
















FY13-17 Strategic Plan

Fireweed Academy: Action Plan - Summary

Date Revised: September 3, 2014

| Priority | Items | Who | Start Date/ End Date | Target, Measure | % Complete/ YTD | Status/ Variance |
|-----------------|---|------------------|-------------------------|---|--------------------|--|
| My Items | | | | | | |
| High | <p>1.2.7 Students will increase reading, writing, and speaking skills by utilizing evidence grounded in text.</p> <p><i>Comments on Status: Data collected: Student progress in referring to text while discussing a Seminar piece River Project Presentation Rubrics Game Boards based on Literature Study Science Journals Response to Literature Shift to ensure 50% non-fiction 50% Fiction text Use of Mentor texts to develop writing skills Writing to prompts: both fiction and non-fiction</i></p> | Fireweed Academy | 08/14/13 05/25/15 | 80% 80% of students will score 20 pts or more on a 30 point rubric | 80% |  As of 08/08/14 |
| | <p>1.4.7 Increase Constructivist and Theme Immersion methods usage in the classroom by teachers and engage students by providing meaningful constructivist theme based learning experiences. Measure/Evidence: photos/videos student reflection and response, Lesson plans, walkthroughs, evaluation.</p> <p><i>Comments on Status: FY12 Baseline: 75% students engaged in 75% of activities. Video data confirms increased engagement to 100% while using active constructivist based learning experiences.</i></p> | Fireweed Academy | 07/01/12 06/30/13 | 100% 100% teachers understanding and using constructivist principles and methods.... | 100% |  0 As of 05/29/13 |
| | <p>1.5.10 Ensure all students feel safe and connected in our school culture through code of conduct, student goal setting and monitoring, as well as extra support to struggling learners, both in sense of well-being and academics. Measure/Evidence: code of conduct climate and connectedness survey incidents. Well-being: student check in; Academic: progress monitoring.</p> <p><i>Comments on Status: FY12 Baseline: Sporadic daily check in; Bi-monthly progress monitoring. Student check in as an item on staff meeting agenda has been successful. Daily check-in through homeroom circles. Weekly checkin at staff meetings. Created Code of Conduct that empowered students to recognize positive and negative behaviors and respond to them. Did not implement climate and connectedness survey. Agenda item on weekly staff meetings ensures that we address this goal regularly.</i></p> | Fireweed Academy | 07/01/12 06/30/13 | 100% 100% students feel safe and empowered. Daily check in and follow up phone calls | 90% |  -10 As of 05/28/14 |
| | <p>2.6.1 Oversee scheduling for collaboration and create protocols to guide authentic quality collaboration and document accountability. Measure/Evidence: schedules protocol teacher reports, increase in teacher leadership in prof dev.</p> <p><i>Comments on Status: FY12 Baseline: Haphazard, collaboration lost to planning. Not a priority. No accountability. Initial attempts have been made for collaboration by creating a Professional development component on weekly staff meeting agendas, classroom visitations,. Collaboration and sharing resources occurs spontaneously in many situations. We collaborate with student input through tribal council, building rubrics together, project based learning, cross grade level events. Collaboration with parents occurs when they become mentors and share their interests and knowledge. Needs more work and buy in from staff Also needs more accountability in the form of notes</i></p> | Fireweed Academy | 07/01/12 05/31/13 | 100% Collab. a priority, Reports that document accountability for quality collab | 60% |  -40 As of 08/01/14 |
| | <p>3.1.9 Increase parent understanding and participation through educating them regarding Mission, Vision, Principles and Methods. Measure/Evidence: Reflection and dialog w/parents number of parents/hours participation parent surveys.</p> <p><i>Comments on Status: FY12 Baseline: 50% parents can explain mission and methods. Some teachers are explaining constructivist principles in their weekly updates, anecdotal conversations, addition of section on weekly newsletter, photo and video documentation shared at conferences, board meetings, in school hallways and classrooms, culminating activities and celebrations.</i></p> | Fireweed Academy | 07/01/12 06/30/13 | 90% 90% parents can explain our mission and methods | 80% |  -10 As of 08/01/14 |

