take steps to make sure each teacher is developing positive relationships with students. Time must be allowed for student/Teacher discussions, addressing reflection and goals. Our school is on its way to achieving a culture of innovation.	Sustaining

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
Rigor: All students will achieve high levels of academic growth.	Relevance: Experience a personalized learning system.	Core Four: Flexible Content & Tools
Goal #1	Goal #2	Goal #3
Student growth and success will be determined through multiple measures of learning.	Students will experience varied instructional strategies that target individual strengths and interests of each learner.	Flexible Content & Tools

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