

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #1

West Homer Elementary School



Area of Focus #1:	Responsiveness: Develop a culture of continuous innovation within all schools across the district.			
Goal #1:	Students will experience innovative PL practices developed through teacher peer coaching cohorts.			
Step 1: Write a SMART Goal in the space provided below for Goal #1				
All students will experience varied PL instructional strategies through teacher collaboration focused around an area of the Core Four with their peer coaching cohort. 80% of students will show growth through teacher generated pre and post assessments/survey directly aligned to the chosen content strand.				
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>
Teachers Self Assess on Core 4 continuum and identify 1 specific goal to focus on this year.	Teachers	August Inservice	Google.doc	At an August inservice teachers used the core 4 continuums to identify an area and a specific goal to work on to improve their PL practices. Areas of focus and goals were collected using a google form.
PL Cohorts will form	PL Team	September	groups are formed, breakout session with cohort	The leadership team formed PLC groups based on survey results. PLCs met for their first meeting 9/18/2019. See PLC agendas in the PLC Meeting Agenda 19 - 20 folder located in the Shared - WHE folder on Google Drive.
Cohorts observe eachother 1x/quarter and provide feedback	PL Team	Quarterly October 15, December 4, February 26, April 14	Agendas	10/3/19 - PLC teams met to prepare for peer observations 10/15/19 - Peer observation day 10/18/19 - PLC teams met to provide feedback and develop next steps for work towards individual goals
monthly cohort meetings (staff meetings)	principal	ongoing	agendas	11/7/10 - check-in PLC meeting
Individual teacher presentations of projects to staff	PL Team	ongoing	agendas	Did not take place due to Covid-19

self assess on Core 4 continuum	Teachers	quarter 4	Growth in self assessment in Core 4 area	Did not take place due to Covid-19
Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps				
MID-YEAR DISCUSSION: [November 20]				
Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
		Teachers are on track to developing the pre and post assessments for their 4th quarter data gathering. PLC teams continue to meet. Teachers have observed each other twice and will observe 1 more time before they assess students and then present to the entire staff on their progress.		Advancing
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>
Organized next round of PLC Team Peer observations	Leadership Team	January	PLC Teams met, observed each other and provided feedback.	PLC Teams met, observed each other and provided feedback.
EOY DISCUSSION: [Insert Date]				
Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area
		team did not meet due to Covid - 19		N/A

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #2

West Homer Elementary School



Area of Focus #2: in a high quality instructional environment

Goal #2: Prioritize strong, positive relationships with all students to support their social and emotional needs.

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

By the end of 2019-20 school year, staff will implement elements of restorative practices with each other and their students. Improvement of school climate will be evidenced by the following Hanover data:

70% of students in grades 3-5 will indicate students in this school help each other "very much" even if they are not friends.

80% of students in grade 6 will indicate students in this school help each other even if they are not friends.

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 will participate in restorative practices inservice in August	Ingrid Harrald	August 13th	Attendance Inservice agenda/feedback	Ingrid provided introduction to restorative practices at an August inservice. An overview of the continuum of restorative practices was presented as well as classroom community building activities.
Principal will utilize restorative questioning and consequences in disciplinary situations	Eric Waltenbaugh	August - May	Disciplinary records	Data is skewed based on remote learning for 4th quarter.
Classroom community building activities PD	Ingrid Harrald / PBIS Team	October In-service	Attendance Inservice agenda/feedback	Becky Paul shared a list of discussion prompts she uses during class circle meetings. Ingrid lead an activity where groups brainstormed challenging behaviors and categorized them.
Certified staff will implement weekly classroom community building activities	Eric Waltenbaugh/ PBIS Team	Second Semester	Lesson Plans	All staff have implemented weekly community building circles. Over half the staff have a daily community building circle.

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

MID-YEAR DISCUSSION: [November]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
	Teachers report ideas and supports provided during PD times have helped add to their toolbox of community circle activities they employ. All teachers are incorporating a circle at least 1x/week. the principal uses questions each day to promote social responsibility on the announcements teachers can use during their morning meetings.	Advancing

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 question a day	principal	daily	announcements	students record ideas on whiteboard in hall outside office
	Certified Teachers	weekly	lesson plans	community circle times are established in the schedule.

EOY DISCUSSION: [May]

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
	have not recieved Hanover Data yet to determine if the goal was met.	