





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.	<u>Link to KPBSD Strategic Plan</u>
Key Performance Indicators	KPBSD Key Performance Indicators (KPI's)	<u>Link to KPI's</u>
Cour Four Look Fors	Key Points to look for when conducting a Learning Walk, including questions to ask students	<u>Core Four Look Fors</u>
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	<u>Core Four Continuums</u>
Core Four White Paper	White paper providing detail into core instructional strategies to have a successful personalized classroom	<u>Link to Core Four White Paper</u>
School Design Matrix	Matrix designed to support schools to create a school design at an atomic level	<u>Link to School Design Matrix</u>
Collaborative Learning Framework	Framework developed with DCPS to provide insights into creating successful peer-to-peer, collaborative learning environments	<u>Link to Collaborative Learning Framework</u>

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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 eligible 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: <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>
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: <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>
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: 5/20/2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
CBA's and Maps	Intervention was limited with Covid 19 and distance learning. Our para provided the majority of intervention with design input from the certified teachers. Participation was limited and engagement was varying. Social issues continued to put up walls that the teachers were not able to work around. Between the virus/distance learning and social issues, it will be necessary to take a few steps back next year to get a good baseline in student capacity and learning.	Developing

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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: <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>
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
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Learning Walks		Exemplary instruction observed. Teachers are continuing to attempt to replicate with the support of district coaches.		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>
Learning walks at other small schools	Teacher/admin	end of February	Scheduled learning walks	TBA
EOY DISCUSSION: 5/20/2020				
Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
distance learning/ flexible learning		The end of the year was a struggle for all in Hope. A social riff between teachers and parents developed which caused a lack of support for distance learning. Much was accomplished but not to the degree as the other small schools who had a strong social tie with the communities. Learning walks were replaced by on-line PD for distance learning. The techical concepts were successful but the social issues slowed real progress.		Developing

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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 receive 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: <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>
We will do professional development and our learning walks will provide feedback in the area of Flexible Tools.	Administrator	Between October and April of the school year.	Feedback Cards and observation of flexible 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: <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>
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
Flexible tools and content	Completely converted to distance learning. Some students level of engagement was very limited. Teachers turned in letters of resignation in February and the level of coaching decreased. The college continued to support to the end of program but success was limited. This will need to be an area of focus next year as we did not make great gains and we will have new staff on board in the fall.	Developing