



# District Update for Administrators

March 30, 2011

Steve Atwater, Superintendent



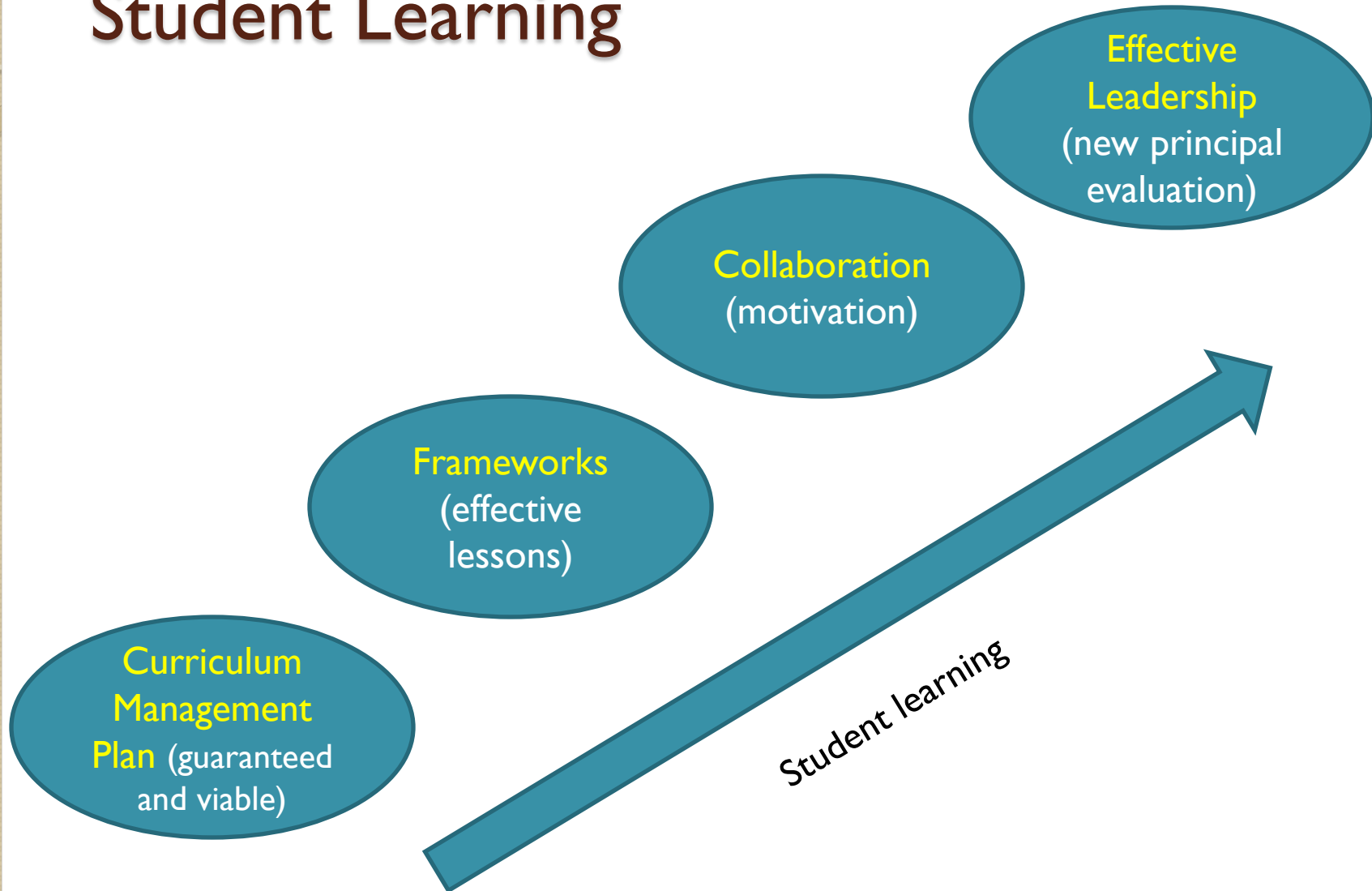
