














FY13-17 Strategic Plan








Seward Middle: Action Plan - Summary

Date Revised: September 3, 2014







Priority	Items	Who	Start Date/ End Date	Target, Measure	% Complete/ YTD	Status/ Variance
My Items						
	2.5.7 Create a consistent, positive school culture within the staff and students through distributed leadership. Measure/Evidence: revised handbook, communication, student leadership	Seward Middle	07/01/12 06/30/13	100% Revised handbook, communication, student leadership	0%	 -100 As of 08/04/14
	3.1.18 Increase parent engagement in the lives of their students during the 2012-2013 school year - parent attendance at Conferences, Back to School Night, Volunteers, Student Attendance. Measure/Evidence: Parent contact, participation. <i>Comments on Status: FY12 Baseline: 30% not engaged</i>	Seward Middle	07/01/12 06/30/13	15% % not engaged	0%	 -15 As of 08/04/14
	3.4.4 Increasing community involvement within the school. Measure/Evidence: Visits, Opportunities. <i>Comments on Status: FY12 Baseline: 20+</i>	Seward Middle	07/01/12 06/30/13	20 Visits, Opportunities		 -20 As of 08/04/14





Seward Middle: Action Plan - Detail

Priority	Items	Who	Start Date/ End Date	Target, Measure	% Complete/ YTD	Status/ Variance
2 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.						
	2.2 Resource Allocation: Develop and implement a plan which allocates resources based on alignment with the strategic plan and instructional outcomes. <i>Comments on Status: KPBSD School Board will work on this fall 2013. 6/19/13: District-level status based on average progress of supporting objectives.</i>	Instructional Support	07/01/12 11/30/14	100% % complete	0%	 -100 As of 06/20/13
	2.2.2 Facilitate community discussion about effects of declining population on MS academics and activities. Work with community and elementary schools to develop solutions. Measure/Evidence: discussions, meetings, survey, plan <i>Comments on Status: I have presented to the SBC our enrollment issues and ramifications of those issues on our FTE. SBC members attended board meeting worksession to voice concerns. Community meeting this next month to discuss issues.</i>	Instructional Support	07/01/12 06/30/13	100% discussions, meetings, survey, plan	0%	 -100 As of 10/22/13
	2.2.2.1 Staff/Admin discussion at EL and MS on issues as a result of declining enrollment. Measure/Evidence: Admin/Staff Discussions - data. (Admins) (staff) <i>Comments on Status: Have discussed between our staffs, looked at FTE allocation for this year and next year w. different scenarios.</i>	Jason Bickling	08/01/12 10/31/12	Admin/Staff Discussions - data	100	 As of 01/21/13
	2.2.2.2 Introduce problems/concerns at MS to SBMC - discussion. Measure/Evidence: SBMC Discussion. (Admins) <i>Comments on Status: FY13 Mid-Year Comments: Discussed, survey to get more info Have presented multiple times at SBC and given them specific information they requested. They have organized a community meeting for February 12.</i>	Jason Bickling	11/01/12 11/30/12	SBMC Discussion	100	 As of 05/29/13
	2.2.2.3 Parent, community, student, teacher input/feedback - via Survey. Measure/Evidence: Survey/Results (Admins) <i>Comments on Status: Survey Completed - 73% of respondents either agreed or strongly agreed that the 6th graders should be moved to the Middle School.</i>	Jason Bickling	11/01/12 06/30/13	Survey/Results	100	 As of 05/29/13
	2.2.2.4 Review Data (research, survey results, etc) w. Site Base to develop recommendation. Measure/Evidence: SBMC Review. (Admins) (SBMC) <i>Comments on Status: SBC has reviewed data from Survey - Site Base Council and PTA have both made recommendations to the superintendent and school board to have the 6th graders move up.</i>	Jason Bickling	01/01/13 06/30/13	SBMC Review	100	 As of 05/29/13
	2.2.2.5 Decision on problem solution. Measure/Evidence: Decision Made. (Admins) (DO) <i>Comments on Status: Presentation was made to the schoolboard during the worksession at the Seward School Board meeting on May 6th. There will tentatively be a decision made at the October meeting.</i>	Jason Bickling	02/01/13 02/28/13	100% % Decision Made	0%	 As of 05/29/13
	2.2.2.6 Develop and implement plan for 2013-2014. Measure/Evidence: Plan Developed. (Admins) (DO) <i>Comments on Status: Plan for next year will be developed after decision has been made - waiting on School Board Decision</i>	Jason Bickling	02/01/13 03/31/13	100% % Plan Developed	0%	 As of 05/29/13
	2.2.2.7 Budget Requirements: Staffing at Elementary and Middle Schools	Jason Bickling	07/01/12 06/30/13	100% % complete	0%	 As of 12/12/12
High	2.5 Collaboration: Ensure each site is maximizing time by documenting well planned schedules within the day, for high quality professional development and collaboration. <i>Comments on Status: proposed early release or late start to School Board in June. Review site plans. 6/19/13: District-level status based on average progress of supporting objectives.</i>	Instruction	07/01/12 05/31/14	100%	0%	 -100 As of 08/05/14
				100%		

