

Kenai Peninsula Borough School District

2017-18 Strategic Plan Work: KPBSD students will experience a responsive instructional experience every day in every school.			
Strategies and Action Steps	Responsibility	Timeline	Evidence
Create three-year draft of the Responsive work plan	Responsive “start-up” team	By Sept. 2017	Completed plan for year 1, with drafts for years 2 and e
Expand the team’s membership	Responsive “start-up” team	By Oct. 2017	Expansion of members beyond D.O. leadership, to include representation from school sites
Define each component: <ul style="list-style-type: none"> • Positive relationships • High-yield instructional strategies • Continuous innovation • Embedded professional learning • Reliable and efficient 	Responsive Team- Need input from whole team at once to start defining this.	By Jan. 2018	Definitions
Figure out how to measure each area: <ul style="list-style-type: none"> • Positive relationships: Finalize & Publicize our KPIs, including Student Social Emotional Well-Being (measure of bullet one) • High-yield instructional strategies: Use of the Rtl process is a measure (in part) of bullet two since it feeds into the KPI of no F’s, grad rate, attendance • Continuous innovation/Embedded professional learning go hand-in-hand measurement may 	Responsive Team	By Mar. 2018	<ul style="list-style-type: none"> • KPI measure • Tableau re: intervention use • School PD Plans? Possibly each teacher having a PD Plan? # of TEPs done each year?
Identify existing key practices that are in place that, if maintained, will support our growth in the Responsiveness bullets.	Responsive Team w/input from DIT and LT	By Mar. 2018	Document identifying key practices

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<ul style="list-style-type: none"> • Collaboration: structures, expectations, products • Danielson Framework • Rtl / Interventions 			
<p>Embedded professional learning</p> <ul style="list-style-type: none"> • Define • Establish actions to make it happen 	<p>DIT, PL Council</p> <p>Personalized learning specialist, site administrators</p> <p>Effective Instruction Committee</p>	<p>Winter- definition</p> <p>Spring- start of messaging</p>	<p>Personalized learning specialist hired</p> <p>Plan for teacher’s personalized PD plans vs. school PD plans, Plan to promote growth and peer observations</p> <p>IIA budget and narrative for FY19</p>
<p>Communication – focus on staff</p> <ul style="list-style-type: none"> • Year 1 will focus on developing clarity of the message and inviting early adopters to engage in sharing their messages • Develop clarity of the message: What does “responsive” look like in the KPBSD? • Create an information and idea flow to support professional development 	<p>Collaborative Team Effort:</p> <p>Delivery platform: IT</p> <p>Content and actual delivery: Sean or John, w/DIT support</p> <p>Messaging: Pegge</p> <p>PD: Site administrators and Pers. Learning Specialist</p>	<p>By June 2018</p>	<p>Communication products</p>

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Goal/Work Plan: Responsive 18.19– Focus on professional development & clarity			
Strategies and Action Steps	Responsibility	Timeline	Evidence
<p>Communication – expand from the year 1 focus on staff, to include parents & students</p> <ul style="list-style-type: none"> • Create video or podcast introducing concept of positive relationships and how we measure it (Move from education jargon to understandable terms and models) • Promote the tool developed during year 1 for educators to share and exchange ideas 	<p>Collaborative Team Effort: Responsive Team, DIT, Site Administrators Messaging: Pegge and Pers. Learning Specialist</p>	<p>Fall/winter 2018</p>	<p>Work products</p>
<p>Develop and provide a cohesive overview for administrators and school leadership teams on the concepts and key practices surrounding “responsive” including:</p> <ul style="list-style-type: none"> • Positive relationships • High-yield instructional strategies • Continuous innovation • Embedded professional learning • Reliable and efficient • Collaboration: structures, expectations, products • Danielson Framework • Rtl / Interventions 	<p>DIT and Principal Leaders</p>	<p>Winter 2018.19</p>	<p>Agendas and PD</p>
<p>Embedded professional learning</p> <ul style="list-style-type: none"> • Develop a plan that documents and celebrates the engagement of staff in embedded professional learning • Provide opportunities for those not engaging in embedded learning to do so 	<p>DIT, PL Council Effective Instruction Committee Personalized learning specialist, site administrators</p>	<p>Winter 2018.19</p>	<p>Articulation of the ways KPBSD staff engage in embedded professional learning, including “look fors” of what evidence could indicate this is occurring</p>

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Examine data of the measures previously identified for each area. Identify successes and areas for attention.	Responsive Team	Jan. 2019	Data is available in visual format
Instructional strategies <ul style="list-style-type: none">Identify the observables of personalized learning within the evaluation process. E.g., "What evidence might we see of personalized learning in the area of Domain 1?"	Partner with Ed. Elements Site administrators	Spring/Fall 2019 Revisiting the expectations to calibrate observers and teachers	

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Goal/Work Plan: Responsive 19.20– Focus on embedding practices to become self-sustaining			
Strategies and Action Steps	Responsibility	Timeline	Evidence
Communication – <ul style="list-style-type: none"> Focus on the ways embedded professional learning is embedded in KPBSD practices and culture Communicate the observable expectations every student and family can expect to experience regarding personalized learning 	Collaborative Team Effort: Responsive Team, DIT, Site Administrators, E.I. Committee Messaging: Pegge and Pers. Learning Specialist	Dec. 2019	Work products
Examine data of the measures previously identified for each area. Identify successes and areas for attention.	Responsive Team	Jan. 2020	Data is available in visual format
Instructional strategies <ul style="list-style-type: none"> Collect samples of excellent instruction in personalized learning- showcasing and building on embedded PD, communication, and networking 	Partner with Ed. Elements Site administrators	May 2020	Work products