

## Fireweed Academy

1.1 Student Achievement: All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

Fireweed Academy has not met this goal, at this time. Fireweed is addressing this need in its School Development Plan.

1.2 Student Proficiency: All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

Fireweed Academy has not met this goal, at this time. Fireweed is addressing this need in its School Development Plan.

1.3 Reporting System: Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

Fireweed has been developing a standards-referenced reporting system.

1.4 Student Engagement: Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

Fireweed Academy is utilizing technology advancements with Blended Learning

1.5 Graduation: Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

N/A

1.6 School Innovation: Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

Fireweed Academy meets this goal. This should be an ongoing goal.

## ORGANIZATIONAL EXCELLENCE

2.1 Infrastructure: Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

KPBSD has been developing a variety of instructional models. This should continue, especially with less financial resource. The district also provides choices for parents through flexible school attendance areas and charter school.

2.2 Resource Allocation: Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

2.3 Professional Development (PD) and Compensation: Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

2.4 Attract and Retain: Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

An important goal that needs to continue, since districts throughout the state are having to recruit teachers from the lower 48.

2.5 Collaboration: Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

The district has implemented early release days in order to give teachers more collaboration time. In the past, this collaboration has been used mostly to address district mandated items. The staff would like to see this time be used to develop meaningful lessons and improve instruction.

2.6 Communication: Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

KPBSD has a strong communication program.

## COMMUNITY and FAMILY ENGAGEMENT

3.1 Parent and Family Engagement: Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

Fireweed Academy provides a variety of events on a regular basis in which parents are invited and encouraged to attend. These events are very well attended.

3.2 Direct Communication Strategy: Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

Weekly newsletters are e-mailed for all grade levels on a weekly basis. Students of parents that do not utilize e-mail as a communication device are provided hard copies. The school has a district web site that is updated regularly and a Facebook page as well. These web sites share pictures of student activities and work.

3.3 Business Partnerships: Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

Fireweed Academy has and continues to collaborate with the Bunnell Street Gallery, Homer Council on the Arts, Kachemak Heritage Land Trust, United States Department of Fish and Wildlife, the Cook Inlet Keeper, Center for Alaskan Coastal Studies, Homer Food Pantry, KBBI, the Pratt Museum, Anchor Point and Homer Volunteer Fire Departments, and The Homer Foundation to provide authentic opportunities for our students and plan to expand these relationships in the future. This should be an ongoing goal that could be combined with related community goals

3.4 Public Relationships: Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

The Fireweed Academy administration regularly shares information it has received from KPBSD. Parents are invited and encourage to attend community meetings dealing with education issues.

3.5 Partnership Awareness: Feature community partnerships in stories and public relations to increase public awareness.

Fireweed Academy students in grades K-2 have been visiting and helping out at the Homer Food Pantry. They also went to KBBI to record public service announcements for the Homer Food Pantry and for KBBI itself. This is just one specific example of community service project Fireweed student participate in.

3.6 Service Learning: All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness. (FY16)

Fireweed meets this goal on an annual basis. This should be an ongoing goal.

**KPBSD 2012–2017 Strategic Plan Goals****School Name: Homer Flex**

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

**ACADEMIC SUCCESS****DISTRICT GOAL**

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

- Flex sees this as an appropriate goal for the district as a whole, but is not representative of our population. Representation of individual student growth would be more informative for student achievement.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

- Flex uses Performance Series tests in reading and math, but many secondary sites do not. We see a need for consistent measures across the district to inform student proficiency.

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

- Flex sees the need for a learning management system that houses standards-based reporting and lesson delivery while also dovetailing with Powerschool.

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

- Flex has consistently focused on student engagement, as evidenced by attendance rate and student retention goals. Implementation of the Project AWARE counselor position, as well as PBIS, have been instrumental in engaging students and meeting their needs. With our population, we feel a need to continue to focus on this area.

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- This goal does not accurately represent our students, as we inherit many fifth year seniors and students behind in credits. That being said, we employ the RTI process to address individual student needs and guide students toward graduation.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

- As our name suggests, we provide a FLEXible program that addresses the needs of all students. This includes differentiation, credit recovery, and distance delivery, all delivered with an emphasis on trauma-informed care. We fully support a continuation of this goal.

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

- Flex feels this should continue to be a focus for the district, as we strive to offer a unique, customized, and effective learning experience for all students.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

- Early release days and instructional coaching, as well as in-service days, have allowed Flex to implement the Positive Behavior Intervention System (PBIS) and Response To Intervention (RTI) plans as well as the blended learning initiative.

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

- Flex has successfully attracted quality staff members and encourages the district to prioritize retaining these individuals in order to maintain our position as educational leaders in the state of Alaska.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- Early release days and instructional coaching have allowed Flex staff to implement the Positive Behavior Intervention System (PBIS) and Response To Intervention (RTI) plans as well as the blended learning initiative.

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

- Flex greatly appreciates face to face district and community involvement, as it informs opinions about our program. Given the efficiency of district to site communication (via Skype, Polycom, email, etc), this is not of the highest priority at this time.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

- Flex has placed a high priority on community involvement and the alignment of community services. This has been enhanced by the Project AWARE grant and counselor position, and will continue to be a Flex focus.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

- Flex prioritizes communication with families through daily attendance calls, quarterly newsletters, social media updates, website information, open house events, and positive parental contacts, among others. We encourage the district to continue to make this a goal.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

- Flex successfully maintains extensive community connections and partnerships with local agencies, nonprofits, businesses, and individuals. This provides real world experiences and supports for our students.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

- Flex has implemented a variety of strategies to communicate to stakeholders. We will continue to do this, especially in regards to our Trauma Informed Care approach.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

- Flex continues to focus on public relations through social media as well as more traditional forms of media.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

- Flex has worked to organize, scaffold, and implement community service projects for all students.

## KPBSD 2012–2017 Strategic Plan Goals

### School Name:

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

Areas to focus on!  
|| 1.1 **Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development. *Get rid of -1*

|| 1.2 **Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years. *Get rid of -1*

|| 1.3 **Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18. *Get rid of -1*

|| 1.4 **Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

||| 1.5 **Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

||| 1.6 **School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15. *Get rid of -*

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014. *Get rid of -*

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress. *Get rid of -*

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community. *Get rid of -*

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance. *Get rid of -*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness. *Get rid of )*

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16. *Get rid of -11*

~~A member wants this removed~~

## KPBSD 2012–2017 Strategic Plan Goals

### School Name: Homer Middle School

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years) Academic Success- Student Proficiency
2. Highlight areas your site council values going forward into 2017-2022
  - Academic Success
    - 1.2 Student Proficiency
    - 1.4 Student Engagement
    - 1.5 Graduation
  - Organizational Excellence
    - 2.4 Attract and Retain
  - Community and Family Engagement
    - 3.1 Parent and Family Engagement
    - 3.3 Business Partnerships
    - 3.4 Public Relations

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

### ORGANIZATIONAL EXCELLENCE

#### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

### COMMUNITY AND FAMILY ENGAGEMENT

#### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

# Progress Toward Meeting KPBSD Five Year Strategic Plan

## KPBSD 2012–2017 Strategic Plan Goals

### School Name:

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

- Site Council feels as though this is one area that should remain a focus in the years to come.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

- Site Council is appreciative that K-Beach is using other assessments to monitor students learning while the state works to determine what the next major assessment will be.