Fireweed Academy: Action Plan - Detail

| Priority | Items | Who | Start Date/ End Date | Target, Measure | % Complete/ YTD | Status/ Variance |
|--|---|------------------|-------------------------|--|--------------------|---|
| 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. | | | | | | |
| | 1.2 Student Proficiency: All students will meet or exceed state and national averages on nationally developed annual assessments within five years. <i>Comments on Status: When the states new assessments are implemented in 2015 progress toward this goal will be measured. 6/19/13: District-level status based on average progress of supporting objectives.</i> | Instruction | 07/01/12 06/30/17 | 100% % students meeting state/national average | 0% |  -100 As of 08/05/14 |
| High | 1.2.7 Students will increase reading, writing, and speaking skills by utilizing evidence grounded in text. <i>Comments on Status: Data collected: Student progress in referring to text while discussing a Seminar piece River Project Presentation Rubrics Game Boards based on Literature Study Science Journals Response to Literature Shift to ensure 50% non-fiction 50% Fiction text Use of Mentor texts to develop writing skills Writing to prompts: both fiction and non-fiction</i> | Fireweed Academy | 08/14/13 05/25/15 | 80% 80% of students will score 20 pts or more on a 30 point rubric | 80% |  As of 08/08/14 |
| | 1.2.7.1 Train and provide ELA teachers with strategies and resources to integrate reading, speaking and writing grounded from text, complex text and Tier 2 vocabulary. | | 08/15/13 05/20/15 | 100% certified staff can identify and explain ELA Standards shifts | |  As of 05/30/13 |
| | 1.2.7.2 Build text sets with multi-level non-fiction text appropriate to themes <i>Comments on Status: We are 100% complete for the 2013/2014 school year. We are considering implementing new themes next year for a longer 7 year rotation, instead of the current 4 year rotation. So the text sets will be developed based on decision to support those themes.</i> | Kiki Abrahamson | 08/15/13 05/20/15 | 4 Resource tubs with lists for each theme. | 100 |  As of 05/28/14 |
| Normal | 1.2.7.3 Monitor lesson plans to increase transition in utilization to 50/50 fiction/non-fiction <i>Comments on Status: Accomplished for this year, but a worthy goal to continue with in the coming year as we transition to new state standards and new staff.</i> | Kiki Abrahamson | 08/15/13 05/20/15 | 100% | 100% |  As of 05/28/14 |
| High | 1.4 Student Engagement: Achieve high levels of student engagement utilizing research-based strategies at all schools. <i>Comments on Status: See department level and school site plans to view progress. 6/19/13: District-level status based on average progress of supporting objectives.</i> | Instruction | 07/01/12 06/30/15 | 100% School In-service Plans - Danielson/Standards implementation plans | 100% |  0 As of 07/30/14 |
| | 1.4.7 Increase Constructivist and Theme Immersion methods usage in the classroom by teachers and engage students by providing meaningful constructivist theme based learning experiences. Measure/Evidence: photos/videos student reflection and response, Lesson plans, walkthroughs, evaluation. <i>Comments on Status: FY12 Baseline: 75% students engaged in 75% of activities. Video data confirms increased engagement to 100% while using active constructivist based learning experiences.</i> | Fireweed Academy | 07/01/12 06/30/13 | 100% 100% teachers understanding and using constructivist principles and methods.... | 100% |  0 As of 05/29/13 |
| | 1.4.7.1 Review Constructivist principles. <i>Comments on Status: We have reviewed the 5 principles and revisit them at staff meeting and inservice meetings.</i> | Kiki Abrahamson | 07/01/12 06/30/13 | 100% Reflection and dialogue Staff agendas | 100% |  As of 05/29/13 |
| | 1.4.7.2 Review Constructivist Learning Design; Create a lesson plan template that connects standards, outcomes and the methods. <i>Comments on Status: The template has been constructed and we use it for planning collaboration at the beginning of the quarter. However, not all teachers are on board.</i> | Kiki Abrahamson | 07/01/12 06/30/13 | 100% Staff group and individual Lesson plan templates | 100% |  As of 03/04/13 |
| | 1.4.7.3 Shared Lesson Plan Document for Theme Studies, Specials, projects collaboration <i>Comments on Status: Effective for Theme Studies collaboration, but not for specials and Projects. It has been difficult to move forward on this goal because of loss of 4 staff members as well as resistance from some staff to get on board.</i> | Kiki Abrahamson | 08/01/12 06/30/13 | 100% Completed group collaboration lesson plans reflection and dialog from interclass | 100% |  As of 08/01/14 |
| | 1.4.7.4 Train teachers in methods: ie Wordsmithing: masterpiece sentences: adapting lessons | | | | | |

