





Kenai Peninsula Borough School District

2019-2020 School Development Plan

Nikolaevsk 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?	Dig deeper. Foster multiple ways to show understanding. Maintain high expectations for learning.	Advancing
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?	Grouping based on data. Guided and independent work, genius hour, ed camps, projects.	Advancing
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?	We continue to build on PBIS, inovations. student input. SOS	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
Relevance: Experience a personalized learning system.	Rigor: All students will achieve high levels of academic growth.	Responsive: Be immersed in a high quality instructional environment.
Goal #1	Goal #2	Goal #3
Students will experience varied instructional strategies that target individual strengths and interests of each learner.	Student growth and success will be determined through multiple measures of learning.	Prioritize strong, positive relationships with all students to support their social and emotional needs.
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

Nikolaevsk School



Area of Focus #1:	Relevance: Experience a personalized learning system			
Goal #1:	Experience a personalized learning system			
Step 1: Write a SMART Goal in the space provided below for Goal #1				
Student peers will conduct at least two Ed Elements Learning Walks at Nikolaevsk School by the end of Spring Semester 2020				
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 Niko student trainer	principal	9/19/2019	list	Completed. Seven students from 8th -12th grade were identified
Send students to RCA	principal	10/10/2019	notes, artifacts	Students attended RCA on Oct 21st. Students are excited/motivated
Bring RCA students to Niko for inservice	principal	10/30/2019	notes, artifacts	One trip to RCA for students to collaborate
student trainers conduct learning walks	all teachers	12/20/2019	notes, artifacts	Students write Core 4 in student centered language for use of all students
Niko student trainers train Niko students	teachers/niko trainers	3/13/2020	notes, artifacts	Ongoing. Student leaders led learning walks at Nikolavsk. Five teachers/administrators attended. Attending educators completed assesment of each of their student guides. Very powerful o have students conduct learning walks. "They owned it!"
train additional students to conduct learning walks	principal and Niko trainers	March/april 2020	notes, artifacts	Ongoing
Repeat previous two action steps	principal and Niko trainers	5/15/2020	notes, artifacts	Ongoing

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

MID-YEAR DISCUSSION: January 15, 2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Core four plus one (personal social). Student written Core 4 rubric	Slow start with pending strike etc. New staff members and change in staffing. Students are dooing a great job rewriting rubrics	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: May 4, 2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Core 4 + 1, student ownership	Students did an awesome job leading learning walks. three schools in attendannce. Year ended with pandemic resulting in school building closure.	Advancing

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2019-20 SMART Goal Sheet for Goal #2

Nikolaevsk School



Area of Focus #2:

Rigor

Goal #2:

All students will achieve high levels of academic rigor

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

Nikolaevsk students will create personalized SMART goals for their academic and/or SEL progress by November 30, 2019

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 Niko student trainers	principal	9/6/2019	list	Selected
Collaborate with RCA students	principal	10/10/2019	notes, artifacts	Students traveled to RCA on October 21st.
Students receive training from student trainers	teachers, student trainers	10/30/2019	notes, artifacts	
Students create SMART goals with classroom teachers	teachers, student trainers	10/30/2019	notes, artifacts	Students K-12 created SMART goals with assistance from classroom teacher.
Explain SMART goals and process to parents/participate in student-led conferences	teachers students	11/1/2019, 11/4/2019	students teachers	Students created SMART goals and shared them at Student Led Conferences on 11/1,4
repeat as needed/appropriate				Students create and share SMART goals at Student Led Conferences on 2/14, 17.

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

MID-YEAR DISCUSSION: January 15, 2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Student ownership. learning goal development	Slow start. Some disruptions, admin gone due to family health issues. Changes in staffing. November student led conferences went well. Good attendance.	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: May 4, 2020

Area of Focus	Record Discussion Notes Here	Select a current ranking for your school in this area
Student ownership of learning goals	February student led conference went very well. More effort/work in having students write invites, etc. for parents	Advancing

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2019-20 SMART Goal Sheet for Goal #3

Nikolaevsk School



Area of Focus #3: Responsive

Goal #3: Be immersed in a high quality instructional environment

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

Nikolaevsk students will be able to define and identify personal Sources of Strength by November 1, 2019

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>
Reactivate students trained in SoS	Selena/Natali/Bileen	9/17/2019	artifacts, notes	Students all receive refresher training. SoS is embedded within daily SEL practices at school. Posters are displayed around the school.
Student trainers deliver training to other students	Selena/Natali/Bileen	10/11/2019	artifacts, notes	Secondary students share training with elementary students
Students share SoS with parents	students	11/1/2019 and 11/4/2019	students/teachers	

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

MID-YEAR DISCUSSION: January 15, 2020

Area of Focus

Record Discussion Notes Here

Select a current ranking for your school in this area

SEL empowering students. Providing safe place for open dialog, safe adults		We have a good foundation. Further formal training with students and staff		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: May 4, 2020					
Area of Focus		Record Discussion Notes Here		Select a current ranking for your school in this area	
Supporting SEL in distance education model		On going pandemic. Supportin kids at home. Some kids not useing camera, makes it more difficult for visual check on well-being		Developing	