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

- K-Beach has successfully implemented the standards referenced reporting system. Our parents have been surveyed and they prefer to receive the summary report over the detailed report.

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

- Site Council was pleased with the levels of engagement at K-Beach. Kagan strategies were highlighted in this discussion.

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

- While this isn't directly measured at K-Beach elementary, the site council discussed the importance of a positive school culture in the elementary years leading to positive

## Progress Toward Meeting KPBSD Five Year Strategic Plan

increases in high graduation rates.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

### ORGANIZATIONAL EXCELLENCE

#### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

- Site Council thought that the six early release collaboration times that occurred throughout the year were a good use of time.

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

- Site Council is pleased with the quality of staff at K-Beach Elementary.

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- Site Council thought that the six early release collaboration times that occurred throughout the year were a good use of time.

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

- The Site Council is pleased with level of involvement at Parent/Teacher Conferences and PTO Event. Consistent parent involvement in the everyday classroom is an area that we would like to grow.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

- Site council thought that the communication that is occurring through the school website, monthly newsletters from the principal, weekly newsletters from the classroom teachers and a PTO Facebook page have been effective.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

- Site Council feels as though JA in a Day is valuable in developing partnerships with businesses.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

- This is an area that the Site Council feels should continue to be a focus in the years moving forward.

## KPBSD 2012–2017 Strategic Plan Goals

### School Name: Kenai Central High School

Use these as a reference during site-council process.

1. 2012 – Increase use of technology in instruction, reduce tardiness  
 2013 – Use text structures to teach technical vocabulary in courses, SPED vocabulary program  
 2014 and 2015 – All 9<sup>th</sup> grade students earn 6 credits by the end of freshmen year.  
 2016 – Implement blended learning; all teachers utilize Canvas LMS a minimum of one unit per semester.
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

- The State of Alaska has moved away from Standards Based Assessments (SBA) to Alaska Measure of Progress (AMP), and is currently looking for a new statewide assessment.
- Are 1.1 and 1.2 unrealistically stated ?

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

- See 1.1

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

- Due to complicating factors such as high school credit, GPA and transcript transition challenges from high school to college, implementing a standards-reference reporting system for grades 7-12 has been slowed for further investigation.

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

- See 1.5; 1.6; 3.6

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- Since 2012 KPBSD has experienced an average annual increase in graduation rate of 1.7%\*. Supports put in place have also produced an average annual decrease in dropout count of 8%\*\*. \*prediction, final data for 2015-2016 is not yet finalized \*\*prediction, final data for 2015-2016 is not yet finalized

### **1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

- The Learning Management System (LMS) Canvas by Instructure was made available to staff and students during the 2015-2016 school year, and continues to see increasing adoption.
- KCHS school goal this year

## **ORGANIZATIONAL EXCELLENCE**

### **DISTRICT GOAL**

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

- See notes in 1.6

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

- In an effort to improve upon several critical functions conducted by the district, we are preparing to partner with Hanover Research. We intend to work on several research projects, beginning with staffing schools. This project would include exploring geographic, cultural, and demographic diversity across Kenai to inform equitable and effective staffing formula development. Other projects that Hanover would partner with us include determining the impacts, benefits, and challenges associated with early release professional development; updating administrator compensation plans; and conducting an alumni survey identifying areas for district improvement based on post-secondary student experiences.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- See 2.4

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

- The district has built and implemented a process for supporting both early career teachers and teachers new to the district. This process is guided by a scope and sequence of what new teachers in our district should know and be able to do in relationship to Charlotte Danielson's Framework for Teaching. Throughout a teacher's early experiences and into his or her second year of teaching (at a minimum) the teacher participates in "just in time" training, receives embedded professional development and coaching, and engages in peer observations to strengthen his or her reflective practices and skills in the art and science of teaching. The district's Effective Instruction coaches plan and facilitate these learning experiences that anecdotally, have been found to strengthen the skills of our new teachers and keep them in the KPBSD, when they might otherwise have left for new opportunities with stronger support systems.
- Student Growth maps fit into professional development

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- This has taken place on a regular basis. Schools are providing a high quality professional development and collaboration opportunities, and student early release days.
- Schools have utilized career development and other Professional Development (PD) funds to attend state and national Professional Learning Communities (PLC) trainings and brought the learning back to their sites to improve collaborative efforts.
- Early Release Days, PLC development, work with feeder schools

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

- In pairs, Leadership Team members visit every school
- Budget meetings were held throughout the district in the fall to engage the public
- Key communicator program Meet and Greets took place in the fall of FY14, FY15, and FY16.
- The first Key Communicator Collaboration event was held in February 2016, with 80 attendees
- Professional Development (PD) Saturday trainings are an excellent means of sharing the district message and progress toward goals
- Through all the district communication platforms—website, social media, blog, mobile app, school news—stories are shared.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

- Individual schools provide opportunities for parents and community members to connect through site based councils, PTAs, social media, and improvements to communications
- The Pupil Services Department provides ASD Parent Support Meetings in Homer, Soldotna, Nikiski, and Seward. Parent meetings with Autism specialists from TEACCH

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

- The PowerSchool Parent and Student Portal allows students and parents to receive real-time information on student progress, as long as data is posted to the system in a timely fashion. This portal continues to evolve from its default configuration to include KPBSD custom features, such as the Student Test Overview, APS Scholarship, CTE Career Plan, and College and Career Ready guidance. Additional information can be added to the portal as new or changing requirements demand
- Schools utilize School Messenger to directly contact parents and guardians
- The district launched a Mobile App which offers access to PowerSchool, sports calendars, RevTrak (online payments), valuable links, and emergency notifications

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

- Individual schools partner with local businesses and organizations to provide opportunities for students
- Project Search with the Central Peninsula Hospital, and other business relationships support students receiving special education services
- Caring for the Kenai annual environmental competition with business sponsorships and partnerships
- Close work with Indian education, providing opportunities through ANSEP, Project GRAD, and tribal entities to serve our Native students

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- Through the district website, Mobile App, blogs, School Messenger, and social media platforms— Facebook, Twitter, LinkedIn—provide a variety of communication methods and stores of information. Continued development of effectively organizing information among multiple schools, departments, and organizational initiatives, while ensuring information remains accurate and timely remains a focus. Processes to review and remove stale information on public-facing portals (website) are in development
- Important to continue to tell our stories

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

- Local and national newspaper stories, radio stories, and occasional television news take place on a daily basis, with KPBSD in the news, reflecting all departmental aspects of the district, and a variety of school stories

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

- Through the districtwide Caring for the Kenai competition, and school and classroom initiatives, more service learning is emerging in our schools and communities.