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| | to student suppositions and point of view (Peers) <i>Comments on Status: Socratic Seminar training, introduced word study methods, identifying student suppositions and increasing awareness so teachers address them effectively. Successful vertical alignment collaboration among teachers. Trained para professionals in constructivist principles regarding their roles as facilitators.</i> | Kiki Abrahamson | 08/14/12 06/30/13 | 100% Modeled Lessons Plans Observations | 100% |  As of 05/29/13 |
| | 1.4.7.5 Supervision and evaluation (Peers) <i>Comments on Status: Teachers have not been able to execute interclassroom visits, usually due to logistics problems, sometimes due to lack of buy in. By connecting activities with the 5 habits of mind, teachers are more aware of implementing constructivist theme based experiences. Notes on observations reflect use of constructivist theme based experiences. Loss of staff Spring semester inhibited our ability to implement interclassroom visits. Attempts to implement cognitive coaching were also limited due to short staffed. Further loss of staff exacerbated this problem so very little progress has been made on this goal.</i> | Kiki Abrahamson | 08/14/12 06/30/13 | 100% Walkthrough informal observations, formal observations peer classroom visits... | 90% |  As of 08/01/14 |
| | 1.4.7.6 PD Needs: Constructivist Methods and Resources; Theme Immersion Methods and resources; Collaboration and Preparation time. (Fireweed Academy) <i>Comments on Status: Information has been presented to both staff and Academic Policy Committee. Implementation 90%.</i> | Michelle Thomason | 07/01/12 06/30/13 | 100% % complete | 100% |  As of 08/01/14 |
| | 1.4.7.7 Budget Requirements: Books and articles on Constructivism Designing for Learning: 6 elements in Constructivist Classrooms In Search of Understanding: The Case for Constructivist Classrooms Creating and sustaining the Constructivist Classroom | Kiki Abrahamson | 07/01/12 06/30/13 | 100% % complete | 100 |  As of 03/04/13 |
| | 1.4.7.8 Train student mentors to provide support to peers in learning specific literacy activities and skills such as: Wordsmithing, Masterpiece Sentences, Looks Like Sounds Like, Spelling Spines, <i>Comments on Status: Students in grade 2 have become excellent mentors in Socratic Seminar. Buddy reading has been implemented at all levels.</i> | Kiki Abrahamson | 08/25/13 05/22/15 | 20% 20% of students at each grade level 3rd-6th trained and working with peers by se | 100% |  As of 05/28/14 |
| High | 1.5 Graduation: Increase the graduation rate by 3% annually and decrease drop out numbers by 5% annually. <i>Comments on Status: 4/4/14 Current Graduation Rate: 92.9% Current Dropout Rate: .2%</i> | Instruction | 07/01/12 06/30/13 | 100% % increase graduation rate | 0% |  -100 As of 08/05/14 |
| | 1.5.10 Ensure all students feel safe and connected in our school culture through code of conduct, student goal setting and monitoring, as well as extra support to struggling learners, both in sense of well-being and academics. Measure/Evidence: code of conduct climate and connectedness survey incidents. Well-being: student check in; Academic: progress monitoring. <i>Comments on Status: FY12 Baseline: Sporadic daily check in; Bi-monthly progress monitoring. Student check in as an item on staff meeting agenda has been successful. Daily check-in through homeroom circles. Weekly checkin at staff meetings. Created Code of Conduct that empowered students to recognize positive and negative behaviors and respond to them. Did not implement climate and connectedness survey. Agenda item on weekly staff meetings ensures that we address this goal regularly.</i> | Fireweed Academy | 07/01/12 06/30/13 | 100% 100% students feel safe and empowered. Daily check in and follow up phone calls | 90% |  -10 As of 05/28/14 |
| | 1.5.10.1 Develop Code of Conduct during theme studies rotation (Andrea, Mindy) <i>Comments on Status: Code of conduct has been completed, reviewed and thumbprinted by all students.</i> | Kiki Abrahamson | 09/10/12 10/18/13 | 100% Process documents final code | 100% |  As of 05/29/13 |
| | 1.5.10.2 Create Agenda item and assign roles and responsibilities for implementing Code of Conduct activities at Tribal Council <i>Comments on Status: Assigned roles and responsibilities of teacher schedule, but not implementing the activities Moral dilemma skits. Schedule set up and followed, incorporated new staff member in methods.</i> | Kiki Abrahamson | 10/18/12 06/30/13 | 100% Agenda notes | 100% |  As of 05/28/14 |
| | 1.5.10.3 School Climate and Connectedness pre and post survey <i>Comments on Status: Not able too complete this year, will try again next year. Completed with 5th and 6th, but have not adapted to be appropriate for younger grades yet.</i> | Kiki Abrahamson | 09/01/12 05/31/13 | 100% Survey | 30% |  As of 08/01/14 |
| | 1.5.10.4 Incorporate student goal setting and monitoring (Staff) <i>Comments on Status: Students set goals as part of their rubric self-evaluations for projects, assignments and quarterly conferences.</i> | Kiki Abrahamson | 07/01/12 06/30/13 | 100% Student can define, give examples and act self - reliant | 100% |  As of 05/28/14 |
| | 1.5.10.5 Weekly agenda item for check in (Staff) | Kiki Abrahamson | 09/01/12 05/31/13 | 100% Staff meeting agenda | 100% |  |






