

Kenai Peninsula Borough School District

2020-21 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 2020-21 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	Advisories met intermittently throughout the school year, depending on COVID protocols and needs of students.
Increase use of PBIS action plan's affective language throughout the school	Staff	Throughout the year	PBIS action plan reflection	Reintroduced affective language through once a semester lessons/reviews; modeled throughout the year
Continue implementation of restorative practices	Ingrid and Chris	Throughout the year	Number of community circles, academic circles, formal restorative conferences	Community circles occurred via zoom as COVID protocols allowed; restorative conversations and conferences as needed;
Increase community and parent involvement	Chris	May 20, 2021	Participants at virtual parent nights/open houses, school site council meetings, student-led parent/teacher conferences	Created and hosted regular Zoom "For the Parents" nights on specific topics of interest, as well as quarterly site council meetings and student-led parent/teacher conferences

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

MID-YEAR DISCUSSION: 12/18/2020

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 throughout the year remainder of the year	Number of advisory meetings per rotation	Continued intermittent implementation via Zoom
Finalize PBIS affective language action plan	Staff	By end of January 2021	PBIS action plan	
Continue Restorative Practices implementation through NVC, circles, and conferences	Ingrid and Chris	Throughout the remainder of the year	Number of community circles, academic circles, and restorative conversations/conferences	Continued intermittent implementation via Zoom
Continue community and parent involvement opportunities	Chris	Weekly For the Parents, Quarterly Advisory Council, Student-led Parent Teacher Conferences in February	Number of parent and community participants	All via Zoom

EOY DISCUSSION: 5/19/2021

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>Even through a combination of remote and in-person learning, the staff prioritized positive relationships. Staff worked to enhance instructional practices to meet the needs of students, with varying levels of success. The fluctuating platforms offered many challenges, but student health and success always remained the priority.</p>	<p>Advancing</p>

Kenai Peninsula Borough School District

2020-21 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 2020-21 school year, the Flex four year graduation rate be 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	COVID protocols and remote vs in-person learning provided challenges; addition of new staff brought technology focus
Offer post-secondary dual credit opportunities through Jump Start	Ingrid and KBC	Before May 1, 2021	Number of students taking Jump Start courses	COVID protocols and remote learning provided challenges to students wanting to enroll in college courses
Offer Flex summer school classes	Staff	June 30, 2021	Number of students attending summer school	Students showed increased interest in in-person summer programming
Implement MAPs assessments and utilize data for interventions and planning purposes	Chris	May 20, 2021	Number of students tested during each testing window	COVID protocols and remote vs in-person learning made assessments difficult at best;
Create standardized cross-curricular documents, including reflection tools, rubrics, and Canvas templates	Staff	Throughout the year	Tools, rubrics, and templates created	Addition of new teacher (with preference for Google Classroom) brought new challenges; state & district's adoption of Canvas as primary platform will help standardize learning interface

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

MID-YEAR DISCUSSION: 12/18/2020

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, 2021	Number of CTE courses offered	Offered "Principles of Technology"; purchased 3-D printer and laser cutter for future course offerings and clubs
Offer post-secondary dual credit through Jump Start	Chris	May 20, 2021	Number of students attending	Three students enrolled in Jumpstart courses
Offer Summer School/Clubs	Staff	June 30, 2021	Number of students attending	Offering two summer (2021) courses: Natural Resources and Project Leadership (SOS); over 15 students attending
Continue MAPs implementation and utilization	Chris	Spring 2021	Number of students tested during each testing window	Given COVID restrictions, assessed all eligible students once (Spring 2021)
Continue to develop standardized documents, tools, rubrics, and templates	Staff	Ongoing through May 2021	Tools, rubrics, and templates created	Staff utilized Google shared drive for various recording and teaching documents; staff will recalibrate Canvas course interfaces in fall 2021

EOY DISCUSSION: 5/19/2021

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?		COVID protocols interrupted a number of these action steps. In-person learning and consistency in expectations will assist with this in the future. These will allow Flex to again prioritize CTE courses, SEL initiatives, and family/community engagement activities.		Advancing

Kenai Peninsula Borough School District

2020-21 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 2020-21 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, 2020	Staff member identified	Casey Yordy is serving as our PL champ
Site PL Champ attend district PL workshops and webinars and present these to the staff during PD	Chris and Casey	Throughout the year	Attendance in workshops and webinars, PD inservice agendas	Casey has attended the fall PL trainings and presented this content to the staff
Class specific weekly design models that include station rotations and student reflection & ownership components	Staff	December 1, 2020	Design models with station rotation and student reflection & ownership components	Ongoing professional development on Core Four practices, and their application to remote and in-person learning environments.
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	Ongoing process of reflection and goal setting through collaborative process with teachers.

Implement a student reflection process (in advisories) in preparation for student-led parent/teacher conferences	Staff	October 28, 2020 and February 17, 2021	Common reflective tool created and implemented in advisories	Staff used advisories to introduce and implement reflective tools in preparation for fall conferences. Students then used these tools during their fall conferences.
Step 3: At mid-year and EOY, repeat this process by reflecting upon your progress and considering next steps				
MID-YEAR DISCUSSION: 12/18/2020				
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	Casey	Throughout the year	Attendance in workshops, and PD Inservice agendas	Casey continued to attend workshops and present PD to staff.
Continue teacher reflective practices through Effective Instruction process	Chris	May 2021	Documentation of goal-setting and reflection through Effective Instruction process	Continuous improvement model for new teacher, and a modified model for other certified staff.
Implement a student reflection process (in advisories) in preparation for student-led parent/teacher conferences	Chris and Staff	Feb 17, 2021	Revised common reflective tool utilized in advisories	Staff used advisories to revise and implement reflective tools in preparation for conferences. Students then used these tools during their spring conferences.
EOY DISCUSSION: 5/19/2021				
Area of Focus	Record Discussion Notes Here		Select a current ranking for your school in this area	

		<p>Reflective practices continued to be integral to implementing effective practices during this uncertain year. Teachers continued to reflect on and revise practices throughout, taking into account new challenges and expectations. We will continue to use Casey as our PL Champ for next year, and will continue to utilize common reflection tools for students in preparation for student-led parent teacher conferences. We will also continue to offer a remote-based student-led parent teacher conference to those families who need such an option.</p>	<p>Advancing</p>
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