# Progress Toward Meeting KPBSD Five Year Strategic Plan

## KPBSD 2012–2017 Strategic Plan Goals

### School Name: Kenai Alternative

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

•

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

•

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually. KAHS feels that this is an important goal to keep in the years to come.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

KAHS feels that this is an important part of our overall program. Using a unique schedule that includes the use of credit recovery, distance delivery, and on-site CTE courses.

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

*supports an infrastructure that promotes a fluid academic environment.*

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

KAHS feel that this should be a focus for the district, as we strive to offer a unique, customized, and effective learning experience for all students.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

KAHS feels that the six early release days and weekly staff meetings have been a great source of collaboration and use of time.

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

KAHS would like this to be a focus for the district and our school for the years to come.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

KAHS has effectively communicated with the school website, newsletters, phone calls, and face to face meetings.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

KAHS has effectively utilized business partnerships to bring after school programs for continued student enrichment and learning.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

KAHS has been featured in the Clarion several times in the past few years for community events and positive student achievement.

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

KAHS has successfully met this goal. Our program has a strong community support base.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

KAHS feels this is an area that should continue to be a focus for the district in the years to come.

## K-Selo and Raz Strategic Plan Input

- 1. Review the original goals in the 2012-2017 strategic plan**
  - a. Reviewed with the parents present (see attached agendas)
  - b. Parents would like more information about 2.2 Resource Allocation – what is the plan?
  - c. Overall parents are satisfied with the goals as stated and would like to carry forward with what the District has as they believe that we can always increase areas such as 1.1 Student Achievement, 1.2 Student Proficiency, 1.4 Student Engagement, 1.5 Graduation, etc.
- 2. Comment on areas of achievement in your school site during 2012-2017\***
  - a. Parents are satisfied with the student achievement goals of the past years in reading a math.
  - b. Parents liked the increase in in 3.1 Family Engagement that is happening in both schools (family nights, student presentations, etc.).
- 3. Highlight areas you believe are important to carry forward for 2017-2022\***
  - a. Parents would like to carry forward with the Strategic Plan as presented
  - b. Questions about 3.3 Business Partnerships as there are few businesses in the village, but understood that it was important for the District as a whole.

## KPBSD 2012–2017 Strategic Plan Goals

### School Name: McNeil Canyon

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

- By June 2014, McNeil Canyon students will improve by 10% their ability to articulate metacognition by citing evidence in reading and explaining thinking in mathematics as measured by rubrics administered in pre and post format.(FY14)
- By May 2015, McNeil Canyon students will improve their reading comprehension scores by 10% as measured with a pre and post, lexile leveled text, reading assessment. (The choice of reading assessment will be grade dependent) (FY15)
- 1) By 18 May 2016, all McNeil Canyon students grades 2-6 will show %tile growth or maintenance of %tile score as measured by the Aimsweb Reading Comprehension Fluency assessment (MAZE). Students who began with >75%tile will maintain those levels of scores and those students with <75%tile will show 3%tile growth.(FY16)
- 2) By 18 May 2016, all McNeil Canyon students grades 3-6 will show %tile growth or maintenance of %tile score as measured by the Aimsweb Correct Writing Sequences (CWS) fluency assessment. Students who began with >75%tile will maintain those levels of scores and those students with <75%tile will show 3%tile growth.(FY16)

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

- 

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- 

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

- By May 19, 2017, we will increase the number of students using technology in a blended learning environment and classroom teachers will each create and update a course in Canvas as evidenced by administrative walkthrough observation and student interviews.(FY17)

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

- 

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

- 

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- Increase student achievement in word analysis using systematic vocabulary instruction as presented in the new K-5 Journeys Language Arts program and the Middle School Harcourt-Brace Language Arts program.(FY13)
- Train students to set and achieve curricular based goals using the Kagen 5 step method.(FY13)

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- By June 2014, McNeil Canyon's principal and staff will have identified all the grade level gaps between the old and new Alaska State Standards and written a transition plan.(FY14)

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

- Improve family engagement in learning by implementing goal-focused home journaling by parents and students.(FY13)
- By June 2014, McNeil Canyon's principal, staff, students and parents will improve student attendance by at least 3%.(FY14)

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

•

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

McNeil Canyon

McNeil's Site Council reviewed our School Goals (SDP FY17) on 13 Sep 2016 and also reviewed the 2012-2017 KPBSD Strategic Plan on that same date. At that time we as a staff had not revisited/revised our SDP in light of the notes I received from DIT on 6 Sep. The changes have been made and as we are having a Site Council

## Progress Toward Meeting KPBSD Five Year Strategic Plan

meeting this Thursday, 13 Oct 2016 @6:00 p.m. we will be reviewing that document with them as an item for discussion.

The only point that our Site Council was particularly interested in was making sure that our Strategic Plan is supported in practice not just verbiage. They pointed out that as the District makes a commitment to Blended Learning which is reliant upon technology and its ready availability that the necessary technology needs to be in students hands. Case in point, McNeil students have a 1:1 laptop environment for four grade levels, 3<sup>rd</sup>-6<sup>th</sup> and when they move to HMS they are lucky to have access to a computer one period per day and as they move to HHS the availability is even more limited. My parent Site Council members are all local business owners and they noted that each of their very different businesses is becoming more and more reliant upon their employees being tech savvy and completely comfortable adapting to the latest in technology advancements.

Thanks,

## Progress Toward Meeting KPBSD Five Year Strategic Plan

### KPBSD 2012–2017 Strategic Plan Goals

**School Name:** Moose Pass

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

•

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

•

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

•

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

- 

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

- 

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- 

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

- 

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

Moose Pass School (37)

We discussed our goals in relation to the district's on September 21, 2016, with respect to **3.6 Service Learning**.