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| | | | 05/31/13 | and notes | | As of 12/12/12 |
| | 1.5.10.6 Progress monitoring as required by district, Intervention Team, IEP Team (Amanda, Betsy) <i>Comments on Status: All required progress monitoring has been completed to date</i> | Kiki Abrahamson | 09/01/12 06/30/13 | 100% aimsweb, I team notes, IEP team notes | 100% | As of 05/29/13 |
| | 1.5.10.7 PD Needs: School Climate and Connectedness Survey; Student goal setting and monitoring; Tools to teach Self Reliance; Executive Functioning. (Fireweed Academy) <i>Comments on Status: Tools to teach yes, others no</i> | Michelle Thomason | 07/01/12 06/30/13 | 100 %20 complete | 20 | As of 08/01/14 |
| | 1.5.10.8 Budget Requirements: Substitutes for collaboration. | Kiki Abrahamson | 07/01/12 06/30/13 | 100 % complete | | As of 08/01/14 |

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.

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| | 2.6 Communication: Improve district to site communication through visiting every school bi-annually, to share strategic plan progress. <i>Comments on Status: 22 schools visited by Leadership Team as of 4/30/13</i> | Instruction | 07/01/12 05/31/13 | # school visits per year | 50 | 50 As of 08/05/14 |
| | 2.6.1 Oversee scheduling for collaboration and create protocols to guide authentic quality collaboration and document accountability. Measure/Evidence: schedules protocol teacher reports, increase in teacher leadership in prof dev. <i>Comments on Status: FY12 Baseline: Haphazard, collaboration lost to planning, Not a priority, No accountability. Initial attempts have been made for collaboration by creating a Professional development component on weekly staff meeting agendas, classroom visitations,. Collaboration and sharing resources occurs spontaneously in many situations. We collaborate with student input through tribal council, building rubrics together, project based learning, cross grade level events. Collaboration with parents occurs when they become mentors and share their interests and knowledge. Needs more work and buy in from staff Also needs more accountability in the form of notes</i> | Fireweed Academy | 07/01/12 05/31/13 | 100% Collab. a priority, Reports that document accountability for quality collab | 60% | -40 As of 08/01/14 |
| | 2.6.1.1 Create templates for all staff, intervention, sped and APC meetings (Kim) | Kiki Abrahamson | 08/14/12 05/30/13 | 100% Agendas and notes Reflection | 100% | As of 12/12/12 |
| | 2.6.1.2 Micah Fierstein: inservice to review previous protocols and re-focus our work as a cohesive staff (Kim) | Kiki Abrahamson | 08/19/12 05/30/13 | 100% Identification of need Reflection implementing skills and dispositions | 100% | As of 12/12/12 |
| | 2.6.1.3 Implement whole school read aloud by principal or aide so that teachers can collaborate. Develop agenda/schedule for collaboration: i.e.: Monday map out week, Tuesday: Constructivist method usage, Wednesday Content job alike; Thursday: grade level job alike; Friday: Reflect and refine (Peers) <i>Comments on Status: Resistance from staff prevented implementation. May re-visit in the future; if not we might see it in the pasture.</i> | Kiki Abrahamson | 11/01/12 05/09/13 | 100% Agenda Models Reflection | 0% | As of 05/28/14 |
| | 2.6.1.4 PD Needs: Inservice: review protocols we have already established. (Fireweed Academy) | Michelle Thomason | 07/01/12 06/30/13 | 100% % complete | 0% | As of 08/01/14 |
| | 2.6.1.5 Budget Requirements: \$1000 transportation; Consultant fee has been waived by presenter; Food and Lodging expenses provided by Kiki; Reader <i>Comments on Status: Inservice held October 19th.</i> | Kiki Abrahamson | 07/01/12 06/30/13 | 100 % complete | 100 | As of 03/04/13 |