# Today's Plan

Update on our improvement efforts-making sense of the whole

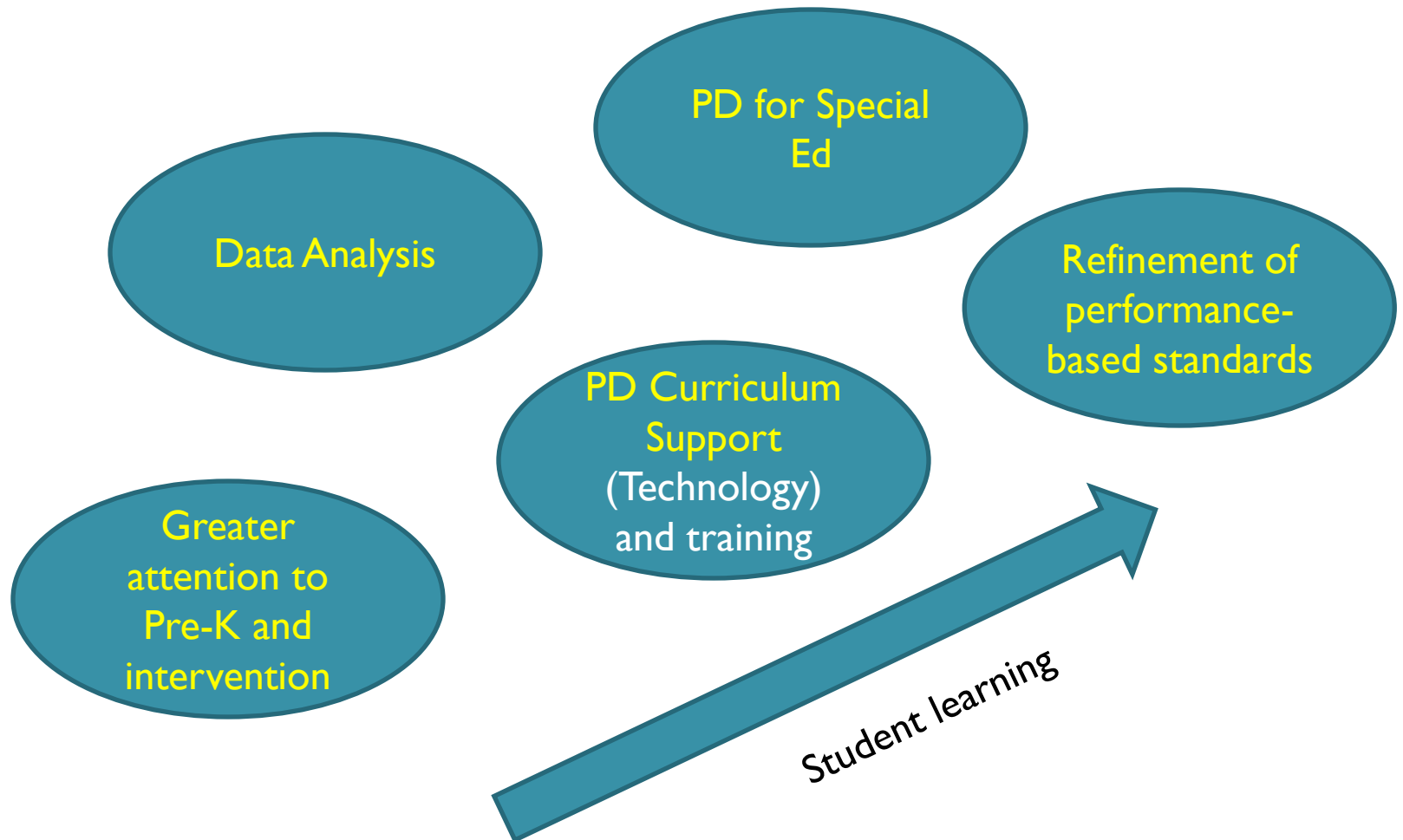
Instructional leadership and relationships