Our previous goals since FY11:

- Enhance volunteer support within the community to assist in the classroom, as well as extracurricular opportunities.
- Students make productions (such as seasonal plays, and quarterly potlucks), and create crafts for seasonal fundraisers.

How did we do:

- Made huge progress in outreach and support from community members.
- Over 20 extracurricular activities, and fund raising opportunities, in partnership with local businesses, tradesmen and artists.

Future priorities:

- Continue with current goals at current pace.
- Create advertising which highlights Moose Pass School as an outdoor school which harnesses the potential and trades of the community and surrounding. Advertise nationally. (1.6)
- Create advertising which highlights Moose Pass School as a school that provides personalized learning opportunities in cooperation with supportive adults, while utilizing the outdoors through science, art and humanities. Advertise nationally. (1.6)

# Progress Toward Meeting KPBSD Five Year Strategic Plan

## KPBSD 2012–2017 Strategic Plan Goals

### School Name: Mountain View Elementary

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

- Mountain View elementary has focused its Strategic Plan academic goals for the last 4 years on math and has consistently used Performance Series and Aimsweb assessments over this time. Interruption of data from discontinuous State of Alaska assessments has not been a problem in tracking student performance and planning instructional decisions. Mountain View Elementary is now performing at or above the national norms in math.

Spring 2016 assessment data is as follows.

- Kindergarten Aimsweb NIM 73% above the 25<sup>th</sup> national percentile ranking
- 1<sup>st</sup> grade Aimsweb Mcomp 94% above the 25<sup>th</sup> NPR
- 2<sup>nd</sup> grade Aimsweb Mcomp 85% above the 25<sup>th</sup> NPR
- 3<sup>rd</sup> grade Performance Series Math 92% above the 25<sup>th</sup> NPR
- 4<sup>th</sup> grade Performance Series Math 84% above the 25<sup>th</sup> NPR
- 5<sup>th</sup> grade Performance Series Math 80% above the 25<sup>th</sup> NPR

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

- The Mountain View Elementary Strategic Plan has included the development of differentiated instructional plans for students utilizing assessments and programs, including Performance Series, Moby Max, Lexia, and IXL, that report proficiency on

## Progress Toward Meeting KPBSD Five Year Strategic Plan

State of Alaska Standards.

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

- The Mountain View Elementary Strategic Plan for the past 3 years has included goals related to our school wide Positive Responses to Conflict Initiative. The plan includes common language throughout the school and age appropriate lessons for 6 different positive responses to conflict as well as an at home component for parents to use.

Spring 2016 surveys found:

- 99% of primary students and 88% of intermediate students surveyed reported successfully used 1 or more of the Positive Responses to Conflict to solve conflicts with their peers ( 350 students responding )
- 87% of our parents surveyed reported that they utilized the Positive Responses to Conflict to resolve conflicts with their children at home.
- The Mountain View Elementary Strategic Plan has a goal this year for all teachers to become proficient on Tier 1 behavior interventions designed to connect students with their peers and school staff.

\*\*\* While these are social-emotional goals they address the importance of student engagement in this area as it relates to the ability to engage academically. Our Site Council recommends that the new KPBSD Strategic Plan include a section on social emotional goals.

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

- The Mountain View Elementary Strategic Plan for 16-17 has an action step that includes the formation of a standing behavior support committee to assist teachers in developing, implementing and documenting Tier 1 and 2 behavior supports.
- The Mountain View Elementary Strategic Plan includes grade level development of differentiated instruction plans based on student assessment data. This approach has shown benefits as indicated by the assessments in 1.2 above.

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- Mountain View grade level teams have common schedules including common planning times. Some of these common planning times as well as early released days and one afterschool day a month are specifically dedicated to PLC meetings. These meetings have common formats, norms and reporting requirements. All PLC documents including data, SGM's ( all gen. ed. teachers are doing an SGM in 16-17), minutes, differentiation plans and progress monitoring schedules are placed in a shared folder by grade level.

\*\*\* The Mountain View Elementary Site Council supports continuation of early release days to more effectively build on the collaboration that takes place within the regularly scheduled school day.

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

- Every Mountain View Elementary Site Council meeting has the agenda item *Selling Kenai's Neighborhood School*. The council addresses activities where our staff and students can go out into the neighborhood and promote our school and school district. 2015-2016 activities included:
  - Booth At Industry Appreciation days
  - After school choir singing at Veterans Day Celebration
  - Student Council serving Thanksgiving Dinner at Kenai Senior Center
  - 2<sup>nd</sup> grade caroling at local businesses
  - Staff student and families on a hay wagon caroling through the local neighborhood
  - Planting Lilac trees at the Kenai Community Flower Garden
  - 4<sup>th</sup> grade cleanup of Forrest Avenue Park, woods and beach access.

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

- The Mountain View Elementary Strategic Plan had a goal of 150 students participating in community service projects outside the school on 2015-2016. 2015-2016 results :
  - 186 Mountain View Elementary Students participated in community service projects outside the school on 2015-2016

**KPBSD 2012–2017 Strategic Plan Goals****School Name: Nanwalek School**

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

**ACADEMIC SUCCESS****DISTRICT GOAL**

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

- 1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

To facilitate and support growth in math and literacy, Nanwalek School has done the following in the last five years:

- Established an effective RTI program (implemented in 2012-13)
- Focused collaborations on instruction
- Implemented technology, originally with Kindle Fires, and then with iPads through ConnectED

- 1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

- Continued Success For All reading program
- Created inviting Elementary and Secondary Libraries (open after school)
- Appropriate identification of special education students, support given
- Interventions delivered through RTI
- Intervention periods build into schedule for some grade levels (class-wide interventions)
- Choice Reading 15 min/day for all 6<sup>th</sup> – 12<sup>th</sup> graders

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- Teaching students how to access KPBSD Electronic Digital Library

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

- Used Standards-Based Report Cards K-5
- Implemented New Alaska Performance Standards K-12 through unpacking, focus on Depth of Knowledge, more focus on non-fiction, increased math problem solving & multiple step problems
- RTI interventions tracked through documentation in Power School
- Alaska Cultural Standards implemented with academics whenever possible

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

- “Filling Buckets with Kindness” program
- Research-based academic programs such as Success for All, Lexia, IXL, Compass Learning, Dreambox, Read Naturally.
- ConnectED – iPads; Apps such as Nearpod (students can respond by sending responses to smartboard)
- Attendance incentives: Eagle Days, Tiered attendance awards,
- Focused on helping students keep learning while on trips (a reality in Nanwalek)
- Student Council last 4 years
- Literacy Efforts – Regular Elementary Library after school, Scholastic Book Fairs, Student presentations
- Tsunami Buddy collaborations took place between olders/youngers for 3/5 years
- Increased sports opportunities for both boys and girls: MS girls & boys teams established this year (club last year); girls HS Basketball added this year (already had boys HS); Also – running club in fall (healthy activities) – motivates academics
- Open Gym – eligibility required
- NYO through village support – eligibility required
- Science Fair
- Project Grad Activities/ Support
- KPNYL

