Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #1
Seward Middle School

Area of Focus #1:	Rigor: All students will achieve high levels of academic growth.

Goal #1:	SWMS will use standards based reporting, in grades 6-8, by the end of the year.

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

SWMS core classes will report grades using standards by the end of year in grades 6-8.

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.*
District office uploads standards into PS	admin and DO	by August 1st	standards are in PS	PS would require teachers to grade twice--once with PS and again with Canvas.
Staff creates a timeline and list of needs to make this happen	admin	first week of school/inservice	Timeline and list of needs document with assigned roles.	
Parents communication, onboarding, and education through open houses, digital and paper based tools	admin, some staff creation of tools	ongoing, tools built first couple weeks of quarter	Tools are available to parents, open houses and other events are available for parents. Teachers/admin are communicating with parents.	Standards-Based grading remains individualized to teachers who use a cross-walk document to convert to traditional letter grades.
Use early release time to reflect on and iterate systems and practices for SBG (as much as possible)	Admin and staff leadership	ongoing	Early release time leads to reflection documents and changes in practices	

Facilitate collaborations between other schools using SBG	Admin and Carlyn Nichols	all year	SWMS staff members will visit RCA and other schools/teachers. Teachers would be using Skype or other tools to collaborate.	
Staff will meet once a month to reflect, share and iterate their strategies and struggles. (Early release if possible) (Needs norms and use Summit Learning PD as a starting point)	Admin and Carlyn Nichols	once a month all year	We will meet once a month and have Google doc notes/agendas	

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

MID-YEAR DISCUSSION: November 2019

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?	Two issues: 1) Goal depends on IT to upload standards into Canvas so thtat teachers can link reinforcement activities. This hasn't occured. 2) Manigerial needs of the school took precedence over over pursuit of school goal. Result of new administrator with two schools.	Developing

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*
Focus on staff empowerment and consensus building/	Administration	On-going	Manigerial	Cell phone and dress code policy. Master and Bell Schedule adjustments.

EOY DISCUSSION: May 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?	Three of nine teachers employ Standards-Based assessment, but still require a cross-walk document to translate into traditional grades. The staff remains open to the concept and are hopeful that District reporting infrastructure is in place to support it. Also, staff is more comfortable discussing and building consensus on important matters that impact the school's day-to-day functioning.	Developing