

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #1

Homer Flex



Area of Focus #1:	Responsive: Be immersed in a high quality instructional environment.			
Goal #1:	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 #1				
By the end of the 2019-20 school year, 90% of students at Flex will engage in positive school climate activities and social-emotional learning opportunities, as evidenced by an increase in the overall mean scores in Scale 2 (School Climate) and Scale 3 (Social-Emotional Learning) of the Hanover School Climate Survey.				
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>
Implement student advisories to build supportive relationships, identify student concerns, and ensure academic success	Chris	Meet weekly throughout the year	Number of advisory periods per rotation	Adjusted schedule to allow for advisories; on average, meeting once biweekly
Increase use of PBIS action plan's affective language throughout the school	Colette and staff	Throughout the year	PBIS action plan reflection	Need to finalize action plan for affective language, but staff and students continue to use it regularly (morning meetings primarily)
Continue implementation of restorative practices	Ingrid and Chris	Throughout the year	Number of community circles, academic circles, formal restorative conferences	Biweekly community circles occurring; restorative conversations and conferences as needed;
Increase community and parent involvement	Chris	May 20, 2020	Participants at open houses, guest speakers, fieldtrips, student-led parent/teacher conferences, pancake breakfasts, advisory meetings,	Weekly community volunteer-led Pancake Breakfast; annual early Fall Open House and Flexgiving; Student-led Parent Teacher Conferences; Title I First Semester Meeting and Parent Engagement Activity;

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

MID-YEAR DISCUSSION: 1/17/2020

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? 	See Action Steps Below	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 advisory implementation to support students through weekly or biweekly meetings	Chris	Weekly through 5/20/2020	Number of advisory meetings per rotation	
Finalize PBIS affective language action plan	Colette and Staff	1/31/2020	PBIS action plan	
Continue Restorative Practices implementation through NVC, circles, and conferences	Ingrid and Chris	5/20/2020	Number of community circles, academic circles, and restorative conversations/conferences	
Continue community and parent involvement opportunities through Title I engagement activities, fieldtrips, open house offerings, advisory councils, and Flex First Friday.	Chris	May 20,2020	Number of parent and community participants	

EOY DISCUSSION: 5/21/2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
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<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>Prioritization of positive relationships remained a strength, even through remote learning. The school also prioritized enhancing the staff's instructional practices to meet the needs of students, especially given the challenges of remote learning. Staff were truly innovative and willing to try new practices/platforms/etc to reach students.</p>	<p>Sustaining</p>
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Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #2

Homer Flex



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

For the 2019-20 school year, the Flex four year graduation rate will remain above 70 percent.

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>
Continue to offer multiple high-interest CTE courses	Staff	Throughout the year	Courses offered	Offered culinary (3x), digital-photography, drafting, and medical terminology this year
Offer Flex-specific Upstream Life Skills Academy	Chris and Rachel Pioch	Before May 1, 2020	Number of students attending the academy	TBD
Offer Flex summer school classes	Staff	June 30, 2020	Number of students attending summer school	Offered summer school 2019 (three participants); 2020 TBD
Implement MAPs assessments and utilize data for interventions and planning purposes	Colette and Chris	May 20, 2020	Number of students tested during each testing window	Tested Fall 2019 and Winter 2020; Staff attended data trainings in October and January
Create standardized cross-curricular documents, including reflection tools, rubrics, and Canvas templates	Staff	Throughout the year	Tools, rubrics, and templates created	Staff standardized the formatting of Canvas course interfaces and are utilizing the shared Google Drive; staff is also piloting a common writing template through Google Docs

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

MID-YEAR DISCUSSION: 1/17/2020

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?		See Action Steps Below.		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 offering multiple CTE courses	Staff	May 20, 2020	Number of CTE courses offered	
Offer Flex Upstream Life Skills Academy	Chris	May 20, 2020	Number of students attending	
Offer Summer School/Clubs	Staff	June 30, 2020	Number of students attending	
Continue MAPs implementation and utilization	Colette and Chris	Spring 2020	Number of students tested during each testing window	
Continue to develop standardized documents, tools, rubrics, and templates	Staff	Ongoing through May 2020	Tools, rubrics, and templates created	

EOY DISCUSSION: 5/21/2020

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?		Many of these action plans, including the Upstream Academy, Summer School, and MAPs implementation, were interrupted by COVID 19. That being said, engaging students in healthy activities has been a consistent focus at Flex. Whether through CTE courses, rotating community PE offerings, SEL initiatives, or family engagement activities, healthy lifestyle activities are a key component of what we do.		Advancing

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #3

Homer Flex



Area of Focus #3:	Core Four: Student Reflection & Ownership			
Goal #3:	Student Reflection & Ownership			
Step 1: Write a SMART Goal in the space provided below for Goal #3 By the end of the 2019-20 school year, 100% of certified staff will engage students in reflection and ownership activities on a weekly basis, as evidenced by periodic sampling of weekly lesson plans.				
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>
Identify site specific PL Champ	Chris	August 14, 2019	Staff member identified	Colette Choate is serving as our PL champ
Site PL Champ and administrator attend district PL workshops and webinars and present these to the staff during PD	Chris and ...	Throughout the year	Attendance in workshops and webinars, PD inservice agendas	Colette attended the November PL training and presented this content to the staff
Class specific weekly design models that include station rotations and student reflection & ownership components	Staff	August 20, 2019	Design models with station rotation and student reflection & ownership components	Staff continues to implement these design models, including standardized reflection tools for students
Teacher reflection practice through goal setting (on student reflection and ownership) and periodic collaboration focused on reflective practices	Chris	Throughout the year	Documentation of goal setting and reflection through Effective Instruction process	Through the effective instruction process, staff reflected on current practice and set goals for the semester.

Implement a student reflection process (in advisories) in preparation for student-led parent/teacher conferences	Staff	November 1, 2019 and February 13, 2020	Common reflective tool created and implemented in advisories	Staff used advisories to introduce and implement reflective tools in preparation for conferences. Students then used these tools during their conferences.
Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps				
MID-YEAR DISCUSSION: 1/17/2020				
Area of Focus	Record Discussion Notes Here		Select a current ranking for your school in this area	
	See Action Steps Below.		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>
PL Champ will continue to attend PL workshops and present to staff during PD	Colette	Throughout the year	Attendance in workshops, and PD Inservice agendas	
Continue teacher reflective practices through Effective Instruction process	Chris	May 2020	Documentation of goal-setting and reflection through Effective Instruction process	
EOY DISCUSSION: 5/21/2020				
Area of Focus	Record Discussion Notes Here		Select a current ranking for your school in this area	
	Reflective Practices were integral to implementing effective practices during our remote learning experience. This allowed for honest discussion and revised practices. In need of finding a new PL Champ for the 2020-21 school year.		Advancing	

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