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

- Graduation rates are difficult here due to small numbers of students.
- The community expects and supports students in graduating high school
- Project Grad supports for graduation and postsecondary
- Scholarships offered through Native Corporations, Project Grad
- Letters home in regard to failing students
- Village leaders (Chief, Second Chief, Chair Site Based Council, others) participate in graduation

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

- In 2011-12, Kindles from the Rotary in Homer, implemented for library use through 2014-15 school year, then passed to Port Graham School
- Nanwalek has partnered with Apple, Inc. in the ConnectED Initiative in 2014-15, initiated instruction in ConnectED learning in 2015-16, and has increased blended learning opportunities exponentially in the past two years
- Nanwalek has partnered with Chugachmiut in a Language Preservation Program and in the new Language grant to retain Sugt'stun and the Sug'piak culture
- Nanwalek implemented a Service Learning Project graduation requirement beginning in 2016-17
- Nanwalek has partnered with Center for Alaska Coastal Studies the last two years for environmental education -- this year focuses on the Zero Marine Debris grant
- After false starts with CTE programs in Nanwalek (no instructors), Nanwalek, Port Graham, and Seldovia partnering to provide CTE at the Susan B. English
- Eagle Days for attendance – All students in their seats on time no matter what
- One teacher member of Blended Learning Cohort
- Type M Certification for local community member with AVTEC training and experience as school Foods Manager to teach Culinary Arts
- Type M Certification for local community member with Sugt'stun language proficiency to teach Sugt'stun bilingual class
- Use of Canvas for instruction

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

- Nanwalek School moved to a block schedule in 2014-15 in order to increase depth of engagement for secondary students grades 6-12. Very successful teacher-driven initiative
- Mission and Vision Statement created 2012-13. Read at every site council meeting.
- Nanwalek School worked for 9 months on a strategic plan for ConnectED, creating a mission & vision, setting direction in for a new way of learning
- One teacher member of Blended Learning Cohort, another informally involved
- Nanwalek Staff created new classroom in old shop due to space limitations
- Expanded learning spaces through repurposing storage, shop, and closet space
- Purchased conex for storage
- Created special education resource room (by creating secondary classroom in shop, turned old science/math room into resource room)
- Tech exchange provided laptops
- Incorporated village housing to meet staff increases
- Easing of tension over property access for trails in the area

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

Technology PD via ConnectEd (17 days 2015-16; Apple Teacher program 2016-17)

Nanwalek/Port Graham Shared Collaboration & PD 2016-17: Same PD Goals

PD streamlined via Canvas/Catalog

## Progress Toward Meeting KPBSD Five Year Strategic Plan

PD offered for culturally relevant learning through Chugachmiut

PD offered through Project Grad – teachers to conferences, in-house in-services

Allowing PD hours to be used for recency credits (as appropriate)

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

Nanwalek School retained all teachers FY 2016 to FY2017

Nanwalek School retained all but one teacher FY 2015 to FY 2016

Of the 6 full time teachers and one administrator in Nanwalek, there are the following years of longevity:

Administrator 5 years

1 teacher 10 years

2 teachers 5 years

1 teacher 4 years

1 teacher 3 years

1 teacher 2 years

Collaboratively created New Teacher Information Pamphlet to help new candidates consider Nanwalek as an option

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

Nanwalek Community and School Collaborate during Sea Week each year

Nanwalek Staff established a weekly whole-staff collaboration time in 2013-14

Nanwalek instructional staff collaborates during the 6 Early Release dates

Nanwalek teachers collaborate as a whole, and in elementary or secondary teams

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

Facebook has been the greatest means of communication for Nanwalek community/school, with an established FB page in 2015-16

Internet Upgrade provides more access to information for students, more ability to communicate with technology

Quarterly School Newsletter

## Progress Toward Meeting KPBSD Five Year Strategic Plan

Monthly phone calls to parent

Class websites

Shared Calendar

Googledocs

Video conferencing/Digital Conferencing with district staff – especially special education

Distance In-services

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

***All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.***

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

Attendance incentive programs have been in action for all 5 years, resourcing the site Attendance Matters

Consistency established in school/community events: Back-to-School Picnic/Open House, Community Thanksgiving Dinner (prepared by students for community), Christmas Program, Halloween Carnival, Pep Rallies, Awards Ceremonies per Semester: Attendance Ceremonies Quarterly, Spring Showcase, Science Fair, Sea Week Collaboration with school/community/outside entities (for artists and naturalists), Sugt'stun class involvement with Elder Tea weekly, Scholastic Book Fairs/Orders

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

District and School Facebook has been most effective

Teacher blogs and websites

Increased Site Based Council Participation

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

Nanwalek School has the following business partnerships

Project Grad – Support graduation and postsecondary options

Apple, Inc. – ConnectEd Initiative – “developing effective members of society”

## Progress Toward Meeting KPBSD Five Year Strategic Plan

Chugachmiut – Language Grant – “Honoring cultural identity”

Chugachmiut Behavioral Services – Mental health support

Center for Alaska Coastal Studies - Environmental Education

Chugachmiut Health Services – Diabetes Education for Tribal Schools (DETS)

Bunnell Street Gallery/State Arts Council – Artists in the Schools

Nanwalek students participate in KPBSD/ANSEP partnership activities

Others: National Park Service

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

Nanwalek Site Based Council

District budget meetings

District and Board visits/presentations

Quarterly School Newsletters featuring class/school accomplishments & activities

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

Plethora of articles published about ConnectED in papers, television, and radio

Many articles about Sugt'stun retention efforts in local papers/ Chugachmiut Language

Thanksgiving w/ help from IRA Council, North Pacific Rim Housing, English Bay

Corporation, others

Principal Kleine spoke on Presidential Panel at National Education for Indian Education Conference in October 2015 regarding innovations in technology in Nanwalek

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

A Service Project Graduation Requirement of 16 hrs. /over 4 years was implemented by Nanwalek Site Based council in 2016-17

Community Clean-Up/ Sea Week Clean-Up/ Coastal Walk Clean-up

Attendance at Elder Tea – Learning with Elders

## Nikiski Middle/High School

NMHS was able to review the district strategic plan at our first site council meeting of the year on 9/15/16. We read through the district document and for further discussion/input, members were given the document with the instructions to provide any additional input regarding the plan. A quick synopsis of the comments received are:

