

## 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. As of Dec. 2017, the team includes the following members organized into the following subgroups:  Definitions Lead: Dawn Edwards-Smith, with Michael Sellers, Robanne Stading, Stephanie Fain, Christine Ermold, Eric Soderquist  Key Practices & Flagships Lead: Bill Withrow, Alan Haskins, Chris Brown, John Pothast, Clayton Holland
Define each component: <ul style="list-style-type: none"> <li>• Positive relationships</li> <li>• High-yield instructional strategies</li> <li>• Continuous innovation</li> <li>• Embedded professional learning</li> <li>• Reliable and efficient</li> </ul>	Responsive Team Subgroup: Definitions Lead: Dawn Edwards-Smith, with Michael Sellers, Robanne Stading, Stephanie Fain, Christine Ermold, Eric Soderquist	By Feb. 2018	Definitions drafted, refined, and shared with DIT by Feb. 2018, then added to this document.  By Mar. 2018, figure out how we measure or know if continuous innovation/embedded professional learning are happening.
Figure out how to measure each area: <ul style="list-style-type: none"> <li>• Positive relationships: Finalize &amp; Publicize our KPIs, including Student Social Emotional Well-Being (measure of bullet one)</li> <li>• High-yield instructional strategies: Use of the Rtl process is a measure (in part) of bullet two since it feeds into</li> </ul>	Michael Hanson, Tim Vlasak, Responsive Team	By Mar. 2018	<ul style="list-style-type: none"> <li>• KPI measures live on the webpage</li> <li>• Tableau data re: intervention use easily reviewable</li> </ul>

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<p>the KPI of no F's, grad rate, attendance</p> <ul style="list-style-type: none"> <li>Continuous innovation/Embedded professional learning – how do we know this is happening after we define it?</li> </ul>	<p>Responsive Team Subgroup: Definitions Lead: Dawn Edwards-Smith, with Michael Sellers, Robanne Stading, Stephanie Fain, Christine Ermold, Eric Soderquist</p>		<ul style="list-style-type: none"> <li>Measure needed, following definition... School PD Plans? Possibly each teacher having a PD Plan? # of TEPs done each year?</li> </ul>
<p>Identify existing key practices that are in place that, if maintained, will support our growth in the Responsiveness bullets. Identify Flagship classrooms, PLCs, or departments. Examples may come from:</p> <ul style="list-style-type: none"> <li>Collaboration: structures, expectations, products</li> <li>Danielson Framework</li> <li>Rtl / Interventions</li> </ul>	<p>Responsive Team sub-group for Key Practices &amp; Flagships Lead: Bill Withrow, Alan Haskins, Chris Brown, John Pothast, Clayton Holland</p>	<p>By Mar. 2018</p>	<p>Document identifying key practices, with a summary of what they are, why they matter, and where they're happening. Consider using the SWIVL to record collaborative teams or flagship classrooms to more easily share with others what these practices look and sound like.</p>
<p>Embedded professional learning</p> <ul style="list-style-type: none"> <li>Define (done by Feb. by sub group)</li> <li>Establish actions to measure how and when it's happening</li> <li>Establish long-term plan so it becomes part of our system-process</li> <li>Communicate this area out to stakeholders- possible video</li> </ul>	<p>DIT, PL Council</p> <p>Personalized learning specialist, site administrators</p> <p>Christine</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"> <li>Year 1 will focus on developing clarity of the message and inviting early adopters to engage in sharing their messages</li> </ul>	<p>Collaborative Team Effort: Delivery platform: IT Content and actual delivery: Sean or John, w/DIT support Messaging: Pegge</p>	<p>By June 2018</p>	<p>Communication products</p>

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<ul style="list-style-type: none"><li>• Develop clarity of the message: What does “responsive” look like in the KPBSD?</li><li>• Create an information and idea flow to support professional development</li></ul>	PD: Site administrators and Pers. Learning Specialist		
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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 &amp; students</p> <ul style="list-style-type: none"> <li>• Create video or podcast introducing concept of positive relationships and how we measure it (Move from education jargon to understandable terms and models)</li> <li>• Promote the tool developed during year 1 for educators to share and exchange ideas</li> </ul>	<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"> <li>• Positive relationships</li> <li>• High-yield instructional strategies</li> <li>• Continuous innovation</li> <li>• Embedded professional learning</li> <li>• Reliable and efficient</li> <li>• Collaboration: structures, expectations, products</li> <li>• Danielson Framework</li> <li>• Rtl / Interventions</li> </ul>	<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"> <li>• Develop a plan that documents and celebrates the engagement of staff in embedded professional learning</li> <li>• Provide opportunities for those not engaging in embedded learning to do so</li> </ul>	<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"><li>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?"</li></ul>	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"> <li>Focus on the ways embedded professional learning is embedded in KPBSD practices and culture</li> <li>Communicate the observable expectations every student and family can expect to experience regarding personalized learning</li> </ul>	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"> <li>Collect samples of excellent instruction in personalized learning- showcasing and building on embedded PD, communication, and networking</li> </ul>	Partner with Ed. Elements Site administrators	May 2020	Work products