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

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|------|--|------------------|----------------------|------------------------|------|-------------------------|
| 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 |
| | 3.1.9 Increase parent understanding and participation through educating them regarding Mission, Vision, Principles and Methods. Measure/Evidence: Reflection and dialog w/parents number of parents/hours participation parent surveys. | Fireweed Academy | 07/01/12 | 90% 90% parents can | 80% | |

| | | | | | | |
|--|--|-------------------|----------------------|---|------|---|
| | <p><i>Comments on Status: FY12 Baseline: 50% parents can explain mission and methods. Some teachers are explaining constructivist principles in their weekly updates, anecdotal conversations, addition of section on weekly newsletter, photo and video documentation shared at conferences, board meetings, in school hallways and classrooms, culminating activities and celebrations.</i></p> | Fireweed Academy | 06/30/13 | explain our mission and methods | 100% | -10 As of 08/01/14 |
| | <p>3.1.9.1 Articulate and disseminate information explaining constructivist principles and Theme Immersion methods and guides for parent participation in the school. Create powerpoint to share with school board, district administration and Fireweed learning community</p> <p><i>Comments on Status: Powerpoint complete and presented to school board and parents. Increase in teacher information in weekly updates to parents. Principal weekly info in school newsletter. Guide for parent participation reviewed and approved by APC. Video was created by teacher and put on website.</i></p> | Kiki Abrahamson | 08/14/12 05/30/13 | 100% Powerpoint presentations APC meeting notes Chaperone guidelines | 100% |  As of 05/29/13 |
| | <p>3.1.9.2 Invite families to share in quarterly theme culminating projects and events. Shift focus of quarterly culminating events to include parent participation instead of audience (Aides)</p> <p><i>Comments on Status: K2 very active in creating parent participation in events. Redesigning celebrations to be participatory instead of performance based. May Day Celebration. K2 taking the lead on this goal. Decrease in parent participation at culminating events at 3-6 school.</i></p> | Kiki Abrahamson | 08/14/12 05/30/13 | 100% Invitations, photos and videos of culminating performances and events | 100% |  As of 05/29/14 |
| | <p>3.1.9.3 FAQ in common simple terms and examples, what it looks like and sounds like</p> <p><i>Comments on Status: Revising to put in layman's terms</i></p> | Kiki Abrahamson | 08/01/12 06/30/13 | 100% Pamphlet or brochure | 40% |  As of 08/01/14 |
| | <p>3.1.9.4 Increase comments that explain our methods in Teacher weekly updates to parents.</p> <p><i>Comments on Status: 50% of staff include explanations in weekly updates; some have increased their awareness and focus in explaining the constructivist principles that support the learning experiences.</i></p> | Kiki Abrahamson | 09/01/12 05/30/13 | 100% Teacher updates to parents | 100% |  As of 08/01/14 |
| | <p>3.1.9.5 PD Needs: Time allocation for collaboration. (Fireweed Academy)</p> <p><i>Comments on Status: Early release, staff meetings, and agenda agreements have provided increase time for conversations. The quality of collaboration still needs work.</i></p> | Michelle Thomason | 07/01/12 06/30/13 | 100% % complete | 60 |  As of 08/01/14 |