- Sometimes it's difficult to say "all students will meet or exceed"; a general feel was that it was unrealistic. (Although we do understand that the goals should be what we are shooting for and the need to set those goals high)
- The parent and community goals were looked at positively

As for NMHS goals, site council is our final approver after going through the vetting process with so many other groups. General feel of site council on past goals/current goals/action steps:

- All agreed that the graduation rate we have posted in recent years is a celebration
- The FAT (freshman academic transition) program is a positive action step that has been commented on during meetings
- The blended learning goal for staff is looked at in a positive light with the emphasis on getting to the next level for differentiated instruction
- Our system of interventions, beginning with our I-team, is looked at as very successful
- The focus on ensuring freshmen earning six credits, the methods employed, and steps taken is very successful

Those are the main points that were brought up or have been brought up in the past as being successful and positive. Please let me know if you need additional information.

Paul Banks Elementary

#2.

**Academic Success:**

Third year of being a five star school. Continually high ranking AimsWeb scores. Teachers using innovative approaches to help with differentiation i.e. Daily Five, Kagan, and other best practices.

**Organizational Excellence:**

One area we are focused on, but do not have a specific goal written, is better vertical articulation between Homer schools. We need to be communicating better as schools and with parents. This year we have an in-service day to help with this alignment.

**Community and Family Engagement:**

We have a number of early child care businesses using our school, coming to participate in events and collaborating with classroom teachers to help with future transitions. The site council is helping facilitate an adopt a PK program. We self-promote through Facebook, Website, and local papers.

#3.

Our goals have always aligned with Student Proficiency, Student Engagement, School Innovation and Community Engagement. At our age level of students, we feel that these four goal areas are worthy of carrying forward. This year we are offering violin under the auspice of School Innovation. We also like the Community Engagement Goals, as Paul Banks is very invested in the community and vise-versa. In the past Paul Banks has participated in community events such as First Friday Art, Winter Carnival, and Holiday and spring concerts.

## KPBSD 2012–2017 Strategic Plan Goals

### School Name: Port Graham

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

- Focus on literacy: Battle of the Books, Accelerated Reader implementation, RTI
- Distance learning has provided higher math options
- Project Grad has supported achievement: coach, scholarships, PD

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

- Math and reading proficiencies are more supported

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

Elementary reporting standards based (K-4)

New Alaska Standards implemented

Interventions documented in Power School

Better means of figuring sports eligibility

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

2013-14: RTI program implemented

2015-16: Internet-based interventions implemented with fast internet: Lexia, Compass Learning Sports! Coop with volleyball & basketball with SBE and Nanwalek

## Progress Toward Meeting KPBSD Five Year Strategic Plan

Starting Running Club in 2015-16; Official teams in 2016-17

Science Projects like raising salmon

Project X (raising rabbits)

Student Council

Project Grad activities

KPNYL

Kindles

iPads for Orcas

Clubs!!!

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

High School Graduation in Port Graham is fairly recent (school used to end at grade 10)

All students finish high school here

School board member at graduation, along with village leaders

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

2014-15: Implementation of Accelerated Reader/Participation in Battle of the Books

2015-16: Implementation of 1:1 Kindle Fires

2016-17: Implementation of 1:1 iPads (iPads for Orcas)

X-C Running Teams

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

Use Skype regularly for speech, special education, staff meetings, IEP meetings  
Implementing blended learning opportunities

Internet Upgrade made all the difference

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

Internet  
Sports Funds

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

Project Grad has provided PD through conferences  
Early Release – differentiation, standards-based education, Canvas, technology

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

Have retained teachers for second year  
Admin has been with Port Graham four years

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

Early Release, Googledocs, In-Service, District Leadership Academy, opportunities to collaborate with Project Grad, opportunities by extension to Nanwalek to work with Apple, community collaborations

Leadership Academy

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

School board member at graduation

## Progress Toward Meeting KPBSD Five Year Strategic Plan

Use of distance education delivery for classes and itinerants (IEPS)

Facebook

Webpage

Newsletters

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

Many school events

Movie Nights

Story Time

Halloween Carnival

Art/Cooking Clubs

Running Club

Diabetes Education (DETS)

St Louis Zoo visit via distance – with polar bear saved by the teachers

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

See Communications

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

Chugachmiut Head Start

Chugachmiunt Language Program

ANA Language Grant 2013-14 through 2015-16

Project Grad

## Progress Toward Meeting KPBSD Five Year Strategic Plan

Village

Homer Council on the Arts

Center for Alaska Coastal Studies

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

Facebook

Website

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

Articles about Project X – KPBSD blog

Articles about Sugt'stun – KBBI

Articles about iPads for Orcas – KBBI, KPBSD blog

Articles about X-C running – papers, KBBI

Article in Chugach, Alaska newsletter – iPads for Orcas

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

Classroom projects

Community Clean Ups

## Progress Toward Meeting KPBSD Five Year Strategic Plan

### KPBSD 2012–2017 Strategic Plan Goals

#### School Name: Seward High School

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

### ACADEMIC SUCCESS

#### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

- 7 of 13 Seward High teachers using some form of blended learning in their classes.

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

- Seward High's "Hybrid" Initiative—modifying schedules, instructional practices, credit acquisition strategies to meet students' needs rather than requiring them to conform to the school's management structures.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

- See above.

### ORGANIZATIONAL EXCELLENCE

#### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

- Seward High “Hybrid” mindsets:
  - It is the school’s responsibility to adjust instruction and assessment practices to meet the needs of students.
  - A high school diploma will be based on a student’s proficiency with standards, not on their willingness to conform.
  - Parents are partners in all academic decisions made on behalf of their child(ren).

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

- Use technology integration and creative scheduling to continue to provide opportunities to Seward High students—even in the fiscal reality of continuing staffing cuts.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- Leveraging Teacher Collaboration time to share best practices for student success within Seward High’s vision.
  - Technology integration
    - Canvas
  - Blended Learning
- Data-Driven intervention/differentiation.
  - ALECS
  - Khan Academy
  - Newsela

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

- Leverage all mediums of communication available to us:
  - Alert Now
  - Social Media
  - Newsletter
  - Blog
  - Digital Reader Board
- Parent communication/involvement in placement/schedule changes.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

- Leverage OJT, Mentorships, and Internships for credit acquisition as part of Seward High's "Hybrid" initiative.
  - 50 of 91 upperclassmen currently placed in local businesses, service agencies, and schools within the Seward Community.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

- Administrator presentations:
  - ASTE
  - Principal's Conference
  - Rotary
  - Seward Chamber of Commerce
  - Seward City Council

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

- See above

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

- Core requirement of Seward High's American Government class. This effectively makes Service-Learning a graduation requirement at Seward High.