	2.5.7 Create a consistent, positive school culture within the staff and students through distributed leadership. Measure/Evidence: revised handbook, communication, student leadership	Seward Middle	07/01/12 06/30/13	Revised handbook, communication, student leadership	0%	 -100 As of 08/04/14
	2.5.7.1 Create common core expectations, rules, and guidelines through staff collaboration. (Measure/Evidence: iTeam notes. (Admin/Staff) <i>Comments on Status: At the beginning of the year, we established and prioritized common guidelines, expectations, procedures, etc. We are continuing into the 2013-2014 school year and will be adding to it should the 6th graders be coming up in the 2014-2015 school year.</i>	Jason Bickling	08/01/12 05/31/13	iTeam notes	50	 As of 10/02/13
	2.5.7.2 Revise Seward Middle Student Handbook to be consistent with school culture. Measure/Evidence: Revised MS Handbook <i>Comments on Status: As year goes along, developing changes, additions, deletions for handbook</i>	Jason Bickling	08/01/12 05/31/13	Revised MS Handbook	25	 As of 05/29/13
	2.5.7.3 Better/intentional Communication to students and parents - expectations, guidelines, input, feedback. Measure/Evidence: Papertrail. (Admin/Staff) <i>Comments on Status: For the start-up, we had better communication, feedback to students and parents than we had in previous years - communicating expectations, guidelines and giving feedback regularly.</i>	Jason Bickling	08/01/12 05/31/13	Papertrail	50	 As of 01/21/13
	2.5.7.4 Create an open student leadership council for student input and activities. Measure/Evidence: student leadership council. (Admin) <i>Comments on Status: FY13 Mid-Year Comments: Student leadership created</i>	Jason Bickling	08/01/12 05/31/13	student leadership council	100	 As of 01/21/13
	2.5.7.5 All school community service projects within the school in during skills time (once a quarter) / community service projects in the community 2x a year. Measure/Evidence: com svc project completed <i>Comments on Status: FY13 End-Year Comments: 3 com svc proj completed - working w. RBCA to get rid of noxious weeds - Snowflakes for Sandy Hook - Christmas Letters to Soldiers</i>	Jason Bickling	08/01/12 05/31/13	com svc project completed	100	 As of 05/31/13
	2.5.7.6 Budget Requirements: Possible transportation costs	Jason Bickling	07/01/12 06/30/13	100% % complete	0%	 As of 12/12/12

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

High	3.1 Parent and Family Engagement: Achieve high levels of parent and community engagement utilizing research-based strategies at all schools. <i>Comments on Status: 6/19/13: District-level status based on average progress of supporting objectives.</i>	Instruction	07/01/12 06/30/14	100%	100%	 0 As of 08/05/14
	3.1.18 Increase parent engagement in the lives of their students during the 2012-2013 school year - parent attendance at Conferences, Back to School Night, Volunteers, Student Attendance. Measure/Evidence: Parent contact, participation. <i>Comments on Status: FY12 Baseline: 30% not engaged</i>	Seward Middle	07/01/12 06/30/13	15% % not engaged	0%	 -15 As of 08/04/14
	3.1.18.1 Increase Opportunities for parents to be involved. Measure/Evidence: create curricular, extracurricular opportunities. (Staff) <i>Comments on Status: Librarian Coaching Chaperoning</i>	Jason Bickling	08/01/12 05/31/13	create curricular, extracurricular opportunities	50	 As of 01/21/13
	3.1.18.2 Communicate better w. parents about opportunities - advance notice, announcements, follow-up. Measure/Evidence: Alert Now, email, blog, Public News, send home. (Admin/Sec) <i>Comments on Status: We have communicated opportunities to come work within the school - librarian, coaching asst. - email, SBC, Seward City News, etc.</i>	Jason Bickling	08/01/12 05/31/13	Alert Now, email, blog, Public News, send home	50	 As of 01/21/13
	3.1.18.3 Target specific students/parents who are not involved - personal contacts, follow-up. Measure/Evidence: Anecdotal. (iTeam) <i>Comments on Status: Working w. parents who are not normally involved - contacting in multiple ways. 3 8th grade parents showed up to conferences that had never been to a conference before.</i>	Jason Bickling	08/01/12 05/31/13	Anecdotal	50	 As of 01/21/13
	3.1.18.4 Parent Contact - decrease absenteeism notify through automated system, personal contact, letters, follow-up. Measure/Evidence: work w. students and parents who have more than 10 absences	Jason Bickling	08/01/12 05/31/13	work w. students and parents who have	50	

	<i>Comments on Status: 4 students who have over 10 absences - letters sent home, personal and regular contact with the parents</i>			more than 10 absences		As of 01/21/13
	3.4 Public Relationships: Educate stakeholders through consistent ongoing communication while promoting district programs and performance. <i>Comments on Status: Media: 3 local radio stations; seven plus newspapers with school stories on a regular basis. 6/19/13: District-level status based on average progress of supporting objectives.</i>	Instruction	07/01/12 06/30/13	100%	48%	 -52 As of 08/05/14
	3.4.4 Increasing community involvement within the school. Measure/Evidence: Visits, Opportunities. <i>Comments on Status: FY12 Baseline: 20+</i>	Seward Middle	07/01/12 06/30/13	20 Visits, Opportunities		 -20 As of 08/04/14
	3.4.4.1 Seek out community members and groups willing to come into the school. Measure/Evidence: community contact list for curriculum. (Staff/Admin) <i>Comments on Status: We have had 10 people come in and work with our students from the community - including a dad who came in to help supervise lunch every day, RBCA, Local Historians, Anchorage Police Department - Human Trafficking, Seward Police Department - DARE, Dental Office, RBCA</i>	Jason Bickling	08/01/12 05/31/13	community contact list for curriculum	50	 As of 05/31/13
	3.4.4.2 Match/Integrate Community Members, community projects into the curriculum. Measure/Evidence: community visits (Staff/Admin) <i>Comments on Status: We have developed a list of community groups, people we can work with and bring into the school/curriculum</i>	Jason Bickling	08/01/12 05/31/13	community visits	75	 As of 01/21/13