



Kenai Peninsula Borough School District

FY13-17 Strategic Plan

Soldotna High As of October 22, 2014

Full Strategic Plan Created by OnStrategy

MISSION STATEMENT

Soldotna High School's mission is to create and maintain an environment that ensures the opportunity for each member of the school community to reach a high level of individual, academic, and vocational achievement as determined by local, state, and national standards paired with employability skills. We commit to a comprehensive system of support within our school and community for all students.

VISION STATEMENT

*We envision KPBSD students **engage** in their learning, **participate** in their community, reach high levels of **achievement**, and **graduate** prepared for their future.*

GUIDING PRINCIPLES

1. Each student can learn and be successful
2. Every student is recognized as unique, valuable, and is treated with respect and dignity
3. Learning is a lifelong process
4. The educational environment is safe, engaging and purposeful
5. Our students' educational experience depends on understanding and working with diverse communities
6. Early identification of strengths and weaknesses is crucial to ensure overall development and achievement
7. High standards and expectations are essential for student success and preventing student failure
8. Continuous improvement is student-centered, data-driven, and collaborative
9. Differentiated learning opportunities are integral to all instruction
10. A rigorous curriculum challenges students
11. Collaboration and effective instruction are district commitments
12. Teachers are facilitators of learning and agents of inspiration
13. KPBSD graduates are prepared for post-secondary education and, or, career ready
14. All financial decisions are student centered and sustainable

KEY ACCOMPLISHMENTS

2012 Key Accomplishments:

- SBA scores improved in reading, writing, and math.
- Absences were cut in half from last year with the help of Project Rewards.
- Cellphone disciplines were almost cut in half.
- Cutting class decreased about 50%.
- Insubordination decreased from 356 to 142.
- Tardiness was cut in half.
- Students with economic disadvantages improved SBA scores in all three core subjects.
- Freshman class up, sophomore class had a massive jump in all three of the core subjects.
- Senior scholarship money increase from last year.

FOCUS AREAS

Academic Success

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.

Organizational Excellence 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.

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

SOLDOTNA HIGH - AT-A-GLANCE

ACADEMIC SUCCESS DISTRICT FOCUS AREAS & DISTRICT GOALS

ORGANIZATIONAL EXCELLENCE DISTRICT FOCUS AREAS & DISTRICT GOALS

COMMUNITY AND FAMILY ENGAGEMENT DISTRICT FOCUS AREAS & DISTRICT GOALS

DISTRICT FOCUS AREAS & DISTRICT GOALS

SOLDOTNA HIGH - DETAIL

ACADEMIC SUCCESS DISTRICT FOCUS AREAS & DISTRICT GOALS

1 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. (Curriculum & Assessment) (06/30/15) Measure: % student proficiency/quarterly assessments Target: 100%

School/Department Goals and Team Member Goals	Measure	Target	Start Date, End Date
1.1.25 Increase the skill and engagement of all students in the content area of writing by May 2015.. (Soldotna High)	Quarterly Assessments, Late Work Data	100	06/30/14 06/30/15
1.1.25.1 English Department PLC will institute policies focused on remediation which require struggling students to attend either the Writing Center tutoring hours, the Cyber Cafe', or Saturday School. (Todd Syverson)	Attendance of remediation opportunity programs	100	06/30/14 06/30/15
1.1.25.2 English Department PLC will collaborate and align by sharing organizational writing types and scoring strategies across the curriculum during school inservice meetings. (Todd Syverson)	PLC and inservice minutes	100	06/30/14 06/30/15
1.1.25.3 PLC's will conduct systematic reviews of progress, strength, and challenges. (Todd Syverson)	PLC Reports	100	06/30/14 06/30/15
1.1.26 Increase the skill and engagement of all students in the content area of reading by May 2015. (Soldotna High)	Quarterly Assessments, late work data	100	06/30/14 06/30/15
1.1.26.1 PLC's will unpack new standards for each quarterly assessment as they are released by the curriculum committee, and develop formative assessments which align with the new standards. Revised 10/14/14 (Todd Syverson)	PLC Reports, Shared Folder	100	06/30/14 06/30/15
1.1.26.2 PLC's will share reading comprehension strategies across the curriculum during inservice meetings. (Todd Syverson)	PLC and Inservice Reports	100	06/30/14 06/30/15
1.1.26.3 PLC's will conduct a systematic review of progress, strengths, and challenges. (Sean Dusek)	PLC Reports	100	06/30/14 06/30/15
1.1.27 Increase growth for all students in Algebra and Geometry demonstrated by results in common assessments. (Soldotna High)	Assessments	100	06/30/14 06/30/15
1.1.27.1 Develop and implement remediation plan for all students who fail to meet unit standards, with an initial plan requiring all students failing to meet standards to attend advisories on Tuesday and Thursday for additional support. (Todd Syverson)	Remediation Plan, Assessments, Advisory attendance	100	06/30/14 06/30/15