## KPBSD 2012–2017 Strategic Plan Goals

### School Name: Seward Middle School

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

## ACADEMIC SUCCESS

### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

•

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

•

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

•

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

## ORGANIZATIONAL EXCELLENCE

### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

- 

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

- 

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

- 

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

- 

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

Seward Middle School (14)

We discussed our goals in relation to the district's on October 3, 2016, with respect to **1.6 Innovation**, and **3.6 Service Learning**.

Our previous goals since FY11:

- Enhance business partnerships in local area, informing possibilities and steps to get into successful employment.
- Working toward college with a specific plan, as it isn't cost effective to "dabble" with respect to college tuition.

How did we do:

- Haven't done much to bring intellectual and industrial partnerships into the school.

Future priorities:

- OJT not very doable at the middle level—can high school present their findings at the middle level regarding their experience in internships at the local level.
- Mentors and owners in the business community share steps with Seward Middle students to get them motivated to see/be a part of the next level.
- What opportunities (collegiate) have members of our staff participated in—many hold experiences outside of education in the public sector. Share these experiences with our students.
- Partner with AVTEC, Marine and Ocean Science Institutions, KPC, Parks and Rec., and Natural Resources.

## Skyview Middle School

The Skyview middle School site council reviewed the district 5 year plan at our 10/14 SBC meeting. The committee was very impressed with the 5 year plan and felt like they all were continued priorities into the next five years. There were only a few small suggestions and they were primarily based on the current Skyview Middle priorities.

- Some sort of focus on “Fostering Resilient Learners”. i.e. KPBSD will creating trauma sensitive classroom in all content areas, grade levels, and educational settings.
  - We know that students who have suffered childhood trauma learn differently than other children and we feel there are not enough classrooms in the district where these students are safe to learn.
  - Teachers need to understand what trauma is and how it hinders learning.
  - Teachers need to learn how to build strong relationships and create a safe learning environment.
  
- Increasing Blended learning Environments across the district. We know this is a district goal but felt it could potentially fit into the next 5 year plan.

## Soldotna Elementary

### Reflections on strategic plan/goals

1. Our site council felt language in 1.1 and 1.2 stating “all” made the goal unrealistic
2. 1.3 was a goal that was met at our school building
3. 1.4 “high levels” is not achievable
4. 1.6 is not a measurable goal
5. 2.1 left us wondering if alternative instructional models are working
6. 2.4 needs some sort of measuring stick, what is a “top performing” teacher
7. 3.1 we felt like we need to do a better job as a district to engage families and form business relationships
8. 3.3 we need a metric to measure business partnerships
9. The district should write a goal that talks about academic assessment that is measurable and that informs instruction. The state’s assessment problems have left us without much data to measure student performance. We have a patchwork of assessments and we need something that is better and more broadly used, that can inform instruction. This ideal should be enconced in a strategic goal.

## **1. Comment on areas of achievement in your school site during 2012-2017\***

Sterling's Site Council feels as though we have been successful in the following areas of the district's Strategic Plan:

1.3 Reporting System. Sterling has been a standards-referenced reporting school since the beginning and have continuously updated as we go.

1.4 Student Engagement. All of our classroom teachers have implemented strategies to improve engagement, including use of technology, Kagan strategies, Bloom's Taxonomy, to name a few.

2.2 Resource Allocation. Sterling has worked to keep expenditures in time, money and resources closely aligned with our school's plans and needs.

2.5 Collaboration. Our council has discussed our collaboration needs and we continuously work to improve our collaboration time.

3.1 Parent and Family Engagement. Sterling puts a lot of time and effort into engaging families. We continuously come up with new ideas to be able to support our school community.

3.2 Direct Communication Strategy. Sterling uses the School messenger, Facebook, and newsletter to communicate. Several teachers have downloaded apps, such as Remind, to send classroom information home to families.

## **2. Highlight areas you believe are important to carry forward for 2017-2022\***

1.6 School Innovation. Our council had a lively discussion regarding the district's desire to meet student needs. On the positive, the council feels as though continuing to promote, allow and encourage school innovation is effective. On a constructive note, our council feels as though the public push towards blended learning, in particular without acceptable technological support (that is, computers) makes it difficult to be a school of innovation and difficult to believe that this is a priority.

2.1 Infrastructure. See 1.6 above. Improvement of technological infrastructure is recommended.

2.4. Attract and Retain. Our council feels that we do a good job with this as a district and should continue to improve our methods to maintain high quality staff.

2.5 Collaboration. Our council feels that continuing the early release days is crucial to maintaining and improving our school's collaboration outcomes.

3.1 Parent and Family Engagement.

3.2 Direct Communication Strategy. Continuously focusing on communication is always a positive.

3.3 Business Partnerships. Our council believes that working with and educating community and business partners is important in each community.

3.4 Public Relationships. See 3.3 above.

3.5 Partnership Awareness. See 3.3 above.

3.6 Service Learning. Our council feels as though Service Learning is important at all levels to foster leadership and kindness.

### **Questions**

2.6 Communication. Our council was not sure that this was happening biannually for Sterling as suggested in this outcome. If money is being spent on this, our council does not feel this should continue.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

### KPBSD 2012–2017 Strategic Plan Goals

#### School Name: Susan B. English School

Use these as a reference during site-council process.

1. Add areas of completion from your school 2012-2017 strategic plan goals (Your School's School Improvement Goals from the past 4-5 years)
2. Highlight areas your site council values going forward into 2017-2022

### ACADEMIC SUCCESS

#### DISTRICT GOAL

*Deliver relevant, rigorous, standards-based curriculum in conjunction with alternative pathways and a flexible approach to ensure that every KPBSD student stays engaged, reaches high levels of achievement and graduates.*

**1.1 Student Achievement:** All students will meet or exceed proficiency levels on quarterly assessments within two years of development.

**1.2 Student Proficiency:** All students will meet or exceed proficiency levels on nationally developed common assessments within five years.

**1.3 Reporting System:** Reflect student learning with improved accuracy through implementation of a standards-referenced reporting system by FY18.

**1.4 Student Engagement:** Achieve high levels of student engagement utilizing research-based strategies at all schools by FY14.

**1.5 Graduation:** Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually.

**1.6 School Innovation:** Deliver an innovative and flexible instructional approach at all schools to meet the individual needs of students by FY16.

