





Kenai Peninsula Borough School District

2019-2020 School Development Plan

Razdolna 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?	- Holding students accountable - Classroom systems: economy, behavior charts -Deadlines - Consistant immediate feedback Writing IXL: showing targeted instrutions -Clear Expectations: I can statements - Student portfolios Highlights, writing samples	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?	- Highschool/ Middle School: Project based learning - Village specific instruction: geometry relating to how to construct a house, angles to building -Broad standard: inquiry based, then become daily objectives, ex.) 15 minutes to create a waterproof shelter - Public displayable - Improve money management (highly relevant) - Choices: look different at different levels -Family engagement: prizes, food, Russian plays, math festivals, students awards, poetry readings - How do we get more parent engagement? -	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?	-7 to 1 positive to negative - Rules posted and explained - Practice behaviors and showing examples - Teaching social skills - Teaching growth mindsets - Students know expectations - Targeted instruction (data driven, student goals, feedback and reflection, meeting students where they are at) - Read alouds and lessons- social emotional - Professional development? Each staff member goes to one or two a year and shares out - Getting to know the students interest: rapport - Knowing who to contact if student is having a bad day (older siblings) - Collaborative lesson planning, resource share out - Outdoor, building projects, engineering stations, harvest fair, outdoor classroom	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
Responsive: Be immersed in a high quality instructional environment.		Core Four: Student Reflection & Ownership
Goal #1	Goal #2	Goal #3

Prioritize strong, positive relationships with all students to support their social and emotional needs.		Student Reflection & Ownership
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 be 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

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #1

Razdolna School



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 FY20 school year, Razdolna School will recognize students for their achievement in academics, attendance, and attitude schedule in three school recognition events.

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 monthly "Student Recognition" collaboration sessions	Administration & Staff (cert/class)	End of FY20 school year	Google Sheets documentation	School now recognizes students weekly (occasionally bi-weekly) for each Habits of Mind theme
Parents will be notified of upcoming student recognition events, and how they may assist in such events	Administration & Staff (cert/class)	2-3 weeks prior to each student recognition event	Newsletters, flyers	Parents were notified of end-of-semester school-wide event in which students were recognized for behavior, academics, and attendance achievements
Staff will identify specific student achievements in the 3 areas: academics, attendance, attitude	Administration & Staff (cert/class)	Ongoing throughout FY20 school year	Google Sheets documentation	Towards the end of the December school session, all students were recognized for achievement in the 3 areas: academics, attendance, and attitude (behavior). The school plans to repeat the event towards the end of the Spring Semester

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

MID-YEAR DISCUSSION: [01/20/20]

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? 	<ul style="list-style-type: none"> - Razdolna School has started weekly/bi-weekly instruction in the 16 Habits of Mind themes. Students are recognized for achievements in each theme. - Razdolna School has started semester student recognition events, and will plan towards quarterly recognition events, with focus in the areas of academics, behavior, attendance - Razdolna School has started a schoolwide ticket reward system in which students earn tickets for various recognitions (academics/behavior areas). These tickets count toward school-wide rewards, such as a "Popcorn Day" or "Spring Carnival" - Teachers model & provide class instruction in Habits of Mind themes - In early Fall 2019, the school expressed a desire to the district office to become a PBIS school 	<h3>Advancing</h3>

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: [05/29/20]

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>Due to Covid, our school continue this goal into next year. We've started talks with both Kevin Downs, and between staff members, on starting PBIS next year. A surevy vote was taken w/ opportunity to provide feedback, and such feedback will guide the development of PBIS for next year. We'll also work towards solidifying student recognition and parent involvement in their child's education for FY21.</p>	<h3>Advancing</h3>

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #2

Razdolna School



Area of Focus #2:

Goal #2:

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

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

Kenai Peninsula Borough School District

2019-20 SMART Goal Sheet for Goal #3

Razdolna School



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 FY20 school year, each classroom will have incorporated a system by which students self-assess their mastery of a Learning Goal, and can support such assessment to their teacher				
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>
Provide inservice on class learning goals and self-rating systems	Administration	End of FY20 school year; ongoing	Google Sheets Documentation	We've had multiple days of PL inservice on Student Self-Reflection and Goal Setting. The recent Jan. 20th in-service addressed SMART Goals and self-rating systems. By the end of the inservice, staff had to identify highlights in their exploration/collaboration of resources, and discuss how they can use what they've learned in their instruction.
Provide professional development over SMART Goals	Administration & PL Champ	End of FY20 school year; ongoing	Google Sheets Documentation	The recent Jan. 20th in-service addressed SMART Goals and self-rating systems. By the end of the inservice, staff had to identify highlights in their exploration/collaboration of resources, and discuss how they can use what they've learned in their instruction.

US PL-based strategies for incorporating student reflection strategies in the classroom	Administration & PL Champ	End of FY20 school year; ongoing	Google Sheets Documentation	We've had multiple days of PL inservice on Student Self-Reflection and Goal Setting. The recent Jan. 20th in-service addressed SMART Goals and self-rating systems. By the end of the inservice, staff had to identify highlights in their exploration/collaboration of resources, and discuss how they can use what they've learned in their instruction.
Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps				
MID-YEAR DISCUSSION: [01/20/20]				
Area of Focus	Record Discussion Notes Here		Select a current ranking for your school in this area	
Core 4: Student Reflection & Ownership	<ul style="list-style-type: none"> - Classroom teachers and support staff are actively seeking methods by which they can incorporate goal setting and self-rating strategies within their regular instruction. This includes Russian Language instruction supported by our Russian Teacher and Russian support staff. - Classroom teachers and support staff receive ongoing professional development in self-reflection and goal setting strategies, including learning scales, SMART goals, and self-assessment strategies. - Staff are actively seeking ways by which to involve parents in daily instruction. One example is small group work in learning stations. 		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>
EOY DISCUSSION: [05/29/20]				
Area of Focus	Record Discussion Notes Here		Select a current ranking for your school in this area	

Core 4: Student Reflection & Ownership	COVID outbreak and distance education has hindered progress in Student Reflection & Ownership. Our school will continue improving this CORE 4 area at the start of the FY21 school year.	Developing