1.4 Student Engagement: Achieve high levels of student engagement utilizing research-based strategies at all schools. (Instruction) (06/30/15) Measure: School In-service Plans - Danielson/Standards implementation plans Target: 100%

School/Department Goals and Team Member Goals	Measure	Target	Start Date, End Date
1.4.31 Engineer opportunities to establish Soldotna High School's positive and supportive new school culture. (Soldotna High)	Survey Responses, Activities Created, PLC, Site Council, And Inservice Reports	100	06/30/14 06/30/15
1.4.31.1 Survey students and parents quarterly for input and assessment of new school culture with goals of satisfied feedback in three areas: Connectedness (94%), Opportunities (90%), and Engagement (94%). Revised 10/14 (Todd Syverson)	Google Forms Survey Results	100	06/30/14 06/30/15
1.4.31.2 Conduct separate surveys of staff during inservice and PLC meetings with goals of satisfied feedback in three areas: Connectedness (94%), Opportunities (90%), and Engagement (94%). Revised 10/14. (Todd Syverson)	Survey Results, PLC and Inservice reports	100	06/30/14 06/30/15
1.4.31.3 Publicize surveys for communication plan. (Todd Syverson)	Posting on Soldotna High School Website	100	06/30/14 06/30/15
1.4.31.4 Create activities through student council and the community. (Todd Syverson)	Activities Created	100	06/30/14 06/30/15
1.4.31.5 Create opportunities for staff team building. (Todd Syverson)	Activities Created	100	06/30/14 06/30/15
1.4.31.6 Conduct open house at the beginning of the year and provide all students with new sweatshirts at first assembly with community and business supporters. (Todd Syverson)	Activities created	100	06/30/14 06/30/15
1.4.31.7 Organize community dance in conjunction with opening of new sports complex. (Todd Syverson)	Activity created	100	06/30/14 06/30/15

<p><i>1.4.31.8 Explore teaching philosophies and overall academic and daily practices of the school during PLC meetings in order to foster professional relationships of combined staff and engineer opportunities for collaboration. (Todd Syverson)</i></p>	<p><i>PLC Minutes</i></p>	<p><i>100</i></p>	<p><i>06/30/14 06/30/15</i></p>
<p><i>1.4.31.9 Expand and support academic culture and policies during tri-school PLC meetings with Soldotna Prep and Middle School. (Todd Syverson)</i></p>	<p><i>PLC minutes, inservice reports</i></p>	<p><i>100</i></p>	<p><i>06/30/14 06/30/15</i></p>
<p><i>1.4.31.10 Continue PLC training for professional development; increase number of staff members attending PLC conference and opportunities for staff-directed inservice training. (Todd Syverson)</i></p>	<p><i>Inservice reports</i></p>	<p><i>100</i></p>	<p><i>06/30/14 06/30/15</i></p>

PLAN IMPLEMENTATION

Planning Team:

- *Todd Syverson (Principal)*
- *Tony Graham (Vice Principal)*
- *Margaret Griffin (Counselor)*
- *Lana Syverson (Teacher/Staff Dev. Chair)*
- *James Harris (Teacher/Staff Dev. Chair)*
- *Site Council*
- *PTSA*

APPENDIX A: STRATEGIC PLANNING TERMS

Strategic Planning Term	Definition
Core Values/Guiding Principles	<i>How people want to behave with each other in the organization. Value statements describe actions that are the living enactment of the fundamental values held by most individuals within the organization. What are our guiding principles, as a group, to adhere to no matter what?</i>
Core Purpose/Mission Statement	<i>The organization's core purpose. Why do we exist?</i>
Vision Statement (5+ years)	<i>Where you are headed — your future state — your Big, Hairy, Audacious Goal. Where are we going?</i>
Competitive Advantages	<i>A characteristic(s) of an organization that allows it to meet their customer's need(s) better than their competition can. What are we best at in our market?</i>
Organization-Wide Strategies	<i>Your strategies are the general methods you intend to use to reach your vision. A strategy is like an umbrella. It is a general statement(s) that guides and covers a set of activities. You can develop strategies for your whole organization, a department, a specific set of activities, or a guiding statement for a year. No matter what the level, a strategy answers the question "how."</i>
Long-Term District Focus Areas (3+ years)	<i>Long-term, broad, continuous statements that address all areas of your organization. If you have a five-year vision, these would be three- to four-year intermediate guideposts on the way there. What must we focus on to achieve our vision?</i>
Short-Term Items (1 year)	<i>Short-term items that convert the District Focus Areas into specific performance targets. Effective goals clearly state what, when, who and are specifically measurable — they are Specific, Measurable, Attainable, Responsible person, time bound (SMART). What must we do to achieve our long-term District Focus Areas?</i>
Key Performance Indicators (KPIs)	<i>Metric and non-metric measurements essential to the completion of an organization's goals. Each organization narrows the possible list down to a manageable group of KPIs that make the most difference to performance. KPIs are linked to goals. How will we know we have achieved our goals?</i>