### ORGANIZATIONAL EXCELLENCE

#### DISTRICT GOAL

*Evolve KPBSD as a highly reliable, world-class organization that fosters a culture of innovation, attracts and retains the best-of-the-best employees, and supports an infrastructure that promotes a fluid academic environment.*

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**2.1 Infrastructure:** Create a fluid learning environment throughout the district by examining alternative instructional models and developing an implementation plan by the beginning of FY15.

**2.2 Resource Allocation:** Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes by November 2014.

**2.3 Professional Development (PD) and Compensation:** Develop a revised salary schedule inclusive of KPBSD professional development cells, through a collaborative process by FY15.

**2.4 Attract and Retain:** Attract high-quality candidates through sustaining an organizational culture that promotes growth, collaboration, and innovation. Secure top performing teachers by developing partnerships with the top teacher preparation programs by end of FY15.

**2.5 Collaboration:** Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration by May 2014.

**2.6 Communication:** Improve district to site communication through visiting every school bi-annually, to share strategic plan progress.

## COMMUNITY AND FAMILY ENGAGEMENT

### DISTRICT GOAL

*All KPBSD schools reach out to parents and communities to promote shared value and responsibility for the process of education.*

**3.1 Parent and Family Engagement:** Achieve high levels of parent and community engagement utilizing research-based strategies at all schools by FY14.

**3.2 Direct Communication Strategy:** Implement ongoing communication at each site to inform and engage 85% of families in their child's education by May 2014.

**3.3 Business Partnerships:** Develop business partnerships (both site and district based) to explore career pathways and promote education within the community.

**3.4 Public Relationships:** Educate stakeholders through consistent ongoing communication while promoting district programs and performance.

## Progress Toward Meeting KPBSD Five Year Strategic Plan

**3.5 Partnership Awareness:** Feature community partnerships in stories and public relations to increase public awareness.

**3.6 Service Learning:** All students will participate in a service learning project to instill the value of volunteering, community service and increased understanding of our interconnectedness by FY16.

TO: John O'Brien, Assistant Superintendent of Instruction  
FROM: Pamala Potter, Tebughna Principal  
RE: Site Council Review of School Goals, 2012-2017  
DATE: September 18, 2016

\*\*\*\*\*

**I. Review original goals in the 2012-2017 strategic plan:**

We reviewed the original goals at our September 14, 2016 Site Council Meeting.

\*\*\*\*\*

**II. Comment on areas of achievement in your school site during 2012-2017:**

**Academic Success**

*1.3: Reporting System:* The elementary classes are receiving progress reports and report cards through the usage of standards-referenced reporting system.

*1.5 Graduation:* Tebughna School had two graduates May 2016.

**Organizational Excellence**

*2.5: Collaboration:* Tebughna is participating in well-planned schedules within the day, which includes ongoing professional development and collaboration with the entire team and district office.

*2.6: Communication:* District Office has visited Tebughna both on-site and via Skype at least bi-annually, to share strategic plan progress.

**Community and Family Engagement**

*3.1: Parent and Family Engagement:* Tebughna has monthly Site Council Meetings, Project Grad (grades 6-12), Partnership with the Tebughna Foundation, Day Care Early Learning, and Boy's and Girl's Club activities. Bingo for Books has been done in the past. Many more community/family engagement activities are beginning this school year.

*3.2: Direct Communication Strategy:* We have begun this quarter mailing home Progress Reports 4 times a year (4th week of each quarter). We also have been greatly using our Facebook page to share information, and posting flyers throughout Tyonek regarding activities/meetings coming up. In addition, we mail home our monthly newsletter so parents are aware of both upcoming events and various ways to assist their children educationally at home.

*3.3: Business Partnerships:* Continuous contact with partners through meetings, emails and phone calls. Also, we have various partners volunteering at the school daily.

*3.4: Public Relationships:* We post information on Facebook and flyers are posted throughout the village, along with sending Friday Focus (upcoming week information) to site council members.

*3.5: Partnership Awareness:* We post photos of our partnerships participating with our students/staff on our Facebook page.

3.6: *Service Learning*: Tebughna students give the fruits of their gardening labors to the Elders of the community. We also will be doing a "Pennies for Patients" leukemia fundraiser this fall for increased understanding of our interconnectedness to others.

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### **III. Highlight areas you believe are important to carry forward for 2017-2022:**

#### **Academic Success**

1.6 *School Innovation*: The Site Council would like to see a "Blended Learning Video" so parents will be able to understand what this instructional approach is about and how it can meet the individual needs of students.

#### **Organizational Excellence**

2.6 *Communication*: The Site Council would like the bi-annual visits to continue.

#### **Community and Family Engagement**

3.1 *Parent and Family Engagement*: We are working with our Student Government, Site Council, and Partnerships to organize/sponsor many more activities. We have planned Science Nights, Reading Pajama Party, Math Games, Board Games, Skating Party, Halloween Carnival, Movie Nights, Craft Nights, Elder Dinner/Panel, Red Ribbon Silly Games Party, Digital Storytelling recording, Holiday Potluck, Art Nights, Sewing Nights making separate quilt squares depicting our culture and making one large quilt to frame/hang, Dances for Thanksgiving/Valentine's Day/Prom, Veteran's Day Celebration and Talent Show/Karaoke Night.

3.2 *Direct Communication Strategy*: The Site Council would like to have an easy to follow (step by step using screen shots) letter sent to each family individually explaining how parents can get onto Powerschool and what their children's username and password is, so they can easily use it. They would like this done at the beginning of each school year, for each child. They would also like this letter to include the email address of each teacher so parents have it readily available.

3.3 *Business Partnerships*: The Site Council want more partnerships with entities outside our village available to them. These would include students attending Math Competitions, Vocational Programs, Science Fair in Anchorage, College Day at Job Corp in Palmer, Kenai Campus Secondary Education, ROTC visit on base, Parents sharing past experiences in Tyonek, Chalisik Corporation visits, and Health Care Internships. Also, they would like us to work with partnerships who can begin leading more physical health activities including snow shoe, volleyball, gymnastics, Zumba, weight lifting, skiing, and SCF (Social Cardiovascular Foundation). The Council would like stipends to offer to person(s) to teach Traditional and Industrial Arts, such as using the wood shop and carving ivory and making jewelry.

3.6 *Service Learning*: Students will "apply/interview/work staff positions" in the spring so they can become "Future Teachers of America". We will advertise for Elders to share their stories/legends/survival skills/wisdom. Students will begin preparing Elder gifts of gratitude and also include in our "Student Treasures" book a collage of photos and personal statements of our Elders.