





Kenai Peninsula Borough School District

2019-2020 School Development Plan

Paul Banks 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?		
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?	Reveiwed notes from end of year survey. majority of teachers wanted to continue with student Smart Goals.	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?		
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
Relevance: Experience a personalized learning system.	Responsive: Be immersed in a high quality instructional environment.	
Goal #1	Goal #2	Goal #3
Students will develop a personalized learner profile as demonstrated in their portfolio		
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

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2019-20 SMART Goal Sheet for Goal #1

Paul Banks Elementary School



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

Goal #1:

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

Every students at Paul Banks is working on setting and obtaining a personal goal to create more student reflection and ownership in academic or social emotional needs. By the end of the 2019-2020 school, 90% of students will choose and articulate their goal, how they are working towards their goal and finally be able to tell when they have met their goal.

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>
Staff chooses format for displaying goals	Leadership Team	8/14/19	All classroom teachers will vote on format.	Each teacher will post individual student goals around their hall bulletin board.
Time for prepping and planning goals	Leadership Team	8/14/19		Grade level teams made plans for how to get started with student goals.
At Spotlight Assembly, do a goal check -in	Eric	On-going		Dina will Update
Quarterly check-in with teachers	Leadership Team	10/16/19, 1/6/20, 1/15/20		See below.

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

MID-YEAR DISCUSSION: 2/25/20

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
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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?		Student interest and investment has increased. Teachers brainstormed ideas for how to draw more attention to celebrating and updating goals.		Sustaining
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>
Quarterly check-in with teachers	Leadership Team	10/16/19	Update	Great reflection, ideas, shout outs shared. Everyone has been more successful with helping students set goals and reflect on them.
Quarterly check-in with teachers	Leadership Team	1/6/20		Student interest and investment has increased. Teachers brainstormed ideas for how to draw more attention to celebrating and updating goals.
Quarterly check-in with teachers	Leadership Team	1/15/20		Student interest and investment has increased. Teachers brainstormed ideas for how to draw more attention to celebrating and updating goals.
Quarterly check-in with teachers	Leadership Team	3/18/20 4/15/20	Final Check in	Dina will Update
EOY DISCUSSION:				
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?	Due to Covid, we are carrying over these goals to next school year.			

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2019-20 SMART Goal Sheet for Goal #2

Paul Banks Elementary School



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

Goal #2:

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

Continue to develop and deepen our Learning Walks, by expanding from the 2018-19 school year.

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>
New Staff and PL Champ	Dina	October 1st	Completion of Learning Walk requirement (look 4s and take a ways)	New gen ed staff members were able to visit most classrooms to see how other staff members are implementing our school goal of Student Reflection & Ownership. Response was very positive.
Grade Level Learning Walk	Eric	Pk-K- 11/5-8, 1st 11/12-15 2nd 11/18-22	Completion of Learning Walk requirement (look 4s and take a ways)	Pk/K - 11/6 (AM), 1st - 11/13 (PM), 2nd - 11/26 (AM). *2nd grade team rescheduled to 1/21
Optional Learning Walk (encourage team project in/outside of PBE building)	Leadership Team		Completion of Learning Walk requirement (look 4s and take a ways)	Staff teams are interested in possible learning walks at McNeil, West Homer, and Sterling.
Publish a schedule for opening our school for Learning Walks	Eric	1/22/20	Email to Amanda	Completed 8/26/19 Eric
Publish a schedule for opening our school for Learning Walks	Leadership Team	2/20/20 and 3/3/20	Email to Amanda	Completed 8/26/19 Eric

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

MID-YEAR DISCUSSION: 2/25/20

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
<p>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - 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? 	<p>There has been numerous learning walk visitors. All have shared a lot of praise about their time at PBE and there numerous take-a-ways. The visitors have also asked us questions that have been great reflection for us as a staff. The positive praise has been good for our site as on last year's end of the year reflection survey we learned we needed to to celebrate more as a team. The opening of doors has continued to support our belief that our practice needs to be done out in the open and not hidden in practice. There are numerous emails detailing experience if you would like to see them.</p>	

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>

EOY DISCUSSION:

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
<p>Responsive Goal: Be immersed in a high quality instructional environment.</p> <p>Key Discussion Questions:</p> <ul style="list-style-type: none"> - 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? 	<p>Due to Covid, we are resuming this goal next school year.</p>	

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2019-20 SMART Goal Sheet for Goal #3

Paul Banks Elementary School



Area of Focus #3:

Goal #3:

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

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>

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

MID-YEAR DISCUSSION: [Insert Date]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
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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>
EOY DISCUSSION: [Insert Date]				
Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area