District News

# Our On-Going District Level Improvement Efforts to Increase Student Learning



# Improvement Efforts





District Improvement  
Efforts

# Making Sense of District Parameters

Tight

**District processes**  
-purchasing  
-intervention  
-professional development

Non-negotiable

Loose

**Site identity**  
-pedagogy  
-Site projects  
-Student behavior  
-grading  
-level of structure

This is the essence of your leadership

Tight

**District Outcomes**  
-the “what”  
-the “how do you know?”  
-if you graduate from KPBSD...

Non-negotiable



## District Goals-We Will Maintain Our Goals and Set Indicators to show that we are meeting the goals at the May Admin Meeting

- **increase student achievement...individual student needs...collaborative practices**
- **increase student engagement... effective instructional practices... 21st Century Skills**

# Principals creating an optimum learning environment (study from Georgia)

- Human relations 38% of variance
  - Calls by name, caring attitude, remembers what it is like to be a teacher
- Trust and decision making 8% of variance
  - Nit picks on evaluations, gossips, snap judgments
- Instructional leadership 8% of variance
  - Rules and holding accountable, follows-up, knows curriculum
- Control 5% of variance
  - rigid and inflexible, overuse of I and my
- Conflict 5% of variance
  - Passes the buck, is overly partial to active parents
- <http://www.westga.edu/~cbulach/sclimate/lsp.htm>



# Instructional Leadership starts with relationships

- You must deliberately establish yourself as the school's instructional leader by building relationships (not friendships) with your staff
- Look for opportunities to share your leadership, but not give it up
- This process of relationship building is on-going, does not only occur when you are new
- Entrenched (poor) behaviors are hard to undo, must counter these/work at changing these as soon as you can

# Where are you with proficiency?

- What is proficient? What does it take to pass? Encourage you to have the conversation with your staff on what needs to happen before a student passes

# District News- Finances

- District Budget is up for adoption on Monday (April 4)
- FY12 general fund budget is \$6 million more than this year
- Assembly set minimum level of school funding at same amount that was contributed this year (about 3 million less than the cap)
- Existing level of service (for next year) is maintained by using fund balance

# District News

- Hoping that state legislature will increase our funding level
- Jobs Bill (one-time federal money) will allow us to employ about 15 FTE e.g., technology specialists and title I teachers
- Looking at a new student information system
- Annual report- staff profile to Sally by April 15

# District News

- Non-tenured contracts for hard to fill positions to board for approval on Monday
- SBAs- test taking strategy
- More support for principals next year by directors, adding two support folks
- Hiring, more than getting a good teacher, does he or she fit with your vision of what you want your school to be?

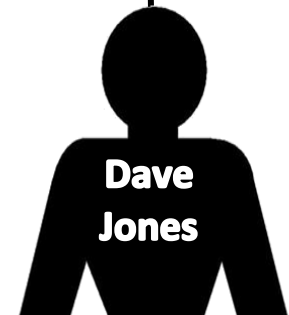
# Year End Checkout

Checkout List *must* be complete before meeting with the superintendent or assistant superintendent

Principals who are returning to their current assignment  
(contact Sally Tachick)



Principals who are not returning to their current assignment  
(contact Lassie Nelson)



# Congratulations and Welcome

- **KPBSD admin on the move to principals, assistant principal and director jobs**
  - Soldotna Middle- Sarge as P, Curt as AP
  - Kenai Middle- Vaughn as P
  - Mountain View- Norma as P
  - Soldotna El- Teri as P
  - Cooper Landing- Christine, Moose Pass- Jason
  - Director of K-12 and Federal Programs- Tim V.
  - Director of Secondary Ed- John
- **New or Returning to KPBSD**
  - Monica Hinders- Spring Creek and Hope
  - Jeff Ambrosier –Ninilchik
  - Conrad Woodhead-Chapman
  - Dan Beck- KMS AP
- **Still to be filled**
  - AP at Skyview, P at Nikiski M/HS, P at Voznesenka, AP at Mountain View